



CAROLINAS CONTACTS

JULY-AUGUST 2025 ISSUE

BEHIND THE BUILD - SHARE YOUR PROJECT

PLUS: Industry Events - The Roofing Alliance & Clemson University -
OSHA, Tariff, Immigration Updates

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Carolinas Contacts address issues and concerns of the roofing industry. Technology, test, and building codes are constantly changing, and such changes may not be reflected herein. All information is presented for the benefit of our readers and does not necessarily reflect the views of CRSMCA. Press releases and product information presented do not reflect all available materials. Before purchasing, installing, using, or recommending any product, system, or method, readers should make independent evaluations.

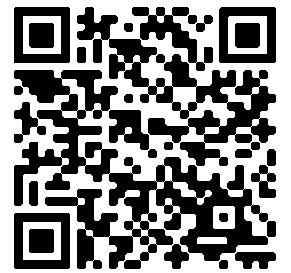
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& annual meeting

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FROM THE CRSMCA PRESIDENT



It's hard to believe that we are already entering the fourth quarter of 2025. I hope that everyone has had a great year thus far.

I am looking forward to serving as your CRSMCA President for 2025 -2026. I will be working alongside Hunter Sneed, Josh Dernosek, Steve Trites, and our CRSMCA Past President, Bobbie Jo Deal.

The CRSMCA Executive Committee will be working hard this year to ensure that the capital we gained from the sale of the CRSMCA property is utilized and invested wisely, so CRSMCA can continue to grow and prosper. That said, **CRSMCA can only continue to thrive through participation.**

I urge everyone to get involved in some form or fashion. Make sure your team is registered for our upcoming **8th Annual Golf Tournament** on Thursday, October 30th.

I am also excited to share that we will be having the **Carolinas Mid-Winter Roofing Expo** on February 17-19, 2026 in Durham, North Carolina. Registration is now open, and the CRSMCA hotel room block is available. I encourage you all to attend and participate whether through exhibiting or walking the trade show floor.

Please let me know if you have any suggestions or feedback for the CRSMCA Board members.

CRSMCA is only as good as we make it.

Robert

**Robert Hodges,
RK HydroVac**

CRSMCA President 2025-2026

Carolinas Contacts

FROM THE ASSOCIATE GROUP PRESIDENT



Mark

**Mark Cameron,
Mid-States Asphalt**

**CRSMCA Associate Group
President 2025-2026**

Dear CRSMCA Members,

As we dive into the vibrant autumn of 2025, I hope you're all thriving and embracing the opportunities this year brings! It's with immense pride and excitement that I step into the role of your CRSMCA Associate Group President for 2025-2026.

First, I want to extend my heartfelt thanks to our incredible team at CRSMCA and Carla for orchestrating a great Carolinas Roofing Expo & Annual Meeting in Myrtle Beach, SC. The energy, camaraderie, and shared passion for our industry made it a truly remarkable event. I loved seeing so many of you there, connecting, sharing ideas, and building stronger bonds within our roofing community.

It's an honor to work alongside our talented 2025-2026 CRSMCA Board members, both contractors and associates. Together, we are committed to tackling the challenges facing our industry, particularly navigating the ongoing consolidation, managing the implications of tariffs, and preparing for a potential slowdown in the second half of the year. At the Carolinas Roofing Expo & Annual Meeting, we heard compelling discussions about the need for more **TRAINING**. Whether it's adopting new technologies, streamlining processes, or investing in workforce development, I'm excited to collaborate with all of you to find solutions that keep our businesses strong.

A key priority for my term is **ENGAGEMENT**. CRSMCA is a community built on collaboration, and I encourage every member to get involved—whether by attending our **District Meetings**, sharing your expertise, or mentoring the next generation of roofing professionals. Stay tuned for the schedule of District Meetings, and let's make it a goal to bring a new face to each one!

I'm also thrilled to announce **three upcoming events**:

- CRSMCA Annual Golf Tournament: October 30 at the Rocky River Golf Club. A perfect chance to network and enjoy a day on the greens!
- Carolinas Mid- Winter Roofing Expo: February 16-19, 2026 at the Durham Convention Center
- Sporting Clays Competition: April 23, 2026 at Drake Landing

Thank you for entrusting me with this leadership role. **I am eager to serve, listen, and work together to make 2025-2026 a year of growth and success for CRSMCA.** Please don't hesitate to reach out with your ideas or concerns—I'm here for you.

Warm regards.

Roofing Industry News

NRCA's Upcoming Event

139th Annual Convention & International Roofing Expo

**January 20-22, 2026
Las Vegas Convention Center**

Find more details & registration:
www.theroofingexpo.com

Roofing Day in D.C. 2026

**April 14-15, 2026
Yotel Washington**

Find more details & registration:
www.nrca.net/advocacy/roofingday

Midyear Committee Meetings

July 14-17, 2026

More details available soon.



NRCA crafts one-of-a-kind educational Power Hours featuring in-house expertise and guest appearances from industry leaders. See Power Hour recordings for specific topics below

Find more details & registration:
www.nrca.net/education/webinar-recordings



2026 IIBEC International Convention & Trade Show

Join an expected 1,700 consultants, architects, engineers, design professionals, and other experts who specialize in roofing, waterproofing, fenestration, cladding, building commissioning, and exterior wall technologies to exchange knowledge, expertise, and the latest advancements in building enclosure technology at the 2026 IIBEC International Convention & Trade Show.

Don't miss out on this premier education and networking event.

Find more details & registration:
www.2026.iibeconvention.org



NRCA's 139th Annual Convention and International Roofing Expo
JAN 20-22, 2026 / LAS VEGAS

CRSMCA provides details for roofing affiliated organizations to promote the relationships built within roofing industry organizations.

Is an affiliated organization not listed? Please contact CRSMCA to have the information added to the Carolinas Contacts magazine publication.



NRCA launches employer immigration resources webpage

NRCA has launched an Employer Immigration Resources webpage that provides resources that help address issues related to employee immigration status. Available resources include Know Your Rights cards in English and Spanish; information about how to handle visits from Immigration and Customs Enforcement; a handbook for employers; and information about allocating labor cost risk. NRCA will update the resources as needed. Visit nrca.net/immigrantlabor to help ensure your company is prepared regarding issues involving employee immigration status.

No tax on overtime wages now in effect, retroactive to Jan. 1, 2025

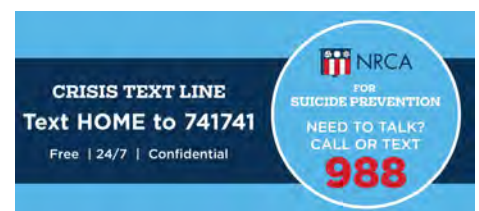
The One Big Beautiful Bill Act included a tax incentive for those clocking overtime hours, which is effective now, retroactive to Jan. 1, 2025. This legislation allows a full deduction for those earning under \$150,000 (single) or \$300,000 (joint) in the amount of \$12,500 for single filers and \$25,000 for those married filing jointly. This deduction is available through tax years 2028 and as an above-the-line deduction—there is no need to itemize. However, employers must report overtime earnings separately on W-2s.

Trump administration ramps up immigration enforcement

The Trump administration continues expanding immigration enforcement efforts by U.S. Immigration and Customs Enforcement with worksite raids nationwide across numerous industries, including roofing and construction. On June 12, President Trump acknowledged the workforce effects of this activity, calling for a pause of enforcement within the agriculture and hospitality industries and hinting at further policy changes coming from the administration. ICE officials reportedly directed a brief pause in enforcement in these industries shortly after the president's remarks; however, that directive apparently was rescinded June 16. President Trump also has indicated large cities governed by Democrats are likely to be a major focus of increased enforcement moving forward.

NRCA continues to communicate member concerns to the administration and members of Congress, most recently joining

allies in the [Essential Worker Immigration Coalition](#) in sending a letter to top administration officials regarding recent enforcement efforts and the need for policies that stabilize and meet essential workforce needs. NRCA also has launched an [Employer Immigration Resources webpage](#) devoted to providing resources that help members navigate this heightened regulatory environment.



NRCA offers mental health resources. Visit [NRCA's Mental Health webpage](#) to learn more.

CRSMCA provides details for roofing affiliated organizations to promote the relationships built within roofing industry organizations.

Is an affiliated organization not listed? Please contact CRSMCA to have the information added to the Carolinas Contacts magazine publication.

Giving Back

Supporting ROOFPAC helps the roofing industry be heard on Capitol Hill

Written by Teri Dorn, Professional Roofing (December/January 2024-2025)

As we shift from giving thanks to giving back, it is important to note the roofing industry has always generously provided shelter and support for those in need. Congress needs to hear the industry's stories of great character, entrepreneurship and excellence, and roofing professionals should communicate their values and priorities directly to members of Congress.

As the only political action committee dedicated to advancing the roofing industry's priorities at the federal level, ROOFPAC allows NRCA members to harness the spirit of giving and support the industry's champions in Washington, D.C.

Making a difference

There is enormous opportunity post-election for the roofing industry to work as a team to strengthen support at the federal level. NRCA ensures newly elected members in Congress understand the roofing industry's most critical issues, such as labor shortages and sensible tax policy.

ROOFPAC provides one of the simplest ways for NRCA members to make a difference. Following are some key reasons NRCA members give to ROOFPAC:

- Representation. ROOFPAC allows members to pool collective resources to maximize political influence.
- Policy discussions. ROOFPAC serves as the industry's megaphone, amplifying priorities to positively shape policy discussions across Capitol Hill.
- Advocacy. ROOFPAC tells the stories of generosity directly to members of Congress while advocating on behalf of you and your business.
- Pro-business resources. ROOFPAC advances government policies that provide roofing industry leaders resources to grow their businesses and give back to their communities.

Since 1990, ROOFPAC has supported hundreds of pro-business candidates for Congress, carefully curated to benefit the industry. Donating to ROOFPAC helps ensure these pro-business lawmakers return each term, strengthening the political climate for the roofing sector.

Support ROOFPAC at IRE

There are a variety of ways you can support ROOFPAC while having fun doing so through exciting fundraising events being held in San Antonio during NRCA's 138th Annual Convention and the 2025 International Roofing Expo® Feb. 19-21. NRCA is excited to partner with National Women in Roofing to host a cocktail reception and live auction benefiting ROOFPAC Tuesday, Feb. 18, from 4:30-6:30 p.m. Gathering on the top level of Smoke Skybar, guests can

raise a glass with industry friends and enjoy a spirited live auction. Texas auctioneer Mike Jones and his team will run the auction. Past bidders have won Pappy Van Winkle whiskey, vacations, handmade copper flags, beautifully made quilts, Broadway tickets, customized NRCA sport coats and even fresh lobsters for a year! For more information, including how to register, visit nrca.net/roofpac-ire-event.

You also won't want to miss out on the silent auction benefiting ROOFPAC Feb. 19-20. Jewelry, vacations, electronics and more will be available for bidding. Participants can view silent auction items at NRCA Booth No. 9077 and place bids via roofpac25.givesmart.com.

Attendance at the convention and trade show is not required to place bids, but those in attendance are invited to enjoy a complimentary open bar at NRCA's booth Thursday, Feb. 20, from 2-4 p.m.

NRCA is grateful for the generous sponsors who help underwrite the cost of these fundraising events so all proceeds can directly benefit ROOFPAC.

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Other ways to donate

NRCA members also can join one of NRCA's three exclusive donor clubs by donating to ROOFPAC directly.

Club members enjoy perks such as complimentary attendance at ROOFPAC fundraising events, a Congressional holiday ornament and, depending on the club level,

complimentary luxury airport transportation during IRE. ROOFPAC club options include:

- Emerging Leaders Club: \$250
- Capitol Hill Club: \$1,000
- Political Insiders Council: \$5,000

Casting your ballot to vote in November was not the only chance to make your voice heard in Washington, D.C. You also can build relationships with representatives in your hometown. NRCA members are encouraged to invite members of Congress to visit a job site or business so they can experience the work you do firsthand. You also can foster relationships with those on Capitol Hill by joining your colleagues for Roofing Day in D.C. April 8-9. This annual event connects roofing professionals with members of Congress to tell the roofing industry's story, leaving representatives with a deeper respect and appreciation for the people sheltering America.

This leading advocacy event is incredibly effective. Past attendees advocated for increased funding for Perkins Career and Technical Education State Grants, and their efforts were successful: Congress approved \$10 million in additional funding for fiscal year 2024, bringing the total to more than \$1.4 billion of funding annually for Perkins Grants.

Front and center

However you choose to make a difference on behalf of this great industry, it is important your story is heard by those advancing policy in Washington, D.C. ROOFPAC needs your help to spread the word and put you front and center in the minds of Congress members.

ROOFPAC is the federally registered political action committee of NRCA, and contributions will be used for political purposes. Contributions to ROOFPAC are not tax-deductible, and the name, address, occupation and employer's name of individuals whose contributions exceed \$200 during a calendar year will be reported to the Federal Election Commission. Contributions are voluntary, and you have the right to refuse to contribute without any reprisal.

An Exciting Endeavor The Roofing Alliance and Clemson University have made a strategic investment in the industry's future

Written by Dhaval Gajjar, Ph.D., FMP, SFP & Alison L. LaValley, CAE, Professional Roofing (July/August 2025)



The roofing industry is always evolving, and workforce development, innovation and leadership are key to its future. The new Center for Roofing Innovation and Leadership is leading the way by driving sustainability and collaboration between academia and industry.

Founded by the Roofing Alliance in partnership with Clemson University's Nieri Department of Construction and Real Estate Development, Clemson, S.C., the center's focus is to develop and train the next generation of roofing professionals. Through research and education, the center will create workforce development programs and career pathways starting as early as middle school and extending to high schools, community colleges, technical schools and trade programs. A steering committee of Roofing Alliance leaders, Clemson University faculty, and senior staff from the Roofing Alliance and NRCA guide its mission.

Through this partnership, the center is combining industry and academic expertise, resources and networks and will focus on workforce readiness and leadership development through initiatives such as:

- Creating a multilevel approach to workforce development and advancing the roofing profession by showcasing its critical role in the built environment.
- Establishing a dedicated roofing education, training and research facility featuring classrooms, hands-on learning spaces and a roof deck for applied research and product testing, benefiting students and industry professionals.
- Pursuing grants and funding from federal and state agencies, as well as private sector partners, to support program growth and operations.
- Offering biennial faculty retreats for full-time university faculty members interested in the role of roofing in construction management.
- Developing and training the next generation of educators and researchers to advance roofing education and innovation.

An ongoing partnership

The Roofing Alliance partnered with Clemson University's Nieri Department of Construction and Real Estate Development, Clemson, S.C., in 2019 with a clear goal: to educate and introduce the next generation of roofing professionals to the industry. This collaboration led to the creation of the first-ever four-year roofing college course, Roofing Fundamentals. Its success paved the way for two additional courses—Roofing Management and Roofing Business and Leadership—forming the first university-level Roofing Certificate Program.

Developed with input from Roofing Alliance members and Clemson University faculty, the program has since expanded to 10 universities nationwide. To date, more than 200 undergraduate and graduate students have completed at least one roofing course at Clemson University, and 125 roofing professionals have contributed materials and guest lectures.

Beyond coursework, the partnership has focused on defining career paths within the roofing industry. Industrywide surveys and roundtable discussions have provided insights into salaries, benefits, career growth and workforce perceptions.

Recognizing the industry's need for high-quality training, the three courses are available to all roofing professionals as a self-paced, eight-hour online program. The training addresses roofing materials, estimating, safety, building codes, logistics, quality control, technology, system assembly, as well as effective leadership strategies and fostering a robust organizational culture for upper-management employees. Participants who complete all modules and pass the final exam earn a joint certificate from Clemson University and the Roofing Alliance. Since late 2023, more than 300 industry professionals have earned a certificate.

Looking ahead, a new three-year study is underway that examines sustainability and resiliency in roofing. This research will shape a fourth course, Roofing Sustainability and Resiliency, and establish industrywide definitions and training modules to educate current and future professionals.

For information about how to engage with the Roofing Alliance or Center for Roofing Innovation and Leadership, contact Alison L. LaValley at alavalley@nrca.net.

Carolinas Contacts

- Creating a roofing minor that can be integrated into construction management programs at universities nationwide. Four roofing-specific courses (Roofing Fundamentals, Roofing Management, Roofing Business and Leadership, and Roofing Sustainability and Resiliency) will be included in the minor.
- Expanding the Roofing Alliance–Clemson Certificate Training Program, designed for students and professionals to build essential roofing knowledge, management skills and business expertise.

The center's research efforts also will tackle key issues such as sustainability and technology, providing the groundwork for industrywide advancements.

"Our research will pave the way for groundbreaking innovations that will shape the future of roofing across all sectors," says Reed Gooding, CEO of GSM Roofing, Ephrata, Pa., and 2024-25 Roofing Alliance president.

The center already has secured its first grant from BLACK+DECKER™ to host a high school roofing boot camp in collaboration with Clemson University and the Carolinas Associated General Contractors. Working with local guidance counselors in the Southeast, the center will recruit 50 students to attend the full-day event. The camp will provide industry exposure, hands-on roofing training and career opportunities from local Roofing Alliance members. Participants will receive certificates of completion from the Roofing Alliance.

"We believe the center's work will be a game changer for addressing the industry's workforce challenges," says Greg Bloom, 2024-25 president of the Center for Roofing Innovation and Leadership. "Through focused initiatives, we aim to attract, train and retain the next generation of professionals."

"The center is the culmination of years of vision and effort, and it has the potential to become a model for industry-academic partnerships we hope will pave the way for innovation in the industry," adds Bill Good, the Roofing Alliance's senior adviser.

With a steadfast commitment to excellence, the center is shaping a resilient, future-ready roofing industry.

Clemson University students take third place at the 2025 Roofing Alliance Student Competition

Written by Heidi J. Ellsworth, RoofersCoffeeShop

Skills, confidence and lifelong industry connections define a successful competition.

Clemson University made a strong impression at the 2025 [Roofing Alliance](#) Construction Management Student Competition with a third-place win. Bringing passion, teamwork and determination to one of the industry's most important student events, they were able to bring a wealth of knowledge and practice to the event. Represented by Alyssa Owens, Tyler Brothers, Sam Davis and Drake Hamlin, the team shared insights about their preparation, experience and growth throughout the competition. They also shared the importance of these types of events for university students.

Now in its eleventh year, the Roofing Alliance's Annual Construction Management Student Competition continues to build momentum and inspire future industry professionals. Held in conjunction with the [International Roofing Expo](#) (IRE), the 2025 competition took place in San Antonio, Texas, and introduced students to roofing as a dynamic and rewarding career path. It also provided valuable networking opportunities with peers, faculty and Roofing Alliance members. This year's competition project, provided by Beldon Roofing Company of San Antonio, challenged teams to develop a comprehensive bid proposal for the reroofing of the Embassy Suites by Hilton San Antonio Airport Hotel. Working closely with contractor mentors, students prepared detailed bid packages that demonstrated project management, estimating and safety skills. Finalists were invited to the IRE to present their proposals live to a panel of industry judges. They also attended the Roofing Alliance's Welcome Reception, toured the project site and participated in [NRCA's](#) Industry Awards Ceremony where winning teams were recognized on stage.

The Clemson team shared that their journey to the competition began when their professor, Dr. Dhaval Gajjar, handpicked them for their complementary strengths. Alyssa, the team captain, explained that Dr. Gajjar sought to combine individual talents to

create a strong, cohesive team. Each student brought something unique, contributing to a well-rounded approach to the challenging project.

Preparing for the competition demanded long hours, sacrifice and collaboration. With only four members and five critical sections to cover in the proposal, the team had to work together to ensure no area was left behind. Tyler highlighted the intense workload, saying they had to push themselves to cover every aspect with excellence. For Sam, the most difficult part was learning an entirely new trade. Roofing is an elective at Clemson but not a core requirement, making the competition a crash course in roofing systems, technical knowledge and industry best practices. Sam noted that mastering a new trade under high expectations was a serious challenge but also a rewarding accomplishment.

Despite the hard work, the students spoke enthusiastically about the value of the experience. Drake shared that meeting and talking with roofing professionals and business owners was a highlight, giving him valuable advice and real-world perspectives. Sam appreciated the chance to collaborate with a strong team, learning not just from the project but also from his teammates, their professor and industry mentors.

Tyler emphasized the importance of networking, noting that making career connections at this stage in their education could open doors for future opportunities. Alyssa added that, although the stress was real, the sense of pride and accomplishment after presenting made every moment worth it.

When asked what advice they would give to roofing companies hoping to hire students like them, Alyssa was clear, culture matters most. She emphasized that students are looking for companies that treat their employees well, create welcoming environments and promote supportive and engaging workplaces.

The Clemson team's story reflects the heart of the Roofing Alliance Student Competition — building knowledge, forging relationships and inspiring a new generation to see roofing not just as a job but as a career with endless opportunities. Winning third place in the competition was the highlight of a great journey. These students had already won by gaining skills, confidence and lifelong industry connections.

For more information about the Roofing Alliance and the Construction Management Student Competition, visit www.roofingalliance.net.



UPSKILL AND ONBOARD YOUR TEAMS!

The Roofing Alliance and Clemson University have designed three self-paced, **online training courses** to educate industry professionals.



Roofing Fundamentals

In this self-paced, online course, participants study the nomenclature, building materials, estimating, safety, technology and assembly of roof systems.



Roofing Management

This online course focuses on building function, building codes, scheduling, risk management, field crew management, quality control and the assembly of different roof systems.



Roofing Business and Leadership

This online course focuses on the business aspects of managing and sustaining a roofing company.

Nonmember price: \$895 each | NRCA member price: \$795 each | Roofing Alliance member price: \$595 each

Member Spotlight Featuring: Your Employee's Name Here!

STEP INTO
Share Your Expertise
THE SPOTLIGHT

Now's your chance to share your story, expertise, or company highlights with the industry!

We're looking for volunteers to be featured in an upcoming issue—let's showcase the amazing professionals that make CRSMCA great!

CONTACT CRSMCA →

cbsims@crsmca.org

Behind the Build Featuring: Your Company Belongs Here!

Behind the Build: Spotlighting Roofing Projects That Inspire

Every roof tells a story. From historic restorations to cutting-edge designs, CRSMCA members continue to raise the bar with projects that test skill, creativity, and perseverance. With Behind the Build, we're pulling back the curtain to highlight the unique and challenging roofing projects that define our industry.

Why It Matters

Roofing is more than shingles and sheet metal—it's about solving complex problems in real-world conditions. By spotlighting member projects, Behind the Build offers a window into the craftsmanship, safety practices, and teamwork that make these jobs possible. Whether tackling a historic courthouse, a sprawling industrial facility, or a high-rise downtown, our members prove that innovation and determination go hand in hand.

What You'll See

Each Behind the Build feature will take readers on a deep dive into a member's recent project, exploring:

- The Challenge: What made this project stand out? Tight timelines, unusual materials, safety complexities, or extreme weather conditions?
- The Solution: How did the roofing team approach the challenge? What tools, technologies, or creative solutions made the difference?
- The Impact: What results did the client see? How did the project benefit the community, environment, or industry?

Inspiration Through Storytelling

The goal of Behind the Build is to inspire and educate. Members can learn from each other's experiences—what worked, what didn't, and what they'd try again. These stories not only highlight technical expertise but also celebrate the dedication and grit that make CRSMCA members leaders in the roofing profession.

Share Your Project

Do you have a project that deserves the spotlight? We want to hear about it! Submit your story for consideration and let your work inspire colleagues across the Carolinas and beyond.

Together, through Behind the Build, we'll showcase the projects that prove why CRSMCA members are building more than roofs—they're building trust, resilience, and a lasting legacy.



BEHIND THE BUILD - SHARE YOUR PROJECT!

Got a Project Worth Sharing?

Behind the Build is your chance to showcase the unique or challenging roofing projects that set your team apart.

What We're Looking For:

- Projects with unusual challenges
- Innovative solutions and technology
- Impact on clients, communities, or the industry

Why Submit?

- Gain recognition in *Carolinas Contacts*
- Inspire and educate fellow members
- Highlight your company's expertise

Submit Your Project

Send project details, photos, and a short description to:
cbsims@crsmca.org

Your work is more than roofing—it's building the future. Let's tell *your story*.

CRSMCA Event Announcements

Annual Golf Tournament

October 30 2025
Rocky River Golf Course
Concord, NC

2025 GOLF Tournament
Tournament Title Sponsor by **ABC Supply Co. inc.**

Join us for CRSMCA's spookiest event of the year—enjoy fang-tastic prizes, wicked good camaraderie, and a hauntingly fun day on the greens!

Thursday	October 30
Rocky River Golf Club	Concord, NC

Register Now! www.crszca.org

Team Entry **\$500**

Sponsorships Starting at **\$500**

THE ULTIMATE ROOFING EVENT

FEB 17-19, 2026

DURHAM CONVENTION CENTER
301 West Morgan Street | Durham, NC 27701

CAROLINAS MID-WINTER ROOFING EXPO

www.crszca.org

View the Conference Agenda

<https://crsmca.org/meetinginfo.php?id=104&ts=1755786846>

Trade Show Open

February 17, 2026
5:00pm-7:00pm

February 18, 2026
8:00am-11:45am
1:30pm-5:00pm

Education Hours

February 19, 2026
8:00am-12:00pm

CRSMCA provides details for events with sponsorship and registration details available online at www.crszca.org.

CRSMCA provides additional updates through the weekly CRSMCA e-Newsletter. Contact CRSMCA at cbsims@crsmca.org to sign up to receive the e-newsletter.

Commonly Overlooked Small Business Tax Credits

Explore these commonly missed tax credits to see if there are opportunities to lower the tax burden at your small business.

Written by Kaytlyn Smith



For many small business owners, navigating the ins and outs of taxes can seem insurmountable. Because of this, few business owners are aware of the full range of tax credits and deductions of which they can take advantage. For instance, less than three in 10 small businesses that qualify for the Research & Development (R&D) Tax Credit claim it, while most large companies make the claim. To help you keep more of your hard-earned money on your tax return, here are some lesser-known tax credits and deductions you may be eligible for this year.

What's the difference between a tax credit and a tax deduction?

A tax deduction reduces how much of your business income is subject to taxes by potentially putting you into a lower tax bracket. A tax credit is more straightforward because it reduces the amount of tax owed by giving you a dollar-for-dollar reduction of your liability. For instance, a tax credit valued at \$500 will lower your bill by \$500. Too often, business owners focus exclusively on deductions and ignore the potential to claim equally beneficial credits. Business owners can claim both credits and deductions as long as they meet the necessary qualifications.

Tax credits commonly missed by small businesses

The R&D tax credit is one for which many small business owners believe they are not eligible. However, there are many others, said Patrick Butler, CPA and Partner at Reynolds + Rowella. Here are a few credits that many business owners may be eligible to claim on this year's tax return.

A promotional poster for the "save-the-date" Sporting Clays Competition. The text includes "THURSDAY APRIL 23, 2026", "DRAKE LANDING FUQUAY-VARINA, NC", and "REGISTRATION OPENS JANUARY 2026". It also features a website URL "www.crsma.org" and an image of a person shooting a shotgun.

CRSMC-Self-Insurers Fund: Increased Enforcement - OSHA's national emphasis program aims to reduce falls

Written by Cheryl M. Ambrose, CHST, OHST



The Occupational Safety and Health Administration launched a national emphasis program targeting fall-related hazards across all industries. Through this initiative, OSHA underscored its commitment to reducing injuries and fatalities resulting from falls.

The program signals OSHA's heightened enforcement efforts to address fall hazards in the roofing industry, which likely will continue.

What it covers

Although the national emphasis program encompasses all sectors, it places emphasis on the construction industry because of its higher incidence of fall-related fatalities.

The program is designed to:

- Expand inspection efforts. OSHA compliance officers proactively inspect roofing job sites where fall hazards are evident even without a formal complaint or referral.
- Target high-risk activities. The program prioritizes inspections in activities such as residential and commercial roof system installation, reroofing and repair work.
- Strengthen compliance requirements. Roofing employers are expected to adhere to OSHA's fall-protection standards under 29 CFR 1926.501, "Duty to have fall protection," which mandates the use of guardrails, safety nets or personal fall-arrest systems for workers operating at heights of 6 feet or higher.

- Enhance outreach and training. OSHA collaborates with industry groups, unions and safety organizations to promote awareness and provide training regarding fall-hazard prevention.
- Increase penalties for repeat violations. Employers with a history of fall-protection violations face significantly higher fines under the national emphasis program.

The program employs a dual strategy of enforcement and outreach.

Compliance officers are empowered to conduct immediate inspections upon observing fall hazards even during routine travel or while in route to other inspections.

Concurrently, OSHA emphasizes educating employers and workers regarding effective fall-protection measures. Area and regional offices develop

comprehensive fall-prevention awareness programs, aiming to foster a culture of safety and compliance.

What it means

Employers, particularly those in construction, should anticipate continued increased OSHA inspections under the national emphasis program. It is imperative employers:

- Review and, if necessary, enhance their fall-protection programs
- Ensure all equipment meets OSHA requirements and industry standards
- Provide comprehensive training for employees that addresses fall-hazard recognition and prevention

Proactive compliance not only mitigates the risk of citations but also safeguards the well-being of workers.

The program represents a significant effort on OSHA's part to address and reduce one of the most persistent safety challenges in the workplace. By combining stringent enforcement with robust educational outreach, OSHA is aiming to create safer work environments across all industries.

OSHA inspections

Under the national emphasis program, OSHA inspections can be triggered in several ways:

- Observed hazards in plain view: OSHA compliance officers are authorized to initiate inspections whenever they observe workers exposed to fall hazards while driving or conducting other work activities. This means an inspection can occur without notice if an officer sees workers at heights without adequate fall protection.
- Programmed inspections: The program includes planned inspections targeting industries and worksites with a high incidence of fall-related hazards. This is based on OSHA's data and may focus on sectors such as construction, roofing, telecommunications, and service or maintenance work at heights.
- Complaints, referrals and incidents: Inspections also can be triggered by employee complaints regarding fall hazards; referrals from other agencies, media reports or other credible sources; or reports of severe injuries or fatalities related to falls.

- Inspections expanded from other cases: If an OSHA compliance officer is already on-site for another inspection (such as a routine safety check or a response to a different violation), the officer may expand the inspection scope if fall hazards are observed.

Fall-prevention measures

To avoid costly fines and, more importantly, protect workers, roofing contractors must:

- Provide and use proper fall-protection equipment: Ensure workers use personal fall-arrest systems, including harnesses, lanyards and anchor points when exposed to fall hazards of 6 feet or higher.
- Install protective measures: Use guardrails, safety nets and warning lines to prevent falls from edges and openings. Use skylight protection to prevent fall-through.
- Provide comprehensive training: Conduct regular training about hazard recognition, proper equipment use and OSHA fall-protection requirements.
- Ensure ladder and scaffold safety: Use stable, OSHA-compliant ladders and scaffolding with proper fall-protection systems.
- Develop and enforce a fall-protection plan: Implement site-specific fall-protection plans and ensure strict adherence by all employees.
- Encourage a culture of safety: Promote open communication about hazards and empower workers to report unsafe conditions without fear of retaliation.

Be proactive

With increased inspections and significant fines for noncompliance, roofing companies must take proactive measures to ensure worker safety. Prioritizing fall protection not only prevents accidents but also fosters a culture of safety in the workplace

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Safety Talks:

Look Before Backing

Like many others in the past, this Safety Talk tells of an incident in which an employee of a roofing contractor was injured on the job. When listening to what happened, think about the roofing jobs that you have been on in your career. Have you made similar mistakes and placed yourself at risk?

Pete works for a roofing company in North Carolina. However, much of the work that he does is at ground level. He is an experienced and certified lift driver and operates the lifts on nearly every roofing job his company does.

Last summer Pete was on a large roofing job that was scheduled to receive a big shipment of insulation. It arrived just in time. The foreman wanted Pete to get the materials unloaded from the truck ASAP so that the roofers had everything they needed to keep working. As is common with many large jobsites, there were a lot of people running around trying to finish jobs and keep up with deadlines.

Mike was another person on that same jobsite was Mike. He worked for an electrical contractor. They were behind schedule and Mike had just run out to his truck to get some tools that were needed inside. On his way back, Mike was thinking about the things he had to get done and paid little attention to Pete unloading the shipment of insulation. In his haste to get back inside and get back to work, Mike darted behind Pete and his lift. Pete lifted up the insulation off the truck and put his lift in reverse. Trying to make sure that the load of insulation was steady on the forks, Pete failed to look when he backed up. As you have probably guessed, Pete's lift struck Mike and knocked him down, which could have killed him, except that the screams of several others in the area caught Pete's attention. Yes, Mike was injured. Yes, the injuries were severe. But he eventually healed and was able to do electrical work again.

A review of the accident by both company owners and the general contractor's safety consultant revealed that Pete's lift had no backup alarm. From their interviews, they also found that Pete did not look before backing up.



DISCUSS WITH YOUR CREW:

It is true that anyone operating mobile equipment must try to be aware of all pedestrians in the area and must always look in the direction of travel. But pedestrians on jobsites have responsibilities too. Always give equipment operators plenty of room and assume that they don't see you. If you must walk in an area where mobile equipment is being used, how can you be certain that an equipment operator sees you?

(Discuss)

Pete was an experienced and certified lift operator. If you operate a lift and have not received safety training and have been authorized by your employer to operate that lift, let your supervisor know so that he can arrange to have that training conducted.

Safety Talks:

Mire antes de respaldar

Como muchos otros en el pasado, esta charla de seguridad habla de un incidente en el que un empleado de un contratista de techos se lesionó en el trabajo. Al escuchar lo que sucedió, piense en los trabajos de techado en los que ha estado en su carrera. ¿Has cometido errores similares y te has puesto en riesgo? Pete trabaja para una empresa de techado en Carolina del Norte. Sin embargo, gran parte del trabajo que realiza es a nivel del suelo. Es un conductor de ascensores experimentado y certificado y opera los ascensores en casi todos los trabajos de techado que realiza su empresa.

El verano pasado, Pete estaba en un gran trabajo de techado que estaba programado para recibir un gran envío de aislamiento. Llegó justo a tiempo. El capataz quería que Pete descargara los materiales del camión lo antes posible para que los techadores tuvieran todo lo que necesitaban para seguir trabajando. Como es común en muchos sitios de trabajo grandes, había mucha gente corriendo tratando de terminar los trabajos y cumplir con los plazos.

Mike era otra persona en ese mismo lugar de trabajo era Mike. Trabajaba para un contratista eléctrico. Estaban retrasados y Mike acababa de salir corriendo a su camioneta para conseguir algunas herramientas que se necesitaban adentro. En su camino de regreso, Mike estaba pensando en las cosas que tenía que hacer y prestó poca atención a que Pete descargara el envío de aislamiento. En su prisa por volver a entrar y volver al trabajo, Mike se lanzó detrás de Pete y su ascensor. Pete levantó el aislamiento del camión y puso su elevador en reversa. Tratando de asegurarse de que la carga de aislamiento fuera constante en las horquillas, Pete no miró cuando retrocedió. Como probablemente hayas adivinado, el ascensor de Pete golpeó a Mike y lo derribó, lo que podría haberlo matado, excepto que los gritos de varios otros en el área llamaron la atención de Pete. Sí, Mike resultó herido. Sí, las lesiones eran graves. Pero finalmente se curó y pudo volver a hacer trabajos eléctricos. Una revisión del accidente realizada tanto por los propietarios de la empresa como por el consultor de seguridad del contratista general reveló que el ascensor de Pete no tenía alarma de respaldo. A partir de sus entrevistas, también descubrieron que Pete no miraba antes de retroceder.



DISCUTA CON SU EQUIPO:

Es cierto que cualquier persona que opere equipos móviles debe tratar de estar atento a todos los peatones en el área y siempre debe mirar en la dirección de la marcha. Pero los peatones en los lugares de trabajo también tienen responsabilidades. Siempre dé a los operadores de equipos suficiente espacio y asuma que no lo ven. Si debe caminar en un área donde se utilizan equipos móviles, ¿cómo puede estar seguro de que un operador de equipos lo ve? (Discutir) Pete era un operador de ascensores experimentado y certificado. Si opera un ascensor y no ha recibido capacitación en seguridad y ha sido autorizado por su empleador para operar ese ascensor, infórmele a su supervisor para que pueda hacer arreglos para que se realice esa capacitación.

Buckle Up

Written by Trent Cotney, Adams and Reese LLP, Professional Roofing (July/August 2025)

Learn how to protect your business from the potential volatile effects of tariffs



Editor's note: This article is for general educational purposes only and does not constitute legal advice.

In 2025, significant changes to U.S. trade policy sent ripples throughout the construction industry. With tariffs now firmly in place and more potentially on the horizon, roofing contractors need to be strategic, informed and proactive to protect their margins and business stability.

What follows is a full breakdown of how we got here, what the current situation looks like and, most importantly, what you should be doing to navigate the marketplace.

How did the plan originate?

The current tariff structure began with the America First Trade Policy memo, which was issued on President Trump's Inauguration Day, Jan. 20. This memo revived the idea of a baseline tariff on all imports unless trading partners offered what the administration deems "true reciprocity."

Following that, on Feb. 13, another memo tasked the Department of Commerce and the Office of the United States Trade Representative to rank surplus trade partners and create sliding tariff bands based on trade surplus amounts. In other words, the bigger the trade imbalance, the higher the tariff. The strategic goal was clear: to reshore critical supply chains (such as those involving steel, aluminum and minerals) and pressure high-surplus partners to negotiate better trade deals.

Since the policy announcement, the following developments have unfolded:

- Feb. 10–11: Section 232 duties were expanded to 25% on all steel and aluminum imports, ending previous country exemptions. (Section 232 of the Trade Expansion Act of 1962 permits the U.S. president to restrict imports, including by use of tariffs, if they are perceived to be a threat to national security.)
- March 4: Broad 25% tariffs were imposed on most Canadian and Mexican goods and 10% on most Chinese goods. However, goods compliant with the United States-Mexico-Canada Agreement were paused temporarily.
- March 12: The 25% worldwide steel and aluminum duty was formalized.
- April 2: Executive Order 14257 created a 10% baseline tariff on all imports with nonreciprocal trading partners facing tariffs between 25% and 50% effective April 5.
- April 13–23: Some carve-outs were negotiated (mainly in electronics), and preliminary talks with China began about reducing rates though significant relief isn't expected until late 2025.

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- May 12: China and the U.S. agreed to a 90-day pause scaling back a large portion of the increased tariffs. For the 90-day negotiating window, the White House has reset duties on Chinese imports to a single 30% rate. That figure combines the Trump administration's two-stage 20% "fentanyl tariff" with its 10% baseline reciprocal tariff applied to many nations. The new rate scales back the 34% reciprocal tariff unveiled April 2 and the subsequent hike to 125% both of which were suspended.

Where we are now

The events have been fast-moving with changes occurring weekly and sometimes daily. What follows is the current situation as of press time:

- There is a 10% baseline tariff on nearly all imports.
- The 25% Section 232 duty remains on all steel and aluminum globally.
- For Canada and Mexico, USMCA-compliant goods are duty-free. Noncompliant goods face the full 25% duty.
- Most Chinese imports now face a 30% tariff.
- Allied nations are experiencing a temporary 90-day pause. Only the 10% baseline tariff applies through early July.

For those working with Canadian or Mexican suppliers, USMCA stipulations still apply. Goods that meet the agreement's content and value-add requirements enter the U.S. duty-free. However, items that fail origin tests will be subject to the new 25% tariff.

The new reciprocal tariff regime does not override USMCA, but contractors must carefully verify the origin documentation on all materials coming from these countries.

How roofing is affected

The roofing industry is feeling the effects. Metals used in roofing (such as coated steel and aluminum coil) generally have increased as a result of tariffs.

An Associated Builders and Contractors industrywide survey showed average contractor margins are down 2.4 points, and a Plant-Tours survey found more than 50% of the construction sector has reported delays or cancellation of at least one project.

In addition, most material quotes from suppliers are now valid for only seven to 10 days and often include tariff contingency clauses to cover sudden cost spikes.

What suppliers are doing

Manufacturers and distributors are not standing still. They are adopting the following strategies:

- Dual-sourcing and near-shoring: Many original equipment manufacturers are shifting light-gauge roll-forming operations back to U.S. or Mexican facilities.



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- **Tariff surcharges:** Monthly surcharges appear on more invoices as manufacturers pass increased costs down the chain.
- **Inventory smoothing:** Distributors are holding higher safety stocks on tariff-sensitive products until the 90-day allied pause expires in early July.
- **Stocking up:** Suppliers are using free trade zones and bonded warehouses for temporary storage.

What to expect

You should be prepared for ongoing turbulence, including these possibilities:

- **Metal premiums:** The 25% steel and aluminum tariffs have become standard in pricing models, so they are likely to remain in place for the foreseeable future.
- **Material substitution:** To control costs, the industry can expect more design shifts to account for tariff effects.
- **Longer lead times:** Specialty metal roofing products could require increased lead times.
- **Contract changes:** Contracts will increasingly feature escalation clauses and shorter bid validity periods.

The situation with China remains particularly volatile. The 90-day pause did not eliminate all steel and aluminum tariffs. Chinese steel and aluminum now carry the long-standing 25% Section 232 duty and an additional 20% fentanyl surcharge, bringing the aggregate tariff burden to roughly 45%. Supply chain risks are growing, and Chinese mills are signaling production cuts and longer delivery timelines, which could affect roofing materials sourced from China.

Although negotiations have brought some relief as of press time, do not assume these negotiations will eliminate the tariffs. If you rely heavily on Chinese metal products, immediately explore alternate sourcing strategies.

What you can do

Here are six essential actions to implement right away:

- **Audit your materials.** Identify any products in your supply chain with at least 25% import content. Pay special attention to metal roofing components, including fasteners and panels, as well as insulation. Track your inventory through software that provides you with real-time data.

- **Shorten your bid validity.** Shrink your quote validity periods to 15 days or less. Use “accepted when ordered” language to protect yourself from sudden price hikes.
- **Diversify and pre-buy.** Widen your supplier network to include multiple vendors, preferably domestic or USMCA-compliant ones. When cash flow permits, pre-buy critical materials to lock in pricing.
- **Educate customers.** Proactively explain to owners how tariffs affect material costs. Clear communication now will help ensure change-order approvals go smoothly later.
- **Monitor federal notices.** Changes can happen fast, often with as little as 10 days’ notice. Keep an eye on Federal Register notices and work with an industry association or construction attorney to stay informed. You can access the notices on [federalregister.gov](https://www.federalregister.gov) and set up email alerts to receive prompt updates.
- **Update your contracts.** Renegotiate escalation clauses tied to published indices for construction materials. Also, include provisions allowing you to pause work if materials become unavailable or costs spike unexpectedly.

The following price acceleration provision may prove valuable in the current climate:

“If there is an increase in the actual costs of the labor or materials charged to the Contractor in excess of 5% subsequent to making this Agreement, the price set forth in this Agreement shall be increased without the need for a written change order or amendment to the contract to reflect the price increase and additional direct cost to the Contractor. Contractor will submit written documentation of the increased charges to the Prime Contractor/Owner upon request. As an additional remedy, if the actual cost of any line item increases by more than 10% subsequent to the making of the Agreement, Contractor, at its sole discretion, may terminate the contract for convenience.”

For commercial projects, you may consider a tariff-specific clause that provides a mechanism to resolve potential project disputes related to material price increases, such as:

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“The Contract Sum includes Import Costs (tariffs, antidumping duties, customs fees) in effect as of _____, 2025. If aggregate Import Costs on any shipment increase by more than 5% of the Equipment/Material invoice value, Contractor shall notify Owner in writing within 7 days and may add the excess amount to the next payment application, supported by U.S. Customs entry summaries. Owner may elect to (a) pay the surcharge; (b) furnish tariff free substitute materials meeting specifications; or (c) terminate the affected work for convenience with payment for completed work pursuant to the Contract Documents. Import cost decreases in excess of 5% shall be credited to Owner on the next payment application following the decrease.”

Force majeure clauses also may be useful but are less clearcut when determining the foreseeability of tariff-based price increases. Force majeure or acts of God often depend on whether an event was unforeseeable.

Stay calm

The 2025 tariff environment likely will not improve anytime soon, and it is changing the roofing business landscape. Although the challenges are real, roofing contractors who stay flexible, sharpen their contracts and strengthen their supply chains will be best positioned to navigate this turbulent time.

As you approach projects, do not panic. Instead, adapt early, stay informed and treat material management like a core business strategy and not just a back-office function. Your profitability may depend on it.

Immigration Enforcement & Employer Rights

Written by Brian J. Schoolman, Safran Law Offices (CRSMCA General Counsel)

Skilled construction workers have been in short supply for years, and the continued uptick in immigration enforcement efforts in the U.S. has only tightened the labor market. As a result, CRSMCA members face increasing challenges in hiring and retaining reliable technicians and other employees. This article will focus on where things stand with the employment market, and the rights employers have if they face enforcement actions. And as always, please remember this information is provided for educational purposes. If you need legal advice for dealing with immigration, employment, or any other issues, please confer with a lawyer admitted to practice in your state or jurisdiction.

The Shrinking Pool

The construction worker labor pool has been shrinking for years. On average, employees are older than the general population, which means that more employees are retiring or otherwise aging out of the industry than are being replaced by new, younger workers. At the same time, construction has been booming for years. The Home Builders Institute market report for October 2024 found there were approximately 8.3 million payroll construction workers in the United States, with a need to hire approximately 723,000 workers per year to maintain supplies. Hispanic workers constitute over 31% of the labor pool for the construction industry, and closer to half of all workers in some states.

The aging of the workforce is a massive issue for contractors and trades. The National Center for Construction

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Education and Research (NCCER) estimates that 41 percent of the construction workforce is on track to retire in the next six to seven years. Construction does not attract new workers at the same rate that it did in the past, and certain trends accelerated following the COVID-19 pandemic. The combination of intense physical work, difficult working conditions, and long hours have deterred younger people from even considering construction trades, even while wages have increased.

Historically, the construction industry was able to make up for retirements and shrinking interest on the part of younger workers by hiring from the then-growing immigrant community. The construction industry also has a higher percentage of undocumented workers who are not necessarily eligible to work in the U.S. This source of labor has become severely constricted over the past 15 or so years, and even more so since the new administration took office in January.

Dealing with ICE

The Trump Administration has made cracking down on immigrants a priority across virtually the entire government. Reports of raids by Immigration and Customs Enforcement (ICE) agents at construction sites have become an almost-daily occurrence. And while there were a couple days in June when a directive to the Department of Homeland Security called for pauses to enforcement efforts against construction, hospitality and farming businesses, by the end of that week, the raids had returned with a vengeance.

Reliance on undocumented labor has always been a huge risk to employers. Violations of Immigration laws can carry substantial fines and even prison sentences. A company found to have employed undocumented workers can be barred from performing work on federally-funded projects, as well as losing their privilege licenses to conduct business in some states. Meanwhile, even a rumor of an ICE raid on a job site can send an entire workforce scattering.

The raids being typically conducted by ICE these days are focusing on the workers, rather than the employers. When ICE agents show up, they are typically looking to seize individuals who are suspected of being undocumented immigrants so they can be processed for deportation. Because of this shifted focus, small businesses are at far greater risk because they often lack the resources to resist government intervention. However, CRSMCA members should not presume they are powerless if federal agents come to their offices or job sites.

Know Your Rights as an Employer

If their offices or job sites are visited by ICE or other enforcement agencies, it is important for CRSMCA members to know what they can do to protect their businesses, their employees, and their projects. For

starters, business owners should assume they will experience a raid, and prepare for it in advance. This preparation includes training both office and field staff before a raid occurs. Members should instruct their employees not to scatter or flee, because that behavior can trigger the risk of physical conflict and other unwanted consequences. Additionally, managers should be trained not to try to hide employees, shred documents, or to provide false information.

Businesses have the right to call their lawyer, and to have legal counsel present for any law enforcement activities. Ideally, government agents will wait for counsel to arrive. If they do not, employers can still take steps to mitigate the impacts of a raid. The manager should request a copy of any warrant, and then read the warrant if it is presented. If it is a judicial warrant, which will be issued from a federal court, and signed by a judge, then the agents have the right to go to any location identified in the warrant, and to search for and seize records and other items identified in the warrant. If it is an administrative warrant, which will typically be issued by the Department of Homeland Security or another agency, agents are not permitted to access non-public spaces without the consent of the property owner. While ICE agents may state they have the right to do what they want and go where they please, employers are legally permitted to object to invasions of non-public spaces. If someone from off the street wouldn't be allowed to enter a particular room, office or other space, then agents with an administrative warrant can't go to those spaces either unless the employer voluntarily consents.

Employers also have the right to observe and follow the agents, and to take notes of what they do, what they say, and where they go. That said, employers should never try to interfere or obstruct agents who are permitted to be in a particular location. (For instance, if the agents are in the front parking lot, employers can observe but should not try to intervene.) Employers can and should point out if agents exceed the scope of their warrant. However, it is not advisable to try to stop agents if they persist in exceeding their authority. Leave that to the lawyers and the courts.

At the office, I-9 forms should be segregated in advance from other HR documentation. If enforcement agents come with a warrant allowing them to seize I-9 forms, they are not likely to wait or allow workers to pull those

forms out of employee files. More likely, they will just grab the folders where the I-9 forms are found, which could expose employees' health records, employment histories, and other personal information. Additionally, workers should be taught not to answer questions without the presence of the owner, manager and/or lawyer for the employer.



Helping Employees with Their Rights

CRSMCA members can also educate their employees regarding what they can do if approached by immigration agents. As with police, individuals have the right to remain silent, and to refuse to answer questions. In particular, they have the right to refuse to answer questions about where they were born, how they entered the country, and what their immigration status is. This includes refusing to comply with instructions from agents, such as grouping themselves by immigration status.

Employees have the right to ask agents for identification, so they can know they are actually being approached by law enforcement. They have the right to request to speak to an attorney. They have the right to refuse to hand over their identification or other papers to agents, unless the agent has a judicial warrant seeking those documents. Employees can also refuse to sign paperwork, and especially if they have not first been permitted to confer with a lawyer. This is particularly important if the employees do not speak or read English, as ICE has regularly gotten Spanish-speaking persons to sign documents relinquishing their rights, including some individuals who ended up being removed to third countries.

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An employee has the right to ask if she is being arrested or detained. If the agent says the person is not being arrested or detained, the employee should ask if she is free to leave. If she is allowed to leave, she should walk away calmly, to avoid triggering a chase.

Conclusion

Roofers have numerous challenges when it comes to their labor force, and the current immigration enforcement efforts will only add to them. CRSMCA members owe it to themselves and their workers to be aware of their rights, and to educate their managers and employees on how best to represent the company in the event of an inspection or raid. NRCA has prepared and curated a number of resources for members on dealing with ICE raids, and posted this information at www.nrca.net/immigrantlabor. For more information about this topic, members and employees can go to the American Civil Liberties Union website (www.aclu.org/know-your-rights/immigrants-rights) or the Associated General Contractors website

[www.agc.org/sites/default/files/Files/Communications/Workforce%20Done%20Right/GT%20-%20Employer%20Fact%20Sheet%20-%20Worksite%20Raid%20\(2025\).pdf](http://www.agc.org/sites/default/files/Files/Communications/Workforce%20Done%20Right/GT%20-%20Employer%20Fact%20Sheet%20-%20Worksite%20Raid%20(2025).pdf), among other resources, or consult your local immigration or labor attorney for individualized assistance.

Brian J. Schoolman is an attorney with Safran Law Offices in Raleigh, North Carolina. Safran Law Offices has focused on the construction industry for more 40 years, and has worked with CRSMCA and the roofing industry for over 16 years. For more information, email Brian, or visit www.safranlaw.com.

State Resource



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