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FALL 2024

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Managing Injured Employees
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On the Cover: New construction installation by CRCA Contractor Member A&E Roofing & Siding at Glenwood Apartments in downtown Glen Ellyn. The project includes a new Self-adhering Air & Vapor Barrier, and a fully-adhered TPO roof system manufactured by CRCA associate member Johns-Manville, with all materials supplied by Bone Roofing Supply.

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What If's—An Important Safety Analogy

By CRCA Staff

A few years back I decided to take up golfing and as time went by, I realized that if I wanted to get better, I needed to pay attention to the “What If’s”.

What if I grab the wrong club? What if I don’t aim correctly? What if I hit the ball too hard or not hard enough? Is the ball going to overshoot the green, land out of bounds? Is the putt going to be short or worse yet, end up 40’ past the hole?

In the roofing industry, we can apply this same attention to these questions and follow-through. If we truly desire to have *each day* be a *Safe Workday*, we also need to focus on the “What If’s.”

Below are some key “What If’s” for everyone to ask when on the roof or when setting up the job:

- Is the ladder cracked or is it set up properly and secured?
- What if I don’t have a GFI?
- Is the fire extinguisher in place and properly charged?
- Is the equipment that I am using properly inspected?
- What if I step back onto the skylight and it’s not securely covered and marked?
- Am I working too close to the roof edge?
- Are there power lines or an open curb on the roof?
- Have I cleared a walk path or am I going to be tripping over something that should have been picked up?
- Is egress off the roof properly marked and secured?
- Is there another trade working along the roof edge on the floor above where we are currently working?
- Are we prepared for an unexpected storm to pop up? Extreme winds to pop up?
- Does the entire crew have a plan in place for medical emergencies or injury?
- What do we need to know about today’s temperatures on the roof?

Or worse yet, what about the “What If’s” that I didn’t think about? A *Safe Day* always means being prepared for the unexpected. As much as we would like to put ourselves on autopilot, the moment we do is when the unexpected is going to happen. We need to constantly be vigilant on training and re-training. As golf great Tiger Woods stated, “No matter how good you get, you can always be better and that’s the exciting part!”

CRCA’s Health & Safety Committee is committed to providing health & safety resources to the roofing and waterproofing community. We work closely with CRCA Members and others to promote safety in our industry. We challenge you to do the same on a continual basis with your crews, staff, customers and more. Use resources available through OSHA, safety consultants, training modules and more to make every day a “Safe Day.” Learn from mistakes or near mistakes. Not a golfer? Then heed the words of the literary great Dr. Seuss. He left us with the following: “In golf, as in life, it is the follow through that makes the difference.” 🏠

Kevin Froeter with Frank Marino
2024 CRCA Health & Safety Committee
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OSHA Heat Standard . . . Plan on Being Ready for the New Rule in 2025

By Frank Marino



Frank Marino

It's hard to believe that we are talking about heat exposures this time of year. But early next year, roofing contractors should expect to see the long awaited OSHA Standard addressing Heat Exposures in the workplace. This new standard has created a significant amount of anticipation amongst roofing contractors in Chicago over the

last few years. The CRCA Health & Safety Committee felt it was time to start looking at some details of what we can most likely expect when the standard is put into effect.

Before we get into that, it is important to understand why OSHA feels it necessary to implement this groundbreaking standard. Data from 1992 to 2022 indicated 1,042 workers died from exposure to environmental heat. Furthermore, from January 2017 to December 2022, there were 1,054 reportable events, though OSHA speculates these numbers under report the true count of heat-related injuries and fatalities (BLS, 2024).

Currently, OSHA has utilized the General Duty Clause to enforce the heat standard for years. However, the Proposed Rule is a level up, as it contains prescriptive requirements that will change the way employers operate in areas with extreme heat. In other words, there will be a new way of doing things when working in the heat.

Requirements for Subject Employers

The Proposed Rule is intentionally broad, as OSHA determined that workers in both outdoor and indoor work settings are at risk of heat exposures. The thousands of heat-related inspections conducted in recent years focused on a number of sectors, including construction, manufacturing, maritime, agriculture, transportation, warehousing, food services, waste management and remediation services (Stinson, 2024). It's important to keep in mind that this rule will go well beyond roofing

contractors. As drafted, the Proposed Rule **does not** apply to the following work settings:

- Work activities **without** a reasonable expectation of exposure at or above the initial heat trigger (a heat index of 80°F or wet bulb globe temperature of the National Institute for Occupational Safety and Health Recommended Alert Limit).
- Short-duration exposures above the initial heat trigger (15 minutes or less per hour).
- Specified firefighting and emergency response activities.
- Indoor work activities that are air conditioned to below 80°F.
- Telework; and
- Sedentary work activities (OSHA, 2024)

The most broadly applicable requirement in the new OSHA Standard requires covered employers to develop a site-specific Heat Injury and Illness Prevention Plan (HIIPP) to deal with heat risks. This plan must include:

- Identifying heat hazards by tracking local forecasts.
- Implementing engineering and work practice control measures.
- Implementing a heat illness and emergency response plan.
- Providing training to employees and supervisors; and
- Retaining records (OSHA, 2024).

Heat Trigger Levels

OSHA created categories of requirements based on temperature. OSHA developed an initial heat trigger of 80°F based on the heat index value at a worksite and, as the heat index rises above 90°F, the "high heat trigger," additional heat safety practices are required from employers. See below for a summary table and further details outlining these requirements:

Employer Requirements	All Covered Employees	At or Above Initial Heat Trigger	At or Above High Heat Trigger
Identifying heat hazards	X	X	X
Heat illness and emergency response procedure	X	X	X
Training for employees and supervisors	X	X	X
Heat injury and illness prevention plan (HIIPP)	X	X	X
Recordkeeping	X	X	X
Drinking water		X	X
Break area		X	X
Indoor work area controls		X	X
Acclimatization plan for new or returning workers		X	X
Rest breaks (if needed)		X	X
Effective communication means with employees		X	X
Rest breaks (min. 15 minutes every 2 hours)			X
Supervisor or buddy system to observe for signs and symptoms			X
Hazard alert			X

(Stinson, 2024)

If the employer has more than 10 employees, the HIIPP must be written and must be provided to employees. As part of the HIIPP, the employer must designate at least one heat safety coordinator, and involvement of non-managerial employees and their representatives is required. The HIIPP must be reevaluated annually or anytime a recordable heat-related illness occurs. Training is required prior to any work: at or above the initial heat trigger, on an annual basis thereafter, and on a supplemental basis. Supervisors require additional training on the policies and identifying heat-related illness (OSHA, 2024).

Worksites with Exposures Above Initial Heat Trigger (80°F)

If there are potential exposures above the initial heat trigger (80°F), the Proposed Rule requires employers to:

- Provide suitably cool drinking water in locations readily accessible and in sufficient quantities to allow for one quart of water per hour per employee.
- For outdoor work, provide shaded areas or air-conditioning for rest breaks.
- For indoor work, provide mechanisms to reduce exposure, like via shielding or fans, from sources of radiant heat. For rest breaks, there must be an area air-conditioned or that has increased air movement.
- Gradually acclimatize both new and returning employees to heat exposure. For example, a new employee is restricted to 20% of a normal work shift exposure duration on the first day of work, 40% on

the second day of work, 60% on the third day of work and 80% on the fourth day of work.

- Provide paid rest breaks if needed; and
- Provide a mechanism for two-way communication to “regularly communicate” with employees (OSHA, 2024).

Worksites with Exposures Above High Heat Trigger (90°F)

When the heat index is above 90°F, i.e., the “high heat trigger,” employers have the following additional requirements:

- Provide 15-minute paid rest breaks every two hours.
- Implement a method of observing employees for heat-related illness symptoms through either a mandatory buddy system or observation by a supervisor. If an employee is working by themselves, the employer must maintain effective, two-way communication and make contact at least every two hours; and
- Notify employees about the importance of drinking plenty of water, the employees’ rights to rest breaks, how to seek help, and procedures for a heat emergency (OSHA, 2024).

Work Sites in Excessively High Heat Areas

- When there are exposures in “excessively high heat areas” (i.e., indoor work areas with ambient temperatures that regularly exceed 120°F), employers are also required to place warning signs about heat hazards (OSHA, 2024).

As you can see from this article, the expected impact this may have on a roofing contractors’ Health & Safety Program will be significant. Please note that this OSHA standard has not yet been implemented at the time this article was written. The specifics of the standard may change when the rule becomes final and/or with the new administration in DC.

In the meantime, the CRCA Health & Safety Committee will keep a close eye on the status of this new standard. Any updates will be included in the next CRCA Today in 2025. If you have any questions or concerns regarding this issue, please feel free to reach out to CRCA for any further information. 

Frank Marino is a Partner at Safety Check Inc., a safety consulting firm in the Chicago area and CRCA Associate Member. Marino has extensive experience in roofing safety and is a co-chair of the CRCA Health and Safety Committee. He is a member of the Occupational Environmental Safety & Health Advisory Board at the University of Wisconsin, working with faculty and safety professionals on curriculum development and industry updates. He can be reached at fmarino@safetycheckinc.com.

Rooftop Leak Detection: A Cost-Effective Way to Protect Your Investment

By Chris Eichhorn



Chris Eichhorn

Flat roofs serve as the hard-working defenders of our buildings. They endure harsh weather conditions and bear the weight of trade activities, water accumulation, gradual deterioration and surface erosion. Considering these environmental pressures, and despite their resilience, every flat roof is susceptible to leaking,

eventually. This is why the adoption of an intelligent rooftop monitoring system warrants serious consideration.

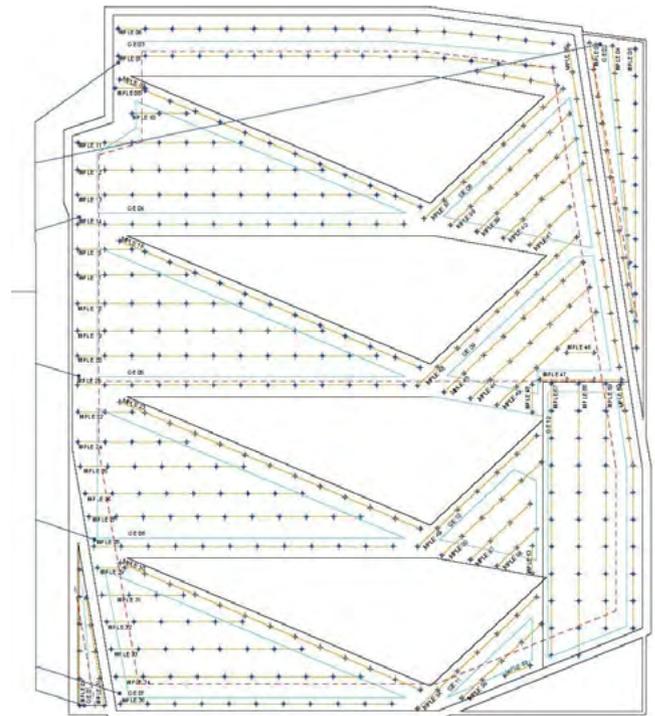
Consider These Facts:

- There's a 100% chance that your flat roof will leak eventually.
- 75% of flat roof restoration costs can be avoided by early leak detection.
- 50% of warranty disputes related to roof damage are caused by humidity-related moisture on the roof.

Why an Intelligent Rooftop Monitoring System?

Simple, because smart technology is transforming the world! Consider self-driving vehicles, voice recognition, smartphones and cloud computing technology to name a few. The profound influence of smart technology impacts us all and cuts across various sectors including the construction industry.

Add to that the knowledge that installing a roof ranks among the costliest endeavors for a property owner. Even a tiny leak, undetected, can wreak havoc on your project. Wet insulation, mold and costly interior damage are often the result of outside conditions getting in. At best, there are costs to finding the breach and conducting repairs. At worst, the situation can lead to blame laying and litigation. By detecting leaks early, rooftop monitoring can help protect both you and your project, not to mention your pocketbook.



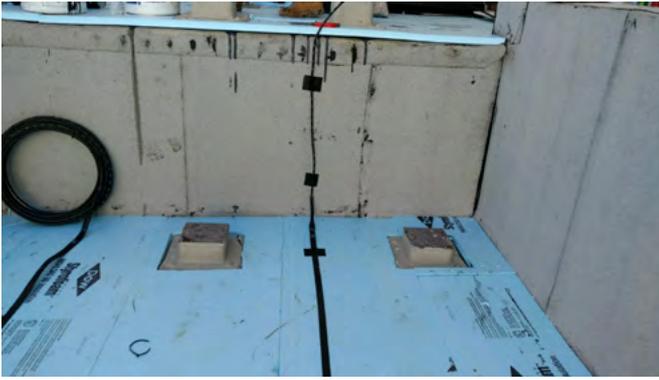
ILD graphic

Let's review why property owners may opt to protect their roofing investment from water damage with an intelligent rooftop monitoring system, how this technology works and why it's increasingly specified for both new and reconstruction projects.

How the Technology Works

Protecting your roof from water damage that you can't see with an intelligent rooftop monitoring system, is truly a smart investment providing 24-hour, on-demand access to your roofing and waterproofing assets and reducing long-term roof maintenance costs by up to 70%.

Addressing a leaking roof once visible signs emerge poses significant risks. How extensive has the waterproofing system's breach been? What consequences have ensued, such as soaked insulation, mold growth, or expensive interior harm? The longer a water leak remains unnoticed, a property owner faces escalated restoration expenses, health hazards, and potential property deterioration.



ILD photo

Intelligent rooftop monitoring systems work through robust and durable sensors, designed to meet the demands of the construction environment, combined with high-performance cloud solutions to produce secure and reliable information easily accessed by PC, tablet or smart phone. This seamless remote connectivity combines with advanced sensor technology to produce secure, reliable and ongoing information about the roof's integrity to ensure consistent and secure updates regarding the roof's condition.

Rooftop monitoring technology notifies property owners immediately upon a breach. Property owners are alerted through text or email upon detection of any compromise in integrity, such as water or vapor drive activity. Instant access to comprehensive analytics concerning the status of waterproofing assets is provided. Data collection captures damage caused by moisture damage in the membrane or the vapor barrier and includes temperature, moisture content and vapor drive activity in the roofing.

With the advent of more modern roofing systems, monitoring has become ever more critical. Vapor barriers have the potential to trap water within a roofing assembly leading to more widespread damage of the roof assembly components. The quicker an owner can react to a roof leak, the less impact it creates to operations and cost of repair is significantly reduced. Many roofs are thrown in the landfill not because of complete membrane failure but because of minor leaks that are left unchecked.

Protecting Everything Under Your Roof

Intelligent technology empowers building owners to protect their roofing assets while overseeing the structural soundness of the property, safeguarding the wellbeing of occupants and the integrity of stored contents. Essential for mission-critical facilities, rooftop monitoring is a best practice for commercial structures. Consider establishments where operational continuity is paramount: hospitals, museums, data centers, heritage sites, art galleries, sophisticated technological environments, and high-security government facilities. For these enterprises, the focus lies

in risk mitigation and minimizing potential losses, alongside the capability to monitor real-time activities within the roofing structure to guarantee the safety and security of underlying assets.



ILD photo

The more important a buildings' assets are, the more important it is that the roofing infrastructure is watertight. Taking the proactive step of installing an intelligent rooftop monitoring system is a relatively cost-effective option for flat roof constructions. Because intelligent rooftop monitoring systems can detect even the slightest change to moisture levels and temperatures in mission critical buildings, for many, it's a smart way to manage risk, identify issues and safeguard assets.

Interestingly, certain water leaks can occur in waterproof membranes in roofs during installation including mechanical damage caused by others, workmanship and material defects, and design deficiency. After installation, water leaks can be caused by weather-related defects, membrane deterioration and mechanical damage. Rooftop monitoring systems offer building owners the opportunity to extend the lifespan and enhance the performance of their roofs over time, with many recognizing its immediate advantages as well.

Your roof is only as good as it performs. The unsung hero, your roof provides protection for building occupants and assets and meets the challenge of every new day: weather events, foot traffic, climate changes. While you can do your best to protect your investment by monitoring what you can see, you can't protect what you can't see. Intelligent rooftop monitoring systems take the guesswork out of whether your roof is watertight, working continuously day and night, always on the lookout for a breach to save you time, money, aggravation and water damage. Because the system pinpoints the location of the leak, eliminating the need for a search and allowing for quick repair, you may wish to take it into consideration on your next project! 🏠

Chris Eichhorn is the President of CRCA Associate Member International Leak Detection (ILD®), a leading provider of roofing and waterproofing integrity testing and intelligent monitoring systems, protecting buildings and assets around the world. For more information, visit www.leak-detection.com or info@leak-detection.com.

But It Still Hurts!—Managing the Moderately Injured Employee

By Philip Siegel and Mike Zimmermann



Philip Siegel



Mike Zimmermann

Roofing is a dangerous profession. So much of our time as contractors, and indeed the pages of this magazine, are dedicated to safety that the point goes without saying. Worker safety should be the top priority at every company and top of mind with every employee. Nevertheless, injuries happen and they come in various levels of severity. While contractors so often focus on preventing injury and managing risk, we often fall short in managing injured employees. Indeed, properly managing injured employees is important on many fronts: claims management, injured worker welfare, and overall employee morale. How we take care of our people matters. How we take care of

our injured people matters a lot.

Ensuring that our people have access to medical care, assisting them to smooth out the claims process and formulating an appropriate return-to-work plan benefit employee and employer alike. All of this is a management responsibility. In our experience, minor and severe injuries are easy to manage. It is the moderate injury such as a sprained ankle that presents a tough management problem. In this article we offer a few issues to look for and a few suggestions for managing the moderately injured worker.¹

Minor, Moderate and Serious Injury

The first step is to agree on some definitions. The Abbreviated Injury Scale² gives us six levels of injury: minor, moderate, serious, severe, critical, and unsurvivable. For purposes of our discussion, we will

condense this to three categories and provide our own definitions: minor, moderate and serious. We define these terms from the viewpoint of a reasonable human resources manager at a roofing contractor.

Minor injuries are those causing minor discomfort requiring basic first aid and not inhibiting work. Think of a superficial cut or an abrasion. The wound is easy to see; the worker is not in terrible pain; and he or she can continue working after basic first aid.

Serious injuries are also easy to spot. Anything requiring significant medical attention fits the definition. The injury causes significant pain and the employee is unable to work as a roofer for a period of time after receiving medical care and during rehab. Examples are easy: broken bones, deep cuts, and heat stroke come to mind. The diagnosis is generally clear and full recovery is generally easy to observe.

Then there are moderate injuries, which are the tough ones for managers. These are often impossible to see and the doctor's diagnosis relies heavily on the subjective feedback from the injured party. X-rays are usually negative and MRI's are often inconclusive. Sprains and strains are the most frequent injury in this category. The moderate injury is invisible to the manager and co-worker. Therefore, we rely almost solely on the worker to tell us that it exists and that it inhibits his or her ability to work. Humans like to see things before we believe. The invisible nature of the moderate injury makes this category of injured worker the most difficult to manage.

There are three aspects to navigating the moderately injured employee: the legal rights of the employee, the medical needs of the employee, and the practical needs of the company. We will address the legal framework first.

The Devil's Triangle of the ADA, FMLA, and Worker's Compensation Laws

One of the most common employment law mistakes made by roofing contractors is not knowing how to navigate through the intersection of the Americans with

Disabilities Act, the Family Medical Leave Act, and worker's compensation laws when dealing with an injured employee or an employee with a medical condition which affects job performance. Consider an all-too-common situation where a roofer is injured at work and is either unable to return to work for a period of time, or is able to return to work, but with restrictions. Not knowing what laws are implicated can easily result in the filing of a lawsuit seeking significant damages, potentially also costing the company thousands of dollars in attorneys' fees.

The Devil's Triangle

In the scenario above, the roofing contractor needs to consider three laws: the Americans with Disabilities Act, the Family Medical Leave Act, and state worker's compensation laws. The intersection and interplay between these three areas of the law are sometimes referred to as the Devil's Triangle because of how easily one misstep can be terribly expensive to the company. The proper way to navigate through the Devil's Triangle is to know and understand the company's obligations and the employee's rights under each law, tackling each law one-by-one.

The Americans with Disabilities Act

The ADA applies to business with 15 or more employees and provides employment protection only to employees who are considered qualified individuals with disabilities under the law. Employees with disabilities are considered "qualified" only if they are able to perform the essential functions of their job, with or without reasonable accommodation.

Employees who are unable to perform the essential functions of their job, with or without reasonable accommodation, are not entitled to the employment protection provided by the ADA. For example, if the employee is unable to provide a definitive date by which they will return to work and attendance is an essential function of the job, the employee will not be entitled to the employment protection provided by the ADA.

What about the worker that comes back with work restrictions making it impossible for the individual to perform the job for which they were hired? More often than not, this is our moderately injured employee. In those instances, if light duty work is available, the roofing contractor should consider providing the employee with light duty work until they are able to return to the job for which they were hired. In those situations, unless the parties have contracted otherwise (either through an



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employment contract or collective bargaining agreement), the roofing contractor is within the bounds of the law to adjust the employee's compensation and benefits package commensurate with the light duty position, rather than continuing to pay the employee his or her regular wages when performing the job for which they were hired. If no light duty work is available, the company is not legally obligated to create a light duty position. Roofing contractors are cautioned, however, to consider whether allowing temporary, unpaid leave that would allow the employee to return to work is itself a reasonable accommodation which can be provided to the employee. Indeed, if the employee is entitled to FMLA benefits, that leave may be required.

Consider the FMLA

The FMLA allows covered employees working for companies subject to the FMLA up to 12 weeks of unpaid leave if they suffer from a serious health condition, as defined by the law. The FMLA also allows up to 12 weeks of unpaid leave for the following conditions: the birth of a child and to bond with the newborn child within one year of birth; to care for a newly placed adopted or foster child within one year of placement; and to care for the employee's spouse, son, daughter, or parent who has a serious health condition³.

Only employers with 50 or more employees are covered by the FMLA. In order for an employee to qualify for the unpaid leave provided by the FMLA, the employee must have worked for his or her employer for at least 12 months (the 12 months do not need to run consecutively), the employee must have worked at least 1,250 hours during the previous 12 month period, and the employee must be employed at a location where the company employs 50 or more employees within a 75 mile radius of that location.

Serious Health Conditions Under FMLA

Let's go back to our original scenario involving the roofer who is injured at work and is unable to return to work because of the injury. If your company has 50 or more employees, this employee may be entitled to up to 12 weeks of unpaid leave

under the FMLA to heal. If the employer is subject to the FMLA, and the employee meets the pre-requisites to fall within the scope of the FMLA, the question will become whether the employee's medical condition or injury rises to the level of a "serious health condition." If so, the employee will be entitled to up to 12 weeks of unpaid leave under the FMLA. If the issue does not involve a serious health condition, the employee is not entitled to the employment protection provided by the FMLA.

Additional Leave as a Reasonable Accommodation

What happens if, at the end of 12 weeks of unpaid leave allowed the employee under the FMLA, the employee is unable to return to work? After the employee has exhausted their 12 weeks of unpaid leave under the FMLA, there is no more protection afforded the employee under the FMLA. But it would be a mistake for the employer to jump right to terminating the employment relationship. Why? Because the employer must consider whether providing additional unpaid leave qualifies as a reasonable accommodation under the ADA, as discussed above.

Worker's Compensation Laws

It may be that an injury during the course of employment or contracting an illness caused by the job is a covered worker's compensation claim. That same injury or illness may also qualify as a disability under the ADA, and it may also qualify as a serious health condition under the FMLA. Importantly, however, worker's compensation laws do not afford the employee any employment protection. Worker's compensation laws do not provide any required

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leave time to injured or ill employees, and worker's compensation laws do not require employers to provide any reasonable accommodation for the employee to perform the essential functions of his or her job. While an employee may be suffering from a work-related injury subject to worker's compensation insurance, if the employee is not protected under either the ADA or the FMLA, the employer would be in a position to terminate the injured employee's employment, rather than keep the employee on payroll indefinitely until the employee is able to return to work. Knowing the basic legal environment, we now turn to the employee's medical needs.

Employee's Medical Needs

Make sure that your moderately injured employee is providing regular doctor's reports and keeping up with their appointments. A doctor's report is a critical piece of data in deciding whether the employee can work. Look for two things: a return-to-work date and any work restrictions. Also, whether the employee is receiving regular medical care is relevant under all three sides of the devil's triangle.

Experience shows that the moderately injured employee's medical needs can be vague. If you have an employee diagnosed with an ankle sprain, the medical evaluation will be highly subjective. The doctor can't see an injury

on the x-rays and is reluctant to order an MRI. As a result, doctors tend to prescribe physical therapy and anti-inflammatory medication until the patient reports that they feel better. In the meantime, the doctor will often place a light duty restriction on the employee. This raises several practical questions for the employer.

Practical Needs of the Company

Now that we know the legal framework and the worker's medical needs, what does the company need? Typically, the options for someone who cannot return to full, unrestricted duty are limited to return to work with restrictions (i.e. light duty), or missed time from work (i.e. temporary total disability). The authors believe that light duty is the best way to utilize a moderately injured employee until he or she can return to work without restrictions.

To deal with the practical needs of the company we need to answer a few questions. For that, we will stick with our hypothetical employee with the sprained ankle. Let's assume his ankle keeps him off the roof. Has the doctor released him to light duty? If yes, does the company have any light duty work that he can do? If the answer is "yes" on both fronts, it may be advisable to have this employee report for light duty. Driving, organizing the warehouse, or counting inventory are all necessary tasks and can be



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a great way to keep the employee involved. Moreover, light duty provides a way to measure performance and recovery. Finally, light duty may cause our sprained ankle victim to yearn for his time back in the field and help speed his mental and emotional recovery.

Another benefit to light duty is mitigating the amount of a workers compensation claim. Medical-expense-only claims typically have less of an impact on a company's worker's comp experience modifier than claims that include lost wages. Moreover, unless an employment contract or collective bargaining agreement provide otherwise, the company may adjust the employee's wages and benefits accordingly while in the light duty position.

Mitigating the claim size, performing necessary tasks for the company and keeping the injured worked engaged are all significant practical benefits for the employer. If the answer to light duty is "no, he can't," or "no, we don't have any," then the options are paid leave, unpaid leave, or termination. Facing these options, the company needs legal counsel.

Conclusion

Managing an employee with a minor injury or a severe one is relatively easy. It is the moderate, invisible injury that is hard to manage. Roofing contractors need to properly assess the injury, meet the medical needs of the employee and take care of the practical needs of the company. If feasible, employers should offer light duty while the moderately injured employee recovers fully. Consult legal counsel whenever you face a thorny claim and avoid the treacherous waters of the devil's triangle. 🏠

Endnotes

1. This article is not intended to be legal advice nor should it be interpreted as a substitute for seeking the advice of your attorney whenever faced with personnel questions and other legal issues.
2. See "About AIS," Association for the Advancement of Automotive Medicine, <https://www.aaam.org/abbreviated-injury-scale-ais/about-ais/>
3. Individuals are also allowed up to 26 weeks of unpaid leave to provide care for next of kin injured in the line of duty, and 12 weeks of unpaid leave for any qualifying exigency.

As part of the CRCA Contracts & Insurance Committee, Siegel and Zimmermann work with other CRCA volunteers to produce contractor resources as well as to monitor legal, architectural and insurance developments in the industry.

Mike Zimmermann is the President of CRCA Contractor Member Reliable Roofing in Lake Zurich and serves on the CRCA Board of Directors and the Contracts and Insurance Committee. He is a licensed attorney and practiced law for 25 years before joining the commercial roofing industry. Prior to starting Reliable, Zimmermann was a partner and practice group leader at Tressler LLP, a national law firm headquartered in Chicago.

Philip J. Siegel is a Partner and shareholder with CRCA Associate Member firm Hendrick, Phillips Salzman & Siegel, P.C. His practice focuses primarily in the areas of labor/employment law, including defense of OSHA citations, contract consulting, and construction litigation, including representation of general contractors, subcontractors and suppliers, all on a national basis. For more information, contact pjs@hpsslaw.com.



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Integrating PV Solar in Roofing: Maximizing Benefits and Efficiency

By Chris Gersch, CEO of Verde Solutions



Chris Gersch

As the demand for sustainable energy solutions continues to rise, integrating photovoltaic (PV) solar panels into new or retrofitted roofing systems presents an unparalleled opportunity for roofing contractors and building owners. Not only does this integration offer significant environmental benefits, but it

also provides economic advantages, such as extending the roof's lifespan and qualifying for substantial tax incentives. This article outlines why every roofing project should consider incorporating PV solar.

Enhancing Roof Longevity and Efficiency

One of the primary benefits of installing PV solar panels on a roof is the extension of the roof's lifespan. Solar panels act as a protective barrier, shielding the roof from harmful ultraviolet (UV) rays. These rays can degrade roofing materials over time, leading to increased maintenance costs and shorter roof lifespans. By absorbing and deflecting UV rays, solar panels reduce the wear and tear on roofing materials, thereby extending the life of the roof.

Economic Benefits Through Tax Incentives

In addition to protecting and extending the lifespan of roofing systems, integrating solar panels can significantly reduce energy costs and offer substantial tax benefits. The Investment Tax Credit (ITC) allows building owners to deduct 30% of the cost of installing a solar energy system from their federal taxes. For instance, on a million-dollar roof, if 80% of the roof area is covered with bifacial solar panels, the owner could receive a \$240,000 tax benefit.

Bifacial solar panels enhance this benefit by reflecting sunlight off the reflective layer of the roof onto the panel's underside, effectively making the roof a part of the solar system. This integration maximizes energy production and qualifies the roof-covered area for the tax credit. It is

important to note that building owners should consult with their CPA professionals to maximize these tax credits.

Power Purchase Agreements (PPA): A Win-Win Solution

Power Purchase Agreements (PPA) offer a unique and cost-effective solution for building owners interested in solar energy without the upfront costs. Under a PPA, a third-party financier owns the solar system installed on the roof and is responsible for all maintenance and upkeep. This system is installed at no cost to the building owner, who then benefits from a reduction of 10% to 50% on their electricity rate compared to their local utility.

The financier covers all installation and maintenance costs, paying Verde Solutions to build and maintain the system. In return, the financier takes advantage of all tax and solar renewable credits, while the building owner enjoys instant savings as soon as the system is operational. In many cases, roofing or reroofing costs can be incorporated into the PPA, providing a comprehensive and financially viable solution.

Battery Storage: Enhancing Reliability and Revenue

Battery storage systems are becoming increasingly essential for businesses that require uninterrupted power supply. These systems not only provide redundancy during power spikes and outages but also create potential revenue streams. By storing excess energy generated during peak production times, batteries can supply power during high-demand periods, reducing reliance on the grid and potentially generating revenue through energy arbitrage.

The solar energy company should integrate advanced battery storage solutions into solar installations, ensuring that clients benefit from increased reliability and potential financial returns. Expertise in battery storage technology systems design should meet the specific needs of critical businesses, enhancing both their operational efficiency and financial performance.

Expertise

The solar energy company should provide a comprehensive approach to solar integration. In-house engineers, electricians, and rebate specialists should be uniquely qualified to handle projects nationwide, providing turnkey solutions from design and engineering to installation and rebate management. This expertise ensures that each project is tailored to meet the specific needs of clients, maximizing both environmental and economic benefits.

Innovative Installation Techniques

Recent advancements in ballasting technologies have revolutionized the installation of solar systems on roofs. These technologies often allow for minimal roof penetrations, preserving the integrity of the roofing system. When roof attachments are necessary, they provide additional work and material opportunities for contractors while maintaining the manufacturer's warranty.

Verde Solutions employs state-of-the-art ballasting and attachment techniques, ensuring that our installations are both efficient and durable. Our commitment to quality and innovation guarantees that our clients receive the best possible solutions, protecting their investments for years to come.

Conclusion: The Future of Roofing Is Solar

Incorporating PV solar panels into roofing systems is not just a trend—it is the future of sustainable construction. The

benefits of extended roof life, substantial tax incentives, reduced energy costs, and innovative financing options like PPAs make it a compelling choice for any new or retrofitted roof. 

Chris Gersch is CEO of CRCA Associate Member Verde Solutions. He brings over 20 years of leadership and dynamic understanding of energy markets to the clean energy industry. Gersch began his career as a trader at the Chicago Board of Trade and then utilized his expertise to form eleven businesses, including Verde Solutions, Navigate Power, RxSun, and Fresh Coast Solar.

Verde Solutions employs state-of-the-art ballasting and attachment techniques, ensuring that our installations are both efficient and durable. Our commitment to quality and innovation guarantees that our clients receive the best possible solutions, protecting their investments for years to come. Our team works closely with roofing contractors to integrate solar solutions seamlessly into their projects, ensuring smooth and successful implementation. Contact crgersch@verdesolutions.com or 800-541-1137 to learn more about the full range of benefits of PV solar into your roofing products.



Verde Solutions photo



41ST CRCA TRADE SHOW & SEMINARS

JANUARY 22-24, 2025

DRURY LANE, OAKBROOK TERRACE, IL

As President of the Chicago Roofing Contractors Association (CRCA), I invite you to attend the 41st CRCA Trade Show & Seminars, January 22-24, 2025, at Drury Lane Conference Center in Oakbrook Terrace, IL.

This informative annual event offers resources for contractors, consultants, specifiers, code officials and others to develop top level practices. This knowledge ultimately provides building owners and managers the best roofing, waterproofing, insulation, and air barrier installations that can be found.

Don't miss over 6 hours of FREE Continuing Education Credits - AIA, ICC, ALA & IIBEC - during the educational sessions.

- CRCA's CWIR & Emerging Leaders' Excellence in Business – Be Your Best Self Workshop
- CRCA's Keynote Breakfast: Resilient Leadership in Crazy Times
- Steep Slope Roofing: Current Issues & Industry Updates
- Polyiso Insulation: There is Always Something
- State of the Industry: A Legal Perspective
- CRCA Safety Seminar
- Navigating the Illinois License Law: What Contractors Need to Know
- Low Slope Roofing Technical Update

Don't miss the wide range of products and services exhibited by the 126 manufacturers, suppliers, and service providers. Entrance into the Exhibit Hall is also free!

Exhibit Floor Open: Thursday, January 23, 11 am - 5 pm and Friday, January 24, 9 am - 1 pm

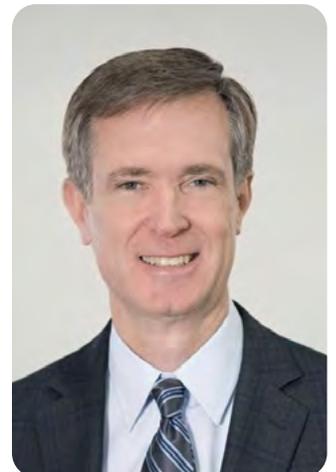
CRCA's Trade Show & Seminars continues to build its national reputation for cutting edge programming through the hard work of CRCA's Trade Show Committee members: Ryan Petrick, Greg Dedic, Matthew Adler, Chris Demro, Dave Good, Kim Good, Mark Duffy, Jason Peterson and Ross Ridder.

On behalf of CRCA's Trade Show Committee and our Board of Directors, CRCA thanks our dedicated Exhibitors and Sponsors. Because of your time, efforts, and dedication, our annual CRCA Trade Show & Seminars continues to be a well-attended monumental success!

As CRCA President, I invite you to be active in our industry by joining CRCA as a member and volunteering for a CRCA committee. We look forward to seeing you in January.

Mark Moran

Knickerbocker Roofing & Paving Co., Inc.
2025 CRCA President



LEARN MORE & REGISTER AT [CRCA.ORG/EVENTS](https://www.crca.org/events)

2025 CRCA TRADE SHOW & SEMINARS PROGRAM

WEDNESDAY, JANUARY 22

DRURY LANE - CRYSTAL ROOM

3:30 PM - 5:00 PM

**EXCELLENCE IN BUSINESS – BE YOUR BEST SELF
PRESENTED BY CRCA'S CWIR & EMERGING LEADERS**

Speaker: Dale Carnegie Group

Join us for a unique professional development session presented by CRCA's Chicagoland Women in Roofing (CWIR) and Emerging Leader Committees. Unlock your potential and transform your professional journey at "Excellence in Business – Be Your Best Self" seminar. Designed for ambitious individuals looking to enhance their personal and professional growth, this program focuses on cultivating key leadership skills and fostering a resilient mindset.

- Increase self-belief by developing your personal leadership style
- Develop stronger coaching skills to drive change
- Break negative thought patterns and handle pressure positively
- Develop a personal brand and understand your authentic self
- Harness and apply the power of a long-term vision

DRURY LANE HILTON SUITES

5:00 PM

ROOFING WEEK IN CHICAGO: KICK-OFF COCKTAIL PARTY

Relax, unwind, and connect with industry peers as we jump start *Roofing Week in Chicago 2025!* Enjoy complimentary cocktails and delightful hors d'oeuvres, all courtesy of CRCA.

THURSDAY, JANUARY 23

DRURY LANE CONFERENCE CENTER

9:00 AM - 11:00 AM

**CRCA's Roofing Week in Chicago Keynote Breakfast:
"Resilient Leadership in Crazy Times"**

Speaker: Linda Edgecombe

In today's fast-paced environment, organizations grapple with challenges like staff burnout, distraction, and a pervasive sense of overwhelm. Linda Edgecombe is dedicated to combating these issues by equipping businesses with practical tools and strategies aimed at reducing absenteeism and turnover. Her mission is to inspire individuals to reclaim their lives, fostering a culture of engagement, energy, productivity, and profitability within their organizations.

Join us for a dynamic session filled with education and humor, geared towards helping you refocus, re-energize, and reinvent your approach to leadership. Prepare for an interactive and engaging experience that promises to rejuvenate your perspective on leadership both at work and at home. Get ready to ignite your passion and drive meaningful change!

PRE-REGISTRATION REQUIRED at www.CRCA.org

FREE to Architects, Specifiers, Roof Consultants, Building Officials.

Nominal charge for Contractors, Manufacturers, Suppliers and Distributors

**PRE-REGISTRATION IS
REQUIRED FOR ALL
WEDNESDAY EVENTS**

EXHIBIT & SHOW HOURS

THURS: 11 AM - 5 PM

FRIDAY: 9AM - 1 PM

**REGISTER ONLINE AT
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AT THE DOOR**

**FREE EXHIBITS AND SEMINARS
(EXCLUDING THURS KEYNOTE)**

THURSDAY, JANUARY 23

DRURY LANE CONFERENCE CENTER

12:00 PM - 1:00 PM

POLYISO INSULATION: THERE IS ALWAYS SOMETHING

Speaker: Matt DuPuis (SRI Consultants)

Dr. Dupuis of SRI will join us to present the results of research into polyisocyanurate roof insulation, jointly funded by The CRCA Foundation and the NRCA. The first study will look at facer bonding and peel strength for polyisocyanurate supplied to the Chicagoland market. The second study will look at biological growth that can be found on wet insulation facers and where the biological growth comes from.

1:30 PM - 2:30 PM

STEEP SLOPE ROOFING: CURRENT ISSUES & INDUSTRY UPDATES

Speaker: Joan Crowe (GAF)

Join Joan Crowe, GAF's Director of Codes and Regulatory Compliance, for an engaging session on the most popular residential roof covering, asphalt shingles. She will cover a variety of topics including code requirements, attic ventilation, attributes of asphalt shingles and helpful tips. Whether you are new to the industry or a veteran, this session should have something for you.

3:00 PM - 4:00 PM

STATE OF THE INDUSTRY: A LEGAL PERSPECTIVE

Speaker: Trent Cotney (Adams & Reese LLP)

This seminar focuses on the most current and relevant legal issues affecting the roofing industry. Topics include the latest contract provisions, OSHA updates, employment issues, and the latest regulatory changes.

DON'T FORGET TO STOP BY THE CRCA BOOTH TO REGISTER FOR RAFFLES!

**THURS: 1:15 PM, 3:45 PM & 5:00 PM
FRI: 11:00 AM & 1:00 PM**

FRIDAY, JANUARY 24

DRURY LANE CONFERENCE CENTER

7:00 AM - 9:00 AM

CRCA SAFETY SEMINAR

Speakers: CRCA Safety Committee and OSHA

The CRCA Safety Committee, in collaboration with the Occupational Safety & Health Administration (OSHA), is excited to bring you the latest information related to safety and compliance affecting the roofing industry. Understand the latest safety standards and regulations that impact roofing and how to ensure compliance, learn about effective strategies and practices to enhance safety on the job site, reduce accidents, and protect your workforce and engage with safety experts and get answers to your safety questions.

9:30 AM - 10:30 AM

NAVIGATING THE ILLINOIS ROOFING LICENSE LAW: WHAT CONTRACTORS NEED TO KNOW

Speaker: Keri Roseberry (IDFPR)

Join us for an informative seminar with the Illinois Department of Financial and Professional Regulation (IDFPR) as we delve into the essential aspects of the Illinois roofing license law. This session will provide a comprehensive overview of the current regulations that govern roofing contractors in Illinois, including what is required to obtain and maintain a license, as well as the scope of activities contractors are authorized to perform under the law. Don't miss this opportunity to get the latest updates directly from the state regulatory body and ensure your business stays on the right track!

11:30 AM - 12:30 PM

LOW SLOPE ROOFING UPDATE ON ROOFING TECHNICAL ISSUES

Speaker: Mark Graham (NRCA)

In an ever-evolving landscape of building and energy codes, new materials, air barriers, and technical challenges, the roofing industry is becoming increasingly complex. To thrive in this dynamic environment, it's essential to stay informed and adapt to the latest developments. Whether you're involved in code enforcement, design, consulting, or roofing installation, NRCA's Mark Graham will provide you with the essential knowledge and tools to navigate the complexities.

2025 EXHIBITOR LISTING

- 4C'S SPRAY EQUIPMENT RENTAL - 110
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 A&D PRODUCTS, LLC - 503
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LOBBY BOOTHS:
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 IIBEC CHICAGO AREA CHAPTER - L2
 MRCA - L3
 NRCA - L4

Exhibit Hall Hours
 Thursday, January 23: 11 am - 5 pm
 Friday, January 24: 9 am - 1 pm



2025 CRCA Exhibit Floor Plan Drury Lane Conference Center

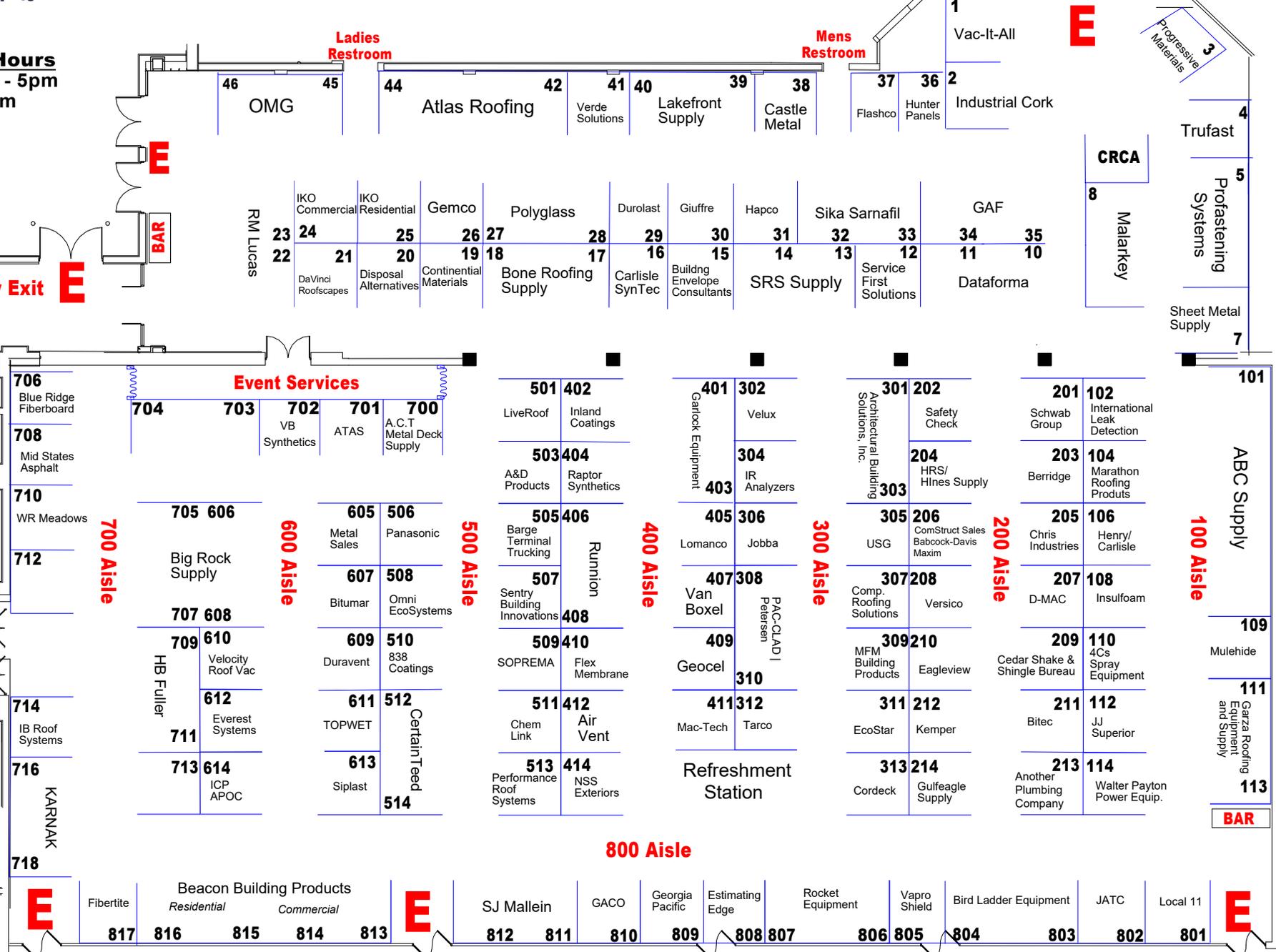
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 Thursday: 11am - 5pm
 Friday: 9am - 1pm

Registration
 Trade Show Floor Entrance

E = Emergency Exit

Seminar Entrance
 Crystal Room: Seminars

Rear Entrance



Roof Talk—Contractor



Sterling

COMMERCIAL ROOFING

A  TECTA AMERICA COMPANY, LLC

Company: Sterling Commercial Roofing, a Tecta America Company

Location: Sterling, IL

Business Founded: 1986

Number of Employees: 198

Joined CRCA: Feb. 2010

Who is providing the answers: Kevin Froeter, President

What Services Does Your Business Offer?

We install all types of roofing systems from Mod Bit to PVC. Sterling also installs metal roofing, wall panels ACM and Architectural sheet metal, waterproofing, air barriers and green roofs.

What Is Your Best Business Memory to Date?

When Sterling received the CRCA Gold Metal Safety award for the first time. Safety has always been our primary focus, and this was the best confirmation that could have been received.

How Did You Learn About CRCA?

I learned about the CRCA from Dave Lisson at Industrial Cork. He recommended Sterling and it was some of the best advice I have ever received.

If You Attend CRCA Events, Can You Describe a Benefit of Attendance?

The CRCA events are a great opportunity to meet new people and build relationships that can definitely improve your business for the long term.

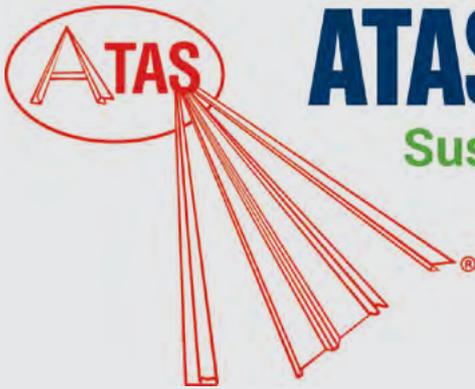
What Value Does CRCA Membership Bring to You?

The CRCA is a great platform to share your experience and knowledge and to help your fellow members help build a stronger Roofing Community.

What Advice Would You Give a New CRCA Member?

- My advice would be to put yourself out there. Don't be afraid to meet new people and build new relationships. 

Roof Talk—Associate



ATAS International, Inc.

Sustainable Solutions For A Better Future

Company: ATAS International, Inc.

Location: Allentown, PA, Mesa, AZ, and University Park, IL

Business Founded: 1963

Number of Employees: 143

Joined CRCA: 2004

Who is providing the answers: Kyle Ferenc, ATAS
IL & WI Product Rep

What Services Does Your Business Offer?

We are manufacturers of metal roofing and wall panels, ceiling, soffits, perimeter edge metal, as well as insulated metal panels.

Where Do You See Your Business in 5-10 Years?

With the opening of our new manufacturing facility in University Park IL, we look to continue our unprecedented growth in the Midwest as we continue to expand into new states merging with our operations in the West. In addition, we are investing in new capital equipment to meet the growing demand of what architects and building owners desire for their projects.

What Is Your Best Business Memory to Date?

When we started our wall panel installation seminars 3 years ago. It is awesome to see where some of our customers first started on their own journey with metal wall panel installation and where their businesses are today. We are proud to support the folks who take the time to understand, learn, and listen.

How Did You Learn About CRCA?

We have been proud members of CRCA for 20 years. I'm not certain how we learned about CRCA, but probably heard about it through industry publications and contacts.

If You Attend CRCA Events, Can You Describe a Benefit of Attendance?

Getting to socialize and network with our distribution partners and contractor partners, as well as industry peers is always a benefit in participating in CRCA events.

What Value Does CRCA Membership Bring to You?

I have been in the architectural metal industry now for 4 years. Getting to know our customers better, as well as listen to seasoned installers always brings tremendous value. ATAS provides a lot of design help to architects and designers; networking with some of the folks who are installing our products on some of these projects is another value-added benefit.

What Advice Would You Give a New CRCA Member?

It sounds cliché but attend events and join a committee. Sometimes you have to put yourself in uncomfortable situations and put in effort, but the reward is well worth it.



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**TRUSTED BY
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Chicago O'Hare Airport

A photograph of the interior of the Chicago O'Hare Airport, showing a long, brightly lit corridor with escalators and a polished floor reflecting the colorful lights. The ceiling is a complex structure of pipes and lights, creating a futuristic atmosphere.

TRUSTED
to monitor your roof 24/7

Mental Health—Stop! Listen! Make a Difference!

By CRCA Staff

Impact on the Bottom Line

Whether you are a roofing contractor or a business that supplies or manufactures materials or service for our industry, you may ask yourself “Should I spend valuable resources for my staff and workers’ mental health beyond offering benefits that are included in our health care plan?”

The answer is “Yes”! The extra step should be taken as the need is there and the impact on your business is huge. Well-known consulting giant, Willis Towers Watson reported that nearly 45% of U.S. workers report having experienced mental illness in their lifetime, with over 51% saying that the emotional distress was severe enough to impact their ability to do their job well. This manifests itself in high turnover rates, frequently calling out sick, struggles to meet deadlines and employee burnout. The American Psychiatric Association reported that unresolved depression accounts for a 35% reduction in productivity and contributes to over \$210 billion in loss of productivity, increased medical costs, and absenteeism expense.¹

What About the Construction Industry?

Since the 1970s and the formation of OSHA, the focus has been on *physical safety*. Coupled with the fact that our industry is male-dominated and also the physical nature of the work, a culture has been created to make it difficult for workers to admit weaknesses. This culture breeds the stigma that mental health isn’t to be bothered with and prevents some from getting the important help they need.

This stigma is fueled by several factors. First, look at the socio-economic make-up of the industry with its male dominance and you will see cultural expectations that are “macho”, dealing with the physicality of the work. This gives the cold shoulder to seeking help as is considered “weakness” if mental health issues are realized. Next, the unpredictable employment patterns due to seasonality and market demands can fuel worker mental health issues.

Workers can also be subject to verbal or sexual that many times are not addressed. Lastly, while fewer in number, female construction workers face their own mental health issues, being subject to verbal or sexual

harassment, unequal pay, and limited prospects for career advancement.

As part of the 2024 annual summer summit between NRCA and the affiliated roofing contractors associations who gathered from across the US and of which CRCA is part, mental health in our industry was a key topic discussed. NRCA shared a few eye-opening statistics listed below:

- It is estimated that 1 in 5 adults are living with a mental illness at any time, yet less than half are seeking treatment for their condition.
- The construction industry has the second-highest suicide rate² of all major industries in the U.S, according to a 2020 Centers for Disease Control report.
- Nearly 38,000 people of working age (16–64) died by suicide in 2017, a 40% rate increase in less than 20 years.
- The suicide rate in the U.S. is rising, but construction workers are at a greater risk of suicide than the average worker.
- Affects all levels: laborers, skilled trades, operators, management
- Male construction workers have a suicide rate 65% higher than all U.S. male workers.
- A 2022 survey of construction workers³ reported that 14.3% of workers struggled with anxiety and nearly 6% struggled with depression, based on symptoms or medication use. Many workers also reported having worse mental health during the COVID-19 pandemic.

The roofing associations realized the need for education on the impact of mental health on our industry as well as providing resources to all involved. This article will talk about some of the ways to support team members through mental health concerns and struggles.

Know the Warning Signs

If someone is exhibiting any of these symptoms, they could be struggling. Be prepared to show empathy and respond quickly with help and support. Such warning signs include:

- Talking about suicide
- Self-loathing or self-hatred
- Withdrawal from others
- Self-destruction
- Hopelessness
- Decreased productivity
- Talking about being a burden
- Extreme mood swings
- Increased pattern of tardiness or absenteeism

Making a Difference

The World Health Organization (WHO) estimates that for every dollar U.S. employers spend treating common mental health issues, they receive a return of \$4 in improved health and productivity.⁴ As employer, you need to:

- Be aware and acknowledge your employees carry issues unique to their own circumstances such as loneliness, isolation grief and stress
- Identify factors that make it hard for workers to get jobs done
- Show empathy—make it easy for them to ask for help
- Provide access to resources without stigma

How to Respond

- Create a supportive environment - In OSHA’s Myth Buster Fact Sheet⁵, instead of saying to an employee

struggling with mental health issues, “Don’t make waves . . . just buckle down and accept the way it is,” a more positive message would be “We want you to speak up. Your health and safety are our number one priority.” Staying silent could jeopardize worker safety and health.

- Resource Access—these can include counseling services and support groups
- Establish and encourage employee assistance programs—these offer confidential ways for employees to help with work-related or personal challenges
- Promote leadership from the top down—upper management can play a key role in mentoring others by promoting healthy work habits, which can in turn, contribute to a positive workplace culture
- Encourage Peer-To-Peer networks—these can be formal or informal and can include a “buddy system” format
- Commit to overall well-being—include mental health screenings as part of routine health checks and provide strategies that support mental health where needed

Evaluate

With any successful program, whether in business or in our personal lives, “check-ins” need to be done on a continual

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basis. Developing goals and expectations are key to preventing static. Employee mental health is no exception. Considering utilizing third-party assessment tools and conducting employee surveys can be used to gauge the success of the program.

Note however that construction professionals are not qualified to diagnose mental health issues. Although based on good intentions, such amateur diagnoses can cause harm and further stigmatize mental health-related issues in the construction workforce. While many valuable resources are available, utilize the help of qualified professionals to develop your company's programs and help set expectations of each. 

Resources

- Construction Industry Alliance for Suicide Prevention (CIASP) - <https://www.preventconstructionsuicide.com/>
- Center for Construction Research and Training (CPWR) - <https://www.cpwr.com/research/research-to-practice-r2p/r2p-library/other-resources-for-stakeholders/mental-health-addiction/suicide-prevention-resources/>
- Visit NRCA's Mental Health Resources - <https://nrca.net/resources/safety/mentalhealth>
- Ways to Measure An Employer's Mental Health Program - <https://www.wtwco.com/en-us/insights/2023/04/7-steps-to-measure-your-organizations-mental-health-program>
- National Suicide Prevention Lifeline: 800-273-8255
- National Alliance on Mental Illness: 800-950-6264

Endnotes

1. <https://executive.berkeley.edu/thought-leadership/blog/impacts-poor-mental-health-business>
2. <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>
3. <https://www.cpwr.com/wp-content/uploads/DataBulletin-January2022.pdf>
4. <https://www.osha.gov/workplace-stress/employer-guidance>
5. https://www.osha.gov/sites/default/files/Myth_Buster_Workplace_Stress_Toolkit_508.pdf



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Industry News

By CRCA Staff

CRCA Elects New Board Members

The following CRCA Board Members were elected at the November 5th CRCA Annual Meeting:

New Directors with Three Year Terms:

- Contractor: Austin Keller (Sterling Commercial Roofing Inc., a Tecta America Company), Mike Reynolds (Olsson Roofing Company, Inc.) and Ryan Young (Solaris Roofing Solutions, Inc.)
- Associate: Jennifer Trapano (IB Roof Systems)

Executive Board with One Year Terms:

- President: Mark Moran (Knickerbocker Roofing & Paving Co., Inc.)
- 1st VP: Ryan Petrick (Ridgeworth Roofing Co., Inc.)
- 2nd VP: Casey Fraher (Crowther Roofing & Sheet Metal)
- Secretary: Kevin Filotto (Filotto Roofing)
- Treasurer: Matthew Adler (Adler Roofing & Sheet Metal, Inc.)
- Past President: Mitch Rabin (A-1 Roofing Company)

CRCA extends a big thanks to Kevin Froeter (Sterling Commercial Roofing Inc., a Tecta America Company), Bob Prette (Tidwell Roofing & Sheet Metal), Shawn Sullivan (Olsson Roofing Company, Inc.) and Mike Lowery (A&D Products) for their many years of service to the CRCA Board.

CRCA Provides Mandated Sexual Harassment Training Resources

With a big thanks to CRCA Associate Member Assured Partners, CRCA now has an updated Sexual Harassment Prevention Training needed for all who work in the State of Illinois. Also included in the CRCA Members Only portal is the training required by the City of Chicago as well. Both include the sample certificate needed once the training is completed. Need help with log-on info? Contact info@crca.org today!

CRCA Busy with Member Events

Since the Summer *CRCA Today* issue, CRCA Members have been extremely busy with committee and member events. See what CRCA has to offer by taking a quick peek below!

August

- Chicago Dogs Family Event
- Emerging Leader Dale Carnegie Workshop
- CWIR School Supply Drive at Lakefront Roofing Supply



CRCA Photo—Emerging Leader event



CRCA Photo—CWIR School Supply Drive

September

- Membership Meeting–Networking
- Emerging Leader Top Golf Event



CRCA Photo—Emerging Leader event



CRCA Photo—CWIR Hands-on event at Bone Roofing Supply

October

- CWIR—Carlisle Hands-On Event at Bone Roofing Supply
- Membership Casino Night

November

- Membership Meeting–Workplace Violence Presentation
- CWIR Feed My Starving Children Event
- Annual Dinner Registration Opens



CRCA Photo—Membership Casino Night

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Get Ready! CRCA will open attendee registration for the January 22-24, 2025, Event in November. Watch CRCA.org / Events / Trade Show to learn more!

GAF Opens New Plant

A ribbon cutting was held at the new 450,000 sf ISO-5 manufacturing plant in Peru, IL in late summer. "Bringing another world-class manufacturing plant online is a significant milestone that strengthens our ability to deliver best-in-class service and innovative solutions across the Midwest and beyond," said John Altmeyer, CEO of GAF. "This investment in added polyiso capacity further demonstrates GAF's commitment to growth in the commercial roofing industry."

Gulfeagle New Director of Operations

In September, Gulfeagle Supply announced the promotion of Miriam Mata-Vinalet to Director of Operations and Training. "We are excited to see Miriam take on this new role. As Gulfeagle continues to grow, it is vital to have key leaders in place who bring expertise

and a strong commitment to service," said Kurt Schwahn, Executive Vice President of Sales, and Operations.

ABS Grows

Architectural Building Solutions announced in July the addition of Brian Harris to the role of Commercial Sales Representative. Harris comes to ABS with 12 years of experience which included the role of Territory Manager for OMG. Harris provided contractor training, job start education, product demo and more support to the commercial roofing industry. Zack Hernandez joined as the Commercial Marketing Coordinator to develop marketing and communication strategies with manufacturers, customers and ABS' outside sales team. Mike Polonus also joined ABS and will assume the role of Outside Commercial Sales Rep. He will focus on working with roofing contractors and distributors, providing education and technical and sales support. Welcome Brian, Zach, and Mike!

Malarkey to Build New Indiana Roofing Plant

In August, Malarkey Roofing Product announced that a 300,000 sf roofing shingle manufacturing facility will be built in Franklin, IN. The new facility will generate approximately 200 jobs and should be operational producing residential shingles in mid-2026.



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Malarkey President, Dale Rushing stated, "Our new facility will expand our manufacturing capacity and enable us to produce more sustainable roofing shingles for homes across North America."

CRCA Members Give Back

CRCA has a long history of volunteering time to those in need, both in the community and afar. CRCA thanks Legat Architects for packaging 4,000 pounds of pasta at the Greater Chicago Food Depository in September and Alloy Architecture for packing food at Feed My Starving Children along with the Chicago Building Congress in July. Thanks for lending a hand!



Dominic Dunlap with Alloy Architectural



Legat Architects

CRCA PAC Supports Legislators

In September, networked with IL legislators to educate on roofing and construction based issues. Thanks to Mark Moran, Dave Good and Margaret Vaughn for participating. CRCA will also be hosting an annual legislative reception in Springfield on Tuesday, November 19th. Contact info@crca.org for more information on this CRCA member event.

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Pro Fastening Systems Acquired

CRCA Associate Member company, Pro Fastening Systems, Inc. announced in early November that they have been acquired by Triangle Fastener Corporation, including Ink Smith, Inc., a wholesale distributor of sealants and waterproofing products, which Pro Fastening Systems acquired in 2012

Triangle Fastener Corporation (part of the SFS Group) has been supplying the commercial construction industry with fasteners, tools, sealants, and accessories for over 48 years. They currently operate in 27 locations throughout the United States and have a similar business model to Pro Fastening Systems.

Fred G. Van Riet opened Pro Fastening in 1980. Van Riet stated, "I am extremely proud of what we have built over the last 45 years. With increased product offerings and capabilities this move should only enhance our ability to serve the commercial construction trades. Leaving the company in such capable hands will make it easier for me to transition to retirement. I look forward to saying thank you to many of you soon."

He also noted that their commitment to providing quality products and superior service will remain the foundation of the business model moving forward.

The acquisition will enable the SFS Group to further expand its market presence in the Midwestern United States. After the acquisition, Pro Fastening Systems will be incorporated into the Triangle Fastener Corporation (TFC) in the Fastening Systems segment.

Sheet Metal Supply Goes Solar



In early November, CRCA Associate

member Sheet Metal Supply (SMS) announced the move to operating 100 percent on solar power. This followed the move into a new and energy efficient facility and investing in state-of-the-art equipment. They collaborated with CRCA Associate member Verde Solutions, who designed and installed a roof-mounted solar array for SMS that has a power rating of 159.81 kW-DC. Throughout its 30-year lifespan, the system is estimated to produce 5,780,505 kWh, which is the equivalent to CO2 emissions from 459,865 gallons of gasoline consumed; greenhouse gases from 883 passenger vehicles driven for one year; or carbon sequestered from 68,113 tree seedlings grown for 10 years.

"With our new facility and the recent purchase of new and more efficient equipment, the natural next step was to run our entire operation on solar power," says Ben Kweton, President of Sheet Metal Supply. "The transition to lowering carbon emissions and minimizing our carbon footprint was a conscious decision dedicated to investing responsibly in our future as well as the future of our customers."

The solar array was completed in February and up and running in March. "At Verde Solutions, we are thrilled to congratulate Sheet Metal Supply and its visionary owners, the Kweton family, for their forward-thinking decision to incorporate solar power into their facility," says Chris Gersch, Founder & CEO of Verde Solutions LLC. "By powering their operations 100 percent with green, onsite-sourced solar power, SMS is not only enhancing its commitment to providing top-quality roofing products in a cost-effective and greener way, but also setting a benchmark in sustainability.

Thanks, SMS, for working towards a greener and sustainable future! For more information, visit www.sheetmetalsupplyltd.com.

Legal Updates from CRCA Associate Member Hendrick, Phillips, Salzman & Siegel, PC

District Court Strikes Down FTC's Rule Banning Non-Competition Agreements

In June, the five member Federal Trade Commission (FTC) voted 3-2 along party lines to approve a new rule intending to make unlawful most non-competition agreements. Importantly, the new rule, which was scheduled to take effect on September 4, was set aside by the U.S. District Court for the Northern District of Texas on August 20, 2024. The court held the FTC exceeded its authority and that the rule was arbitrary and capricious. The FTC is now blocked from enforcing its rule.

Significantly, for now, employers will remain able to use non-competition agreements in accordance with applicable state law, if any. The FTC, however, may appeal the Court's decision to the Fifth Circuit Court of Appeals. In doing so, the FTC may ask the appellate court to stay the enforcement of the District Court's ruling. Stay tuned. We will continue to keep you informed.

EEOC Releases Promising Practices for Preventing Harassment in the Construction Industry

On June 18, 2024, the U.S. Equal Employment Opportunity Commission (EEOC) issued a

comprehensive guide, *Promising Practices for Preventing Harassment in the Construction Industry*, aimed at addressing and mitigating harassment in the construction sector. A copy of that guide is available can be found at <https://www.eeoc.gov/laws/guidance/promising-practices-preventing-harassment>.

During a White House-hosted roundtable, EEOC Vice Chair Jocelyn Samuels emphasized the necessity of this guide, explaining that the unique structure of construction jobs leaves workers especially vulnerable to workplace harassment. The "Promising Practices" guide focuses on the following key recommendations for construction industry leaders:

- Committed and Engaged Leadership
- Strong and Comprehensive Harassment Policies
- Trusted and Accessible Complaint Procedures
- Regular Interactive Training

The guide also identifies risk factors unique to the construction industry such as the predominantly male workforce, pressure to conform to traditional stereotypes and workplaces that are jobsite-centric not centralized. For more information, visit <https://www.eeoc.gov/> further insight.



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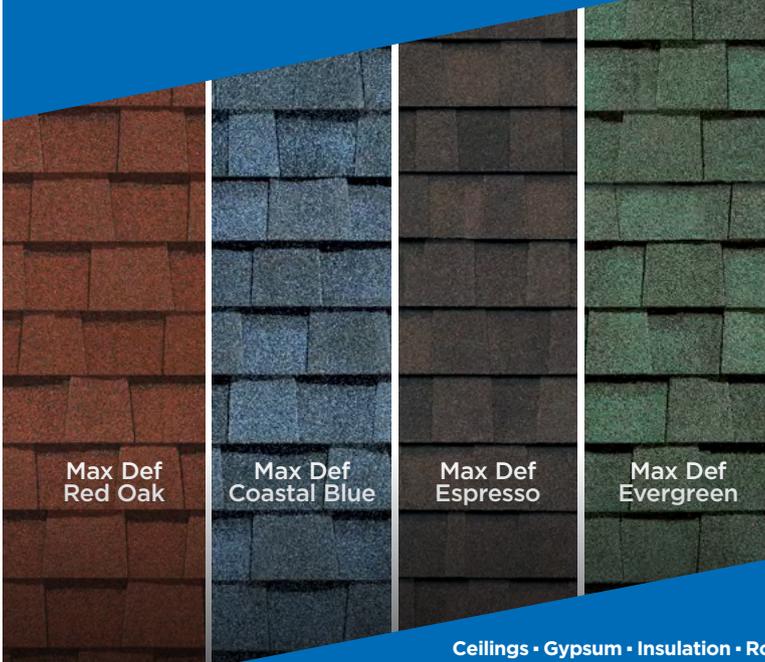
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