



THE BASESHEET

OUR MISSION IS YOUR SUCCESS

VOLUME 18, NUMBER 1 | FIRST QUARTER, 2017



NRCA



WSRCA

CONTACT ARCA

RHONDA LANUE

PRESIDENT

Phone: 602-276-5515

Email: rlanue@lyonsroofing.com

DUANE YOURKO

EXECUTIVE DIRECTOR

Phone: 602-335-0133

Cell: 602-571-7240

Email: dyourko@azroofing.org

JENNIFER GEORGE

COMMUNICATIONS SPECIALIST

Phone: 602-335-0133

Cell: 602-339-4595

Email: jgeorge@azroofing.org

ASHLEY CREIGHTON

EDITOR

Phone: 602-335-0133

Email: acreighton@azroofing.org

ARCA OFFICE

4745 North 7th Street, Suite 102

Phoenix, Arizona 85014

Phone: 602-335-0133

Fax: 602-335-0118

PRESIDENT'S NOTE

Greetings Members,

Well we made it through 2016 and from every indication there seems to be a sense of optimism about the economy, and weather! All to provide a prosperous year for us all.

Thank you to all of our members who prepaid your 2017 membership dues and sponsorships. It is comforting to have our budgeting concerns behind us as we plan for the new year. If you haven't already mailed your check, count this as a reminder and, as always, we appreciate your continued support.

All the committees have already hit the ground running and are coming up with some great new ideas. We have already had our new committee, *Young Professionals* – chaired by **JASON KILL (ROOFING CONSULTANTS OF ARIZONA)** – take off to a great start. We welcome our next generation of roofing professionals! Please make sure you forward your electronic copy, or, as I do, print out a handful and leave them around for all the folks to see!

Constructive activity is ongoing with our Roofers Alliance with ADOSH and the ICA. More to come on that. Our *Career and Training Committee* will also be meeting shortly to determine on how we can more quickly expedite a training program to bring new young prospects into our industry. The NRCA program will be introduced at IRE next month but it will take a while to fully develop. We want to begin to build the foundation of the program this year.

Also, of much anticipated and welcome change with a new President and the new legislative session beginning, we are looking forward to a more realistic and hopefully relaxed regulatory environment and, if we all really wish hard, maybe some roll-backs on the most cumbersome and draconian regulatory issues imposed on us the past few years.

Again, thank you all for supporting ARCA and let's make this year the most productive and participatory year we've had in a while.

Sincerely,

RHONDA LANUE, LYONS ROOFING

ARCA PRESIDENT

Our Uncompromising Commitment To Quality And Dependability Is In Concrete

A reputation for listening to our customers and reacting quickly to satisfy their needs has made Eagle the preferred company to do business with in concrete roofing. From our customer input and close working relationships with the best professional color consultants and architects, we have created impressive products that are the envy of our competitors. Our passion for providing quality products, value-added customer service and our unrelenting efforts to earn your respect, place Eagle in a class of its own. Call us today and watch your profits soar.

Put your trust in Eagle.

Visit A
Showroom
Near You

Eagle Roofing Products

California - Irving, Rialto, Roseville, Stockton

Arizona - Phoenix

www.eagleroofting.com

Or call (800) 300-3245



ARCA Forms Alliance with ADOSH

The Arizona Division of Occupational Safety and Health (ADOSH) and Roofing Industry Stakeholders recognize the value of establishing a collaborative relationship to foster safer and more healthful Arizona workplaces. An Alliance was created to provide ADOSH Staff and Roofing Industry members and others with information, guidance, and access to training resources that will help them protect the health and safety of workers, particularly by reducing and preventing exposure to Fall hazards and addressing training issues, and understanding the rights of workers and the responsibilities of employers under the Arizona Occupational Safety and Health Act (OSHA Act 1972).

“ADOSH looks to partner with all industries to improve the safety and health of Arizona workers. The Alliance provides a proactive opportunity for the roofing industry and ADOSH to partner together enhancing workplace safety.

Bill Warren, ADOSH

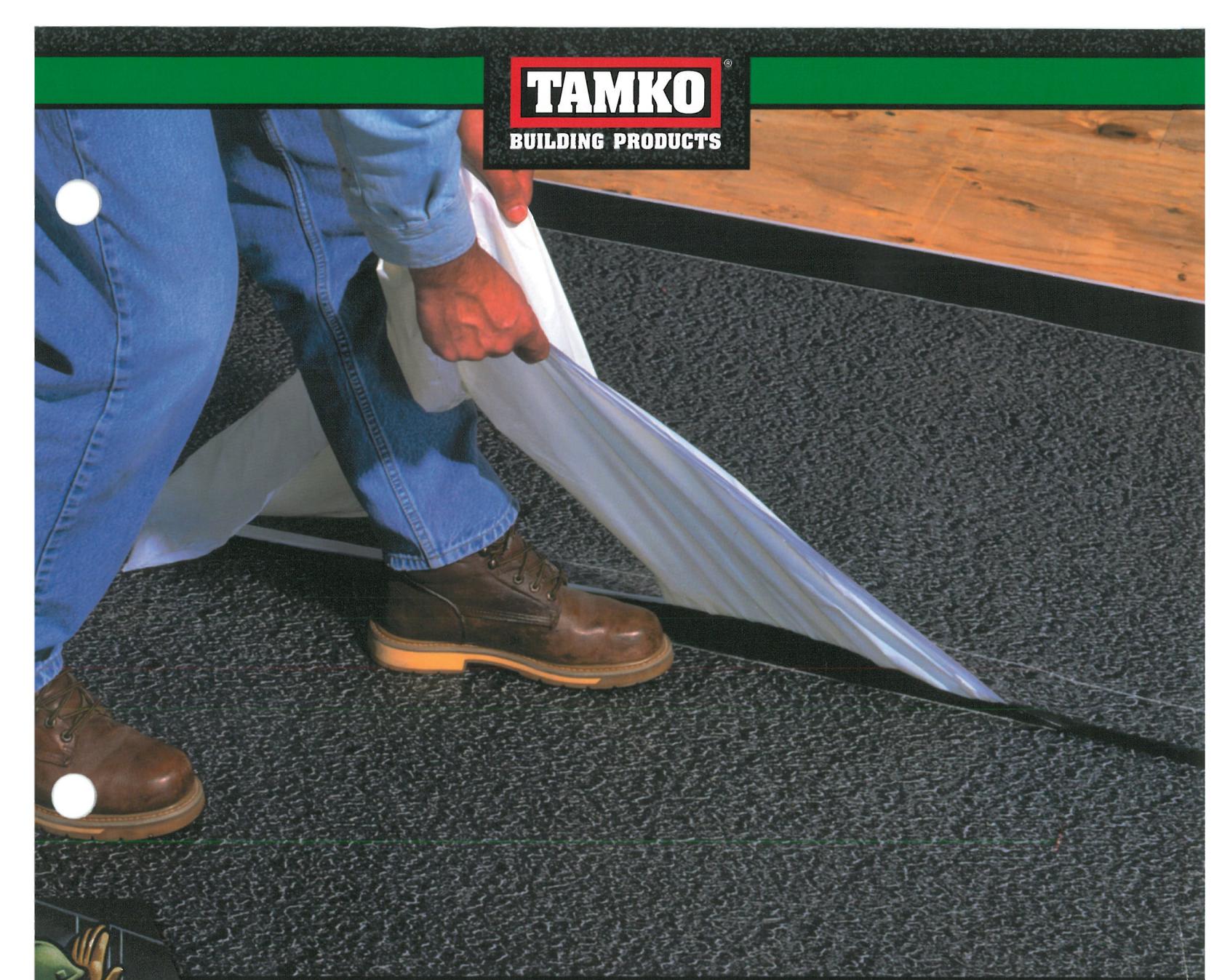
“Through this Alliance, many other trades will benefit from educational materials generated by the members for employers and employees.

Jesse Attencio, ADOSH

➔ Protect Your ROC License

This is a reminder to check and make sure the ROC has your correct email address and mailing address. If they do not, complaints could be posted and, after failed attempts to notify you, branded as “unresolved”. This would negatively impact your license status without you knowing it.

To make sure the ROC has your correct addresses, visit www.azroc.gov.



TAMKO
BUILDING PRODUCTS

TW METAL AND TILE UNDERLAYMENT SELF-ADHERING SHEET MEMBRANE

TW Metal and Tile Underlayment is well suited for application under metal and mechanically fastened tile roofs where prevention of water penetration is required. This flexible self-adhering rubberized asphalt sheet membrane withstands high-temperature conditions up to 250°F. It can also be left exposed for up to 120 days before application of the metal or tile roof. TW Metal and Tile Underlayment is made with a polymer film on the surface and a treated release film for easy application.

TW METAL AND TILE UNDERLAYMENT SELF-ADHERING SHEET MEMBRANE

IMPORTANT

This product features a skid resistant and tear resistant surface. This feature does not serve as a substitute for following all proper fall protection procedures in accordance with OSHA regulatory requirements— including the use of personal fall protection devices when working on a roof. Applicator safety is of utmost importance.

USES

TAMKO® TW Metal and Tile Underlayment is well suited for application under metal and mechanically fastened tile roofs where prevention of water penetration is required.

FEATURES AND BENEFITS

- Textured surface provides enhanced skid resistance
- Nonremovable selvage film for stronger lap adhesion
- Strong fiberglass reinforcement adds stability during installation
- Split treated release film eases installation
- Meets ASTM D 1970 for nail sealability of self-adhering roofing underlayments
- High-temperature resistance up to 250°F
- Can be left exposed for up to 120 days before application of finished roof
- ICC-ES ESR-2531

LIMITATIONS

- Membrane should not be applied to damp, frosty or contaminated surfaces
- Membrane should not come into contact with products containing coal-tar pitch
- Membrane should not be used in application with PVC roofing or other products that contain tackifiers, plasticizers or processing oils
- Best applied at temperatures of 40°F and higher

GENERAL APPLICATION

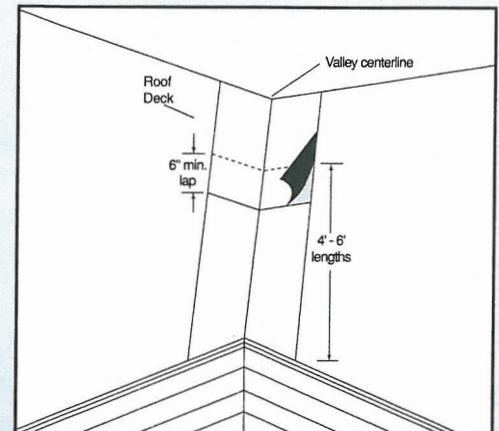
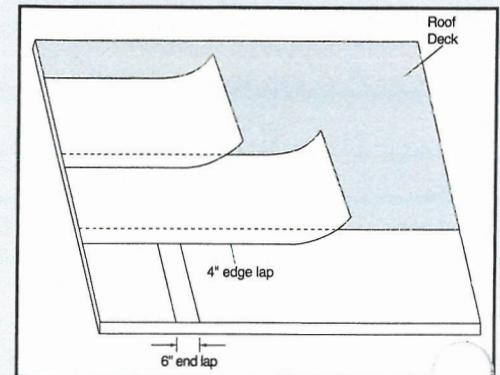
Apply TW Metal and Tile Underlayment from low to high point in shingle fashion so that laps will shed water. Overlap edge seams 4 inches. End seams should be overlapped 6 inches and staggered. Where necessary, the membrane may be unrolled and cut into 10- to 15-foot lengths. Align membrane on lower edges of roof. Remove release film from membrane and press into place. Roll lower edges firmly with a hand roller. "Broom in" installed membrane using an industrial flat broom or squeegee. Bear down on installed membrane with the broom or squeegee to ensure total, even adherence to substrate.

Care should be taken not to damage the surface when brooming.

VALLEY APPLICATION

Where necessary the membrane may be unrolled and cut into 4- to 6-foot lengths. Peel the release film and center sheet over valley or ridge. Drape and press sheet into place, working from the center of the valley or ridge outward in each direction. For valleys, apply membrane starting at the lowest point and work upward. Overlap all sheets a minimum of 6 inches. Use TW Metal and Tile Underlayment on "closed valley" applications only. Do not leave membrane permanently exposed. Cover with roofing materials.

Provide ventilation when using TW Metal and Tile Underlayment over the entire roof deck. For information on proper application, contact your architect, building contractor, building materials supplier or TAMKO.



PRODUCT DATA*

	2 Squares
Roll size	200 sq. ft.
Roll dimensions	39-3/8" x 61'
Thickness	75 mil
Rolls per pallet (37" x 47")	20 rolls

*All values stated as nominal.

BUILDING PRODUCTS FOR THE PROFESSIONAL



Tiles can slide during roof loading and until properly fastened. In order to protect TW Metal and Tile Underlayment from damage, care must be taken to ensure stability of stacked tiles. Fasteners and batten strips must be used when installing tiles over TW Metal and Tile. TAMKO requires the fastening of every tile in addition to mortar, adhesive or foam, regardless of the slope. These are TAMKO's minimum requirements. State and local regulations may contain additional requirements.



P.O. Box 1404
Joplin, MO 64802-1404
1-800-641-4691
tamko.com

This product is covered by a 5-year Limited Warranty. To obtain a copy of TAMKO's Limited Warranty, visit us online at tamko.com or call us at 1-800-641-4691. Information included in this product sheet was current at the time of printing. To obtain a copy of the most current version of this product sheet, visit us online at tamko.com or call us at 1-800-641-4691. ©2013 TAMKO Building Products, Inc. TAMKO is a registered trademark of TAMKO Building Products, Inc.



4 0 0 0 2 5 7

LEGISLATIVE UPDATE

State of Arizona:

The Arizona Legislature convened on January 9th with a full cadre of first term senators and representatives. There are normally over 1200 pieces of legislation proposed with an average of less than 200 passing. This early in the session we know that there are proposals to fine tune the Transaction Privilege Tax (TPT) as ARCA and other business interest continue to push for “point of sale” as the final solution. There are numerous bills with language still to be determined addressing liability shifting, indemnity, bonding, and qualifying party licensing requirements. We will be tracking all and evaluating ARCA support or opposition.

Federal:

The 115th Congress convened Tuesday, Jan. 3, and the House already has begun moving forward with regulatory reform legislation that NRCA supports. Meanwhile, as expected, the Obama administration has moved forward with several regulations of interest to the roofing industry. From the summations that follow you can see the trend line that there is a concerted effort to unwind everything passed in the last eight years under the Obama administration.

Regulatory Reform

House Republicans moved forward with one component of a multipronged regulatory reform strategy by approving the “Regulations from the Executive in Need of Scrutiny Act” (H.R. 26), also known as the “REINS Act.” NRCA supports this legislation to require a vote in Congress regarding any major regulation (defined as having \$100 million or more in economic effects) issued by a federal agency. Under the REINS Act, Congress would have 70 legislative days to approve a major rule and send it to the president for signature, otherwise the regulation would not take effect (with some exceptions for national emergencies). The bill is designed to reduce regulatory burdens on businesses and the economy and was approved on a vote of 237-187, with two Democrats joining all Republicans in support. With the threat of a veto gone once President Obama leaves office, NRCA and other supporters of the bill are gearing up to obtain the 60 votes needed for Senate approval so the bill can be sent to President Trump to be signed into law.

Congressional Review Act

Republicans are gearing up to repeal some Obama administration regulations under the Congressional Review Act

(CRA). Under the CRA, Congress can repeal any major regulation if, within a limited time period after issuance of the regulation, the House and the Senate approve a Joint Resolution of Disapproval of the regulation. Significantly, such resolutions only need 51 votes to pass the Senate because they are not subject to rules that require 60 votes to pass most legislation. If Congress passes and the president signs a Resolution of Disapproval, the regulation in question is nullified, and the agency is forbidden from issuing any regulation in “substantially the same form” in the future unless authorized by Congress. Regulations NRCA opposed that are under consideration to be repealed include the “Overtime Rule” that increases the salary threshold for paying overtime to employees and the Fair Pay and Safe Workplaces regulation that applies to federal contractors, both of which were issued by the Department of Labor. Additionally, both regulations face litigation that may prevent the need for use of the CRA process to block these regulations.

Affordable Care Act

Senate Republicans started the process of repealing the Affordable Care Act (ACA) under the process known as “reconciliation,” under which only 51 votes are needed to pass legislation deemed to reduce the budget deficit. With this procedure, Republicans can pass a bill that repeals core components of the ACA without the support of Democrats, just as Democrats who were then in the majority used the reconciliation process to originally pass the ACA in 2010. Repealing the ACA, or at least its core components, will fulfill a major campaign promise by congressional Republicans and President-elect Trump. However, some Republicans are concerned about passing a repeal bill without also including a “replacement” component that provides alternative coverage options. More than 20 million people have gained health insurance through the ACA and a major political backlash could result if people lose coverage without a viable alternative being put in place. Republicans have voiced support for two popular ACA provisions they intend to keep: allowing children under 26 to remain on their parent’s insurance and prohibiting health insurance companies from denying coverage to individuals with a pre-existing condition. Other details of the repeal and replace effort remain to be determined. 

SAVE THE DATE



48TH ANNUAL ARIZONA ROOFING CONTRACTORS ASSOCIATION

CONVENTION AND TRADE SHOW

SEPTEMBER 28-30, 2017

FLAGSTAFF, ARIZONA // LITTLE AMERICA RESORT



ON NOVEMBER 8, 2016, the Arizona voters passed Proposition 206, which increases the minimum wage to \$12.00 per hour by January 1, 2020 and provides up to 40 hours of paid sick leave for employees working in Arizona. The minimum wage increases to \$10.00/hour effective January 1, 2017. The paid sick leave requirement is effective beginning July 1, 2017, and the Arizona Industrial Co mission may make rules further

clarifying the paid sick leave requirements.

MINIMUM WAGE WILL GRADUALLY INCREASE TO \$12.00/HOUR.

Under Prop 206, the following increases are made to the Arizona minimum wage.

- January 1, 2017 - \$10.00 per hour
- January 1, 2018 - \$10.50 per hour
- January 1, 2019 - \$11.00 per hour
- January 1, 2020 - \$12.00 per hour
- January 1, 2021 and subsequent years – increased annually commensurate with the cost of living.

Beginning July 1, 2017, employees accrue one hour paid sick leave for every 30 hours worked, up to 40 hours of paid sick leave.

Pursuant to Prop 206, beginning on July 1, 2017, all employees earn 1 hour of paid sick leave for every 30 hours worked. If a company has 15 or more employees, employees accrue and use up to 40 hours of paid sick leave per year. If a company has fewer than 15 employees, employees accrue and may use up to 24 hours of paid sick leave per year. Exempt employees are presumed to work 40 hours per week (unless their actual schedule is fewer hours, then their actual schedule can be used). Unused sick leave rolls over from year to year unless the employer pays for the unused leave. Employers may cap the amount of unused leave at 40 hours for employers with 15 or more employees or 24 hours for those with fewer than 15 employees.

In lieu of an hourly accrual, an employer may give employees all of their sick leave hours up front at the beginning of the year. Additionally, if employers already have a

paid time off plan that provides at least as much paid time off and allows leave for the same purposes, that plan will satisfy the requirements of Prop 206 and no additional paid leave is required.

Unused sick leave is not required to be paid upon separation of employment. Unused paid sick leave must be reinstated to employees rehired within nine months.

Employees May Use Paid Sick Leave for their Own or a Family Members' illness or absences due to domestic abuse, sexual violence, assault, or stalking.

Companies must allow employees to use their paid sick leave for their own or a family member's mental or physical illness or injury (including diagnosis and treatment) or for preventative

care. Leave may also be used if a place of business or child care is closed by order of a public health official or an employee or family member must stay home by order of a public health official due to exposure to a communicable disease, even if the employee or family member does not have the disease.

Leave may also be used for time off needed relating to the employee's or a family member's domestic violence, sexual violence, abuse, or stalking if the leave is for medical attention, counseling services, services from a domestic violence or sexual violence or similar program, legal services, or the relocation or securing safety at an existing home.

The new law defines "family member" very broadly to include children (regardless of age), parents, spouses/domestic partners, grandparents, grandchildren, siblings, etc. Family includes biological, step-, adopted, foster, or similar relationships and also includes "any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship" regardless of whether there is a legal familial relationship.

Employees may request sick leave orally, in writing, electronically, or by other methods if approved by the employer. Employees must try to schedule foreseeable leave when it does not unduly disrupt the company's operations and provide advance notice and include the duration of the leave, if known. Employers can establish written procedures for providing notice relating to unforeseeable leave.

Employers may request certification relating to an absence of three days or more. A simple statement that leave was needed is all that is required and an employer cannot request additional details. All information obtained about an employee or family members' medical condition or history or facts relating to them being a victim of domestic violence, sexual violence, etc. must be treated as confidential.

Employees Must Provide Employees with Notice of their Rights on the Sick Leave Law.

Employers will be required to provide employees a notice at the time of hire (or on July 1, 2017 for employees hired prior to that date) that provides details of the employee's rights under the new paid sick leave law. The Industrial Commission is to provide a form notice that can be used by employers to satisfy this requirement. The notice must be provided in English and Spanish or any other language required by the Industrial Commission.

Individual employees must be notified with their regular paycheck how many paid sick leave hours they have accrued, how many they have used (and the pay therefore) and how many they have available. Employers must keep records of this information for four years.

An employer who fails to provide the required notices can be fined up to \$250 for the first violation and \$1,000 for subsequent or willful violations.

RETALIATION OR ADVERSE ACTION BASED ON THE USE OF SICK LEAVE OR ENFORCEMENT OF OTHER RIGHTS IS PROHIBITED.

Retaliation or Adverse Action based on the Use of Sick Leave or Enforcement of Other Rights is Prohibited.

Employers are prohibited from interfering with, restraining, or denying any employee the exercise of their rights under Prop 206. Employers are also prohibited from retaliating against or discriminating against an employee or former employee because a person exercised their rights, which may include the right to accrue and use sick leave, make a complaint, participate in an investigation of their own or another person's complaint, etc.

Further, an employer cannot use an absence covered by the paid sick leave as an absence that may lead to or result in discipline or termination. Therefore, an employer with a "no fault" attendance policy or a policy based on points would have to modify their attendance policy.

Employers Should Review Their Current Leave Policies and Recordkeeping Systems to Prepare for Prop 206.

EMPLOYERS SHOULD REVIEW their current leave policies. Any policies that provide greater leave and rights than required by Prop 206 will satisfy its requirement requirements. If the employer does not already have a paid leave policy, it should work with legal counsel to draft a compliant leave policy to implement by July 1, 2017.

Employers should also review their timekeeping and record keeping systems to ensure that there are programs in place that can track hours worked and sick leave accrual. Additionally, employers need to ensure that they can print the sick leave accrued, sick leave used, and sick leave available on the employee paychecks so that the employer is ready to comply with the notice requirements under Prop 206. This new law adds yet another factor that employers should consider when making decision about employee discipline or termination to minimize the risk of retaliation claims. 

Julie Pace's practice handles employment law, handbooks, drug and alcohol policies, I-9 and E-Verify compliance, OSHA, independent contractor and alleged misclassification issues with DES and other government agencies, and defends claims of sexual harassment, employment discrimination, retaliation, whistleblower, and wrongful discharge, and against charges by the EEOC or ACRD. She handles matters involving OSHA, ICE, OFCCP, DOL, NLRB, ADA, FMLA, ERISA, ACA, Davis-Bacon, FAR, SCA, government contracts, and wage and hour laws. She regularly provides training to companies and assists with investigations. Julie can be reached at 602.322.4046 or jpace@cavanaghlaw.com

Dave Selden's practice focuses on defending employers in employment and commercial litigation relating to the full range of employment issues, including but not limited to wrongful termination, non-competes, independent contractor and alleged misclassification issues with DES and other government agencies, defends claims of sexual harassment, employment discrimination, retaliation, whistleblower, and breach of fiduciary duties, and against charges by the EEOC or ACRD. He handles matters involving OSHA, ICE, OFCCP, DOL, NLRB, ADA, FMLA, Davis-Bacon, FAR, SCA, government contracts, and wage and hour laws. Dave can be reached at 602.322.4009 or dselden@cavanaghlaw.com

APOC® COOL ROOF SOLUTIONS

The COOL Way to Save Time and Money!

#252, #248 and #247

- ▶ Designed with Superior Hiding Ability
- ▶ Resists Cracking, Peeling and Mildew
- ▶ Tremendous Durability & Long Term Life
- ▶ Drastically Lowers Roof Temperature



BEST



BETTER



GOOD



The Leader in Cool Roof Technology!

(West) 800-562-5669

www.apoc.com



▶ The Roof Restoration Experts™

INTRODUCING APOC® 264 FLASH N' SEAL®

NEW



Available in White and Tan
Sizes: 1 gallon, 3.5 gallon & 5 gallon

- ▶ Stops Leaks
- ▶ Fiber Reinforced
- ▶ Long Lasting Flexible Repair
- ▶ Best Patch Prior to Reflective Coating

The BEST Acrylic Patch Under The Sun!

(West) 800-562-5669

www.apoc.com



▶ The Roof Restoration Experts™

Building Your Company's True Value: How to Sell Your Business for More than It's Worth



Jim Afinowich, M&A Advisor

Kent Lang, Construction Attorney

THE SALE OF your business is potentially the most important decision you'll ever make. If you're like many business owners, you may have 75% or more of your net worth tied up in your company. You have sacrificed countless hours and risked your family's financial security by starting or purchasing a company. And, chances are, you will sell a business only once in your lifetime.

According to a Small Business Administration survey, eight out of 10 sold businesses bring 20% to 50% less than full value. Conversely, business owners who truly prepare their businesses for sale often fetch a price that is at the top of the market-value range, and sometimes more than top dollar.

Guidelines for Getting Top Dollar

1. **Build a strong middle management team, and don't be indispensable to your business.** Buyers don't want to purchase a business that depends on your presence or the efforts of just one or two employees who might not stay. The creation of a strong middle management team creates value for buyers by eliminating reliance on a single individual.
2. **Before you put your company on the market, perform a Phase One Environmental Site Assessment.** The worst possible time to discover an environmental problem is the week before closing. You will spend six months working with buyers, and planning your retirement – don't force yourself to restart the process due to some contamination being identified on company property.
3. **Recast your historic financial data.** Chances are that your historic financials don't show an accurate picture of what the buyer may expect under his management. That means removing (by footnote) from your income statements any discretionary or one-time items, such as personal life insurance, over-compensation to you or to family members, and personal expenses that passed muster with the IRS but weren't necessary for company operations.
4. **Have written policy and procedure manuals.** Buyers will pay more for companies that are professionally organized

and documented, because they perceive the risk factor to be lower. Well-written procedure manuals and policies (including employment policies) avoid confusion, prevent litigation and add value for buyers.

5. **Sell the future, not the past. Buyers purchase your company's future ability to produce income.** The value of the business will be based on the buyer's projections of future profits, not your own. They may have resources that are unavailable to you that could substantially change the company's future profitability picture.
6. **Identify and document your phantom assets, and keep the valuation current.** The "book" value of some of your assets has decreased for tax purposes, but their real value may be much higher. Assets should be recast to show current fair market values. Equipment, for example, should be valued as "operating in place" and include any costs of installation and tooling.
7. **Create a "confidential business report" to educate buyers – and include pictures.** A CBR typically includes a confidentiality disclosure, executive summary of the business, company history, operational overview and analysis, organizational chart and bios of key employees, market analysis and marketing plans, historic and recast income statement and balance sheet, and projections of future earnings along with the underlying assumptions.

Start Now. None of these steps will be completed overnight. Getting top dollar for your business, and avoiding a "fire sale" situation in which selling quickly is a priority, is a process that might be several months or even years in the making. To guide you through that process, the assistance of an experienced M&A advisor, and an attorney who knows the construction industry, can be invaluable. *Start now.*

Jim Afinowich, M&AMI, CBI, is the founding principal of IBG Fox & Fin in Scottsdale (480-327-6610, www.foxfin.com). Construction attorney Kent Lang is the senior partner at Lang & Klain, P.C. (480-947-1911, www.lang-klain.com). 

Global Hazard COMMUNICATION

ACCORDING TO THE OSHA-revised Hazard Communication Standard (HCS), employees must have the training to protect themselves from chemical hazards in the workplace.

Among injuries that may occur from exposure to hazardous chemicals are heart ailments, central nervous system damage, organ ailments, sterility, cancer, burns, and rashes.

Some chemicals also may be safety hazards with the potential to cause fires and explosions.

Train employees to recognize:

- Product identifier - The chemical name, code number, or batch number, this information must be on the label and in a section of the Safety Data Sheets.
- Signal word - Indicates the relative level of severity of hazard. Only two signal words are used. "Warning" for less severe hazards and "Danger" for more severe hazards.
- Hazard statement - Describes the nature of the chemical's hazard, including the degree of hazard (when appropriate).
- Precautionary statement - A phrase that describes recommended measures that should be taken to minimize or prevent adverse effects resulting from exposure to a hazardous chemical or improper storage or handling.
- Contact information - Name, address, and phone number of the chemical manufacturer, distributor, or importer.
- Pictogram - OSHA designs nine pictograms under the standard for application to a hazard category.

CopperPoint's "GHS Hazard Communication" safety card lists safety steps that can be taken to ensure OSHA compliance. It also includes the nine pictograms employees should understand. This card can be ordered from our website under the safety tab, or contact Bruce Trethewey at 602-631-2810 or btrethewey@copperpoint.com to ask for safety card LC-9414.

More safety information and resources can be found at CopperPoint.com.

Contact Us

Contact Center
602-631-2300 or 800-231-1363
CopperPoint Home Office
3030 N 3rd Street
Phoenix, AZ

GHS - Hazard Pictograms and Related Hazard Classes		
		
Explosing Bomb • Explosives • Self-reactives • Organic Peroxides	Corrosion • Skin corrosion/burns • Eye damage • Corrosive to metals	Flame Over Circle • Oxidizing gases • Oxidizing liquids • Oxidizing solids
		
Gas Cylinder • Gases under pressure	Environment • Aquatic toxicity	Skull & Crossbones • Acute toxicity (fatal or toxic)
		
Exclamation Mark • Irritant (eye & skin) • Skin sensitizer • Acute toxicity • Narcotic effects • Respiratory tract irritant • Hazardous to ozone layer (non-mandatory)	Health Hazard • Carcinogen • Mutagenicity • Reproductive toxicity • Respiratory sensitizer • Target organ toxicity • Aspiration toxicity	Flame • Flammables • Pyrophorics • Self-heating • Emits flammable gas • Self-reactives • Organic peroxides





On November 14, 2016, the USCIS issued a revised version of the Form I-9. The newest version is dated 11/14/2016 on the bottom left corner and has the expiration date of 08/31/2019 on the upper right corner. The new version retains many of the features of the 2013 Form I-9, but the 2016 Form I-9 is an interactive PDF designed to be completed on the computer. Employers can still print the Form I-9 and complete the paper version. All employers must begin using the new Form I-9 no later than January 22, 2017. Between now and January 22, 2017, employers may continue to use the Form I-9 issued in March 2013.

Employers who complete the Form I-9 electronically will have access to new electronic features such as a “?” link next to each box that provides instructions and information regarding how to complete the box, prompts with certain boxes to remind the employee or employer to enter information, drop down lists for filling in states, document types, and issuing authority and a drop down calendar for completing dates. In addition, there are prompts to identify certain errors to help the employer ensure that the Form I-9 is complete.

The new Form I-9 cannot be signed electronically. If the employer completes the interactive PDF, it must print the PDF and have the employee and preparer/translator (if applicable, sign Section 1 and the employer representative must sign Section 2. The Form I-9 is not considered complete until it is signed. When it is completed electronically, the new I-9 form automatically generates a QR code, which may be used by ICE during audits.

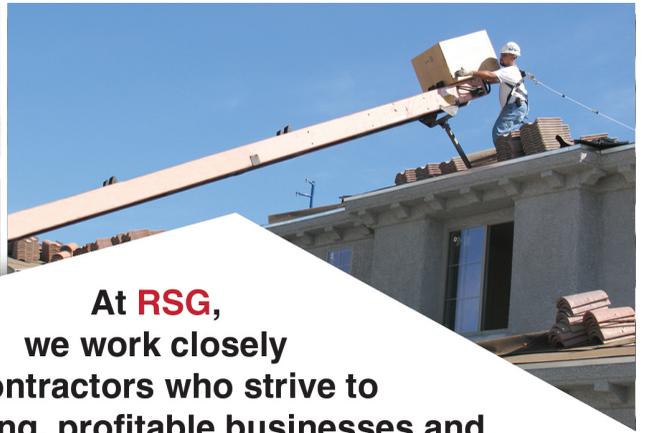
Although the most significant change is the new interactive instructions, prompts, and drop-down boxes, USCIS also made some changes that are supposed to make the I-9 easier to understand and complete. More lines were added between boxes to separate and clarify responses. In Section 1, USCIS changed “other names used” to “other last names used.” Additionally, under the preparer or translator section, the employee must check a box stating that no preparer or translator was used or check a box that the employee did use a preparer or translator, and the preparer or translator must

complete their information. The 2016 Form for the first time will permit employees to enter information on more than one preparer/translator.

In Section 2, the fields to enter the employee’s name are now separated so that last name, first name, and middle initial are in separate boxes. USCIS also added an additional box for the employer to enter the citizenship status that the employee checked on Section 1. If the employer is using the computer form, it will automatically generate this information in Section 2.

The interactive “smart” PDF contains a link at the top to the Form I-9 instructions. The instructions have been expanded from 6 pages to 15 pages. The increase in instruction pages is the result of formatting that is supposed to make the instructions easier to read and to explain the new features of the I-9, such as the prompts and drop-down menus. Employers who do not complete the form electronically are required to make all 15 pages of the instructions available to the employees. Companies may want to print the instructions and put them on bulletin boards.

It is likely that under a Trump Administration that the number of worksite enforcement audits will increase. Employers should take steps to ensure that they are prepared for an I-9 audit. Companies should be completing internal I-9 and E-Verify training regularly, conducting internal audits and ensuring immigration compliance is occurring at their companies. Employers should ensure that the company has a fully complete Form I-9 for every employee hired after November 6, 1986. Employers who use E-Verify should also ensure that they are properly completing E-Verify, keeping any Further Action Notices, and following proper procedures. The Cavanagh Law Firm offers a wide array of legal services involving the Form I-9, E-Verify, immigration compliance, audits, and employment law issues including training employers to understand their immigration compliance obligation, while avoiding harassment, discrimination, and retaliation. 



At **RSG**,
we work closely
with contractors who strive to
grow long-lasting, profitable businesses and
who want to avoid the consequences of inaccuracies
and poor project management all too common in our industry.

Contractors come to us because we have them covered:

OUR HIGHLY RESPONSIVE SALES TEAM HAS YOU COVERED BY:

- Providing you with access to unparalleled industry expertise
- Helping you secure the jobs you bid on with unmatched in-depth product and industry knowledge
- Giving you straightforward answers from beginning to end.
At RSG we keep our promises.

OUR DEDICATED BRANCH TEAM HAS YOU COVERED BY:

- Triple-checking each order before it leaves our warehouse in order to drastically reduce errors
- Ensuring that deliveries are made in a safe and timely manner and by displaying a personable and professional attitude to your customers.
- All this to ensure optimal accuracy, from order placement to billing, giving you the peace of mind needed to focus on your core business

*We truly believe success in this industry is shared, and we've helped more contractors launch, build and sustain profitable businesses with unmatched expertise and support.
"At RSG, roofing is not a job – it's a career."*



At RSG,
our experts
have you covered.

Gilbert, Arizona
Roofing Supply of Arizona
East Valley, LLC
1955 W. Commerce Avenue
Gilbert, AZ, 85233
Phone: 480.557.6309

Phoenix, Arizona
Roofing Supply of Arizona, LLC
5307 W. Missouri Avenue
Glendale, AZ, 85301-6005
Phone: 623.931.0054
Fax: 623.931.3925

Tucson, Arizona
Roofing Supply of Arizona
Tucson, LLC
3655 E. Refinery Way
Tucson, AZ, 85713
Phone: 520.790.5750
Fax: 520.745.5183





WENDELL COOK, NPFY mentor and board member

At-Risk Youth Graduates...

...as

Valedictorian

NEW PATHWAYS FOR Youth's mission is empowering youth to fulfill their potential through mentoring and life skill development. Since 1989, NPFY has served youth experiencing poverty, homelessness and challenging life circumstances. Our programs are evidence-based and focus on building trust in adults, maintaining or improving academic achievement, building better familial relationships, and increasing essential life skills such as decision making and goal setting.

New Pathways for Youth's

transformative mentoring program directly impacts the future for youth like Mark:

"I didn't have an adult around long enough to show me the way. My mentor, Wendell, was a huge influence on me and made me want to succeed."

Mark started out in a tough place. By the start of his junior year of high school, Mark had dropped out and only had 3.5 credits towards his graduation. Most of his family was in jail or prison. He knew he was making the wrong choices, but he also knew he needed guidance.

All that changed the day Mark signed up for the first program at New Pathways. "I found a new path and met my mentor, Wendell, and a whole community of support at the retreat." Wendell believed in Mark and pushed him to accomplish his goals. He showed Mark that all he had to do to be successful was put his mind to what he really wanted to achieve and stay focused.

Not only did Mark go back to school, he stayed in school and graduated as valedictorian of his class. A decade later, Mark still uses the lessons he learned at New Pathways. He has received his Associates degree and recently got promoted to a new position with his employer. 🏠

Funds received from ARCA benefit New Pathways of Youth's transformative mentoring and after school programs that serve more than 500 at risk youth annually—youth like Mark. These funds provide mentor training, case management support, life skill development workshops, after school and parenting programming to help build safer communities throughout the Valley. 🏠



SPORTING CLAY

MARCH 31, 2017 (FRI)

7:30 CHECK-IN • 8:00 START

BEN AVERY CLAY TARGET CENTER

PHOENIX, AZ

“We’re Holding a Spot Just For You”

Enjoy an exciting day with ARCA supporting the Arizona Roofing Industry Foundation at Phoenix’s prestigious shooting range, Ben Avery, while making a difference in lives by providing ARIF academic scholarships to ARCA members and their immediate family members.

REGISTRATION(S) - \$95 PER ARCA MEMBER; \$125 PER NON MEMBER

SHOOTER: _____ COMPANY: _____ EMAIL: _____

BECOME A SPONSOR

- ♦ **TITLE SPONSOR – \$2,000 (SOLD)** (\$1,740 TAX DEDUCTIBLE) Includes four (4) complimentary shooters at both the Spring and Convention Tournaments and recognition in *Basesheet*, convention programs and events signage. *Maximum of one (1) sponsor.*
- ♦ **GOLD SPONSORS - \$1,000** (\$874 TAX DEDUCTIBLE) Includes two (2) complimentary shooters at both the Spring and Convention Tournaments and recognition in *Basesheet*, convention program and events signage.
- ♦ **SILVER SPONSORS - \$500** (\$435 TAX DEDUCTIBLE) Includes one (1) complimentary shooter at both the Spring and Convention Tournaments and recognition in the convention program and events signage.
- ♦ **BRONZE SPONSORS -** (100% RETAIL VALUE OF CONTRIBUTION IS TAX DEDUCTIBLE) Prize contribution for either of the two tournaments will receive company or personal recognition on events signage.
- ♦ **LUNCH SPONSORS - \$650** (\$650 TAX DEDUCTIBLE) Company recognition on post-event luncheon signage. *Maximum of two (2) sponsors.*
- ♦ **SHOOTING STATION SPONSORS - \$300** (\$300 TAX DEDUCTIBLE) Recognition on signage at one of fifteen spring tournament stations. Sponsors have the option of offering additional prizes for hitting colored clays at their station.

(Company Name)

PAYMENT INFORMATION

Check Enclosed – Made Payable to **Arizona Roofing Industry Foundation**
and mailed to ARCA, 4745 N. 7th Street, Ste. 102, Phoenix, AZ 85014

Credit Card – complete form below and fax to 602-335-0118, or scan and email to arca@azroofing.org

Credit Card #: _____ Exp. Date: _____ Billing Zip: _____ CCV: _____

Amount \$ _____ Authorized Signature: _____

REGISTRATION DEADLINE IS FRIDAY, MARCH 24, 2017

THIS IS A PAID ARCA EVENT. CANCELATIONS AFTER MARCH 24, 2017 WILL BE NON-REFUNDABLE, SUBSTITUTIONS ARE ALLOWED.

Code Compliance When Re-roofing

Dave Coultrap, System 7 Systems

BUILDING CODE COMPLIANCE When Performing New Construction or Reroofing with Tear Off:

Questions have been recently asked by roofing contractors as it pertains to code compliance when it comes to roofing a structure whether it is commercial or residential in nature. Although this question may be considered simple, the answer is more complex than one would think.

Under the current Codes, Specifically IECC 2012 & 2015 editions, New Construction and Reroofing (tear offs) projects will now typically trigger at least a partial upgrade to the thermal insulation R-values, drainage, radiant barriers, roof reflectivity and air barriers.

Currently, The State of Arizona has not adopted a uniform building code for the entire state. Each individual city adopts their own codes therefore, there is no single answer to this question for contractors in Arizona. It is important for contractors to be aware of which codes and specific editions of those codes apply to each roofing project you work on in a particular city or jurisdiction. Unfortunately this will require you

to contact the local building code department which oversees the city in which your project is located.

One example, is when the IECC 2012 or 2015 is adopted by a particular city, roof system projects are required to comply with the codes minimum thermal insulation (R-Value), roof reflectivity and air barrier requirements. Currently this is an R-20 above the deck and a reflectivity of SR=0.70.

There are several areas of the code which you should be looking into including IECC 2012, IECC 2015 and IEBC 2015. Please follow the link and the NRCA update on the following topic.

If the city or jurisdiction of which you are working in has adopted any of these codes, it is recommended that the roofing contractor makes the building owner(s) aware of these requirements. In the event the building owner(s) are unwilling to comply with the new requirements, the contractor may want to have a waiver or disclaimer for liability protection. Ultimately consulting with your legal advisor is the desired course of action. 🏠

LEED VERSION 4: How to Prepare

LEED v4 USER GUIDE



Get Ready for LEED V4 with Our
User Guide

As of Oct. 31, 2016, LEED v4 will be the only version of LEED in which to register your new project. Need to brush up on what's different about this enhanced version of LEED?

The LEED v4 User Guide answers your questions about why USGBC made changes to LEED since 2009 and shares our bolder vision of how to make buildings even healthier places in which to live, learn, work and play.

The guide offers a breakdown of what's different in each rating system, details on how to get started on your project and even comparison charts showing the evolution of particular credits from LEED 2009 to LEED v4.

Watch [this video](#) for more about the ideas behind the advances of LEED v4.

[DOWNLOAD THE LEED V4 USER GUIDE HERE.](#)

World-Class Service

ABC's Promise To You



It's one thing to promise world-class service, and another to deliver it.

That's why ABC developed the Customer Service Delivery System (CSDS) – a standardized, disciplined series of practices and procedures designed to ensure accuracy and minimize errors. CSDS begins with precise, comprehensive order taking. If you are picking up an order, we'll have you loaded and back to your job site promptly. You can schedule your crews with confidence, because we'll plan deliveries around your needs, double-check every load, call when it's complete, and even document the delivery with digital pictures.

We stake our reputation on service. Experience the CSDS difference at ABC Supply.

Roofing • Siding • Windows • Tools • Gutter • Accessories • and More



To find the ABC branch nearest you,
Call 800-786-1210 or
visit www.abcsupply.com

Committed to Getting Your Job Done

Easier



Looking for a way to improve your productivity? We make it easy.

ABC delivers the highest level of service in the industry – service designed to help you get your job done. Our Customer Service Delivery System (CSDS) was developed to get your order where you want it, when you want it, with astonishing accuracy, every time. Go ahead and schedule your crews with confidence.

And our new Solution Center makes our showroom your showroom. Choosing the right combination of product type, color and accessories just got a lot easier. We're not just another wholesale distributor. At ABC Supply, you'll find dedicated people committed to helping your business succeed.

Roofing • Siding • Windows • Tools • Gutter • Accessories • and More



To find the ABC branch nearest you,
Call 800-786-1210 or
visit www.abcsupply.com



New OSHA Rule Creates Additional Drug-Testing Risks for Employers

“Unreasonable” drug testing that discourages employee reporting of workplace injuries and illnesses can result in stiff fines for employers.

By Lori Guner

ON DECEMBER 1, the Occupational Safety and Health Administration (OSHA) will begin enforcing a new rule, contained in 29 CFR 1904, that requires many employers to record and report information to OSHA on work-related injuries and illnesses.

While for many employers the new rule may appear as little more than another regulatory requirement, companies that drug-test their workers must be alert to potentially serious and costly consequences.

Exempt and Non-Exempt Employers

Before we discuss the particulars of the new OSHA rule, here are the general parameters for whether it applies to your company:

- If your company had more than 10 employees at any time during the last calendar year, you are likely required to keep OSHA injury and illness records, and the drug-testing limitations will apply (certain low-risk industries are partially

exempt from this requirement, but construction is not among them).

- If your company had 10 or fewer employees at all times during the last calendar year, you do not need to keep OSHA injury and illness records, unless OSHA or the Bureau of Labor Statistics informs you in writing that you are required to keep such records. Note that, regardless of how many people you employ, you must report to OSHA any workplace incident that results in a fatality or the hospitalization of three or more employees.

Reports by Employees

Employer compliance with the new rule depends in part on employees' willingness to report workplace injuries and illnesses. OSHA has identified the following factors that can discourage employees from reporting:

- fear of employer retaliation for reporting an incident; and
- fear of testing positive for drug use.
- Retaliation. To encourage employees to report workplace injuries and protect them from retaliation, the new rule:
- requires employers to inform employees of their right to report work-related injuries and illnesses, free from retaliation;
- requires that an employer's procedure for reporting work-related injuries and illnesses be reasonable and not deter or discourage employees from reporting; and
- incorporates the existing statutory prohibition on retaliating

against employees for reporting work-related injuries or illnesses.

Drug Testing. The “[Employee Involvement](#)” section of the new rule states that an employer’s reporting procedure is unreasonable if it would discourage a reasonable employee from accurately reporting a workplace injury or illness.

One example of an unreasonable procedure, according to OSHA, is automatic post-accident drug testing. By OSHA’s reasoning, if an employee expects to be drug-tested after making an injury/illness report, and they fear what the drug test will reveal, they will be less willing to make the report, thus undermining the employer’s ability to collect, record and report injury and illness information to OSHA.

Consequently, employer policies that require blanket post-accident drug testing violate the new rule.

Penalties

Employers who violate the new rule may be required to pay monetary penalties, reinstate employees, and pay terminated employees back pay. Effective August 2, 2016, OSHA has increased the maximum penalties as follows:

- Serious violation: \$12,600 (increased from \$7,000)
- Willful or repeat violation: \$126,000 (increased from \$70,000)

Permissible Drug Testing

Employers are allowed to drug-test in connection with a workplace injury or illness if the following conditions are met:

- There is a reasonable possibility that drug use was a contributing factor to the reported injury or illness;
- the drug test can accurately identify impairment caused by drug use; and
- the drug test is not designed in a way that may be perceived by the employee as punitive or embarrassing.

The commentary to the new rule provides that drug testing would be considered unreasonable in response to the reporting of, for example, a bee sting, a repetitive strain injury, or an injury caused by a lack of machine guarding or a machine or tool malfunction.

Catch-22

Some employers are required to drug-test in order to comply with other laws or requirements, creating what may appear to be a damned-if-you-do-damned-if-you-don’t situation.

The new rule does allow an employer to continue to conduct drug testing in order to comply with a state or federal law or regulation or to meet insurance investigation and workers’ compensation requirements. In such instances, the employer’s motive would not be considered retaliatory. Left unaddressed is the issue of employee fear of a positive drug test.

By this point you may have gathered that complying with non-OSHA requirements on one hand, without tripping an OSHA wire on the other, is risky business that will probably call for professional guidance.

Employer Action

TO MAKE SURE you are complying with the new rule and state law, you and your employment lawyer should review your drug-testing policy and determine whether any modifications are in order. If necessary, you should begin contemplating appropriate procedures for reporting injuries and illnesses. You should also be vigilant in enforcing consistent application of your drug-testing policies.

You should also review your employee training practices to ensure that you are properly informing employees of their right to report injuries and illnesses as required under the new rule.

Taking steps to comply with the new rule will help you avoid steep penalties and costly litigation in the future. You should also take time to identify the causes of workplace injuries and illnesses and strive to implement policies and procedures aimed at prevention.

For more information, see [OSHA’s FAQ page](#). 



Are you prepared for that phone call that no business owner ever wants to get?

Find Out Now:
UnexpectedPhoneCall.com

 **BLUEPRINTS**
FOR TOMORROW



KM COATINGS MFG.



- ✓ Energy Savings
- ✓ CRRC Rated
- ✓ LEED Certified
- ✓ California Title 24
- ✓ Energy Star Rated
- ✓ UL Class A Fire Ratings
- ✓ Material & System Warranties
(Labor/Materials)
- ✓ Sustainable Systems
(Eliminated Roof Tear-Off)
- ✓ Affordable Solutions
- ✓ Reduces Thermal Shock



ELASTOMERIC ROOFING SYSTEMS

The Last Roof You'll Ever Need!

**1719 W. Buchanan Street
Phoenix, Arizona 85007-3333**

(602) 253-1168 • www.kmcoatingsmfg.com



AZ STAND DOWN

Save the Date
May 8-12

FATALITIES CAUSED BY falls from elevation continue to be a leading cause of death for construction workers, accounting for 350 of the 937 construction fatalities recorded in 2015 (BLS data). Those deaths were preventable. The National Fall Prevention Stand-Down raises fall hazard awareness across the country in an effort to stop fall fatalities and injuries.

What is a Safety Stand-Down?

A Safety Stand-Down is a voluntary event for employers to talk directly to employees about safety. Any workplace can hold a stand-down by taking a break to focus on “Fall Hazards” and reinforcing the importance of “Fall Prevention”. It’s an opportunity for employers to have a conversation with workers about hazards, protective methods, and the company’s safety policies and goals. It can also be an opportunity for workers to talk to management about fall hazards they see.

Who Can Participate?

Anyone who wants to prevent falls in the workplace can participate in the Stand-Down. In past years, participants included commercial construction companies of all sizes, residential construction contractors, sub- and independent contractors, highway construction companies, general industry employers, the U.S. Military, other government participants, unions, employer’s trade associations, institutes, worker interest organizations, and safety equipment manufacturers.

Partners

OSHA is partnering with key groups to assist with this effort, including the National Institute for Occupational Safety and Health (NIOSH), the National Occupational Research Agenda (NORA), OSHA approved State Plans, State consultation programs, the Center for Construction Research and Training (CPWR), the American Society of Safety Engineers

(ASSE), the National Safety Council, the National Construction Safety Executives (NCSE), the U.S. Air Force, and the OSHA Training Institute (OTI) Education Centers.

How to Conduct a Safety Stand-Down and FAQ’s

Companies can conduct a Safety Stand-Down by taking a break to have a toolbox talk or another safety activity such as conducting safety equipment inspections, developing rescue plans, or discussing job specific hazards. Managers are encouraged to plan a stand-down that works best for their workplace anytime during the May 8-12, 2017. See Suggestions to Prepare for a Successful “Stand-Down” and Highlights from the Past Stand-Downs. OSHA also hosts an Events page with events that are free and open to the public to help employers and workers find events in your area.

Certificate of Participation

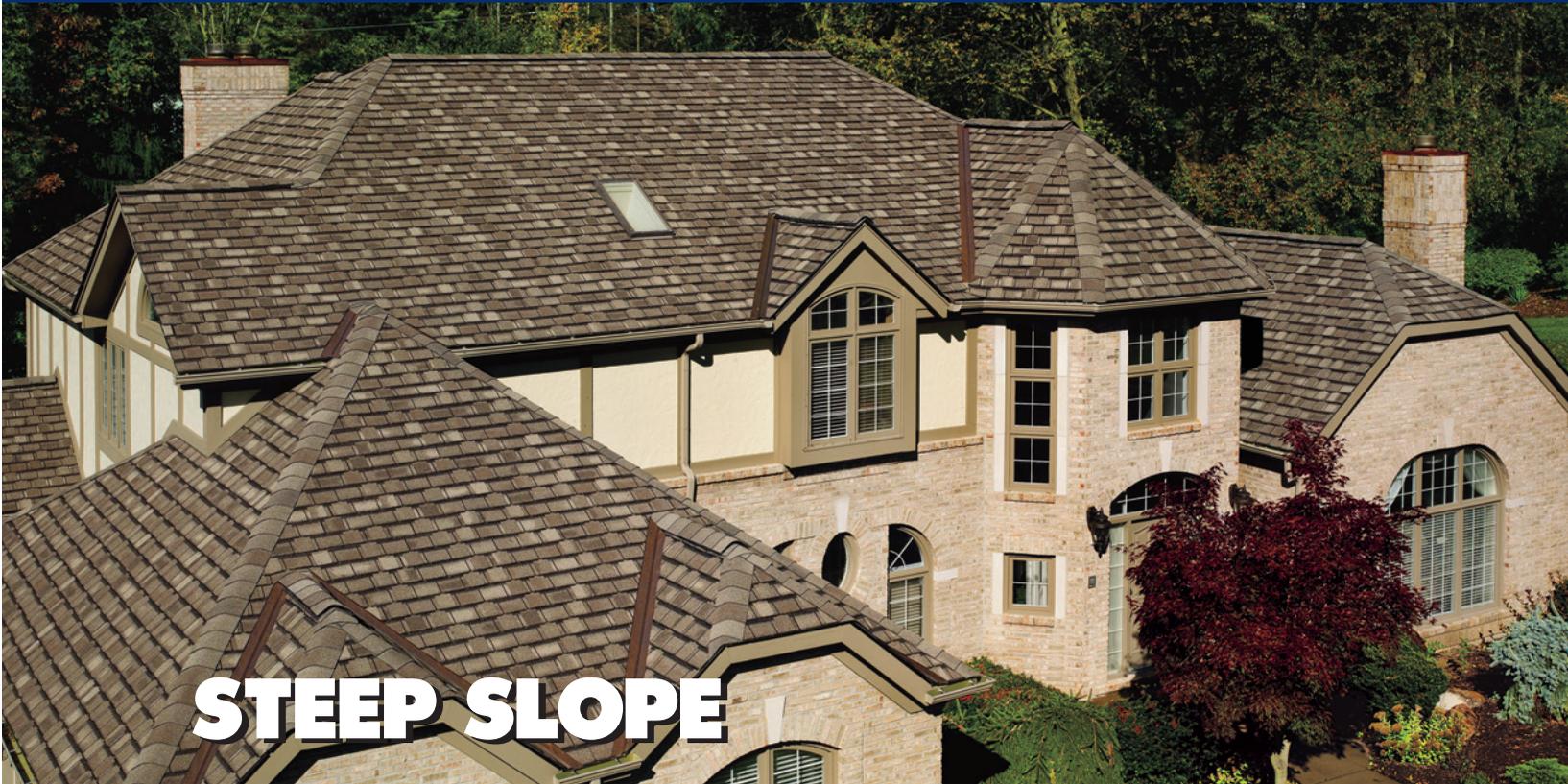
Employers were able to provide feedback about their Stand-Down and download a Certificate of Participation signed by Secretary of Labor Thomas E. Perez following the Stand-Down.

Share Your Story With Us

If you want to share information with OSHA on your Safety Stand-Down, Fall Prevention Programs or suggestions on how we can improve future initiatives like this, please send your email to oshastanddown@dol.gov. Also share your Stand-Down story on social media, with the hashtag: #StandDown4Safety.

If you plan to host a free event that is open to the public, see OSHA’s Events page for more information and to contact your Regional Stand-Down Coordinator. 

Quality You Can Trust!



STEEP SLOPE



LOW SLOPE

GAF

North America's Largest
Roofing Manufacturer!

www.gaf.com

©2011 GAF 3/1/1

Announcing **THE NEXT GENERATION**

in TPO roofing.



GAF scientists have developed EverGuard® Extreme™ TPO... designed for solar and other high heat applications...

Solar panels (which are dark in color by nature) can create areas of high temperatures up to **190°F** on adjacent roof surfaces. Other highly reflective architectural structures (such as mirrored glass) can act as solar magnifiers and concentrate sunlight onto nearby roof surfaces. This concentrated sunlight can be far more intense than ambient sunlight — leading to premature membrane failure.

EverGuard® Extreme™ TPO is the next generation in TPO membranes—with the best guarantee in the industry!

GAF scientists have created the next generation in TPO membranes, built to handle the extreme demands that new rooftop applications can place on roofing membranes. EverGuard® Extreme™ TPO uses proprietary stabilizers and UV absorbers to achieve weathering performance far beyond current standards. That means more protection for your customers — and for you.



Not eligible for Well Roof™ Advantage Guarantee extension. See guarantee for complete coverage and restrictions

©2011 GAF 2/11 • www.gaf.com



EverGuard
EXTREME
Advanced Heat & UV Protection TPO

THE BASESHEET | FIRST QUARTER, 2017

ARCA Spring GOLF

6:00 am CHECK-IN
 7:00 am SHOTGUN START
 12:30 pm LUNCH BUFFET
 1:00 pm AWARDS & RAFFLES

FORMAT
 FOUR-PERSON SCRAMBLE
PRIZES WILL BE AWARDED FOR
 1ST PLACE | SECOND PLACE
 THIRD PLACE | CLOSEST TO PIN
 LONGEST DRIVE | LONGEST PUTT

CONTACT PERSON FOR THE REGISTRATION

NAME: _____ COMPANY: _____ EMAIL: _____

REGISTRATION(S) - \$135 PER GOLFER

GOLFER: _____ COMPANY: _____ EMAIL: _____
 GOLFER: _____ COMPANY: _____ EMAIL: _____
 GOLFER: _____ COMPANY: _____ EMAIL: _____
 GOLFER: _____ COMPANY: _____ EMAIL: _____

SKINS

\$80 PER TEAM (*individual skins not available*) TOTAL NUMBER OF GOLFERS: _____ @ \$135 per person = \$ _____
SPONSORSHIPS SKINS (PER TEAM) @ \$80 = \$ _____
 \$100 SPONSOR A TEE \$500 LUNCH SPONSOR TEE SPONSORSHIP @ \$100 = \$ _____
 IN-KIND DONATION (*a member from the Golf Committee will follow-up on the donation*) LUNCH SPONSORSHIP @ \$500 = \$ _____
TOTAL = \$ _____

PAYMENT INFORMATION

Check Enclosed – mail form with payment to ARCA, 4745 N. 7th Street, Ste. 102, Phoenix, AZ 85014
 Credit Card – complete form below and fax to 602-335-0118, or scan and email to arca@azroofing.org
 Credit Card #: _____ Expiration Date: _____ Billing Zip: _____
 Amount \$ _____ Authorized Signature: _____

**FRIDAY
 MAY 19**



**OCOTILLO GOLF COURSE
 CHANDLER, AZ**

HOLE IN ONE CONTEST | SPONSORSHIP OPPORTUNITIES | NETWORKING | AND MORE!
 FEES INCLUDE DRIVING RANGE, GREEN FEES, CART, LUNCH & AWARDS BANQUET

This is a paid ARCA event. Registration deadline is May 12, 2017. Cancellations after May 12, 2017 are non-refundable, substitutions are allowed.

Meet **Lisa**: a Homeless Teenager Struggling to Survive...



AFTER LISA WAS abandoned by her mother during her freshman year of high school, she spent the next few years bouncing around – from one relative’s couch to another friend’s apartment every couple of months. Someone would take Lisa in and offer to help, only to kick her out several weeks later because they just couldn’t afford to make ends meet. Eventually, Lisa felt like no one cared about her and that she didn’t matter... so she began to self-harm.

It was shortly after enrolling in her sixth high school that she met her school guidance counselor – the first compassionate person in her life – who also volunteered for Youth On Their Own. Youth On Their Own, or “YOTO,” is a 31-year-old nonprofit based in Tucson that focuses on keeping homeless youth in school, despite their circumstances. The agency provides financial assistance, basic human needs, and ongoing guidance to these vulnerable young people who just need a little extra help.

According to Lisa, “Finding YOTO helped me realize that I was someone of value.” Instead of self-harming, Lisa started channeling her emotions into a more creative outlet: writing. “Over time, I started to reach for a pen instead of something sharp when things got to be too much to handle.”

In the fall semester of her senior year, Lisa applied to be an intern at Youth On Their Own’s Resale Home Store, a thrift boutique that offers students hands-on work experience. After interviewing, she was offered the position and immediately began to worry that her social anxiety would hinder her at work. With a little help and coaching from her YOTO supervisors, Lisa became more confident in herself and in her ability to work in the store. She said, “My anxiety isn’t affecting me as bad as I thought it would be... I am able to (and kind of rock at) providing customer service to our customers. I’m not just hiding in the back.” The young woman completely blossomed and became one of the most confident and charismatic interns in the store.

Lisa continued to excel her way through high school, earning financial assistance from YOTO every month for her good grades and attendance. She also visited YOTO’s “Mini-Mall” where she had access to free food, clothing, school supplies, and toiletries every week. Eventually, her hard work paid off. Lisa, now a graduate of Palo Verde High School, attends Pima Community College and is majoring in Education. She continues working in retail full-time to support herself through school.

Because of YOTO and supporters like you, there is another young person in this community who is set-up for success! To learn how you can help future students, please visit yoto.org or call (520) 545-0598. 🏠

Elite Roofing Supply



MEET YOUR TEAM AT ELITE.



Your local source for all your residential and commercial roofing needs.

📍 Proudly headquartered in Phoenix, AZ

5150 N. Tom Murray Ave.

Glendale, AZ 85301

📞 (602) 688 - 7464

📠 (602) 688 - 7463


Elite Roofing Supply
www.EliteRoofingSupply.com

California Locations:

📍 Corona, CA

📍 Orange, CA

📍 Pittsburg, CA

📍 San Jose, CA



Federal Court Delays Implementation of US Department of Labor Final FLSA White Collar Exemption Rule

Texas Federal Court Delays Implementation of US Department of Labor Final FLSA White Collar Exemption Rule, U.S. Department of Labor Appeals to Fifth Circuit

Background on the Final Rule:

On May 18, 2016, the United States Department of Labor (DOL) announced the publication of its final FLSA white collar exemption rules (the Final Rule). The Final Rule increased the exemption's minimum salary requirements from \$455 to \$913 per week, or an increase from \$23,660 to \$47,476 on an annual basis. The DOL estimates the rule change would expand overtime coverage to more than 4 million workers.

STATE OF NEVADA, ET AL v. UNITED STATES DEPARTMENT OF LABOR, ET AL.

On November 22, 2016, just 10 days before the Final Rule's December 1, 2016 effective date, a Texas federal district court judge granted an injunction halting its implementation, citing a high likelihood that the DOL exceeded its authority by raising the minimum salary threshold without Congressional approval. The injunction was entered as part of a lawsuit brought by 21 state governments and will remain in place until the case is resolved. In the meantime, the prior rule remains in place.

On December 1, 2016, the DOL appealed the Texas court's ruling to the Fifth Circuit Court of Appeals in New Orleans and asked for an expedited hearing. The Fifth Circuit granted the DOL's request on December 8, and a hearing is scheduled for January 31, 2017, 11 days after President-elect Trump is inaugurated. The Trump Administration, including recent DOL Secretary nominee Andrew Pudzer, has already indicated it does not support the Final Rule and will likely withdraw the DOL's appeal.

The prior rule is expected to remain in effect for the foreseeable future. If a change does occur under the Trump Administration's tenure, it is likely to come after the litigation has been resolved and is expected to look quite different from the Final Rule. If the appeal is successful, there is a small chance the rule may be enforced retroactively. 🏠



What Is the Standard Mileage Rate?

The IRS allows you to take a deduction for use of a personal car for business purposes. You can use the actual expense method or use the standard mileage rate to calculate your deduction. This rate allows you to easily find the amount you can deduct for business use of a personal vehicle.

Beginning on Jan. 1, 2017, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

53.5 cents per mile for business miles driven, down from 54 cents.

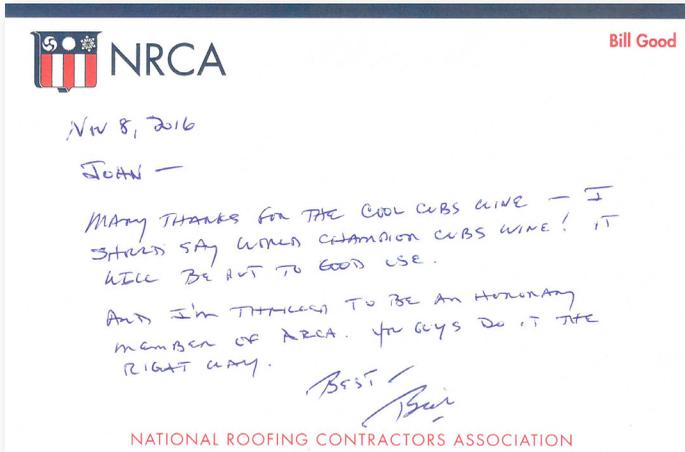
BILL GOOD

awarded

Honorary ARCA Life Membership



DUE TO EXTENUATING circumstances, Bill Good did not receive his plaque and a very special gift from ARCA when awarded his Life Membership at ARCA's convention in October. Good a long time Chicago Cub's fan and a wine collector received his plaque and a limited edition Wrigley Field bottle of wine recognizing his achievement the day his beloved Cubbies won the World Series.



Now is the Time to Check your Reserves



NOW THAT WE'VE passed the end of the year, it is a great time to review your workers compensation insurance reserves. Maintaining a low loss ratio increases the dividend paid to you and the Association Safety Plan. When you monitor your open claims and reserves for proper levels, you are protecting your company's rating and experience modification factor, which will directly affect your Workmen's Compensation rates in the future.

We suggest that you contact your CopperPoint representative to help manage (update) the claim and find out if the reserves can be reduced or closed out altogether. The outcome may affect your CopperPoint/ARCA dividend plan refund and your experience modification factor in a positive manner. You may call the helpline at CopperPoint (602-631-2300). Once you have contacted CopperPoint, if you have additional questions, please feel free to contact Insurance Committee Chair **DAVID DELNOCE** (480-941-4895)

UPCOMING EVENTS

JAN 20 - FEB 15	OSHA 30-Hour training English (PHOENIX) 7a-3:30p 4745 N. 7th St., Ste. 103 Phoenix, 85014
JAN 25	CPR and First Aid English (PHOENIX) 8a-2p 4745 N. 7th St., Ste. 103 Phoenix, 85014
FEB 1-2	OSHA 10-Hour Spanish (PHOENIX) 7a-12p 4745 N. 7th St., Ste. 103 Phoenix, 85014
FEB 9	Aerial Lifts & Ladder Safety English (PHOENIX) 9a-12p 800 W. Washington Street Phoenix, AZ 85007
FEB 16	Aerial Lifts & Ladder Safety English (TUCSON) 9a-12p 2675 E Broadway Blvd Tucson, AZ 85617
FEB 21	Tile Roofing Installer Cert English (PHOENIX) 8a-4p 4745 N. 7th Street Corporate Building Courtyard Phoenix, AZ 85014
MAR 1-2	OSHA 10-Hour Spanish (TUCSON) 12:30-5p 5330 N. La Cholla Blvd Tucson, AZ 85741
MAR 1-2	OSHA 10-Hour English (TUCSON) 7a-12p 5330 N. La Cholla Blvd Tucson, AZ 85741
MAR 2-3	OSHA 10-Hour English (PHOENIX) 7a-12p 4745 N. 7th St., Ste. 103 Phoenix, 85014
MAR 2&9	Sporting Clays Training Class 3p 5060 W. Skeet Street Phoenix, AZ 85086
MAR 16-17	OSHA 10-Hour Spanish (PHOENIX) 7a-12p 4745 N. 7th St., Ste. 103 Phoenix, 85014
MAR 16	Fall Protection English (PHOENIX) 8-9a 4745 N. 7th St., Ste. 103 Phoenix, 85014
MAR 20	Spring Training-Networking-Event 12:40p SOLD OUT - WAITING LIST AVAILABLE 4745 N. 7th St., Ste. 103 Phoenix, 85014
MAR 22	Fall Protection English (TUCSON) 8-9a 3143 N. Freeway Industrial Loop Tucson, AZ 85705
MAR 31	Spring Sporting Clays Tournament 7:30a 5060 W. Skeet Street Phoenix, AZ 85086

Welcome New Members

Arizona Contractor License Center
Brian Finn 866 332-8453

D.I. Roof Seamers
Robert Newman 662-287-6626

Hapco
Mark Buonincontro 330-678-9353

Mesa Public Schools
Camille Ashcroft 480-472-6000

Mikku & Sons Roofing & Repair
Devin Riutta 623-465-1068

Ray Brothers Construction, Inc.
Danny Ray 480-748-5824

Robinson Roofing & Sheet Metal
Lewie Robinson 520 838-0820

Stell Roofing
Michelle Stell 623-688-8280

Uniflex-Sherwin-Williams Company
Jeff Staudt 6028613171



TRI Certified Installer Training PHOENIX CLASS - FEBRUARY 2017

Date: February 21, 2017 (TUE)

Time: 8:00 AM to 4:00 PM
Continental Breakfast & Lunch Included

Location: ARCA office, 4745 N. 7th St., Ste. 103, Phoenix AZ 85014

ARCA members receive a discounted rate

The Installer Certification class is for entry level and experienced roofers who want to expand their skills, consultants and inspectors and industry professionals who work with tile roofing. Those who pass the multiple choice test can market their knowledge using the Installer Certification logo on their website and marketing materials. Pre-registration is required. The "member rate" (\$199) is available to construction industry association members including ARCA, NRCA, ASHI or other local industry organizations.

ARIZONA ROOFING CONTRACTORS ASSOCIATION 2017 COMMITTEE CONTACTS

Awards Committee

Rhonda LaNue - Lyons Roofing
Office: 602-276-5515 Fax: 602-276-7089
Email: rlanue@lyonsroofing.com

Budget & Investment Committee

Ron Gibbons - Pioneer Roofing
Office: 602-944-2696 Fax: 602-997-0623
Email: rgibbons@pioneer-az.com

Convention Committee

Kim Scholten - Western Colloid
Office: 480-883-2866 Fax: 480-452-0249
Email: kim.westerncolloid@gmail.com

Dave Metz - E-las-tek Roof Coatings/ERSystems
Office: 520-624-6282 Fax: 520-624-9696
Email: davidm@itwsealants.com

Education & Safety Committee

Jerry Brown - WRECORP
Office: 623-878-7117 Fax: 800-861-0907
Email: jerry@wrecorp.com

Greg Sachse - Resecō Insurance Advisors, LLC
Office: 602-753-4273 Fax: 602-419-2242
Email: gsachse@resecoadvisors.com

Executive Committee

Rhonda LaNue - Lyons Roofing
Office: 602-276-5515 Fax: 602-276-7089
Email: rlanue@lyonsroofing.com

Golf Committee

Chuck Chapman - Tecta America Arizona
Office: 602-246-8661 Fax: 623-931-3061
Email: cchapman@tectaamerica.com

Andy Clarke - Classic Roofing
Office: 602-442-5550 Fax: 602-442-4427
Email: aclarke@classicaz.com

Pete Schmautz - Star Roofing
Office: 602-944-3323 Fax: 602-944-4749
Email: pschmautz@starroof.com

Green Buildings/LEED Committee

Dave Coultrap - Division Seven Systems
Office: 480-917-8383 Fax: 480-726-3744
Email: daveofdiv7@aol.com

Mary Coultrap - Division Seven Systems
Office: 480-917-8383 Fax: 480-726-3744
Email: mecoultrap@aol.com

Insurance Committee

David DelNoce - Eaton-Provident Group
Office: 480-385-7350 Fax: 480-946-3512
Email: ddelnoc@e-pgroup.com

Meetings & Seminars Committee

Joy Seitz - American Solar & Roofing
Office: 480-941-7400 Fax: 480-994-1438
Email: joy.seitz@americansolarandroofing.com

Membership/Marketing Committee

Valorie Miller - Jim Brown & Sons Roofing
Office: 623-247-9252 Fax: 623-435-8577
Email: val@jbsroofingaz.com

Membership/Marketing Committee (continued)

Larry Miller - Gorman Roofing Services
Phone 602-262-2423 Fax 602-262-2405
Email larrym@gormanroofingservices.com

Nominations & Elections Committee

Sal Flores - Inca Roofing
Office: 602-544-0998 Fax: 602-589-0411
Email: jyoder@starroof.com

Registrar Of Contractors Committee

Tim Ducar - Law Offices of Timothy D. Ducar, PLC
Office: 480-502-2119 Fax: 480-452-0900
Email: tducar@azlawyers.com

Sponsorship Committee

Chuck Chapman - Tecta America Arizona
Office: 602-246-8661 Fax: 623-931-3061
Email: cchapman@tectaamerica.com

John Plescia - Star Roofing
Office: 602-944-3323 Fax: 602-944-4749
Email: jplescia@starroof.com

Technical Committee

Pete Schmautz - Star Roofing
Office: 602-944-3323 Fax: 602-944-4749
Email: pschmautz@starroof.com

Dave Coultrap - Division Seven Systems
Office: 480-917-8383 Fax: 480-726-3744
Email: daveofdiv7@aol.com

Ron Gibbons - Pioneer Roofing
Office: 602-944-2696 Fax: 602-997-0623
Email: rgibbons@pioneer-az.com

Training & Career Promotion Committee

Rhonda LaNue - Lyons Roofing
Office: 602-276-5515 Fax: 602-276-7089
Email: rlanue@lyonsroofing.com

Young Professionals Committee

Jason Kill - Roofing Consultants of Arizona, Inc.
Office: 480-941-5486 Fax: 480-968-1316
Email: jason@rcoaz.com

ARCA/ARIF COMMITTEES

Charity Bowling Phoenix Committee

Ron Gibbons - Pioneer Roofing
Office: 602-944-2696 Fax: 602-997-0623
Email: rgibbons@pioneer-az.com

Charity Bowling Tucson Committee

Donna Maynard - Allied Building Products
Office: 520-795-7663 Fax: 520-795-1846
Email: donna.maynard@alliedbuilding.com

Holly Shine - RoofLine Supply & Delivery
Office: 520-622-6775 Fax: 520-798-3350
Email: hshine@rooflinesupply.com

Sporting Clays Committee

Ron Brown - Jim Brown & Sons Roofing
Office: 623-247-9252 Fax: 623-435-8577
Email: ron@jbsroofingaz.com

ARIZONA ROOFING CONTRACTORS ASSOCIATION 2017 BOARD OF DIRECTORS

PRESIDENT - RHONDA LANUE
LYONS ROOFING
878 West Illini Street
Phoenix, Arizona 85041
Phone 602-276-5515 Fax 602-276-7089
Email rlanue@lyonsroofing.com

1ST VICE PRESIDENT - CHUCK CHAPMAN
TECTA AMERICA ARIZONA
1824 W. Broadway Road
Phoenix, Arizona 85041
Phone 602-246-8661 Fax 623-931-3061
Email cchapman@tectamerica.com

2ND VICE PRESIDENT - RUSSEL HYMAN
GRYPHON ROOFING
2128 East Cedar Street
Tempe, Arizona 85281
Phone 480-994-5500 Fax 480-994-1189
Email russelh@gryphonaz.com

SECRETARY/TREASURER - RON GIBBONS
PIONEER ROOFING
9221 North 15th Avenue
Phoenix, Arizona 85021
Phone 602-944-2696 Fax 602-997-0623
Email rgibbons@pioneer-az.com

PAST PRESIDENT - SAL FLORES
INCA ROOFING
2430 East Danbury Road
Phoenix, Arizona 85032
Phone 602-544-0998 Fax 602-589-0411
Email salflores@incaroofting.com

DIRECTOR - JERRY BROWN
WRECORP
6829 West Corrine Drive
Peoria, Arizona 85381
Phone 623-878-7117 Fax 800 861-0907
Email jerry@wrecorp.com

DIRECTOR - RON BROWN
JIM BROWN & SONS ROOFING CO., INC.
5537 North 59th Avenue
Glendale, Arizona 85301
Phone 623-247-9252 Fax 623-435-8577
Email ron@jbsroofingaz.com

DIRECTOR - JASON KILL
ROOFING CONSULTANTS OF ARIZONA
8703 East MacKenzie Drive
Scottsdale, Arizona 85251
Phone 480-941-5486 Fax 480-968-1316
Email jason@roofingconsultantsofaz.com

DIRECTOR - DAVE METZ
E-LAS-TEK ROOF COATINGS/ERSYSTEMS
3700 South Palo Verde Road
Tucson, Arizona 85713
Phone 520-624-6282 Fax 520-624-9696
Email davidm@itwsealants.com

DIRECTOR - LARRY MILLER
GORMAN ROOFING SERVICES
2229 East University Drive
Phoenix, Arizona 85034
Phone 602-262-2423 Fax 602-262-2405
Email larrym@gormanroofingservices.com

DIRECTOR - SCOTT MORGAN
TAMKO BUILDING PRODUCTS
5045 West Colter Street
Glendale, Arizona 85301
Phone 602-684-0741 Fax 480-858-0846
Email scott_morgan@tamko.com

DIRECTOR - ANDY PEARMAN
ABC SUPPLY
535 East 16th Street
Tucson, Arizona 85701
Phone 520-629-6909 Fax 520-629-6913
Email andy.pearman@abcsupply.com

DIRECTOR - PETE SCHMAUTZ
STAR ROOFING
9201 North 9th Avenue
Phoenix, Arizona 85021
Phone 602-944-3323 Fax 602-944-4749
Email pschmautz@starroofingaz.com

DIRECTOR - KIM SCHOLTEN
WESTERN COLLOID
PO Box 50688
Phoenix, Arizona 85076
Phone 480-883-2866 Fax 480-452-0249
Email kim.westerncolloid@gmail.com

DIRECTOR - JOY SEITZ
AMERICAN SOLAR & ROOFING
1230 W 23rd St
Tempe, Arizona 85282
Phone 480-994-1440 Fax 480-994-1438
Email joy.seitz@americansolarandroofing.com

DIRECTOR - JEFF STARKWEATHER
STARKWEATHER ROOFING
29455 N. Cave Creek Road, Ste. 118-631
Cave Creek, Arizona 85331
Phone 602-997-0529 Fax 602-395-0369
Email jeff@starkweatherroof.com

DIRECTOR - MIKE WADDING
HENRY COMPANY
13447 North 37th Drive
Phoenix, Arizona 85029
Phone 602-375-0433 Fax 602-439-4724
Email mwadding@henry.com

DIRECTOR - TRACY WALLIS
SUNVEK ROOFING
2514 E. Mohawk Ln., Ste. 114
Phoenix, Arizona 85050
Phone 623-349-7663 Fax 623-434-9035
Email tracyw@sunvek.com

EXECUTIVE DIRECTOR - DUANE YOURKO
AZ ROOFING CONTRACTORS ASSOCIATION
4745 North 7th Street, Suite 102
Phoenix, Arizona 85014
Phone 602-335-0133 Fax 602-335-0118
Email dyourko@azroofing.org

2017 ARCA SPONSORS

PLATINUM SPONSORS

EAGLE ROOFING PRODUCTS

Charter Platinum Sponsor

TAMKO BUILDING PRODUCTS

Charter Platinum Sponsor

APOC

16th Year Platinum Sponsor

ROOFING SUPPLY GROUP

16th Year Platinum Sponsor

ABC SUPPLY CO., INC.

13th Year Platinum Sponsor

KM COATINGS MFG., INC.

7th Year Platinum Sponsor

STAR ROOFING, INC.

4th Year Platinum Sponsor

GAF MATERIALS

6th Year Platinum Sponsor

ELITE ROOFING SUPPLY

2nd Year Platinum Sponsor

ACCELLA ROOFING SOLUTIONS

1st Year Platinum Sponsor

GOLD SPONSORS

LAPOLLA INDUSTRIES, INC.

LYONS ROOFING

MALARKEY ROOFING PRODUCTS

POLYGLASS USA

TECTA AMERICA ARIZONA, LLC

SILVER SPONSORS

ALLIED BUILDING PRODUCTS CORP.

ATLAS ROOFING CORPORATION

BEST MATERIALS

E-LAS-TEK ROOF COATINGS

FREELITE, INC.

GORMAN ROOFING SERVICES, INC.

INCA ROOFING, INC.

JBS ROOFING

JOHNS MANVILLE

OWENS CORNING

PERFORMANCE ROOF SYSTEMS

PIONEER ROOFING

RWC BUILDING PRODUCTS

STARKWEATHER ROOFING INC.

THE MAHONEY GROUP

VERSICO ROOFING SYSTEMS

WESTERN COLLOID

BRONZE SPONSORS

A-2-Z ROOFING & SUPPLY CO., INC.

AAA BUSINESS SOLUTIONS

ALAN BRADLEY ROOFING

AMERICA ROOFING, LLC

ARTISTIC ROOFING SYSTEMS, LLC

ATAS INTERNATIONAL, INC.

BITEC, INC.

BORAL ROOFING, LLC

CANYON STATE ROOFING & CONSULTING

CARLISLE SYNTEC, INC.

CERTAINTED CORPORATION

CLEASBY MANUFACTURING COMPANY, INC.

DAS PRODUCTS, INC.

DIVISION SEVEN SYSTEMS, INC.

FIRESTONE BUILDING PRODUCTS

HEADLEE ROOFING COMPANY

HEALTHY STRUCTURES, INC.

HUNTER PANELS, LLC

IMAGE ROOFING BY S.R.K., LLC

J.E.V. ROOFING COMPANY, INC.

KARNAK CORPORATION

KY-KO ROOFING SYSTEMS, INC.

LAW OFFICES OF TIMOTHY DUCAR, PLC

MAC ARTHUR CO.

METAL WORKS, INC.

NEW LIFE ROOFING, INC.

O'HAGIN MFG., LLC

OMG, INC.

PACIFIC COAST SUPPLY

PRO-TECH PRODUCTS, INC.

QUAIL RUN BUILDING MATERIALS, INC.

ROCK ROOFING, LLC

ROOFING CONSULTANTS OF AZ

ROOFING SOUTHWEST, INC.

ROOFLINE SUPPLY & DELIVERY

SCOTT ROOFING COMPANY

SECTION 7 MARKETING, INC.

VERDE INDUSTRIES, INC.