



THE BASESHEET

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VOLUME 14, NUMBER 3 | THIRD QUARTER, 2013



GREETINGS FELLOW ARCA MEMBERS:

Let it huff and puff and blow some roofs off !!---not to wish ill on anyone, but it is that time of year when I say a few silent words of encouragement to the infinite spirit that unleashes the monsoon, microburst, hail, and haboob forces in Arizona. Oh admit it, you guys do the same thing---we just happen to work in one of the few industries that benefits from what others call "bad weather" We need a real good dose of bad weather right now.

*I want to thank all of you that supported the recent "Raising the Roof" bowling tournaments in Phoenix (chaired by **Jeff Deweese** of **Allied Building Products**) and Tucson (co-chaired by **Martin Headlee** of **Headlee Roofing** and **Sam Brush** of **Stewart Building and Roofing Supply**). Your monetary support and donations of time, energy, prizes and silent auction items made both events a financial success. The New Pathways for Youth and Youth on Their Own organizations both act as a safety net for runaway and homeless youth, providing housing, food, tutoring, and other needed support to this vulnerable population so that they can achieve a high school degree and become productive members of our communities.*

*The convention committee (co-chaired by **Kim Scholten** of **Western Colloid** and **Valorie Miller** of **Jim Brown & Sons Roofing**) are busy planning the October 3-5 event in Prescott. This year's theme of "Mystery on the Mountain" has inspired some new fun activities and I am looking forward to a few well-deserved days in a cooler climate. For the golfers, the venue has been changed and we will be returning to Antelope Hills for the first time in five years. Golf Chairman **Greg Marrs** of **Roofing Supply Group** and his committee promise to deliver high quality tournament to challenge both the weekend duffer and the more skilled players because the Thursday and Friday events will be played on different courses.*

It seems hard to believe that this will be my last President's message sent to you. With the convention and elections scheduled for the first week in October and my two year term of office expiring, the fourth quarter message in Basesheet will be conveyed by the newly elected President. It has been a humbling and gratifying experience representing ARCA as President and I want to thank all of you for forgiving me my shortcomings and for the support you showed to me and our association. We have weathered some tough times together and hopefully, as a result, we have fine tuned our business strategies and emerged more resilient. While moving out of the role of President, I will continue to serve on the executive committee and participate in numerous other committees --- please join me in these activities. We need fresh ideas and talent, and it is a fantastic way to network and get known in our industry.

Thank you all for your dedication, support and hard work in keeping our association strong. I look forward to seeing all of you in Prescott for "Mystery on the Mountain"

Sincerely,

Sal Flores
Sal Flores, President
Arizona Roofing Contractors Association

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Ergonomic Strategies Prevent Musculoskeletal Strains, Stress

SCF Arizona, Your Work Comp Specialist | Provided by Tod Dennis, Association Coordinator

Say the word “ergonomics” and what comes to mind may be various tools and devices that help to keep workers from getting injured: a back or wrist brace, a specially designed chair, or a custom lighting fixture.

Ergonomics encompasses these tools and more because it is the scientific study of work and how it may affect the human body. Ergonomic injuries (commonly referred to as musculoskeletal disorders or MSDs) are tied to repetitive tasks, the overuse of muscles and bad posture when working. To overcome these problems, employers may want to consider “designing” the pain out of repeated tasks, analyzing work spaces, and other equipment and controls to more closely align with an employee’s physical capabilities and limitations.

Work stations that are ergonomically designed may help employers reduce incidents of back and shoulder strain among workers. Here are some tips:

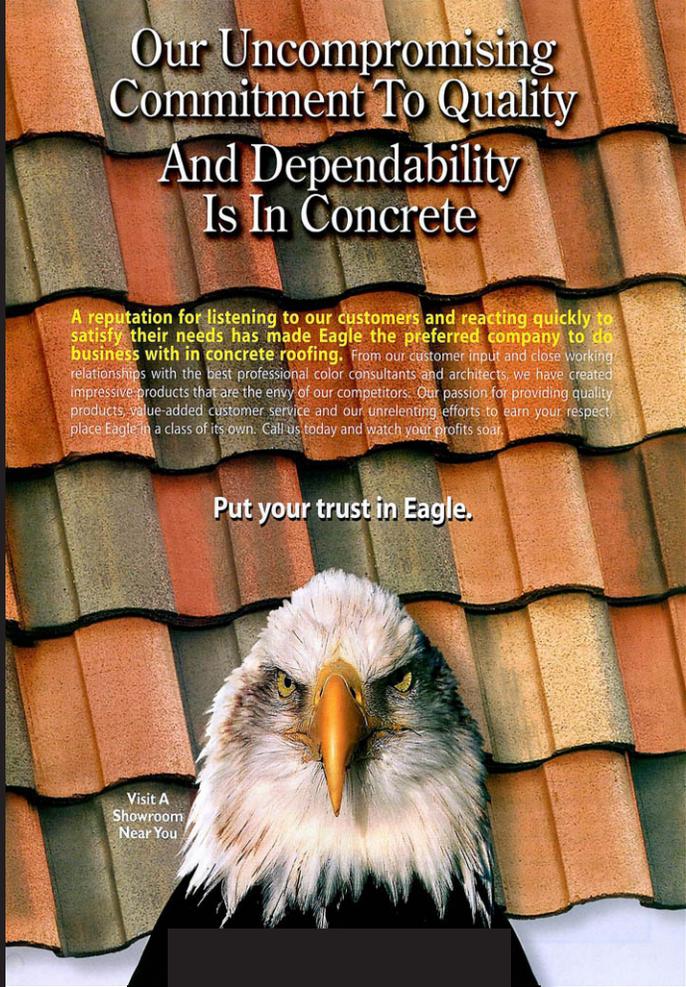
- Look for work stations that are designed with spring-leveling carts and elevating tables, which would place objects at waist level for lifting.
- Adjust work areas to fit a worker’s height
- Encourage workers to shift positions or get up and stretch periodically to relieve fatigue and strain on their backs.
- Consider the use of anti-fatigue floor mats to ease back pain.

Office workers and those in industrial jobs may suffer chronic strain in their shoulders and necks. Here are some suggestions to prevent shoulder and neck strain:

- Place a desk worker’s telephone closer inside the work zone so they don’t have to over reach to pick up the handset.
- Consider installing hands-free head sets for workers who will be required to spend a lot of time on the phone, as squeezing a handset between the ear and shoulder can cause stress and neck pain.
- Static postures can cause stress, too; encourage workers to stand up occasionally from their desks to move around and stretch.
- For workers in a processing line, be aware of whether tall employees are stooping over or shorter employees are reaching improperly to perform tasks, as both static, focused postures can cause strain and stress.
- For workers who use hand tools, make sure tools are sharp so employees don’t have to twist arms, necks and shoulders to complete cutting tasks. 🏠

If you would like more information on workplace safety please contact your Association Coordinator Tod Dennis.

SCF ARIZONA
3030 North 3rd Street
Phoenix, AZ 85012
Phone: 602.631.7992
Fax: 602.631.2609
Email: tdennis@scfaz.com

The advertisement features a bald eagle perched on a roof of multi-colored tiles. The eagle is the central focus, looking directly at the viewer. The background is a close-up of the roof tiles, which are in shades of orange, red, and grey. The text is overlaid on the image in various colors and fonts.

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LEED v4 Passes Ballot, Will Launch This Fall

The U.S. Green Building Council (USGBC) announced that its membership has voted to adopt LEED v4, the next update to the world's premier green building rating system. The final overall vote was 86 percent in favor of adopting LEED v4. This includes 90 percent approval from the user category of the voting body, 77 percent approval from the general interest category and 89 percent approval from the producer category. The minimum overall percentage of votes needed for a passing vote was 66.7 percent.

"There are 46 countries and territories around the world and all 50 U.S. states and the District of Columbia represented in the voting pool for LEED v4, which includes an extraordinarily diverse group of industry professionals, manufacturers, educators and other green building leaders," said Joel Ann Todd, chair of the LEED Steering Committee. "USGBC sets a very high bar for a rating system to be approved. The rating system must earn a significant percentage of the overall vote as well as a majority approval from each of the various LEED stakeholder groups. This ensures that rating system approval represents the full diversity of USGBC's membership."

Over the course of LEED's development cycle, the program undergoes a series of public comment periods ending with a final ballot, during which USGBC members vote on whether to adopt the changes within the final proposed system.

"This update of LEED builds on the past while offering new requirements, preparing all LEED projects to achieve higher levels of building performance and positive environmental outcomes," said Scot Horst, senior vice president of LEED, USGBC. "This newest version of LEED challenges the market to make the next leap toward better, cleaner, healthier buildings. I am confident that people will also notice the improved usability of the system with an improved documentation process and more resources and tools to assist and support positive action."

Starting this summer, USGBC will offer education on LEED v4 in the form of webinar suites, and the full program, along with reference guides, will be unveiled at this year's Greenbuild International Conference & Expo. Currently, there are more 100 projects pursuing certification through the LEED v4 beta program. With projects currently in the review phase, some will certify as early as this summer. Enrollment for the beta program is still open. Download the LEED v4 User Guide for details. 

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Gable Mount



A 20-watt solar panel ventilates up to 1,600 sq. ft.,* operating from dawn to dusk without having to prop up the panel toward the sun. The unit is made with tough tempered glass.

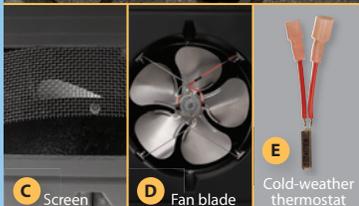
B High-performance housing molded with UV-stabilized ABS color-dyed plastic to prevent damage from sunlight and provide stability. May be painted to match roof color.

Heavy-duty motor whisper-quiet direct-current variable-voltage 1-36 VDC hardened stainless steel shaft and zinc-plated steel motor housing, dynamically balanced for excellent performance.

C Screen 1/8" heavy-gauge stainless steel screen provides protection from insects and animals without impeding airflow.

D Fan blade 12"-diameter one-piece aluminum 5-blade fan operates with no harmonic noise.

E Optional cold-weather thermostat automatically disengages the fan when the temperature falls below 50°F. This is particularly useful in regions that experience a significant amount of cold dry air.



Mount	Color	Model #
Surface	Black	31001286
Surface	Brown	31001287
Surface	Weathered Wood	31001288
Curb	Black	31001281
Curb	Brown	31001282
Remote	Black	31001284
Remote	Brown	31001285
Gable	Black	31001283
Thermostat	N/A	31001280

All housing material is UV-enhanced ABS plastic and may be painted to match roof color. All models available with optional cold-weather thermostat.

*1,600 sq. ft. based on 3/12 roof slope with open attic space. For larger areas, multiple ventilators will be necessary. The number of ventilators required will vary depending on roof slope, attic configuration and sq. ft. of open air inlets. For the ventilation requirements of your building, please contact an architect or building professional.

To obtain a copy of the most current version of this poster, visit us online at tamko.com or call us at 1-800-641-4691.
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Legislative Update



State of Arizona:

ARCA and other members of the Subcontractors Coalition pursued several pieces of legislation that did achieve passage and have been signed by the Governor into law. Last minute amendments compromised the integrity of the bills and we will have to revisit them in future legislative sessions to achieve the desired refinements. The effort to simplify the Transaction Privilege Tax (TPT) and centralize all reporting / auditing activities and utilize point of sale taxing methodologies was partially successful. The final bill benefits retail and internet sales more than construction contracting. The last-minute changes actually complicates reporting requirements for certain types of contracts.

The Proportional Liability legislation which advanced protections for subcontractors liability on public works passed but limits the contracts to municipalities / cities and counties and at the last minute excluded state contracts. We will evaluate the feasibility of going back in the next session beginning in January 2014 to seek desired changes.

Federal:

Immigration – Senate

The Senate approved the Border Security, Economic Opportunity and Immigration Reform Act (S. 744) on a vote of 68-32, with 14 Republicans joining all 54 Democrats in supporting the comprehensive reform of the U.S.'s immigration laws. An amendment that further strengthens efforts to protect the southern border ensured passage. Hopefully the House will address concerns regarding restrictions that limit the participation of construction employers in the new W-Visa temporary worker program and employer protections in the expanded worker verification provisions of the legislation.

Immigration – House

The outlook for immigration legislation in the House remains highly uncertain. A key group of lawmakers has struggled to agree to a comprehensive bill that can attain broad bipartisan support despite lengthy and strenuous negotiations. This group may release a proposal soon, but their bill may fail to gain traction among most House Republicans. The House Judiciary Committee has eschewed any comprehensive bill and instead is moving forward with a series of smaller, targeted immigration reform measures. In June, the committee approved bills to strengthen border security, reform the visa programs for high-skilled and agricultural workers, and improve employee verification. These bills were approved on party line votes with only Republican support.

Health Care Employer Mandate

In a surprise move, the Obama administration announced it will delay the employer mandate components of the Affordable Care Act (ACA) by one year, until Jan. 1, 2015. Thus, employers with 50 or more “full-time equivalent” employees, as defined in the law, will have one more year to ensure they are in compliance with the requirement to provide government-approved health insurance to employees or face Internal Revenue Service penalties. The Treasury Department indicated that the decision provides more time to simplify the employer reporting provisions and allow for employers to adapt to the new requirements. The administration indicated other components of the law, such as the individual mandate to purchase health insurance, will move forward on schedule in 2014.

Tax Reform

Key Senate leaders announced they will start with a “blank slate” approach to tax reform, basically repealing the entire tax code and forcing senators to defend existing credits, deductions and other special-interest tax provisions. Baucus and Hatch sent a letter to other senators soliciting requests for tax breaks they wish to have preserved in a tax reform bill, stressing that provisions must help grow the economy, make the tax code fairer or effectively promote important policy objectives.

Affordable Care Act Reform Legislation

Congressman Todd Young (R-Ind.) recently introduced H.R. 2575, the Save American Workers Act, to change the definition of full-time worker for purposes of the Affordable Care Act (ACA) from 30 hours to 40 hours per week. A 30-hour week as defined in the ACA is inconsistent with other federal statutes that have long considered a 40-hour work week the threshold for employee benefits, such as time-and-a-half overtime pay. Many employers now are holding off on hiring new employees, reducing current employees' hours and, in some cases, laying off workers to shield themselves from having to comply with the complex employer mandate to provide health insurance to their workers if they have more than 50 full-time equivalent employees. The recent decision to delay the ACA's employer mandate may result in a closer examination by Congress of the definition of what constitutes a full-time employee for purposes of the law. 

Thinking About Fall Hazards Before The Work Begins



By Tod Dennis, SCF Arizona

Falls from ladders and roofs still account for the majority of falls. Identifying fall hazards and deciding how best to protect workers is the first step in reducing or eliminating fall hazards. Occupational fatalities caused by falls remain a serious public health problem. The US Department of Labor (DOL) lists falls as one of the leading causes of traumatic occupational death, accounting for eight percent of all occupational fatalities from trauma.

There are a number of ways to protect workers from falls including conventional systems such as guardrail systems, safety net systems and personal fall protection systems (fall arrest systems, positioning systems and travel restraint systems) as well as through the use of safe work practices and training. The use of warning lines, designated areas, control zones and similar systems are permitted by OSHA in some situations and can provide protection by limiting the number of workers exposed and instituting safe work methods and procedures. These alternative systems may be more appropriate than conventional fall protection systems when performing certain activities.

Any time a worker is at a height of four feet or more, the worker is at risk and needs to be protected. Fall protection must be provided at four feet in general industry, and six feet in construction. However, regardless of the fall distance, fall protection must be provided when working over dangerous equipment and machinery.

If personal fall protection systems are used, particular attention should be given to identifying attachment points and to ensuring that employees know how to properly use and inspect the equipment.

Assessing the job site for fall hazards before work begins is the first step in Fall Protection. 🏠



Top 10 Most Frequently Cited Standards

The following is a list of the top 10 most frequently cited standards following inspections of worksites by federal OSHA. OSHA publishes this list to alert employers about these commonly cited standards so they can take steps to find and fix recognized hazards addressed in these and other standards before OSHA shows up. Far too many preventable injuries and illnesses occur in the workplace.

- 1926.451 - Scaffolding
- 1926.501 - Fall Protection
- 1910.1200 - Hazard Communication
- 1910.134 - Respiratory Protection
- 1910.147 - Lockout/Tagout
- 1910.305 - Electrical, Wiring Methods
- 1910.178 - Powered Industrial Trucks
- 1926.1053 - Ladders
- 1910.303 - Electrical, General Requirements
- 1910.212 - Machine Guarding

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Phoenix Charity Bowling Tournament

It's hard to believe that 15 years have passed since Arizona roofers first slipped into pairs of freshly sanitized bowling shoes and reached deep into their pockets to raise money for local at-risk youth at an ARCA run charity bowling tournament. But it's true; June 22nd marked the 16th Annual Phoenix Charity Bowling Tournament, and with your generosity, we've been able to extend our efforts to greater and greater lengths. Including the funds matched by The Legacy Foundation (who contributed one dollar for every dollar that came in), we were able to generate over \$45,000 to give directly to New Pathways For Youth (formerly well known as Phoenix Youth at Risk).

The day itself was full of fun and enjoyment, with many bowlers dressing up to compete in our "Halloween in June" costume contest (won by **Lyons Roofing**). **Chuck Chapman** of **Tecta America Arizona** once again got dressed up to the nines and fulfilled duties as the event's charismatic MC.

To everyone who bowled, or stepped up and made a donation, big or small - thank you. Event chairman **Jeff DeWeese** of **Allied Building Products** and the whole Phoenix Charity Bowling Committee is to be commended also for another expertly run event.



Tucson Charity Bowling Tournament

ARCA Members in Tucson put on their tenth annual charity bowling tournament to support and celebrate a very special cause; helping give homeless unaccompanied Metro Tucson youth the chance and encouragement to graduate high school through funds raised for Tucson's Youth On Their Own organization. On July 13th, Southern Arizona roofers gathered at Golden Pin Lanes (who generously give their time and money towards this cause as well) and made a day of bowling together and participating in other fundraising activities, raising a total of over \$15,000.

The theme for the day was Wild West, and several teams dressed up in their finest western wear. **Rudy Berumen** of **APOC** returned to the microphone again this year as the event's lively host.

Many thanks to everybody who gave their time and money towards this cause, whether you bowled or sponsored, or gave us an item to auction or raffle, or sat in on bowling committee meetings and solicited for contributions. Special thanks to **Martin Headlee** of **Headlee Roofing** and **Sam Brush** of **Stewart Building and Roofing Supply** for their final year of leading this committee as dedicated chairmen.



2013 ARIF Scholarship Award Winners

The Arizona Roofing Industry Foundation (ARIF), the non-profit affiliate of ARCA that carries out charitable and education related activities, has awarded four scholarships for 2013. Each scholarship recipient will receive \$2,500.00 that can be used to cover any student related expense associated with the pursuit of their chosen degree. Competition was intense this year with over ten very qualified applicants. The ARIF selection committee conducted seven final interviews before making the awards.



Jordan Benesh will be a senior at Arizona State University in Tempe this year. He is in the Barrett Honors College and has maintained a 4.0 GPA in pursuit of his business degree with an accounting major. He is the son of Virgil Benesh (Tecta America Arizona). Jordan is a repeat winner, having also been awarded the ARIF scholarship in 2012.



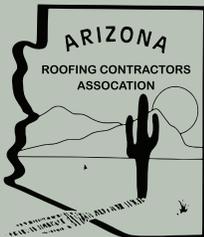
Kimberlee Myers is a 2013 graduate of Casa Grande Union High School where she maintained a 4.65 GPA and ranked 6 of 271 students in the graduating class. She will be attending the University of Washington in Seattle on an athletic scholarship and will be pursuing a degree in Pediatric Oncology Nursing. She is the daughter of Mary Ann Garcia-Myers (Roofing Specialists)



Jessica Mergener will be a junior at the University of Arizona in Tucson. She has maintained a 3.8 GPA while pursuing a degree in biomedical engineering. She is a repeat winner, having previously been awarded the ARIF scholarship in 2011 and '12. Jessica is the daughter of Mike Mergener (KM Coatings Mfg., Inc.) and Deanna Mergener (Touchdown Sportswear).



Nathan DeHeer will be a sophomore at Northern Arizona University in Flagstaff. He is pursuing a degree in Business Management with an emphasis on being an entrepreneur. Nathan maintained a 3.8 GPA for his freshman year. He is the son of Robert DeHeer (Jim Brown & Sons Roofing).



All recipients were selected based on their academic records; potential to succeed; leadership and participation in school and community activities; honors; work experience and the ARIF Board interview evaluation. To be eligible to apply for an ARIF scholarship the applicant must be a full time employee of an ARCA roofing contractor or an associate member companies or their dependent children or spouse. In addition, applicants must be high school seniors or graduates who plan to enroll or students who are already enrolled in a full time undergraduate course of study at an accredited two or four year college, university or vocational technical school. The next scholarship applications will be released in April of 2013. For more information, visit the ARCA website at www.azroofing.org and click on the About / Charities tab. 

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2013 Spring Golf Tournament



It was another warm day at Oakland Golf Course for ARCA golfers on May 17th, but we didn't hear any complaints. With over 125 players in our group, this was one of the best attended events in ARCA history. Thank you to all who came out and played with us, and to those that sponsored the event or donated a prize. Many thanks also to our dedicated and hardworking golf committee, led by chairman **Greg Marris (Roofing Supply Group)**, for putting on such a grand event this year.

A FLIGHT

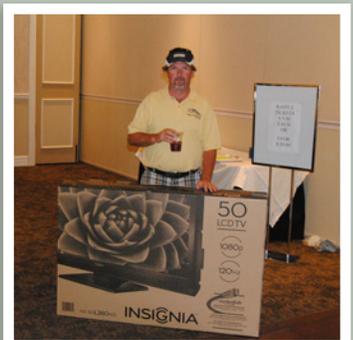
First Place	Second Place	Third Place
Dan Lehman, Jose Munoz	Mike Payne, Louie Contreras	Bill Hill, Brett Hill
Andy Coventry, Vic Johnson	Dave Eyer, George Keeley	Rudy Berumen, Gary Haden

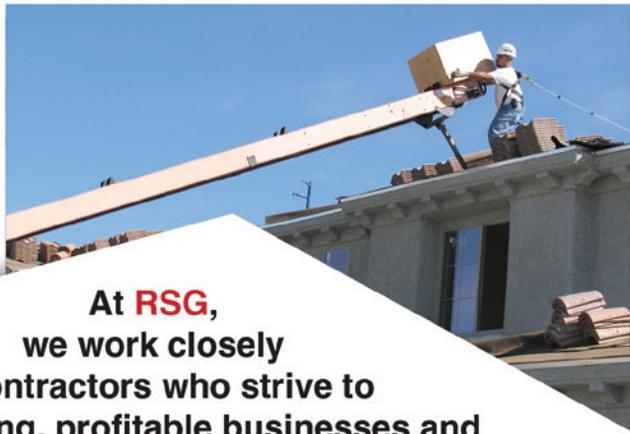
B FLIGHT

First Place	Second Place	Third Place
Dave Andrews, Bruce Rassmussen	Scott Morgan, George Horton	Nic Schaefer, Tim Kucharsket
Craig Dunda, Steve Kramer	Brandon Richardson, Steve Parsons	Dan Gorman, Ed Cunningham

SKIN WINNERS

Rudy Berumen, Gary Hayden; Virgil Benesh, Brian Dembowski; George Keeley, Dave Eyer; Andy Clarke, Greg Marris





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Compliance Update: Arizona Registrar of Contractors

The ROC's tougher licensing process is at the top of the "heads up" list for Arizona contractors

By Kent Lang

The Arizona Registrar of Contractors (ROC) has implemented a number of important policy changes that affect all Arizona contractors. Because the ROC's interpretation of its own rules has the force of law, a contractor's failure to keep informed of how the ROC is enforcing its regulations can have very serious consequences.

Observing the following tips will help you avoid licensing-related problems.

Be prepared for a more demanding ROC license application.

The ROC has greatly expanded the information required in its license application and its application to substitute a qualifying party. For example, every individual "named" on the license, including every owner and officer of a corporate licensee, must provide verified copies of their driver's license. Also, the ROC has increased its scrutiny of applicant and qualifying party experience. With respect to substitution of qualifying parties, failure to do so within the allowed time will result in immediate suspension of the license; therefore, begin the application process as soon as possible.

The new applications and instructions can be found at the ROC's website.

Don't let a non-employee work under your license.

No matter how clever you are, you cannot find a way to "share" your license with an unlicensed contractor in such a way that you can escape the ROC's scrutiny. "Aiding and abetting" unlicensed persons to contract without a license can result in revocation of a license under A.R.S. § 32-1157.

Make sure your contracts meet statutory requirements.

Effective December 31, 2007, every Arizona contract between a contractor and a property owner for services of \$1,000 or more must be written and must contain certain information, as set forth in A.R.S. § 32-1158(B).

1. The name of the contractor and the contractor's business address and license number.
2. The name and mailing address of the owner and the jobsite address or legal description.
3. The date the parties entered into the contract.
4. The estimated date of completion of all work to be performed under the contract.
5. A description of the work to be performed under the contract.
6. The total dollar amount to be paid to the contractor by the owner for all work to be performed under the contract, including all applicable taxes.
7. The dollar amount of any advance deposit paid or

scheduled to be paid to the contractor by the owner.

8. The dollar amount of any progress payment and the stage of construction at which the contractor will be entitled to collect progress payments during the course of construction under the contract.

9. Notice that the property owner has the right to file a written complaint with the registrar for an alleged violation of section 32-1154, subsection A. The contract shall contain the registrar's telephone number and website address and shall state that complaints must be made within the applicable time period as set forth in section 32-1155, subsection A. The information in this paragraph must be prominently displayed in the contract in at least ten point bold type, and the contract shall be signed by the property owner and the contractor or the contractor's designated representative. This paragraph does not apply to a person who is subject to and complies with section 12-1365.

Keep your ROC contact information up to date.

Advise the ROC immediately when your address changes, and make sure that someone in your company is receiving and promptly opening your mail from the ROC. This is not just a good idea; failure to do this can put you out of business.

When a complaint is filed against your license, or when a renewal fee is due, the ROC is required only to mail notice to the address it has on file for you. In the case of a complaint, you have 15 days to file a written answer; if you have moved without advising the ROC or are out of the office for an extended period, you can easily miss the notice and fail to answer before the deadline.

If you miss the deadline, you have no recourse; the ROC will not give you a hearing, and you cannot appeal. In addition, if your license is revoked, it cannot be revived; you must apply for a new license.

If you hire an unlicensed contractor, don't stiff him.

An unlicensed subcontractor is barred from using the courts to collect from you, but he can file an ROC complaint. If the non-payment complaint is valid, the ROC will order a licensed contractor to pay an unlicensed sub for its work. (See our 2011 Construction Advisor article, "Contractors Beware: Unlicensed Contractors Can Collect Via the ROC.")

Put your license number on all business stationery.

Anything that has your name on it should also include your license number. The ROC will not bring a separate complaint for the omission, but it may use the omission as an aggravating circumstance in disciplinary proceedings that are brought on other grounds. (See our April 2002 Construction Advisor article, "Tough Penalties for Failure to Show Arizona License Number.")

Maintain a sufficient bond.

The amount of the required ROC bond depends on the annual amount of business you anticipate. Although the ROC will not bring a separate disciplinary action for failing to maintain a sufficient bond, it can consider your failure to comply with bond requirements as an aggravating circumstance in disciplinary proceeding on other grounds. 🏠



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Special Notice to all Contractors Regarding Contract Requirements

The Arizona Registrar of Contractors recently sent notice to many ARCA members regarding the need to modify their contracts to be in compliance with existing statutes governing construction contracts. In case you did not receive notice of the provisions in A.R.S. 32-1158, please review the listing below and pay special attention to item #9 (in bold). Most contracts do not contain this provision and the ROC has indicated they will cite those in non-compliance.

From and after December 31, 2007, any contract in an amount of more than one thousand dollars entered into between a contractor and the owner of a property to be improved shall contain in writing at least the following information:

1. The name of the contractor and the contractor's business address and license number.
2. The name and mailing address of the owner and the jobsite address or legal description.
3. The date the parties entered into the contract.
4. The estimated date of completion of all work to be performed under the contract.
5. A description of the work to be performed under the contract.
6. The total dollar amount to be paid to the contractor by the owner for all work to be performed under the contract, including all applicable taxes.
7. The dollar amount of any advance deposit paid or scheduled to be paid to the contractor by the owner.
8. The dollar amount of any progress payment and the stage of construction at which the contractor will be entitled to collect progress payments during the course of construction under the contract.
9. That the property owner has the right to file a written complaint with the registrar for an alleged violation of section 32-1154, subsection A. The contract shall contain the registrar's telephone number (602-542-1525) and website address (<http://www.azroc.gov>) and shall state that complaints must be made within the applicable time period as set forth in section 32-1155, subsection A. The information in this paragraph must be prominently displayed in the contract in at least ten point bold type, and the contract shall be signed by the property owner and the contractor or the contractor's designated representative. This paragraph does not apply to a person who is subject to and complies with section 12-1365. We request that if any portion of our work is unsatisfactory that you notify us prior to filing a complaint so we can attempt to resolve any concerns. 🏠

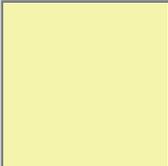
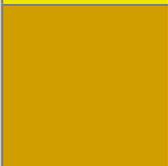
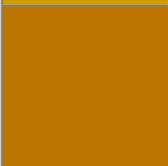
Account for Humidity by Checking the Heat Index

Keeping an eye on the heat index can help employers determine how much time and workload employees should undertake on a hot day. The heat index provides a single value that takes both temperature and humidity into account.

The combination of heat and humidity can be extremely stressful. According to OSHA, the higher the heat index, the hotter the weather feels, because sweat doesn't evaporate and cool the skin. Using the index is a better measure than air temperature alone for estimating risk to workers, a tool that employers might find useful as the monsoon drives Arizona temps upward. 🏠

Dehydration Urine Color Chart

The following Dehydration Urine Color Chart will help you use your urine color as an indicator of your level of dehydration and what actions you should take to help return your body back to a normal level of hydration.

	Doing okay. You're probably well hydrated. Drink water as normal.
	You're just fine. You could stand to drink a little water now, maybe a small glass of water.
	Drink about 1/2 bottle of water (1/4 liter) within the hour, or drink a whole bottle (1/2 liter) of water if you're outside and/or sweating.
	Drink about 1/2 bottle of water (1/4 liter) right now, or drink a whole bottle (1/2 liter) of water if you're outside and/or sweating.
	Drink two bottles of water right now (one liter). If your urine is darker than this and/or red or brown, then dehydration may not be your problem. See a doctor.

For more information, visit www.urinecolors.com. 🏠

Welcome New ARCA Members

ARCA extends a warm welcome to our newest Member who recently joined the association:

- ★ Canyon State Roofing
Robyn Charland, 602-400-1635



U.S. Supreme Court Rules Defense of Marriage Act is Unconstitutional

The U.S. Supreme Court ruled in a 5-4 vote that Section 3 of the Defense of Marriage Act (DOMA) is unconstitutional. The decision in *United States v. Windsor* means that same-sex couples who are married under state law will be treated as married for purposes of more than 1,000 federal laws that previously applied only to opposite-sex married couples. Such laws include those governing federal income taxation, Social Security benefits, veterans' benefits, criminal sanctions, and housing. ***This decision has far-reaching implications for employers and individuals, ranging from employee benefit plans and employer policies to estate planning and the preparation of federal income tax returns.***

Before the decision, Section 3 of DOMA, which was enacted in 1996, provided that the word "marriage" in any federal law or regulation (including those that address employee benefits) means only "a legal union between one man and one woman as husband and wife," and the word "spouse" refers only to a "person of the opposite sex who is a husband or a wife." The Supreme Court held that DOMA violated the due process clause of the Fifth Amendment to the U.S. Constitution, which prohibits denying any person the equal protection of the laws. The Court explained in its opinion how marriage has historically been a decision that was left to the states and that the federal government, throughout history, has deferred to state law in such matters. According to the Court, however, DOMA's principal effect is to impose inequality, thus rendering it unconstitutional.

The decision did not address state laws that define marriage as being only between a man and a woman. Current litigation challenging the constitutionality of those laws will continue. 🏠



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Name: _____ Company: _____ Date: _____

How would you prefer to receive ARCA correspondence?

- By email By fax

Please provide current contact information below:

PRIMARY CONTACT: _____

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If email is your preferred method of receiving event notices, legislative updates, and other ARCA news, is there anybody else in your company who should receive this information as well?

- No, please send ARCA news only to me.
 Yes, please also send ARCA news to the following contacts:

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