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NRCA



WSRCA

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Letter from the President

Greetings Fellow ARCA Members:

Things are heating up! If you are like me, you like getting out of the heat and up north where it is cool. This year's Expo is being held at Little America Hotel in Flagstaff, September 28-30. Registration is now open! You won't want to miss this event. EXPO has numerous fun events. Some of my favorites are the Get Acquainted Dinner, Corn Hole Tournament, Golf, Shooting, and Roofing Wars. There are many great seminars as well. You won't want to miss the opportunity to spend some time with **Arizona's new Registrar of Contractors Director, Martin Quezada**. To register for ARCA Expo 2023 [please follow this link](#).

Award nominations for this year's EXPO go out shortly. This is the time we recognize those who go above and beyond for our industry. If you know someone exceptional in their field please make sure to nominate them for an award. This year we are introducing a new award for safety. If you would like to be considered for this award, please nominate yourself.

We're hiring! ARCA is hiring a full-time Membership Coordinator. Qualified applicants will possess the following attributes: previous experience in member management, sales, or recruitment; experience with customer management software; proficiency in Microsoft Office; verbal and written communication skills; customer service skills; the ability to think creatively and take initiative, excellent writing and editing skills, and strong organizational skills. If you know someone who would serve our membership well in this position, please submit resumes to arca@azroofing.org

Many of you participate in and/or support the ARIF Golf and Sporting Clays tournaments to benefit ARCA members through college scholarships. These events raise thousands of dollars each year. Through a competitive selection process, ARCA members and their family members apply and are considered for scholarship awards. ARIF has granted 83 scholarships to ARCA Members since its inception. This year I am very pleased to report that ARIF has awarded 14 more scholarships in the amount of \$2,500 each. Thank you all for your generous support! To see a list of this year's recipients, check out ["2023 ARIF Scholarship Recipients" on Page 3](#)

Many of you will remember in the recent past ARCA would host several dinner meetings each year. These meetings were a great opportunity to hear experts speak on topics of importance to our industry and network with our peers. I know I have personally benefitted from these presentations. In fact, the first ARCA event in which I ever participated was a dinner meeting more than 20 years ago. I am pleased to inform you ARCA is bringing these meetings back. If there is a topic that you would like to learn more about and that would benefit others in our industry, please send your suggestions to arca@azroofing.org.

You get out of it what you put into it. ARCA offers numerous training classes and events for its members. Most training classes are little or no charge for ARCA members. ARCA events are a great way to meet and network with other members. For a complete list of classes and events, please visit the ARCA website at www.azroofing.org. Get involved; many of these activities are just for fun. Consider joining a committee or becoming involved on the Board of Directors. ARCA has a lot to offer, but you must take the first step.

I am proud to be a roofer!

Sincerely,

ARCA President Larry Miller, Gorman Roofing

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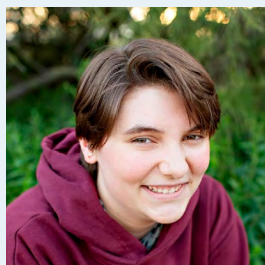
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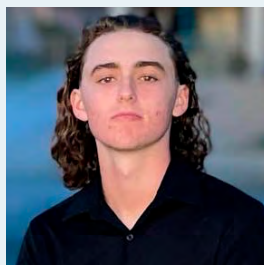


2023 ARIF Scholarship Recipients

This year marks the 14-year anniversary of the creation of the Arizona Roofing Industry Foundation (ARIF) and the scholarship awards. A total of 14 scholarships were awarded at \$2,500 each to highly worthy students this year.



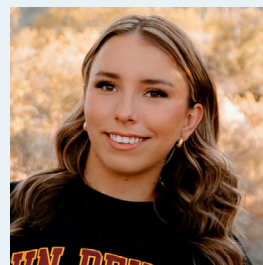
Blithe Crabtree will be a freshman this year at Arizona State University. She has earned a 4.32 GPA and is planning to study landscape architecture. She is the daughter of Aaron Crabtree of Eagle Roofing Products.



Carson Goldmeer will be a sophomore this year at Grand Canyon University. He has earned a 4.00 GPA and is majoring in accounting. This is his second award. He is the son of Chester Goldmeer from JBS Roofing.



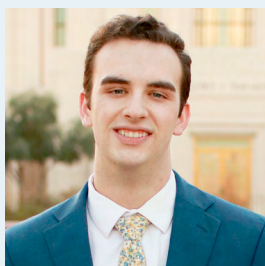
Cassie Hill will be a junior at Grand Canyon University. She has earned a 4.00 GPA and is majoring in Sports Management. This is her third award. She is the daughter of Bryan and Julie Hill from WRECORP.



Elizabeth Anderson will be a freshman this year at Arizona State University. She has earned a 3.76 GPA and is planning to study biomedical sciences. She is the daughter of Nataliya Anderson of Elite Roofing Supply.



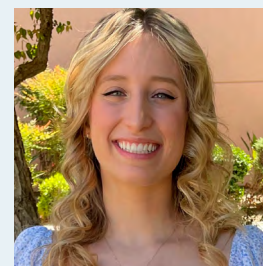
Grace Rucka will be a sophomore at the University of Tennessee. She has earned a 3.66 GPA and will be majoring in marketing. This will be her second award. She is the daughter of Ben Rucka from Malarkey Building Products.



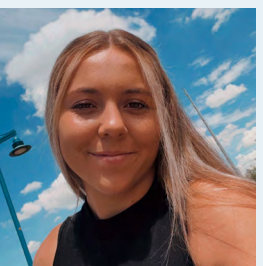
Jack Passey will be continuing his education studying business management at Brigham Young University in Idaho. He is an employee of Diversified Roofing.



Kassandra Berg will be attending ASU West majoring in speech and hearing science. She has earned a 3.79 GPA and this is her fourth award. She is the daughter of Phil Berg from Lomanco.



Katrina Berg will be attending Arizona State University and pursuing a degree in Nursing. She has earned a 3.72 GPA and this is her third award. She is the daughter of Phil Berg from Lomanco.



Keyna Swoosh will be a senior this year at the University of Central Oklahoma. She has earned a 3.18 GPA and is studying biomedical sciences. She is the daughter of Tim Raske of Tecta America Arizona.



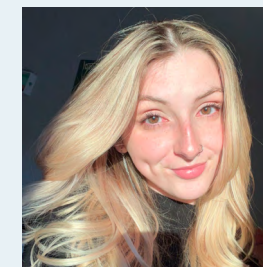
Maura Mulligan will be a freshman this year at Colorado State University. She has earned a 3.30 GPA and will be studying political science. She is the daughter of Chuck Chapman of Tecta America Arizona.



Meghan Schouten will be a sophomore this year at Boston College. She has earned a 3.88 GPA and will be studying computer science. She is the daughter of Mark Schouten of Diversified Roofing.



Reed Shuey will be a sophomore at Queens University of Charlotte. He has earned a 3.50 GPA and is studying marketing. This is his second award. He is the son of Tom Shuey from Section 7 Marketing.



Sofia Dunsworth will be a junior at Northern Arizona University. She has earned a 3.55 GPA majoring in Psychology and Communications. This is her third award. She is the daughter of Jennifer George from ARCA.



Tristan Richards will be a senior at Arizona State University. He has earned a 3.76 GPA majoring in Journalism and Mass Communications. This is his third award. He is the son of Kristi Richards from Western State Bank.

TOP FIVE HEAT-RELATED ILLNESSES

AS WEATHER WARMS up, the risk of heat-related illnesses increases for outdoor workers.

[Construction Executive](#) lists the following five most common heat-related illnesses in construction and how to treat them.

1. **HEAT RASH** is a skin irritation resulting from excessive sweating, especially when exposed to hot, humid conditions for prolonged periods. Employees should keep the affected areas dry and wear breathable fabrics.
2. **HEAT CRAMPS** are caused by fluid or salt depletion after rigorous physical activity in the heat. Employees should replenish with salty foods and water or electrolytes.
3. **HEAT SYNCOPE** is a collapsing or fainting episode that occurs when the body does not acclimate to extreme heat. Inadequate fluid replacement can cause dehydration, which typically resolves after a period of rehydration and rest. Employees also should lie flat

on their back and elevate their feet; seek emergency medical attention if necessary.

4. **HEAT EXHAUSTION** is a precursor to heat stroke and can be the body's response to excessive loss of water and salt; it can be triggered by physical exertion and limited physical activity and could be accompanied by extreme sweating. Employers should act immediately because heat exhaustion quickly can become heat stroke. Take employees to a cool environment; treat them with ice packs and cool water/electrolyte drinks; and seek medical attention. If employees become confused or irrational, call 911.
5. **HEAT STROKE** is a serious, life-threatening condition that occurs when the core body temperature reaches 104 F. Look for symptoms such as loss of consciousness, slurred speech, confusion, seizures and profuse sweating. Employers should deploy their emergency action plan

for severe workplace injuries, which includes calling 911 immediately. Employees should be immersed in ice or cold water, applying towels to the head, trunk, extremities and groin. Heat stroke can lead to significant or permanent damage to vital organs or death if victims are not treated immediately.

There are steps employers can take to help ensure their workers do not experience heat-related illness, including gradually acclimating employees to extreme heat; ensuring workers drink adequate fluids, such as water and sports drinks; having employees work shorter shifts; making sure workers take frequent breaks; and offering air-conditioned areas when possible. It also is key your company has a heat response plan in place to help prevent heat-related illness and react quickly to a heat-related illness emergency.

The Occupational Safety and Health Administration's [Heat Illness Prevention](#) page offers resources to help you protect your workers. 🏠

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Roof *FAILURES* Failures

By Jerry Brown, WRECORP

We have noticed a dramatic increase in roof failures in Arizona over the past decade. These project failures seem to have common issues. We will address each of the issues individually in this series.

Low Slope Roofs (the industry general description of low slope is 1/4" up to 3"/12")

INSULATION

INSSTALLATION ISSUES WITH insulation are probably more problematic than any other portion of a roofing system. The following are typical issues that we find on a daily basis:

1. Printed on the boards THIS SIDE DOWN, means install the board with the print down and not up.
2. Failure to stagger single layers of insulation board.
3. Failure to offset and stagger multiple layers of insulation board.
4. Gaps greater than 1/4" between insulation boards.
5. Gaps greater than 1/2" at roof penetrations, curbs and walls.
6. Fastening patterns that do not meet

the wind uplift requirements of ASCE 7-16 per IBC 2018.

7. Failure to place the fasteners and plates at the proper locations on the board.
8. Failure to meet IECC (International Energy Conservation Code requirements for insulation R-value of R-25 on top of the roof deck.
9. Installing damage insulation boards (wet, sun burnt or physical damage to the board).

"THIS SIDE DOWN" should be a no-brainer, but we have to acknowledge that we have people within the workforce that cannot read and/or do not speak or understand the English language. This requires extra effort by contractor to make sure all job site workers understand THIS SIDE DOWN means the printed side down.

All insulation and cover boards should staggered and never laid up in the railroad track manner (all joints parallel). Stagger seams are stronger because they are offset and not aligned. The weakest part of insulation is the joints, by staggering the joints you are also reducing the stress on the roofing system that you are installing. Membranes are far less likely to spit or fracture if the joints in the insulation are not all aligned.

Offsetting and staggering the joints of multiple layers of insulation is required by all insulation manufacturers and mandated by the industry. The offset-and-stagger method reduces thermos-bridging and air intrusion, strengthens the roof, and reduces the chances of roof fractures and blow-offs.

Gaps no greater than 0.25" reduce thermos bridging, air intrusion, membrane fracturing, and roof blow-offs. Keeping these gaps to a minimum width of 0.25" helps maintain the R-value of the insulation board.

Gaps no greater than 0.5 at roof penetrations, curbs, and walls allow for expansion, contraction, and normal building movement. Keeping these gaps at a minimum width of 0.5" will allow the insulation to perform as designed by the manufacturer.

Fastening patterns are the biggest issue we run into as it relates to insulation installation. "Patterns" are the quantity of fasteners per board in the field, perimeter, and corners of the building. An example would be 8 fasteners in the field, 12 fasteners at the perimeters, and 16 fasteners in the corners. The pattern also determines how far out from the corners and perimeters these fastening patterns should extend. Appropriate fastening patterns are determined by the wind uplift calculations according to ASCE 7-16, IBC 2018.

Fastener Placement is just as big a problem as the patterns. The manufacturer has tested their insulation boards for wind uplift using specific locations of the screws and plates on the boards. They also require the screws and plates to meet the specification for the type of surface in which they are to be fastened. Far too often, installers place the screws and plates haphazardly and not in accordance with the manufacturer's guidelines or instructions.

IECC is a code, and code is not up for debate. IECC states the R-value for 2018 is specific for the situation. If you are building a new conditioned structure in the Phoenix valley or elsewhere and the insulation is under or a combination of under-and-over the roof deck, you must meet R-38. If it is entire over the deck then it must be a minimum of R-25. If you tear a roof off, then you must meet code. The easiest way to meet the code is by

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installing R-25 above deck. The IECC has many variations for R-values and we have just explained a common issue.

Another common occurrence is the installation of damaged insulation boards. Far too often, a contractor will order the insulation for the job and have it delivered to the job site. Then the board stock sits on the job site until it is ready to be used. In Arizona, it is hot, sunny, and dirty, and we even have rain and condensation. Every manufacturer I am aware of requires the contractor protect the insulation from potential damage. This means protecting it from the sun, rain, condensation, dirt, and contaminants, along with ensuring it is free of third-party damage by the distributor or anyone prior to the installation.

All of the listed issues above are happening each and every day here in Arizona. If there is a failure of any part of the roof system, then you can be sure an investigator is going to document any and all (including insulation-based) variations to code, industry standards, and the famous catchall clause “Standard of Care”. To prevent these problems, a professional or trade must exercise the skill and knowledge normally expected by that profession for the requirements of the project. 🏠



Jerry Brown

started in the construction industry in 1967 as a cabinet maker. Was drafted into the army in 1969. Served

in Vietnam 1970/1971. Started in the roofing industry August 1971 working for Hay's Roofing. Served on the Phoenix Police Department from 1972 to 1981 as a patrolman and Special Crime Prevention Unit. Became a contractor in 1982 (Jim Brown & Sons Roofing) along with his brother Ron and father Jim Brown. Joined ARCA in 1985. Started the roof consulting business (WRECORP – Western Roof Evaluation Corporation) in 2001. Became the education chairperson for ARCA in 2012, creating the education program along with the education modules and teaches the classes.



AS CONSTRUCTION COMPANIES continue to face a labor shortage alongside high demand for projects, hiring workers is crucial. However, companies often make mistakes when hiring.

[ForConstructionPros.com](https://www.ForConstructionPros.com) shares the following common hiring mistakes in the construction industry and how you can avoid them.

1. **Hiring during the wrong time of year.** The best time to hire is during the spring and summer months, when construction activity is at its peak and more job opportunities are available. Track your low and peak times to ensure you have adequate staff to handle the busiest times.
2. **Using a vague job description.** When writing job ads, construction companies sometimes do not include enough information or include information irrelevant to the open position. This leads to frustration as potential candidates may not understand what the company is seeking and what the job entails. Be sure to include necessary details in job ads, such as the specific title/position; a brief description of the role and its responsibilities; required qualifications; desired skills and

attributes; job location; and salary range or rate.

Not checking references or running background checks.

Checking references and running a background check will help you ensure your candidate is qualified and does not raise any red flags. It also can be helpful to learn about a candidate's relationship with a previous employer and whether he or she left on good terms.

Waiting until the situation is desperate before hiring someone.

When there is a sudden workload increase or a crucial team member leaves, companies sometimes rush to hire, fail to vet candidates properly and make poor decisions that cost the company time and money. Proactively plan for staffing needs so you are not in a position where you must make hasty decisions.

Not understanding what the company needs from the new employee.

This can lead to hiring someone unsuitable for the company, as well as decreased productivity and morale. Construction companies should clearly define what they will need from a new employee before beginning the hiring process. 🏠

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Setting the Standard:

How Global Roofing

Group Became the 1st

VPP Accredited Roofing Contractor in the State of Arizona



IN AN INDUSTRY where safety and excellence go hand in hand, one roofing contractor has taken a remarkable step forward. By becoming the first Voluntary Protection Program (VPP) accredited roofing contractor in their state, they have set a new standard for safety, professionalism, and commitment to their employees. In this article, we delve into the inspiring journey of this pioneering contractor and highlight the significance of their achievement.

A VISION FOR SAFETY

For Global Roofing Group (GRG), safety was never an afterthought but a core value from day one. Recognizing the inherent risks involved in their line of work, they made a conscious decision to prioritize the well-being of their employees. The VPP offered a perfect avenue to formalize their safety initiatives and establish themselves as leaders in the industry.

EMBRACING THE VPP PROCESS

The journey to VPP accreditation is not an easy one, and GRG understood the challenges ahead of them. They embraced the process with determination and enthusiasm, working closely with their workforce to implement safety programs, policies, and training that met or exceeded the VPP's stringent criteria. By fostering a culture of collaboration and active employee participation, they set themselves apart as a contractor that truly valued the input and safety of every team member.

PARTNERSHIPS AND SUPPORT

Achieving VPP accreditation requires

more than individual effort—it requires partnerships and support from various stakeholders. GRG actively sought collaboration with industry organizations, safety consultants, and government agencies to ensure their processes aligned with industry best practices. They utilized resources and expertise available through the Occupational Safety and Health Administration (OSHA) to enhance their safety measures. They collaborated with their state OSHA office and respective roofing competitors in the Roofer's Alliance, a coalition created by ADOSH for all of the competitive roofing companies in the state to come together and share what works to ultimately make the roofing industry safer in Arizona. By building these alliances, they not only strengthened their own safety practices but also contributed to the collective improvement of the roofing industry in their state. Now with their accreditation, GRG plans to sponsor other contractors to help them to achieve the same status.

RAISING THE BAR

Becoming the first VPP accredited roofing contractor in their state elevated GRG to a new level of distinction. They set the bar higher for their competitors and inspired others in the industry to follow suit. Through their accomplishment, they showcased the importance of safety as an integral part of roofing operations and demonstrated that achieving VPP accreditation was both attainable and worthwhile.

BENEFITS AND IMPACT

The benefits of VPP accreditation extend far beyond mere recognition.

By implementing robust safety measures, GRG experienced a reduction in accidents, injuries, and workers' compensation claims. Their employees felt a greater sense of security and pride in their workplace, leading to increased productivity and job satisfaction. The accreditation also opened doors to new opportunities, as clients recognized the contractor's commitment to safety and quality. Moreover, the company's achievement contributed to raising the overall safety standards within the state's roofing industry.

INSPIRATION FOR OTHERS

By blazing a trail and becoming the first VPP accredited roofing contractor in their state, GRG became an inspiration for others. Their success story inspired fellow contractors to invest in safety, fostering a positive ripple effect throughout the industry. Their achievement underscored the importance of prioritizing employee well-being and showcased the transformative power of the VPP in creating safer work environments.

Becoming the first VPP accredited roofing contractor in their state was a significant milestone for Global Roofing Group. Their unwavering commitment to safety, their dedicated workforce, and their collaboration with industry stakeholders propelled them to this remarkable achievement. By setting new standards, Global Roofing Group demonstrated that safety and excellence are not mutually exclusive but rather go hand in hand. As others in the industry follow in their footsteps, this roofing contractor's legacy will continue to shape a safer and more respected roofing community in their state, region, and hopefully the country. 🏠



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2023 AFC Legislative Fundraising Event

Cornhole for a Cause Tournament

Thursday, August 24th 3:30pm - 7:30pm
Hole 9 Yards Gilbert, AZ



The “Cornhole for a Cause Tournament” – is a joint fundraising event by the Arizonans for Fair Contracting Coalition. Member participation in past fundraising events helped us secure a victory for AFC in 2019 with the passage of SB1271 that addressed unfair transfer laws in the construction industry.

Help us continue this success as we work to protect and advocate for our industry in 2023/2024. Your participation will help us raise money for our joint legislative efforts including funding a lobbyist, legislator and industry communication and participation in industry coalitions and organizations.

The tournament will be held on Thursday, August 24th at Hole 9 Yards in Gilbert. See you there!

REGISTER/SPONSOR NOW

REGISTRATION

\$200 Team (2 players)

\$30 Spectator (1 person, food/drink only)

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\$250 Raffle Prize Sponsor



Register your team of 2 and join the Cornhole Community in what will definitely be an epic adventure into the world of Cornhole! Please consider a sponsorship with your registration, it's for a good cause!

-Prizes for 1st, 2nd and 3rd place teams will be awarded

-Chance at Winning a Raffle Prize

-2 drink tickets and food will accompany your registration to satisfy your cravings because you will surely work up an appetite tossing bean bags into a hole in a tilted board

Mingling and Networking is highly recommended so even if you don't plan to compete, we ask that you attend and cheer on the other competitors.

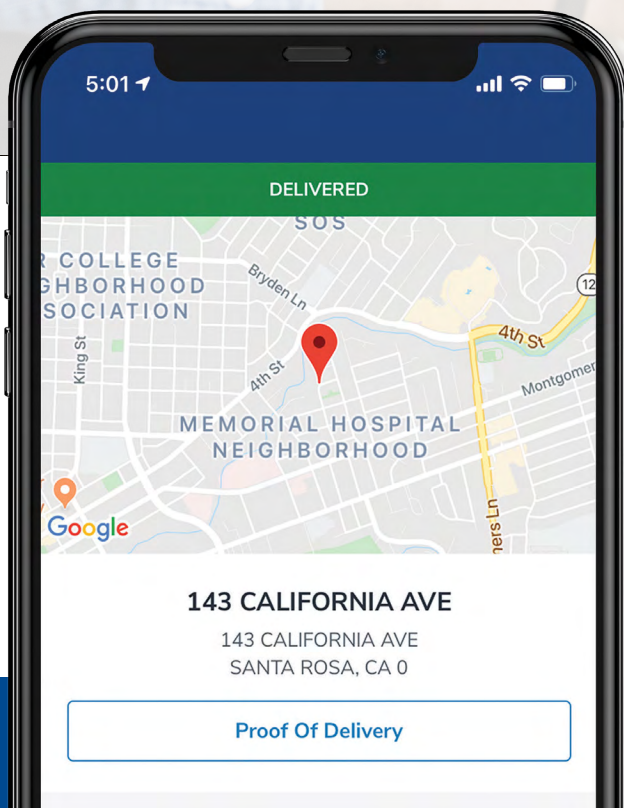
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Elite Roofing Supply Launches New Roofing Podcast

GLENDAL, AZ. – April 7, 2023- Elite Roofing Supply, the largest locally owned independent distributor of roofing materials in the country, launched its new podcast, “Roof Talk,” on April 6, 2023. This contractor-centric podcast is designed to address the challenges many roofing businesses face in the changing economy. “Roof Talk,” hosted by Derrick Mains, The Process Fixer, will address hot topics like time management, winning more bids, and worksite safety. “We wanted to create a resource for contractors and roofing professionals, to get information and best practices to help them achieve their business goals,” said Elite Roofing Supply CEO, Sarah Weiss. “As a growing distributor celebrating a decade of relationship-building and customer service, we felt it was our responsibility to share information on how to be successful.” “Roof Talk” is a biweekly podcast that you can listen to on all streaming sites, eliteroofingsupply.com, and the [Elite Roofing Supply YouTube channel](#).

ELITE ROOFING SUPPLY is the largest locally-owned independent distributor of roofing materials in the country. Founded in 2013 with the mission to provide roofers with an independent distribution knowledge in both commercial and residential roofing, Elite has grown to 28 branches across nine states. For more information visit eliteroofingsupply.com.

LIBERTY



LEGAL IMMIGRATION AND BORDER ENFORCEMENT REFORM THIS YEAR

ARCA has joined the Liberty Campaign

WASHINGTON, D.C. – On May 1, the U.S. Chamber of Commerce launched the [LIBERTY Campaign](#) (Legal Immigration and Border Enforcement Reform This Year) with a [letter](#) to members of Congress, calling on them to address the crisis at our border and the critical workforce shortage before the year’s end. The LIBERTY Campaign is comprised of over 430 business associations—including your Arizona Roofing Contractors Association—from all 50 states, spanning a host of industries, including healthcare, manufacturing, restaurants, hospitality, retail, construction, agriculture, engineering, and food processing, among others.

“Our elected officials keep talking about securing the border and fixing our broken legal immigration system, but nothing ever seems to get done. And the problems just get worse. This coalition of over 430 business organizations has a simple message: ‘inaction on border security and legal immigration is unacceptable,’” said Neil Bradley, U.S. Chamber of Commerce Executive Vice President and Chief Policy Officer. “As a nation we cannot afford to let the perfect be the enemy of the good. We know there are reasonable compromises that can help secure our border and meet

our workforce needs. We are pushing Congress and the administration to turn those compromises into law.”

The vast majority of American voters—both Republican and Democrat—support policies to strengthen border security and make it easier to immigrate to the U.S., according to a recent [Fox News poll](#). Three-quarters of voters favor making it easier to immigrate (73%) and increasing the number of border agents at the southern border (74%).

The U.S. Chamber is joined by more than 430 partners who are tired of Congress’ inaction to secure our borders and update our broken legal immigration system. The state of our current immigration system imposes significant costs on American communities and our economy. Companies are experiencing [significant workforce shortages](#), and as a result, companies of all sizes and across a host of industries are wrestling with the chronic problems caused by their inability to adequately tap into global talent to meet their needs. These issues can only be addressed with congressional action.

Read the full LIBERTY Campaign letter (signed by ARCA and other campaign members) [here](#).

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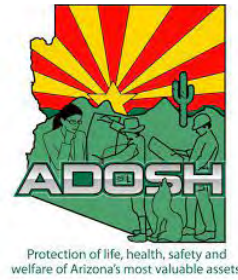
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→ **ASK QUESTIONS** and gain clarity on the latest OSHA laws and standards, including rights and responsibilities of workers and employees.

→ **COLLABORATE** with ADOSH to forge innovative solutions for hazard prevention in the roofing industry.

*Become a signatory of the **alliance agreement** and receive electronic fall protection cards for every employee trained to demonstrate to ADOSH your commitment to safety.*

To sign the agreement or learn more about it, attend a free meeting or contact the ARCA office at 602-335-0133.



*Meetings are held at **9:00 AM every third Tuesday of the month at***

Arizona Industrial Commission
800 West Washington Street
Phoenix, Arizona 85007
ADOSH Room 242

ARCA GOLF

Tournament May 17, 2023

COMPETITION HOLES

Men's Longest Drive Blue: Brian Broderick

Men's Closest to the Pin Blue: Payton Sorenson

Women's Closest to the Pin: Aileen Serrano

Longest Putt: Jeff Hinkley

Men's Closest to the Pin White: Bryan Hill

Women's Longest Drive White: Bridget Livingston

Longest Putt White: Reagan Anderson

Men's Longest Drive Gold: Tyler Carnival

Men's Closest to the Pin Gold: Mike Livingston

Longest Putt Gold: Aileen Serrano

FLIGHT A

FIRST PLACE	Brad Quinet
	Brian Broderick
	Donnovan Crandall
	Rick Bachelor

SECOND PLACE	Thom O'Neal
	Andy Coventry
	Aileen Serrano
	Chris Dalke

THIRD PLACE	Michael Fisher
	Zane Psyk
	Glen Milum
	Mark Tannenbaum

FLIGHT B

FIRST PLACE	Anthony Gonzales
	Luis Rodriguez
	Jeff DeWeese
	Rick Amaral

SECOND PLACE	Jim Fatseas
	Tim Raske
	Joe Scheele
	Emmet Raisanen

THIRD PLACE	Garrett Palmer
	Guadalupe Hernandez
	John Palmer
	Tres Tarwater



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Roofing News in D.C.

ROOFING DAY IN D.C. 2023 WAS A HUGE SUCCESS!

Roofing Day in D.C. 2023 was held on April 18-19 and was attended by more than 220 participants from 33 states and the District of Columbia. During the event, participants engaged in discussions about various issues affecting the industry, including workforce challenges, pro-business tax policy, and funding for the Department of Energy's Building Technologies Office.

The highlight of the event was the participants' visit to Capitol Hill, where they had the opportunity to interact with lawmakers and their staff face-to-face. Through this interaction, industry professionals were able to share their concerns and provide relevant information to the lawmakers.

According to McKay Daniels, the CEO of NRCA, the event was crucial for the roofing industry, especially given the ongoing challenges that the industry is facing. He emphasized the importance of such events, which enable industry professionals to connect with lawmakers and address issues critical to the industry.

The participants attended more than 170 meetings with congressional leaders and their staff in just one day, making the event a resounding success. The organizers expressed gratitude to all who attended the event and contributed to its success.

Couldn't make it this year? Save the

date for Roofing Day in D.C. 2024, which will be held April 16-17 at the Grand Hyatt Washington.


HOUSE PASSES THE LIMIT, SAVE, GROW ACT OF 2023 TO ADDRESS THE DEBT LIMIT

On April 26, under the leadership of Jodey Arrington (R-Texas), chairman of the House Budget Committee, along with 10 other committee chairmen, the House passed H.R. 2811—the Limit, Save, Grow Act. This legislation is a starting point as Congress and the Biden administration seek to avoid a potential default on the U.S.' debt. The bill suspends the debt ceiling either through March 31, 2024, or if there is a \$1.5 trillion increase from the current \$31.4 trillion ceiling—whichever comes first. The Congressional Budget Office finds the bill would save \$4.8 trillion through fiscal year 2033, with about \$4.3 trillion of policy savings and \$545 billion of interest savings.

Main provisions of this bill would return total discretionary spending to the fiscal year 2022 level in fiscal year 2024 and cap annual growth at 1% for a decade thereafter; rescind unspent COVID-19 relief funds; repeal much of the Inflation Reduction Act's energy and climate tax credit expansions; claw back increased IRS funding; make changes to energy, regulatory and permitting policies; impose or expand work requirements in several

federal safety net programs; and prevent implementation of President Biden's student debt cancellation.

NRCA COMMENTS ON FTC'S PROPOSED RULE REGARDING USE OF NONCOMPETE AGREEMENTS

On April 14, NRCA submitted [comments](#) regarding the Federal Trade Commission's proposed rulemaking to prohibit the use of noncompete agreements by employers across all industries. The agency argues such agreements constitute an unfair method of competition and therefore violate the Federal Trade Commission Act. NRCA's comments on the proposal reflect the view of members that, though there are diverse views regarding the use of noncompete agreements within the roofing industry, they are a legitimate tool many members use to protect proprietary information and investments and should remain available to employers within certain guidelines to protect legitimate business interests. NRCA's comments also note the FTC's proposed rule-making rests on questionable legal authority and likely would preempt laws in 47 states that have their own rules governing the use of such agreements. NRCA urges the agency to withdraw the proposal and work with Congress to address concerns with respect to unfair competitive practices. 

ARIF Spring Sporting Clays Tournament

April 14, 2023

SCOREBOARD

FLIGHT A	First Place	Pat Baldwin, Jokake Construction	76
	Second Place	Carl Politico, Jokake Construction	69
	Third Place	Ron Brown, JBS Roofing	68
FLIGHT B	First Place	Ed Brammeier, Ames Construction	35, string of 5
	Second Place	Mike Schmitt, Guest of JBS	35, string of 4
	Third Place	Mike Salsbury, Global Roofing Group	35, string of 3
WOMENS	First Place	Emily Westover, Westover Roofing	17, string of 4
	Second Place	Jennifer George, ARCA	17, string of 3
	Third Place	Patsy Hawk, ARCA Lifetime Member	17, string of 2



Filing a Complaint with the ROC

IF YOU HAVE a complaint against an unlicensed contractor, you may submit your complaint via the [Unlicensed Complaint Tips Hotline](#).

You can also file a formal complaint by downloading the complaint forms available on the [File a Formal Complaint](#) page on our website.

If you face any difficulties using the ROC website or filing a complaint online, please share your contact information with a member of the ROC Compliance team. The Compliance department can be reached directly at 602-542-1525 or compliance@roc.az.gov.

CONTACT AZ ROC

Questions? Please call the Registrar of Contractors at 1-877-MY-AZROC (1-877-692-9762). AZ ROC's Phoenix office is also open during business hours, Monday through Friday.

ARCA / AFC First Annual Cornhole for a Cause

ARIZONANS FOR FAIR Contracting (AFC) is hosting its 1st Annual Cornhole For a Cause Tournament on August 24 at 3:30pm at Hole 9 Yards in Gilbert, AZ. The event is a fundraising initiative to support the organization's mission to advocate for fairness in contracting in the state's construction industry.

As a grassroots organization, AFC and its supporters aim to create a fair and equitable business environment for all members of the construction industry. The funds raised from the tournament will support AFC's joint legislative efforts, including funding a lobbyist, legislator, and industry communication, and participation in industry coalitions and organizations.

ARCA Member participation in past fundraising events helped secure a victory for AFC in 2019 with the passage of SB1271, which addressed unfair transfer laws in the construction industry. With your participation in this event, you can help AFC continue this success and protect and advocate for the construction industry in 2023/2024.

Registration for the tournament is \$200 for a two-player team, and spectators can attend for \$30, which includes food and drinks. Sponsorship opportunities are also available. [Inquire here for more information](#).

Join us at the 1st Annual Cornhole For a Cause Tournament to support AFC's mission and make a difference in the construction industry in Arizona.



By [Mickell Summerhays](#), Attorney
Lang & Klain, P.C.

Legal doctrines called “piercing the corporate veil” and “alter ego” allow liability to reach individuals and entities outside a corporation or LLC. Attention to a few important details can help keep you protected.

CORPORATIONS AND LIMITED liability companies (LLCs) are the most common types of business entities. Both allow for flexibility in management and governance, and both provide limited liability for the owners.

But many business owners are unaware that, if they make certain mistakes, they can forfeit their liability protection and expose themselves to personal liability for the company’s debts and conduct.

The law calls this theory “piercing the veil” to create “alter ego” liability. Essentially, in a lawsuit against a corporation or LLC, a court may pierce through the “veil” of the legal entity to reach owners that it deems are the “alter ego” of the entity.

Alter ego and veil piercing problems can arise when the interests of the entity and its owner(s) are so unified that they are essentially indistinguishable from each other.

The applicability of this legal theory will always depend on the facts of a case, but personal liability can be imposed if another party can prove that:

- there was a “unity of control” between the corporation/LLC and another individual or entity, and
- limiting liability to the corporation

or LLC would promote a “fraud or injustice.”

UNITY OF CONTROL

Unity of control issues can arise when an owner makes management or operational decisions for the corporation/LLC that favor the owner’s interests over those of the entity. This goes beyond the actual management of the business and often includes behaviors such as:

- creating common ownership between the corporation/LLC and another entity;
- using common office space between the corporation/LLC and another entity, or using the corporation/LLC office space for personal purposes;
- financing the corporation/LLC entity exclusively through another entity or individual;
- paying salaries or other expenses of the corporation/LLC through another entity or individual;
- intermingling corporation/LLC funds with the funds of another entity or individual;
- failing to maintain separate corporate/LLC formalities required by the operating agreement or bylaws;
- advertising through the corporation/LLC with the same materials that were created for another entity;
- using a corporation/LLC for the business, but titling all assets and equipment under other names or entities; or
- otherwise merging corporation/LLC activities with personal activities or those of another entity.

FRAUD OR INJUSTICE

In most cases, a court will pierce the veil only if a failure to do so will result in an injustice. Against that backdrop, courts generally look at the situation as a whole to determine whether a fraud or injustice would be perpetuated by preserving the

owner’s liability protection.

For that finding to exist, it is not necessary for the court to find that the corporation or LLC was formed with the intent to commit fraud. Rather, if observing the corporate form would (a) frustrate a plaintiff’s efforts to protect their rights and (b) allow the owner to escape liability for fraudulent acts committed in the name of the corporation or LLC, a court will likely find the veil should be pierced.

TAKEAWAYS

To preserve the liability protection that you sought to achieve in creating your corporation or LLC:

- adopt and follow good business practices;
- in making business decisions for the entity, ensure that those decisions support the entity’s interests;
- keep the entity’s cash and other assets separate from your personal cash and assets;
- maintain accurate and thorough records that show a clear distinction between your personal affairs and the operations of the entity;
- make business decisions by the formalities required by the entity’s operating agreement or bylaws; and
- if those formalities are found to be unworkable, amend the operating agreement or bylaws so that they are workable.

If you have questions about the overall integrity of your entity’s liability protections or are concerned about a particular source of liability, seek the guidance of an experienced business attorney.

[Mickell Summerhays](#) is a construction law, commercial litigation, and employment attorney at [Lang & Klain, P.C.](#), in Scottsdale.

By [Andrew Wenker](#), Attorney Lang & Klain, P.C.

PERHAPS YOU'VE BEEN there. You receive a call from a potential customer who says they were referred to you by a mutual friend.

So far, so good — referrals from friends and satisfied customers are common (or should be). And because the prospect is a “friend of a friend,” you might have a higher level of trust than when dealing with a new customer with whom you have no connection.

But be careful; don't let that connection lull you into a false sense of security. The scenario might play out like this:

At the beginning, everyone is friendly with each other and excited for the upcoming project. Your enthusiasm might cause you to shortcut your normal procedures and to dive into the project before you have executed a comprehensive contract. After all, this is a friend of a friend — what could go wrong?

What could go wrong is what *always* could go wrong when you aren't protected by contractual safeguards. Starting work without executing a comprehensive contract beforehand can lead to costly (and avoidable) problems down the road, such as arguments over:

- what is or is not included within the scope of work;
- the total cost of the project;
- when payments are due;
- what happens if new unforeseen conditions are uncovered;
- who is in charge of getting the permits;
- how changes may be made and how they are paid for;
- who is responsible for unexpected cost increases; and
- timelines.



Roofing contractors: Don't let friend-of-a-friend projects cause you to take costly shortcuts

There is nothing wrong with wanting to make sure that everyone is on the same page ahead of time by executing a contract. If the friend of the friend is unwilling to memorialize the agreement through a comprehensive contract, then that is a red flag, and you should walk away.

When disputes unfold on the project itself, the good feelings quickly disappear. Disputes involving money can ruin even the best of relationships. Compounding matters, this was not your friend to begin with. The friend of a friend receives the benefit of your trust at the outset (or on the project itself), but because you are not actually friends, they are more likely to turn on you when problems arise.

Nobody enjoys thinking about what happens when things go bad, but a good contract at the outset can help avoid disputes and, better yet, resolve them. In his excellent article, [“A Good Construction Contract Reduces Risk, Boosts Profits,”](#) Lang & Klain partner George King describes how a good contract can confirm the contractor's right to notice and opportunity to cure alleged defaults under the contract. Additionally, parties can agree to alternative dispute resolution procedures ahead of time, such as agreeing to mediate any disputes.

Without addressing the above issues in advance, disputes can, and often do, result in a lawsuit. When this occurs, especially without a contract containing an attorneys' fees provision for prevailing parties, a party that “wins” in the underlying dispute may end up losing in the long run if the court does not award their full attorneys' fees.

TAKEAWAYS

Without a comprehensive signed contract in hand, a friendly favor can quickly turn into a costly — and avoidable — nightmare.

Remember, just because someone is a friend of a friend, that does not mean they are your friend, nor does it mean that they would not be willing to take advantage of you simply because you failed to exercise good business practices.

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Top Ten OSHA Violations

OSHA HAS RELEASED data for the top 10 most-cited standards in fiscal year 2022. The data includes violations cited between Oct. 1, 2021, and Sept. 30, 2022.

For the 12th year running, Fall Protection – General Requirements was the most frequently cited standard with more than double the citations of the second most-cited standard. Despite

this remarkable consistency, or perhaps because of it, safety practices around [working at elevated heights](#) have continued to evolve.

The 10 most-cited standards in 2022 remained the same as in 2021, though the order shifted somewhat. Hazard Communication jumped from fifth to second, with a 25% increase in cited violations. The biggest drop in cited

violations occurred in Scaffolding, with a 19% decrease. Respiratory Protection, which surged early in the pandemic, fell from second to third in 2022, but was still more prominent than it had been before COVID-19.

The chart below gives financial year 2022 data alongside the data from FY 2021. See recent OSHA Top 10 results here: [2021](#) | [2020](#) | [2019](#) | [2018](#)

OSHA Standard	FY 2022 Data	Previous Year's Data
1. Fall Protection – General Requirements (1926.501)	5,980 Violations	No. 1 with 5,271 Violations
2. Hazard Communication (1910.1200)	2,682 Violations	No. 5 with 1,939 Violations
3. Respiratory Protection (1910.134)	2,471 Violations	No. 2 with 2,521 Violations
4. Ladders (1926.1053)	2,430 Violations	No. 3 with 2,018 Violations
5. Scaffolding (1926.451)	2,285 Violations	No. 4 with 2,538 Violations
6. Lockout/Tagout (1910.147)	2,175 Violations	No. 6 with 1,670 Violations
7. Powered Industrial Trucks (1910.178)	1,922 Violations	No. 9 with 1,404 Violations
8. Fall Protection – Training Requirements (1926.503)	1,778 Violations	No. 7 with 1,660 Violations
9. Personal Protective and Life Saving Equipment – Eye and Face Protection (1926.102)	1,582 Violations	No. 8 with 1,451 Violations
10. Machine Guarding (1910.212)	1,488 Violations	No. 10 with 1,105 Violations

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Six tips for working safely in the heat

THE OCCUPATIONAL SAFETY and Health Administration reports 50% to 70% of most outdoor fatalities occur during the first few days of working in warm or hot environments. As warmer weather approaches, construction leaders must develop and employ plans to address heat risks and keep workers safe on job sites.

For Construction Pros offers the following six tips to help leaders protect workers from heat illness.

1. **Know the regulations and resources.** OSHA offers a [National Emphasis Program](#) to protect workers from heat illness and injuries, which includes OSHA conducting periodic heat-related workplace inspections. Construction leaders

are encouraged to review [OSHA's criteria](#) for a recommended standard and take advantage of OSHA's [on-site consultation program](#) to help improve safety programs on job sites.

2. **Assess the risk.** Employers can monitor the environment using the Wet Bulb Global Temperature Index, OSHA-NIOSH heat safety app or National Oceanic and Atmospheric Administration heat index chart. Employers can also screen workers for heat intolerance.
3. **Limit exposure.** As temperatures and humidity increase, leaders can consider modifying work/rest schedules, shortening work periods and adding extra workers to reduce exposure. Encourage workers to cool down in a cool, shaded or air-conditioned area; provide buckets of ice to help them cool down; and recommend workers wear light, breathable clothing.
4. **Acclimate.** Develop a plan to acclimatize workers to outside

conditions. Outline how to supervise new employees during this time and how to determine whether they are fully acclimatized. Acclimatization requires careful planning and flexibility.

5. **Encourage hydration.** Supervisors should estimate how much water will be needed, decide who will monitor water supplies, and remind workers to take water breaks after being in the heat for two hours. Provide electrolyte-replenishing beverages and water near every worker, as well as adequate, convenient toilet facilities.
6. **Provide cooling personal protective equipment.** Employees can consider using evaporative bandanas, towels and pop-up canopies. Bandanas and towels can be soaked in cooling water for a couple of minutes and handed to workers at cooling stations throughout the day. Have ice packs on hand so a worker can be cooled down fast in an emergency.



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GO TROPICAL

Roofing and Sheetmetal Olympics



[Watch video here](#)

Fun and Friendly Competition for the Roofing Industry

by Ali Turner, editorial & multimedia manager; footage by Jeff Dorman

GLOBAL ROOFING GROUP, a nationwide commercial roofing contractor headquartered in Phoenix, hosted its First Annual Roofing and Sheetmetal Olympics in April 2023. Held at WestWorld of Scottsdale, the inaugural event was a tremendous success. It was a great opportunity to

show off the skills of over 250 Global Roofing Group field team members in a fun and competitive way.

There were several exciting events, including a TPO competition, PVC competition, EPDM competition, sprayfoam and coating competition, cap metal competition, thermoplastic creative competition, metal creative competition, and Garlock workhorse skill competition. Global Roofing Group worked closely with the National Roofing Contractors Association to help support its ProCertification® program. The competitions were modeled off of the demo boards used in the two-part ProCertification process. Additionally, the winners of each competition received a sponsorship to complete their own ProCertification process.

Gold medal winners were: single-ply TPO, Gonzalo Rivera; single-ply EPDM, Shawn Kelley; single-ply PVC, Dionicio Trujillo; sprayfoam, J. Medina; and metal, Lucio Corral.

Not only did winners receive sponsorships, but they also received cash and prizes. Medals were given to challenge winners, creating a wonderful marketing opportunity for employers to promote

their outstanding employees. National Roofing Contractors Association CEO McKay Daniels made a special guest-appearance at the event.

"We are excited to host this industry-changing competition," said Global Roofing Group CEO RJ Radobenko. "We look forward to growing this event annually, and we invite other National Roofing Contractors Association members to compete against us."

The two-day Roofing and Sheetmetal Olympics included a hosted mixer and dinner for the sponsors with the Global Roofing Group owners and leadership team. There were sponsorship opportunities for competitions, hats, shirts, food, beer, and ProCertification. On the WestWorld grounds, the Olympics had spots for RVs with water and electric hookups. A few attendees brought their own RVs and then spent the night.

Founded in 1971, Global Roofing Group employs over 450 people, has over 500 subcontractors, and serves clients in nearly all 50 states. The company is an industry leader in single-ply, metal, foam, tile, modified bitumen, BUR, shingle, coatings, and more.

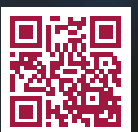


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OSHA will hold Safe + Sound Week



THE OCCUPATIONAL SAFETY and Health Administration has announced Aug. 7-13 will be Safe + Sound Week, a nationwide event to celebrate the successes of businesses that have implemented safety and health programs in the workplace.

Successful safety and health programs can proactively identify and manage workplace hazards before they cause injury or illness, improving sustainability and the bottom line. Participating in Safe + Sound Week can help get your program started, energize

an existing one or provide a chance to recognize your safety successes.

NRCA encourages members to show their commitment by promoting Safe + Sound Week within their companies and sharing their plans. [View more info about Safe + Sound Week.](#)



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Drexel Metals
Scott McLaughlin, 480 349-4048

Progressive Materials
John Nassivera, 812 944-7803

Vortex Roofing
Nathan Tucker, 623 363-3903

WANTED:

Administrative Assistant for Arizona Construction Trade Association

Professional duties include

- General office duties - Answering the phone and fielding telephone calls, receiving and directing visitors;
- Managing the Association database (CiviCRM);
- Assisting the Executive Director with overall strategies as set by the Board of Directors;
- Participate in expanding the financial base of the Association with marketing materials, social media presence and other creative sources of revenue;
- Become an integral part of the planning and facilitating of various training/ educational classes, sporting and social events;
- Assist with the files of the Association, documentation is maintained and in good order;
- This position will have some involvement with the Board of Trustees for the Association and Foundation
- Experience with CRM programs and willingness to learn CiviCRM;
- Personal and work record of highly ethical conduct and a commitment to fulfill the mission of the Association;
- Experience with Microsoft and Adobe programs; html coding and social media platforms;
- Familiar in non-profit and/or trade association sector is a plus

Beyond these objectives, the Administrative Assistant should ideally possess the following professional qualifications and personal attributes:

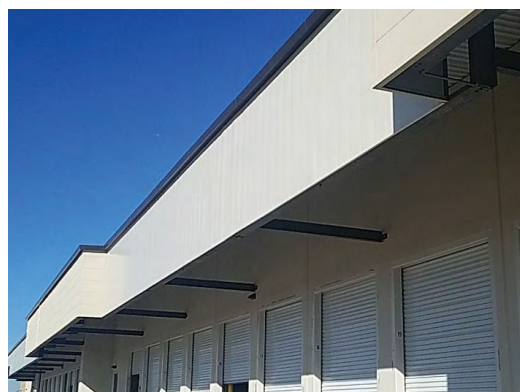
Interested candidates should contact Jen at the ARCA office at 602-335-0133 or jgeorge@azroofing.org.



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UPCOMING EVENTS

JUN 23 10:00A	WEBINAR HEAT ILLNESS (ENG) REGISTER ONLINE HERE
JUL 7 8:00A-2:00P	ARCA ACADEMY - METAL ROOFING PART I ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX
JUL 14 8:00A-2:00P	ARCA ACADEMY - WIND UPLIFT ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX
JUL 15 11:00A-4:00P	2023 TUCSON BOWLING TOURNAMENT FIESTA LANES, 501 W. RIVER RD, TUCSON, AZ 85704
JUL 21 8:00A-2:00P	ARCA ACADEMY CLASS - METAL ROOFING PART II ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012
JUL 27 11:00A-1:00P	WEBINAR REASONABLE SUSPICION - SUPERVISOR ROLE WEBINAR (ENG) REGISTER ONLINE HERE
JUL 28 8:00A-2:00P	ARCA ACADEMY - MODIFIED SBS ROOF SYSTEMS ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012
AUG 4 8:00A-2:00P	ARCA ACADEMY - COATINGS ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012
AUG 5 9:00A	2ND ANNUAL RIDERS RALLY 4X4 POKER RUN REGISTER AND VIEW ROUTE HERE
AUG 8 9:00-11:30A	CPR AND FIRST AID - PHOENIX, AZ (ENGLISH) ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012
AUG 8 1:00-3:30P	CPR AND FIRST AID - PHOENIX, AZ (SPANISH) ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012
AUG 11 8:00A-2:00P	ARCA ACADEMY - FOAM ARCA TRAINING ROOM 3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012
AUG 24 11:00A-1:00P	WEBINAR HARASSMENT & DISCRIMINATION WEBINAR (ENGLISH) REGISTER ONLINE HERE

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