



THE BASESHEET

OUR MISSION IS YOUR SUCCESS

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Letter from the President

Greetings Fellow ARCA Members:

THE MONSOON IS — as we all know — both a blessing and a curse. A *blessing* because the phones are ringing and the backlog of work is growing; a *curse* in that, with the daily deluge we experience, it raises havoc on roof drying times and work schedules. Such is the life of a roofer.

If any of you are just twiddling your thumbs, check your schedule for September 19th-21st. If you don't yet have those days locked in at Little America in Flagstaff for ARCA's 50th Annual Expo and Trade Show, it's not too late to make your reservation. The Expo Committee has been working hard to make our 50th Anniversary a memorable event. Make sure to review the [new days and times for seminars](#), exclusive vendor displays, and other changes made to the itinerary. Back by popular demand will be the Casino Night, following the Saturday Annual Meeting. There will be thousands of dollars in great prizes to be won, too.

My tenure as your president for the last two years has been a whirlwind. For those of us who have been involved with ARCA for longer than we care to admit, we have come to rely on a certain level of stability, deriving comfort from knowing what we can expect for our involvement. Over the past couple years, I have watched this organization make notable strides in further cementing its role as a true enricher of our collective industry, our individual livelihoods, and our community at large.

One example of this ongoing development is the emergence of the Young Professionals Committee and the Arizona chapter of the National Women in Roofing. With active and involved members, both committees are bringing momentum to a cultural shift within our organization. Previously, it was board members exclusively who selected and arranged in-kind roof donations for the needy in our community. Now, these two new, self-directed teams have taken the initiative to donate numerous roof replacements, independent of any management or oversight. Not only did they complete the jobs themselves, but they delivered quality products in a timely manner that garnered accolades for our organization.

Further broadening ARCA's impact on the roofing community is our Education and Career Development committee, which has been, through their Roofing Education Program, consistently filling classes to capacity. In fact, it is no exaggeration to say that as soon as one class finishes, we begin receiving inquiries about when the next class will begin. Our members have expressed a real hunger for the unique hands-on training they receive from ARCA because they recognize it delivers real results, such as increased versatility and professionalism.

I could enumerate other positive changes, but my key message here is that these changes are constant and welcomed; from them, a "New ARCA" will evolve to serve the needs of the roofing community for the next 50 years.

I want to thank the board of directors, all 18 committee chairs, and the ARCA staff for making all the disparate pieces somehow work. It has been my pleasure and honor to be your president and I'm greatly appreciative of the hard work and participation from all who contribute to our ongoing success.

Sincerely,

ARCA PRESIDENT, RON GIBBONS // PIONEER ROOFING



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Reminder To All Air Travelers and Contractors That Work On Federal Buildings And Military Bases

BEGINNING OCTOBER 1, 2020 a “REAL ID” will be needed to board a plane, enter restricted federal buildings or access military bases and will serve as a driver’s license. ADOT is urging all that require the new ID to not procrastinate —get it early and avoid the anticipated high demand in the months leading up to implementation

A real ID compliant license will have a little star on the upper corner of it.

Arizona residents can visit ServiceArizona.com and make an appointment to get the ID at one of eight MVD offices across the state. Residents will have to show an MVD representative

one document to establish birth, such as a birth certificate or a U.S. passport.

They will also need one document to confirm Social Security information, such as a Social Security card or a W-2.

Residents will need two forms to establish proof of residency, such as a bank statement, utility bill or voter registration card.

In addition, driver license holders can visit 24 third-party driver’s license providers throughout the state. The same documentation will be required.

The new travel ID cards will cost \$25 and will expire after eight years. 🏠

Ohio Employer Pleads Guilty to Manslaughter After Worker Dies in Fall Off Roof

AN OHIO CONSTRUCTION company owner has pleaded guilty to involuntary manslaughter after a worker lacking safety equipment fell to his death from the roof of a three-story apartment complex.

Owner James Coon, of Akron, also recently pleaded guilty in Summit County court to a felony charge of workers’ compensation fraud.

The Ohio Bureau of Workers’ Compensation says Coon disregarded his legal responsibilities and didn’t have BWC coverage when 39-year-old employee Gerardo Juarez Sr. died in 2017.

Additional reckless homicide and fraud charges were dismissed under Coon’s plea agreement, which was entered July 24.

The office of Coon’s attorney, Christopher Parker, said he wouldn’t comment until after the sentencing.

Court records indicate sentencing is scheduled August 21. BWC says Coon could face up to five years in prison. 🏠

Instructors Needed for ARCA Academy

Applicants must possess a willingness to share knowledge and expertise in the following subject matters:

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- Cool Roofing Systems
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- Wind Uplift
- Estimating
- BUR and Equipment
- Markup and Profit
- Roof Coatings
- Plans and Specifications



For more information, contact Education and Career Development committee chair **JERRY BROWN (WRECORP)** at jerry@wrecorp.com or 623 878-7117.

LEGISLATIVE UPDATE

STATE OF ARIZONA

All is quiet at the State Capital. Numerous summer study sessions are just starting to ramp up. High on ARCA's wish list is the pursuit of Proportional Liability language for commercial contracts. Also, due to a late submittal of an independent third party report on TPT non-collection last year, no action was taken. The report indicated that a minimum of \$150 million in tax revenue from the sale of construction-related material was not collected. The report added credibility to the pursuit of driving all tax collection to the point of sale. Frustration with coming to a compromise has resulted in another scenario of reverting to the "devil we know" and the pre 2014 changes implemented that in no way simplified TPT.

FEDERAL

Legislation introduced to establish heat exposure standard for employees. On July 10, Rep. Judy Chu (D-Calif.) and several other House Democrats introduced the Asuncion Valdivia Heat Illness and Fatality Prevention Act, legislation to direct the Occupational Safety and Health Administration to establish a standard for heat stress protections for employees within 42 months of enactment. The bill is named after a farm worker who died of heatstroke in 2005 after reportedly picking grapes for 10 hours in 105 F heat, according to Chu. NRCA is reviewing the legislation and consulting with members to analyze the bill's potential effects on the roofing industry and will convey our members' views to key members of Congress.

New Health Reimbursement Arrangements rule provides more options. The rules would allow employers offering traditional employer-sponsored coverage to offer an HRA and opt out of providing workers with health coverage, instead giving them tax-free dollars to purchase a health plan—which could include an Affordable Care Act option—on their own. Conversely, employers can offer group coverage,

depositing funds into a different type of HRA, which then can be used to buy additional benefits, such as vision or dental. The rules also lift the current prohibition established by the Obama administration, which prevents employers from using HRAs to reimburse employees for the cost of individual health insurance coverage. The rules are designed to provide additional avenues for employers to finance health insurance for their employees and estimated to extend coverage to 800,000 workers at small and mid-sized businesses. The final rules take effect on August 19.

House will vote on federal minimum wage increase.

The House was scheduled to vote on the Raise the Wage Act (H.R. 582) during the week of July 15. Sponsored by Rep. Bobby Scott (D-Va.), chairman of the House Education and Labor Committee, the bill would gradually raise the federal minimum wage to \$15 per hour—from the current rate of \$7.25—by 2024 and index it for inflation thereafter. Although the bill is expected to be approved by the House, which is controlled by democrats, it is a nonstarter for republicans who control the Senate. There have been some bipartisan discussions regarding a minimum wage increase to \$9 per hour, but it is unclear whether such a bill would have the votes to pass the Senate.

Expansion of federal apprenticeships. The Department of Labor released a Notice of Proposed Rulemaking to establish a pilot program for new Industry-Recognized Apprenticeship Programs. This proposal is authorized by President Trump's 2017 Executive Order, which directed the agency to expand apprenticeships to help more employers address future workforce development needs. IRAPs are designed to be a less costly, more streamlined apprenticeship option compared with traditional registered apprenticeships currently overseen by DOL. [🏠](#)

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2019 ARIF Scholarship Award Winners

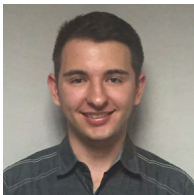
WHILE ARCA IS celebrating its 50th anniversary this year, our non-profit affiliate—the Arizona Roofing Industry Foundation (ARIF)—is celebrating 10 years of successful fundraising and scholarship awards. This year, a record number of 13 scholarships, at \$2,500 each, were awarded to highly worthy students. The ARIF board of directors has designated the scholarships as the **DAN COHEN MEMORIAL SCHOLARSHIP FUND**, a tribute to the former contractor, ARCA Life Member, and executive director of ARCA for 12 years.



STEPHANIE MILLER will be a senior at Grand Canyon University, where she maintains a 3.8 GPA in biology and pre-medicine studies. This is the fourth award she has received. She is the daughter of **LARRY MILLER** from **GORMAN ROOFING SERVICES** and **VALORIE MILLER** from **JBS ROOFING**.



JACOB HANKE is a senior at Arizona State University, where he has a 3.7 GPA in Accounting. This is his second award. He is employed full time at **ENTERPRISE BANK & TRUST**.



RYLAND PHIPPS will be a sophomore at Pima Community College, where he's maintained a 3.5 GPA in the study of astronomy. This is his second award. He is the son of **DONALD PHIPPS** from **ROOFING SUPPLY GROUP** in Tucson.



DANIEL HYMAN will be a junior at Arizona State University, where he is an education major with a 3.4 GPA. This is his second award. He is the son of **RUSS HYMAN** from **GRYPHON ROOFING**.



OLIVIA RAISANEN has just graduated from Arizona State University with a 3.7 GPA and will begin the master's program in architecture at the University of Michigan. This is her second award. She is the daughter of **WARREN RAISANEN** of **TRADES UNLIMITED**.



ALEX RIORDAN will be a junior at Arizona State University, where he maintains a 3.5 GPA as a finance major. He is the son of **MICHAEL RIORDAN** from **BANKER INSULATION**.



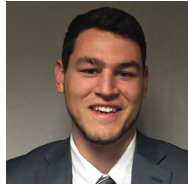
RYAN DIAZ will be a junior at Tarleton State University in Texas. He is majoring in accounting and has a 3.0 GPA. He is employed full time at **FLYNN SOUTHWEST**.



CHAD LANCUCKI will be a sophomore at Arizona State University, where he has earned a 4.0 GPA in mechanical engineering. He is the son of **VERONICA LANCUCKI** from **ALLSTATE ROOFING**.



KARLI SCOTT attends the University of Arizona where she has a 3.1 GPA and is pursuing a degree in nursing. She is the daughter of **BANDY PAIR** from **RENCO ROOFING**.



AUSTIN AGUILAR will be junior at the University of Arizona. He has earned a 3.4 GPA in business economics. He is the son of **SCOTT AGUILAR** from **EAGLE ROOFING PRODUCTS**.



JUSTIN GRADY will be a sophomore at the University of Arizona. He has earned a 3.9 GPA as an engineering major. He is the son of **ALLISON GRADY** from **STAR ROOFING**.



DALLAS WOOLSEY graduated from Imagine Prep in Surprise with a 3.6 GPA. He will be attending the University of Minnesota, pursuing a degree in chemical engineering. He is the son of **CYNTHIA LOZANO-WOOLSEY** from **JBS ROOFING**.



HAILLI WILSON is a graduate of Apache Junction High School, where she maintained a 3.9 GPA. She will be attending Grand Canyon University, where she will pursue a degree in biology. She is the daughter of **BRANDON WILSON** from **ABC ROOFING SUPPLY**.

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 member (roofing contractor or associate member) or their dependent children or spouse. In addition, applicants must be either high school seniors/graduates planning to enroll or students currently 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 2020. 🏠

More Millennials in Labor Force than Any Other Generation



MORE THAN ONE-IN-THREE AMERICAN labor force participants (35%) are millennials, making them the largest generation in the U.S. labor force, according to a Pew Research Center analysis of U.S. Census Bureau data.

As of 2017—the most recent year for which data are available—56 million millennials (those ages 21 to 36 in 2017) were working or looking for work. That was more than the 53 million Generation Xers, who accounted for a third of the labor force. And it was well ahead of the 41 million baby boomers, who represented a quarter of the total. Millennials surpassed Gen Xers in 2016.

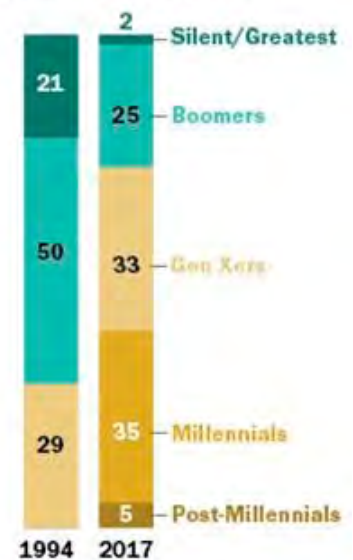
Though still sizable, the baby boom generation's sway in the workforce is

waning. In the early and mid-1980s, boomers made up a majority of the nation's labor force. The youngest boomer was 53 years old in 2017, while the oldest boomers were older than 70. With more boomers retiring every year and not much immigration to affect their numbers, the size of the boomer workforce will continue to shrink.

While the millennial labor force is still growing, partly due to immigration, it is unlikely that the millennial labor force will reach the peak size of the boomer labor force (66 million in 1997). The Census Bureau projects that the millennial population will peak at 75 million. At that number, a high rate of labor force participation would be needed to reach a labor force of 66 million. 🏠

More than a third of the workforce are Millennials

% of the U.S. labor force



Note: Labor force includes those ages 16 and older who are working or looking for work. Annual averages shown. Source: Pew Research Center analysis of monthly 1994 and 2017 Current Population Survey (IPUMS).

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Arizona Legislature Corrects a Key Provision of the Prompt Payment Act



Thanks to a new law, contractors can continue to receive Prompt Payment Act protection for qualifying invoices not supplied within the preceding 30-day billing cycle.

By [Mike Thal](#)

IN JANUARY 2019, the Arizona Court of Appeals issued a ruling in *SK Builders, Inc., v. Smith* that weakened a valuable protection to contractors that has traditionally been afforded by the state's Prompt Payment Act. The issue pertained to invoices for materials or labor provided before the 30-day billing cycle preceding a payment application.

After an effective lobbying effort by our friend Mike Holden and other construction industry leaders, the Arizona legislature recognized the court's error and in April restored order by passing S.B. 1397. The new law's stated purpose is "to make the legislative original intent clear and to overrule legislatively the *S.K. Builders* decision."

When the new law goes into effect on August 27, contractors can again assert Prompt Payment Act claims for invoices for work that falls outside the preceding 30-day billing cycle.

Background

In September 2010, Mr. & Mrs. Smith hired SK Builders Inc. as the general

contractor for the construction of their new home. The contract included a price of approximately \$1.63 million and called for the Smiths to make progress payments in response to SK's periodic payment applications.

By the time the home was completed in March 2012, the Smiths had made \$1.5 million in progress payments, leaving about \$126,500 to be paid under the contract. Shortly after completion, the Smiths' contract administrator advised SK Builders that there were some outstanding construction issues, that the Smiths would not make any further payments until those issues were corrected, and that SK actually owed money to the Smiths.

The construction issues consisted of an interior concrete crack and the absence of wire mesh in the concrete that formed the back patio. Prior to the contract administrator's letter, SK had repaired the crack by injecting epoxy. As for the patio, the engineer that SK hired to test it concluded that, while the concrete deviated from the plans, it was stronger than the plans specified.

The Smiths moved into the house and did not replace the back patio.

PAYMENT APPLICATION

On May 1, 2012, the Smiths received from SK a payment application for approximately \$180,300. The application did not contain a request for payment related to the concrete work, as the Smiths had already paid for it without objection. However, the requested amount did include work performed prior to the preceding 30-day billing cycle. In fact, at trial the contract administrator testified that none of the items billed in SK's final payment application occurred during the preceding 30-day cycle.

The Smiths did not respond to SK's payment application and, four days later, they terminated their contract with SK, leaving unpaid the requested \$180,300.

SK sued the Smiths for the unpaid amount plus \$10,200 for interest and attorney fees, claiming violation of the Prompt Payment Act, breach of contract, and unjust enrichment.

At trial, the court ruled for SK on its

Prompt Payment Act claim but dismissed SK's claims for breach of contract and unjust enrichment. The court awarded SK \$50,000 in attorney fees and the \$180,300 requested in the final payment application.

The Smiths appealed, resulting in a nightmarish reversal suffered by SK.

TIMELY BILLING

For the focus of this article, the key issue in this case was whether SK was entitled to Prompt Payment Act protection for items not falling within the 30-day billing cycle that preceded their final payment application.

The court focused on the Prompt Payment Act's language requiring an owner to make progress payments to a contractor "on the basis of a duly certified and approved billing or estimate of the work performed and the materials supplied during the preceding 30-day billing cycle." [Emphasis added.]

SK had argued that, because the cost of some of the items was not known until after the earlier 30-day billing cycle had passed, it should be entitled to payment. However, the Court noted that the Prompt Payment Act provides for such situations by allowing a contractor to include in its payment application an "estimate of the work performed and the materials supplied." [Emphasis added.]

In the end, the contract administrator's trial testimony, in which he stated that all of the work billed in SK's final payment application was performed prior to the preceding 30-day billing period, combined with the failure of SK to refute that testimony, proved to be SK's undoing.

The Court of Appeals reversed the trial court's judgment allowing SK's Prompt Payment Act claim. Since the trial court's judgment on that claim provided the basis of SK's attorney fee award, that too was reversed, and SK ultimately was ordered to pay reasonable attorney fees to the Smiths.

REMINDERS FOR CONTRACTORS

In addressing the parties' claims and arguments, the Arizona Court of Appeals provided some useful reminders

continued

concerning Arizona's Prompt Payment Act:

1. Payment is not required pursuant to the Prompt Payment Act “unless the contractor provides the owner with a billing or estimate for the work performed or the material supplied in accordance with the terms of the construction contract between the parties.”
2. Payment must be made within seven days after the billing or estimate is certified and approved. The “billing or estimate shall be deemed approved and certified fourteen days after the owner receives [it] unless before that time the owner or the owner’s agent prepares and issues a written statement detailing those items in the billing or estimate that are not approved and certified.”
3. An owner may object to “a billing or estimate or portion of a billing or estimate for unsatisfactory job progress, defective construction work or materials not remedied, disputed work or materials, [or] failure to comply with other material provisions of the construction contract[.]”
4. A construction contract cannot alter the rights of any contractor, subcontractor or material supplier to receive prompt and timely progress payments.
5. The Prompt Payment Act links the owner’s progress payments to work done by subcontractors billed in the contractor’s payment application.
6. A subcontractor is not obligated to provide the contractor with payment applications limited to the preceding 30-day billing cycle. Therefore, the burden is on the contractor either to (a) estimate the work performed and materials supplied by subcontractors during each 30-day cycle, or (b) contractually obligate its subcontractors to submit their respective billings and estimates on time. 🏠



OSHA moves forward regarding silica standard for construction

ON JULY 29, the Occupational Safety and Health Administration submitted a draft request for information to the Office of Management and Budget regarding Table 1 in OSHA’s construction standard for silica, according to www.natlawreview.com. If approved by OMB, OSHA intends to issue the RFI in the *Federal Register* to determine whether revisions to Table 1 may be appropriate.

On March 25, 2016, OSHA published a final rule on Occupational Exposure to Respirable Crystalline Silica. The final rule contained two separate standards regulating respirable crystalline silica—one for construction, and one for general industry and maritime. The construction standard includes Table 1: Specified Exposure Control Methods When Working With Materials Containing Crystalline Silica. This table identifies common construction tasks and establishes dust control methods, including respirator usage, that have been shown to be effective in protecting against silica exposure. Construction employers who follow Table 1 are not required to monitor employee exposure to silica and not subject to the permissible exposure limit.

According to the Spring Regulatory Agenda, the RFI would seek “information on the effectiveness of control measures not currently included for tasks and tools listed in Table 1. The Agency is also interested in tasks and tools involving exposure to respirable crystalline silica that are not currently listed in Table 1, along with information on the effectiveness of dust control methods in limiting worker exposure to respirable crystalline silica when performing those operations.”

If issued, the RFI could eventually lead to revisions of Table 1 identifying additional common construction tasks with corresponding dust control methods, possibly easing the burden on construction employers addressing respirable silica exposure. 🏠



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Educational Seminars

ARCA seminars are included in the Full-Registration (Package A). You must be registered for the 2019 Roofing Expo before making your seminar selections.

SEMINAR 1

Estimating Using CAD Programs and Spreadsheets

► Jerry Brown, WRECORP

FRIDAY, 1:30 PM TO 3:00 PM
BALLROOM A

Learn how to effectively use roof CAD programs and spreadsheets to assist with your estimating. It takes less than 10 minutes to create a CAD and provide a takeoff record of material needed.

SEMINAR 4

Insurance 101 - Truly Understanding Your Insurance Needs and Company Exposure to Liability

► Members of the Insurance Committee

SATURDAY, 9:00 TO 10:45 AM
SPRUCE ROOM

There are hundreds of different policy/coverage options out there for your business. What do you actually need? What does it cover? Why is it being offered to you?

It is important to know as much as possible in order to make an educated decision when buying or renewing your commercial insurance program. In this seminar, you can listen to a high-level overview of the different types of insurance policies and common endorsements; most importantly, you can ask insurance professionals questions that pertain specifically to your industry and your business.

SEMINAR 2

PRE-REGISTRATION REQUIRED

D.I.S.C. - How to Use Your Personality Assessment – Two-Part Seminar

► Chris Aird, With Purpose LLC

(DAY 1) FRIDAY, 3:15 PM TO 4:45 PM
ASPEN ROOM

(DAY 2) SATURDAY, 9:00 AM TO 10:45 AM
ASPEN ROOM

Your individual personality affects every aspect of your life. That's why one of the best things you can do for growth personally and in relation to others is to understand your personality and what drives you. When you recognize your strengths and weaknesses, you are able to give your best as you work with people around you.

The D.I.S.C. profiles consist of four different behavioral personality types: Drive, Influence, Steadiness, and Compliance. D.I.S.C. is essential in helping you know who to hire and how to develop a stronger sense of team unity.

SEMINAR 5

ARCA's New 401(k) Offering

► Keith Goltschman, Enterprise Bank & Trust

SATURDAY, 3:30 PM TO 4:00 PM | ASPEN ROOM

ARCA is starting a 401(k) Plan! All members have the opportunity to join. Each company will have their own 401(k) Plan, but the fees will be based on all the plans collectively. It's like buying in bulk, but for a 401(k) Plan. Come find out what it's all about!

SEMINAR 3

Design Versus Construction Reality

► Jerry Brown, WRECORP

FRIDAY, 3:15 PM TO 4:45 PM
BALLROOM A

The architects designed it, the contractor built it, and now you have to roof it. Know your responsibilities and limit your liabilities, whether it is new construction or reroofing an existing building.

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the expo...**

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Phone: 623.931.0054
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Join us for the first annual Arizona Roofing Industry Foundation golf tournament at the beautiful Arizona Biltmore Golf Club. The funds raised from this event will go directly to the ARIF Scholarship Fund. We look forward to seeing you on the greens!

We're Golfing for



SCHOLARSHIPS

Friday, January 17, 2020

11:00 AM Check-In | 12:00 PM Shotgun Start

Hole-In-One Sponsored by Midway Commercial/Fleet

\$150
PER PLAYER

Fees Include

Foursome Format Tournament, Driving Range, Green Fees, Cart, Brown Bag Lunch, Dinner & Award Banquet, PLUS Drink Tickets Included for Golf and the Dinner Banquet (2 ea.)

Arizona Biltmore Golf Club

2400 E. Missouri Ave., Phoenix 85016

Appropriate Golf Attire Required—Space is Limited!

\$150

TEE SPONSORSHIP

RSVP Deadline
January 3

How to Register

Online at www.azroofing.org or
Complete the form below

GOLFERS

Golfer 1 _____ Golfer 2 _____

Golfer 3 _____ Golfer 4 _____

Yes, I would like to be a tee sponsor!

(company name)

Yes, I would like provide an in-kind donation for the raffle.

REGISTRATION

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

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

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

Amount \$ _____ Authorized Signature: _____

THIS IS A PAID ARIF EVENT. CANCELLATIONS AFTER JANUARY 3, 2020 WILL BE NON-REFUNDABLE, SUBSTITUTIONS ARE ALLOWED.



IMMEDIATE RELEASE

Contact: Duane Yourko, 602-335-0133
dyourko@azroofing.org

Valorie Miller, 602-571-8844
val@jbsroofingaz.com

National Women in Roofing Arizona Chapter Roof Donation to Avis Angels

The National Women in Roofing AZ and members of the [Arizona Roofing Contractors Association](#) work together to give back to the community

(July 2019, Arizona) – For 2019, the National Women in Roofing AZ Chapter (NWiR AZ) donated a free roof to Avis Lopez a foster parent for Arizona’s youth.

Ms. Lopez was employed by the state of Arizona as a social worker when she was introduced to four siblings who were going to be separated upon entering the foster system. Due to the children’s nationality and politics, potential foster parents were unable to receive subsidies. The combination of not being able to find a home for them and to avoid splitting them up, Ms. Lopez quite her job and became their foster parent.



Frustrated with the system Ms. Lopez decided to make a difference and with the help of few coworkers and friends she started Avis Angels. She currently has 12 children in the home as young as a five-month old, which came to live with her as a newborn, and at times has had up to 17 youth with minimal financial assistance from the government.

In January, Rebecca Hyman, Gryphon Roofing, brought the Avis Angels project to the NWiR AZ council, at the meeting the members voted to make this their 2019 project.

Following the unanimous vote, Bryan Hill of WRECORP agreed to inspect the roof, create a scope and be the project coordinator between all of the roofing companies. Ms. Lopez needed a brand new roof, her shingles were delaminated and there had been a few leaks.

IKO agreed to donate the shingles, Polyglass USA the Peel-N-Stick for the patio. Lyons Roofing was the first to volunteer to install the shingles, Hardacker Roofing jumped on board for the tear-off. Then our council members took the ball and ran with the rest of the project. Minnie Robles, Elite Roofing

Supply, rounded up the remaining materials that were needed from various manufacturers. JBS roofing agreed to do all the wood work and install the patio. ABC Supply Co. roof loaded the shingles and patio material.

Through the process the NWiR AZ members became friends with Avis and the children, upon learning of her receiving the newborn the chapter members hosted a diaper drive. Ms. Lopez was asked to create an Amazon wish list for items that she needed to run her house, hygiene products, and more. Near the end of the roofing project a site visit was planned and the members surprised Ms. Lopez and the kids with a truck load of donations delivered by Gorman Roofing Services. WRECORP and Elite Roofing Supply delivered pizzas for the family to enjoy lunch.

Although Avis Angels received a free roof it is the members of NWiR AZ that received the biggest gift of all, the gift of giving. We all left the site visit knowing we helped a wonderful family that was in need.

NWiR AZ would like to acknowledge the following companies for their involvement and support:

- [ABC Supply Co., Inc.](#)
- [Elite Roofing Supply](#)
- [Gorman Roofing Services](#)
- [Gryphon Roofing & Remodeling](#)
- [Hardacker Roofing](#)
- [IKO](#)
- [JBS Roofing Co., Inc.](#)
- [Lyons Roofing](#)
- [Polyglass USA](#)
- [WRECORP](#)

**Additional photos available upon request*

About National Women in Roofing Arizona

For the members of the National Women in Roofing AZ (NWiR AZ), philanthropy and giving back to communities statewide holds a special place in their hearts.

National Women in Roofing Arizona is a volunteer-based organization that supports and advances the careers of women roofing professionals. We provide networking, mentoring, education and recruitment opportunities for the young professionals at the start of her career to the seasoned manager in the executive suite.

NWiRAZ (An Arizona Chapter) is a board approved committee with the Arizona Roofing Contractors Association made up of over 40 members and growing. Our membership also includes and welcomes men who support the inclusion of women in the roofing industry. Working together, we are bringing the industry to a new level of excellence by supporting and promoting the contributions of women as an essential component to the future of roofing.

About Arizona Roofing Contractors Association

Established in 1969, ARCA is a dynamic and well-respected subcontractor trade association. We have grown to become one of the largest trade associations in Arizona, with over 250 members throughout the state. The purpose and objectives of the association is networking, education and advocacy for the roofing and construction industry.

The work of ARCA is made possible through membership participation, generous financial support of individuals, businesses, foundations and other organizations that support its mission.

Additional information regarding ARCA can be found online at <http://www.azroofing.org>.

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Sneaky Ways Cybercriminals Access Your Network And What You Can Do To Prevent It Today

HACKERS PREFER THE little guy. The high-profile data breaches you read about in the news — your Facebooks, Honda Employee Data, Capital One, and T-Mobiles — are only the tip of the iceberg when it comes to the digital crimes being perpetrated day after day, especially against small businesses. Today, according to a report by the National Cyber Security Alliance, 70 percent of hackers specifically target small businesses. Attracted by the prospect of easy money, they search for those organizations who underspend on protection, who have employees untrained to spot security risks, and who subscribe to woefully out-of-date practices to protect their data. As a result, more than 50 percent of small businesses have been hacked, while 60 percent of companies breached are forced to close their doors within six months.

Most business owners have no idea the danger in which they're putting their livelihood by leaving cyber security up to chance. According to a survey conducted by Paychex, 68 percent of small-business owners aren't concerned about their current cyber security standards, despite the fact that around 70 percent of them aren't adequately protected. In the face of an imminent, global threat to the very existence of small businesses everywhere, most CEOs offer up a collective shrug.

The tactics and software available to hackers become more powerful and sophisticated by the day, but with so many unwitting victims, most criminals don't even need to work that hard to net a seven-figure income. By sticking to tried-and-tested tools of the trade — phishing, ransomware, and the subtle art of guessing users' passwords — they leech comfortably

off the earnest efforts of small businesses all over the world.

So, what's to be done? Well, first things first: You need to educate yourself and your team. Protect your organization against phishing by fostering a healthy skepticism of any email that enters your inbox. Make it a habit of hovering over hyperlinks to check their actual destination before you click. If an email is coming from someone you know, but the email address is different or the wording is unusual, verify it with the other party. And never, ever send passwords or personal details to anyone over the internet if you can avoid it.

Speaking of passwords, you probably need to upgrade yours. The majority of folks use the same password for everything from their Facebook account to their business email. The fact that this includes your employees should make you shudder. It may not seem like a big deal — who's going to take the time to guess SoCcErMoM666? — but aside from the fact that simple software enables hackers to guess even complicated passwords in minutes, that's not even usually necessary. Instead, they can just look at the data dumps from a recent more high-profile breach — think the Equifax fiasco — pull your old website from there and type it into whatever profile they want to access. If you keep all your passwords the same across sites, it won't take them long to dig into your most precious assets. To avoid this, implement a strict set of password regulations for your business. Use a business version of a password manager (PasswordBoss or RoboForm for Business are a couple of examples) so users need only remember only super-complicated password. Implement two-factor authentication on everything possible. Be paranoid!

Of course, you can try to do all of this yourself by reading up on hacking techniques and watching YouTube security videos then teaching your team until you're blue in the face. A data breach can still occur. Cybercrime is constantly evolving,

and staying abreast of its breakneck pace takes a dedicated awareness of the latest protective tools and measures. That's why your single best weapon to defend you against the hackers at your door is to find a managed service provider (MSP) with a background in defending against digital threats to partner with your organization. These companies not only regularly

monitor your network, they also implement the very latest in endpoint security (forget tractional anti-virus and anti-malware!). They keep it updated with the latest patches and measures to prevent the worst. And if crisis somehow still strikes, they'll be able to get your network back up in minutes rather than days, equipped with an expert knowledge of your systems and years


of experience in the field.

In today's digital world, leaving your cyber security up to a subpar antivirus, a router from Best Buy or Staples, and some wishful thinking is more than irresponsible — it's an existential threat to your company. But with a little savvy, a bit of investment, and a second opinion on the circumstances of your company's security, you can rest easy knowing that no matter what comes, you're protected.

Article by David Carattini CEO of Arizona Tech Works

Bio if needed; Dave is the founder and CEO of Arizona Tech Works. He has worked in the IT industry for over 23 years, has a BS in Information Technology, and is industry-certified. Dave is a sought-after technology speaker and the coauthor of the book, "Hassle-Free Computer Support," as well as several newsletter articles and blogs.

Arizona Tech Works was founded in 2007 to help organizations in Phoenix and surrounding areas in Arizona get the most out of their business technology. Over the years, we've helped many organizations relieve their technology worries so that they can concentrate on growing their business and realizing their goals.

>> Dave can be reached at dave@aztechworks.com, www.aztechworks.com or by calling 623-444-2395. 



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AUG 29
7:00 AM

SPORTING CLAY TRAINING CLASSES
BEN AVERY CLAY TARGET CENTER
5060 W. SKEET STREET, PHOENIX 85086

SEP 11-12
7:00 AM-12:00 PM

OSHA 10-HOUR TRAINING IN PHOENIX (ENGLISH)
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4745 N. 7TH ST., STE. 103 PHOENIX

SEP 11-12
12:30 PM-5:30 PM

OSHA 10-HOUR TRAINING IN PHOENIX (SPANISH)
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4745 N. 7TH ST., STE. 103 PHOENIX

SEP 13
7:00 AM-3:00 PM

ARCA EDUCATION CLASS - ESTIMATING
ARCA TRAINING ROOM
4745 N. 7TH ST., STE. 103 PHOENIX

SEP 19-21
VARIOUS
EVENT TIMES

2019 ARIZONA ROOFING EXPO & TRADESHOW
LITTLE AMERICA HOTEL, 2515 E. BUTLER
AVENUE, FLAGSTAFF AZ 86004

OCT 04
7:00 AM-3:00 PM

ARCA EDUCATION CLASS - BUR & EQUIPMENT
ARCA TRAINING ROOM
4745 N. 7TH ST., STE. 103 PHOENIX

OCT 11-
NOV 11
7:00 AM-4:00 PM

OSHA 30-HOUR TRAINING IN PHOENIX (ENGLISH)
ARCA TRAINING ROOM
4745 N. 7TH ST., STE. 103 PHOENIX

OCT 12
8:15 AM

2019 FALL RIDERS RALLY
DETAILS COMING SOON!

NOV 22
7:00 AM-3:00 PM

ARCA EDUCATION CLASS - SINGLE PLY & EQUIPMENT
ARCA TRAINING ROOM
4745 N. 7TH ST., STE. 103 PHOENIX

JAN 17
11:00 AM

ARIF 2ND ANNUAL GOLF TOURNAMENT
ARIZONA BILTMORE GOLF CLUB
2400 E. MISSOURI AVENUE, PHOENIX 85016

APR 10
7:30 AM

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