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NRCA



WSRCA

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PRESIDENT'S NOTE

Greetings Fellow ARCA Members:

Could somebody please tell me where the last five months went? The year has started off with a bang and there is no end in sight. I'm hearing good things about the health of our industry and, like all of you, I'm hoping for a gangbuster monsoon season that could pad our backlog. We are just a couple torrential downpours away from being really healthy.

The Education and Safety classes continue to have strong attendance and our partnership with the Tile Roofing Industry for their installer trainings continue to sell out. All of ARCA's committees are in full swing and the Board recently created a new Riders Rally committee chaired by Larry Miller to plan some fun motorcycle escapades. So many of our members hang out and ride together anyhow we thought we might as well add a little structure to the process and officially advertise the rides and broaden the participation. Their first official event is October 20 with a scheduled ride to Prescott with numerous stops along the way.

Compliance with the silica standards continue to be hot topic of debate. We are waiting for OSHA and the AZ Industrial Commission to issue guidelines. Until specifics are released please ensure that at a minimum your workers cutting or in proximity to the cutting area are wearing respirators.

I had the pleasure of participating in the March 6-7 NRCA inaugural Fly-In to lobby Congress on issues of importance to the roofing industry. A total of ten ARCA members were in attendance and we met with key staffers and Congressman to discuss workforce development, tax issues, and the challenges of compliance with the plethora of regulatory mandates placed on our industry. We were joined by over 400 other roofers from across the country all making calls with their respective state representatives. Led by the National Roofing Contractors Association and more than 23 partner associations and organizations, the event was an unprecedented effort to elevate the image of the roofing industry and share our message with lawmakers on Capitol Hill.

We have also experienced unprecedented participation in our social activities. Sporting Clays had a record 150 shooters and the golf event last week maxed out at 190 participants. We are focusing now on the summer charity bowling events and then will switch emphasis to convention.

I want to thank all for your 2018 sponsorship and membership renewals. Your continued financial support allows ARCA to continue offering all the Safety & Education classes for free. Mark your calendars for the 49th Annual Expo in Prescott on October 4-6—hope to see you there.

Sincerely,

RON GIBBONS, PIONEER ROOFING
ARCA PRESIDENT

Hiring by the Book: Five Essential Steps for Contractors

Observing a few basic procedures when hiring a new worker can help construction employers avoid run-ins with federal and state authorities.

By [Lori Guner](#)



IN OUR ROBUST building market, skilled workers are relatively scarce, and the need to fill important jobs seems to increase by the day.

We are seeing signs that, in their haste to put new people to work, some construction employers are short-cutting - or ignoring altogether - important administrative steps in the hiring process. In so doing, they may be setting themselves up for costly (and avoidable) encounters with the U.S. Department of Labor and other government agencies.

Here is a reminder of five critical steps to be followed when hiring a new employee:

1. Complete a [Form I-9](#) for each new hire.
2. Use the federal government's [E-Verify](#) program to check the employment eligibility of the new potential worker.
3. Report a new hire to the [Arizona New Hire Reporting Center](#) within 20 days of his/her hire date.
4. Have the new hire return a completed [Form W-4](#).
5. Report your new employee to your workers' compensation carrier.

Also, if the new employee is eligible for employee benefits, be sure that he or she is properly enrolled.

Depending on the circumstances, there are other steps not mentioned here that you may need to take when hiring an employee. You should consult with a human resource professional or an employment lawyer to determine what else your company must do when hiring new employees.

If you have a question about these procedures and requirements, please contact Lori Guner by phone (480-947-1911) or [email](#).

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2018 Annual Spring Golf Tournament



FIRST PLACE

Dave Eyer (RWC)
Steve Kramer (Image Roofing)
Steve Ramirez (Boral)
Russ Hyman (Gryphon)

SECOND PLACE

J Patterson (Red Pointe Roofing)
Hank Drenth
Tanner Clifford
Tony Clifford

THIRD PLACE

Kyle Meyers (K&M Roofing Systems)
Joe Gonzales (K&M Roofing Systems)
Phenomenon Marin (K&M Roofing Systems)
Jesse Leal (K&M Roofing Systems)





2018 Annual ARIF Spring Sporting Clays Tournament

FLIGHT A WINNERS

- 1st Zach Lundberg (79)
- 2nd Will Carson (78)
- 3rd Jim Fatseas (77)

FLIGHT B WINNERS

- 1st David Schmidt
- 2nd Bill Hill
- 3rd Brian Donald

FLIGHT C WINNERS

- 1st Scott Morgan
- 2nd Randy Dickhaut
- 3rd Eric Graham

FLIGHT D WINNERS

- 1st Spenser Lane
- 2nd Gary Walsh
- 3rd Dave Linder



ARCA Members Participate in National Roofing Industry Events

• National Safety Stand-Down, May 7–11

The National Fall Prevention Safety Stand-Down was conceived by OSHA in 2014 as part of the [National Falls Campaign](#) to raise awareness surrounding the severity of fall hazards in construction and the importance of preventing them. In a construction setting, the term “safety stand-down” is used to describe a wide variety of activities where normal work is paused and the entire site focuses on a particular safety issue. While some employers may use stand-downs to call attention to specific hazards present on their site as an intervention, the Campaign has adopted the use of the stand-down to draw attention to fall hazards in a nation-wide weeklong event. It’s an opportunity for employers to pause work and have a conversation with workers about fall hazards, protective methods, and the company’s safety policies, goals and expectations. This should also be an opportunity for workers to talk to management about fall hazards they see.

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 370 of the 991 construction fatalities recorded in 2016

STARKWEATHER ROOFING, STAR ROOFING, and other ARCA Members use the stand-down to reinforce the safety culture they strive to maintain and keep their employees safe.

• DC Roofing Days, March 6–7 *[pictured below]*

On March 6-7, ten ARCA members joined hundreds of other roofing industry colleagues in Washington, D.C., to meet with members of Congress and their staffs. They delivered a unified message about the most important legislative issues affecting the roofing industry and your businesses, including reducing regulatory burdens and addressing workforce shortages. The event included a reception Tuesday night, March 6, and a breakfast and advocacy training session Wednesday, March 7. The training prepared participants for how to best communicate with members of Congress and their staffs, and provided issue papers to present to Arizona senators and representatives. 🏠



Left to Right: Dan Gorman (Gorman Roofing), John Yoder (Star Roofing), Brian Torry (Elite Roofing), Kim Scholten (Western Colloid), Rhonda LaNue (Lyons Roofing), Virgil Benesh (Tecta America), Mark Schouten (Diversified Roofing), Ron Gibbons (Pioneer Roofing), Tom Urich (Section 7 Marketing), and Paul LaNue (Lyons Roofing)

LEGISLATIVE UPDATE

STATE OF ARIZONA

THE LEGISLATURE ADJOURNED on May 4th after roughly a 48 hour marathon session of voting on the budget and a handful of remaining bills. Hidden within the budget was a provision that requires all school based contracts be awarded to the lowest bidder. Numerous attempts were made to delete the mandate but to no avail and the practice will be effective July 1, 2019. Because the budget package contained the 20% increase in teacher pay, and Governor Ducey does not have line item veto authority, he signed the measure into law.

Other bills of interest to the contractor community:

- **HB 2416**—All the original language of this bill which would have codified “point of sale” as the only method all contractors would use to make purchases was struck and replaced. Language now funds an independent study of the rate of noncompliance with transaction privilege tax (TPT). Basically gives the opposition to point of sale, the League of Cities and Towns, a six month respite and we will be back at the Legislature next January with another bill to simplify the taxing of material, do away with the TPT formula, and put the collection and payment of taxes on the seller versus the purchaser. This should increase state revenues because all commodities would be taxed versus those that do not report or under-report actual purchases hoping not to audited.
- **SB 1409**—is another transaction privilege tax bill which basically eliminates alteration from the maintain / repair / replace / alteration (MRRRA) exclusion to using the TPT formula. Basically it is now MRR and *alteration now means that anything done to a structure that increases the square footage is now subject to the TPT formula* versus paying at point of sale.
- **SB 1271**—With this action, Governor Ducey has ensured that a Statutory Study Committee will convene shortly to bring members of the State Senate and House of Representatives together to confer with industry stakeholders and technical experts to research and analyze the best options for creating consensus language for the 2019 Legislative Session to **establish proportional liability in private construction contracts.**

FEDERAL

H-2B Seasonal Guest Worker Program.

This bill is in support of more visas for the H-2B seasonal guest worker program, which is used by many roofing contractors to fill job openings during peak season. For 2018, the program’s annual cap of 66,000 visas is inadequate to meet the seasonal needs of employers, with applications exceeding the cap by nearly 70,000 visas. In March, Congress approved legislation that gives the Trump administration the authority to provide additional visas in accord with demand.

Work Continues Regarding Modifications to OSHA’s Occupational Exposure to Crystalline Silica Regulation.

The Trump administration released its Spring Regulatory Agenda for 2018, which provides a semiannual update regarding the status of regulations and other initiatives at federal agencies. Among the many initiatives listed, the agenda indicates the Occupational Safety and Health Administration (OSHA) is working on “Revisions to Table 1 in the Standard for Construction” within the agency’s silica regulation, which took effect for construction Sept. 23, 2017. This is confirmation of the efforts of NRCA and other groups in the Construction Industry Safety Coalition to work with OSHA officials to address aspects of the regulation that are problematic for construction contractors. NRCA will continue working with agency officials to address roofing industry concerns regarding the regulation as implementation continues. It is expected that OSHA will issue a formal Request for Information that will solicit public comment based on the experience of employers now that the regulation is being implemented, and then consider potential modifications to the engineering controls in Table 1 and perhaps beyond.

Task Force on Apprenticeship Expansion Releases Report

On May 10, the Task Force on Apprenticeship Expansion released its final report to President Trump, consistent with his June 2017 Executive Order, which directed the Departments of Labor, Commerce and Education to develop a program to expand and streamline registered apprenticeship programs. The report includes recommendations from four subcommittees regarding how federal policy should be changed to provide new apprenticeship options to serve a broader segment of the U.S. population, ultimately providing the training needed to produce more skilled workers and meet employers’ workforce demands. The new options for apprenticeship programs, if properly structured, could be highly beneficial to the roofing industry. 🏠

OSHA Proposes Targeting “High-Risk” Workplaces for Inspections



OCCUPATIONAL SAFETY AND Health Administration (OSHA) inspectors propose targeting “high-risk” workplaces in fiscal year 2019, which would mean fewer inspections in less hazardous industries, according to Bloomberg BNA.

OSHA’s enforcement plan in the White House budget request says it would conduct 30,840 inspections in fiscal year 2019, which is down from 32,396 inspections in 2017 and would be the fewest inspections since at least 1996.

Worker advocates say this is “creating a false choice” between inspecting high-risk job sites or maintaining overall inspection numbers. Others support the proposal, saying OSHA inspectors won’t waste time visiting companies that have few substantial hazards.

OSHA likely won’t be inspecting a company unless it is

covered by an OSHA emphasis program targeting a specific hazard or industry or unless a company’s employees complain to OSHA.

OSHA is asking for \$212.7 million for federal enforcement efforts and would add seven enforcement positions.

OSHA’s move toward increased inspections in high-hazard workplaces began during the Obama administration, when OSHA would measure inspections by using a rating system that would indicate the time and personnel needed to conduct an inspection or whether the hazard or industry was an OSHA priority. For 2019, OSHA is proposing adding another way to measure its activities—the OSHA Enforcement Weighting System; details are not available regarding how the system would work. [🏠](#)

★ ★ ★ 49TH ANNUAL ★ ★ ★

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Working for Safety

The Arizona Division of Occupational Safety and Health (State OSHA Program), is in an Alliance with 11 of the largest Roofing Companies working in the State.

Alliance members focus on:

- 
1. Training for employees
 2. Develop materials for fall protection awareness
 3. Communicate fall protection measures that work and best practices above the OSHA Standards
 4. Discuss current ADOSH Enforcement

If you are interested in joining...

Date of Meetings: Third Week of Every Month — **Tuesdays**

Location: 800 West Washington Street., Phoenix, AZ 85007 — **Hearing Room O**

Time: 9:00 AM

Cost: *Free*

Additional Information Call: 602-542-1693

Or Contact one of our Alliance Members directly:



602-237-2478



602-997-0529



602-870-8322



602-595-8589



602-333-4338



TW METAL AND TILE UNDERLAYMENT SELF-ADHERING SHEET MEMBRANE

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

TW METAL AND TILE UNDERLAYMENT

SELF-ADHERING SHEET MEMBRANE

IMPORTANT

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

USES

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

FEATURES AND BENEFITS

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

LIMITATIONS

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

GENERAL APPLICATION

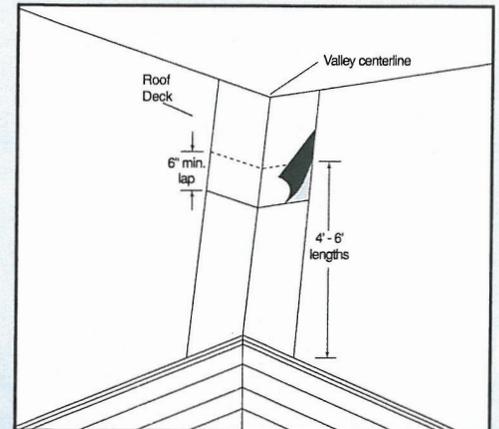
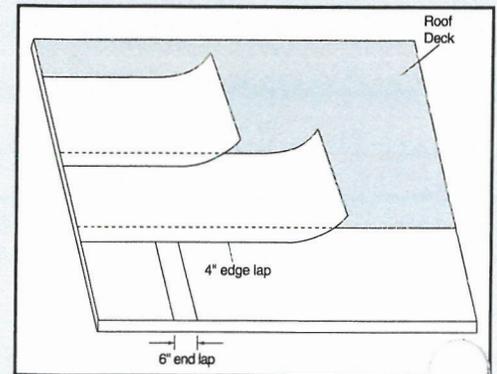
Apply TW Metal and Tile Underlayment from low to high point in shingle fashion so that laps will shed water. Overlap edge seams 4 inches. End seams should be overlapped 6 inches and staggered. Where necessary, the membrane may be unrolled and cut into 10- to 15-foot lengths. Align membrane on lower edges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

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

VALLEY APPLICATION

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

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



PRODUCT DATA*

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

*All values stated as nominal.

BUILDING PRODUCTS FOR THE PROFESSIONAL

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



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THE BASES ARE TO BE ORDERED IN QUARTER, 2018

2018 ARIF Scholarship Award Winners

THIS YEAR MARKS the nine-year anniversary of the creation of the Arizona Roofing Industry Foundation (ARIF) and the scholarship awards. Seven \$2,500 scholarships were awarded to highly worthy students. The ARIF Board has designated the scholarships as the **Dan Cohen Memorial Scholarship Fund** as a tribute to the former contractor, ARCA Life Member, and Executive Director of ARCA for 12 years. 🏠



JON JOBLONSKI will be pursuing a masters degree in accounting at Arizona State University where he maintained a 3.99 GPA as an undergraduate. He is in the Barrett Honors College / W.P. Carrey School of Business. Jon is a repeat winner of the scholarship. He is the son of **JOE JOBLONSKI** from **VERDE INDUSTRIES**.



DAVID SKOOG will be a senior at Arizona State University where he has maintained a 3.8 GPA. He has a triple major and will receive degrees in Supply Chain Management, Finance & Entrepreneurship. David is a repeat winner of the scholarship. He is the son of **ERIC SKOOG** from **SUNVEK**.



JACOB HANKE is a junior at Arizona State University where he has maintained a 4.0 GPA in accountancy. He is also employed full time at **ENTERPRISE BANK & TRUST**.



KORI OTERO is a graduate student at Brown University in Providence, RI where she is studying Public Health. She had a 3.7 GPA in her undergraduate studies and graduated Magna Cum Laude. She is a repeat winner of the scholarship and the daughter of **ARNOLD OTERO** from **ENTERPRISE BANK & TRUST**



RYLAND PHIPPS is a graduate of Arizona Connections Academy where he maintained a 4.0 GPA. He will be attending the University of Arizona Honors College where he will pursue a degree in astronomy. He is the son of **DONALD PHIPPS** from **ROOF-LINE SUPPLY IN TUCSON**.

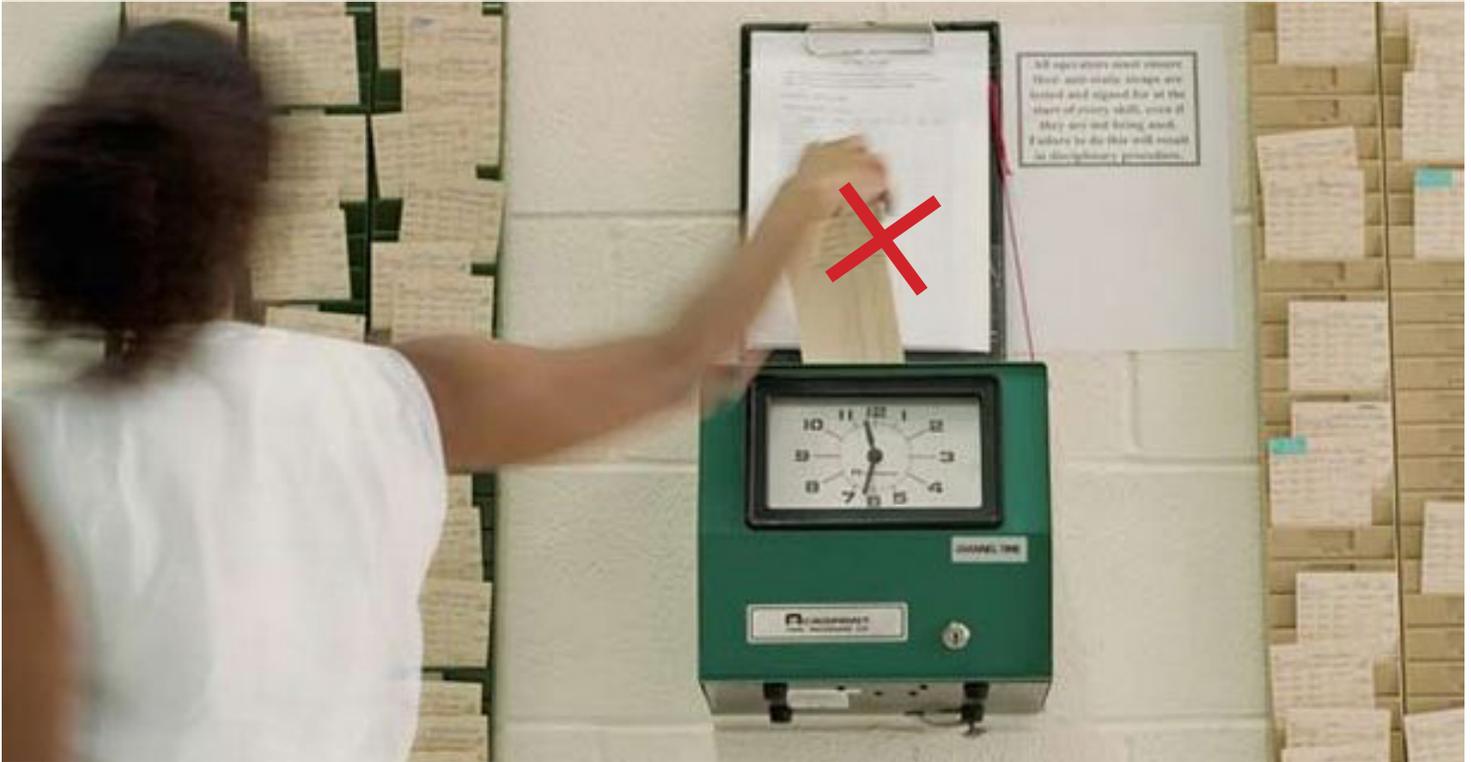


STEPHANIE MILLER will be a junior at Grand Canyon University where she maintained a 4.0 GPA in Biology and Pre-Medicine studies. This is the third award she has received. She is the daughter of **LARRY MILLER** from **GORMAN ROOFING SERVICES** and **VALORIE MILLER** from **JBS ROOFING**.



LIDIA RAISANEN is a graduate of the Maricopa Community Colleges with a 3.9 GPA. She will be attending Arizona State University pursuing a degree in computer science. She is the daughter of **WARREN RAISANEN** from **TRADES UNLIMITED**.

Employer's Nightmare: Paying Back Wages and Penalties for Overtime Violations



As one more Arizona contractor learned the hard way, paying employees for piece work does not trump overtime and minimum wage requirements.



By [Lori Guner](#)

IN MARCH, A Tucson framing contractor that failed to pay overtime was [ordered to pay more than \\$214,000 in back wages](#) to 145 employees. Because of the “willful and repeated nature” of the violations, the contractor was also hit with more than \$25,000 in penalties.

The overtime violations stemmed from the contractor paying its employees on a “piece work” basis (which is legal) but not paying time-and-a-half for hours exceeding 40 in a workweek (which is illegal).

Record Keeping. This case is a good reminder that paying employees on a piece-rate basis does not excuse employers from overtime and minimum wage requirements. Contractors that pay for piece work must still keep time records that:

- track all employees’ hours;
- show that all non-exempt employees who worked over 40 hours in a workweek were paid time-and-a-half for their overtime hours; and

- all workers were paid at least the minimum wage.

(See also: [“Piece Work: Pay Your Employees by the Task - Legally”](#) by Mike Thal)

Record Retention. Keeping track of hours worked and paying the proper wages aren’t the only required steps. The Fair Labor Standards Act requires that you preserve:

- all payroll records for at least three years, and
- wage computations for at least two years (e.g., time cards that comply with FLSA timekeeping requirements, piece work tickets, wage rate tables, work and time schedules, and records of additions to or deductions from wages).

The Bottom Line. A Department of Labor investigation can have devastating financial consequences for employers who violate the FLSA’s overtime and record-keeping provisions, including, potentially, personal liability imposed on the company’s corporate officers and/or supervisors.

Knowing and obeying complex requirements can be challenging, but it pales in comparison to the consequences for employers that “roll the dice” in ignoring the rules. 

*Questions? Contact Lori Guner at 480-809-3877 (direct line) or by [email](#).

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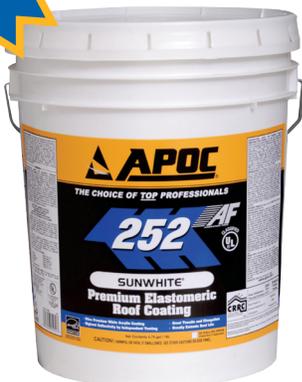
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New ROC Rule to Ease Contractor Licensing Exam, Experience Requirements



Registrar of Contractors' proposed rule is consistent with a trend recognizing non-productive requirements for occupational licensing.

By [Jamie Hanson](#)



APPLYING FOR AN Arizona contractor's license has historically required passing two examinations and verifying your experience. On March 9, 2018, the Registrar of Contractors (ROC) began the process for making a new rule that will affect the examination and experience requirements for a new contractor's license.

The new rule will be largely favorable to contractors, with no detriment to the public, continuing a recent trend in which the Registrar has [simplified the license application process](#), [removed the dual-license requirement](#), [enhanced the fairness of ROC hearings](#), and [removed the "project form" requirement](#) from the application.

Here are the highlights of the pending rule regarding examination and experience requirements:

Passing Score 75%. Currently, most license applicants must take two examinations: the *business management examination* (which will be renamed the "statutes and rules examination") and a *trade examination*.

The new rule will raise the score required to pass each examination to 75% (up from 70%). The Registrar reports that, if the passing score had been at 75% in 2017, 640 applicants would not have passed on their first attempt.

Waiving the Experience Requirement. Even with the higher passing score, the new rule should make it easier for contractors to get licensed.

The Registrar predicts that the rule will increase the percentage of successful applicants by reducing, eliminating and clarifying experience requirements. The Registrar will be able to waive experience requirements and instead accept either the trade examination or a nationally recognized certification.

In response to an increased industry-wide emphasis on examinations and certifications, the Registrar is:

- reviewing all of its trade examinations for currency,
- identifying which certification programs it will recognize for licensing purposes, and
- creating examinations for classifications that do not have an associated trade examination.

The new rule will also ease the experience requirement.

When the Registrar reviews experience, it must recognize experience that a person gained even while working without a license or for an unlicensed entity. The rule also requires the Registrar to recognize experience acquired when a person was younger than age 18.

The Reason Behind the Rule. In support of the rule change, the Registrar cites a 2017 Institute of Justice report, "[License to Work: A National Study of Burdens from Occupational Licensing](#)" (2nd edition).

The report identifies Arizona as the nation's fourth "most broadly and onerously licensed state." Although the report considers all Arizona occupational licenses (contractors, cosmetologists, opticians, etc.), it specifically identifies contractor licenses as part of the burden, stating "Arizona should reduce or repeal its onerous licenses for contractors and other occupations."

The Registrar also cites its own comprehensive 2017 study of each license classification, which found no correlation between (a) the experience and examination requirements and (b) the percentage of licensees with a complaint. The Registrar's conclusion: Requiring more experience and examinations from a licensee does not necessarily lower that licensee's likelihood of receiving a complaint.

Only New Licenses Affected. The new rule will not directly affect anyone currently holding a contractor's license. Licensed contractors will not need to take a new examination or obtain certification to remain licensed or renew a license. The new rule will affect only those who are interested in obtaining a contractor's license from the Registrar, either their first license or a license for a new trade.

For example, if you are a licensed landscape contractor who wants to be able to install pools, the new rule would affect only your application for a B-5 General Swimming Pool Contractor license.

More Information. You can [read the new rule](#) in the March 9, 2018, issue of the *Arizona Administrative Register* (scroll down to page 7 of the PDF, also known as page 498).

If you have questions about the rule or any other ROC issues, contact [Jamie Hanson](#) at his direct line (480-809-3864) or by [email](#). 

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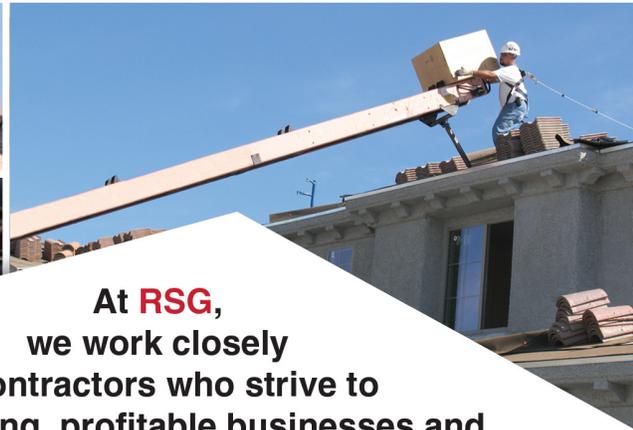
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National Women in Roofing (NWIR) is a volunteer-based organization that supports and advances the careers of women roofing professionals, from manufacturing to design to installation, investigation to repair to management, and every step in between. We provide networking, mentoring, education and recruitment opportunities from the rooftop to the boardroom, for the young professional at the start of her career to the seasoned manager in the executive suite. Through our commitment to connect and empower women in roofing, we contribute to the overall betterment and professionalism of the roofing industry. Membership is open to men and women.

Visit our website for more information on:

- Membership (for both women and men)
- Newsletters
- Founding Sponsors
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www.NationalWomeninRoofing.com



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The Heat is On

by CopperPoint AZ

IT'S TIME TO treat the Arizona heat with the respect it commands.

Heat stress can happen when people working in hot environments experience an inability to maintain a safe internal body temperature, according to the U.S. Occupational Safety and Health Administration (OSHA). Although workers usually sweat to cool off, working in high temperatures or working near radiant heat sources may cause employees to lose this ability.

Symptoms of heat stress may reduce productivity and result in dangerous health effects – even death. So employers may want to reschedule the most taxing outdoor work in the cooler mornings or later evening hours and to offer more frequent breaks to allow workers time to cool down and to drink water.

If the body is unable to get rid of excess heat, it will store it. During heat stress, a person's core temperature rises and heart rate increases. As the body continues to store heat, a person begins to lose concentration and has difficulty focusing, may become irritable or sick and may lose the desire to drink.

CopperPoint Mutual offers free-to-order workplace safety posters and safety cards to educate employers and their employees on the dangers of heat illnesses.

Here are some other tips and resources for teaching employees about prevention of heat stress and related illnesses:

- Drink water every 15 minutes, even if you don't feel thirsty.
- Wear a brimmed hat and light-colored clothing.
- Rest in shade to cool down or retreat to an airconditioned area to recoup.
- Learn the signs of heat illness; know how to respond in an emergency.

Workers should beware of overexertion during strenuous activities in hot, humid environments. To prevent the risk of heat-related illnesses OSHA offers a free heat safety tool, a smart phone app featuring the heat index table, which calculates heat stress by combining the effects of heat and humidity. [🏠](#)

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JUN 2&9
8A-3:30P

OSHA 10-HOUR TRAINING **SPAN** (SAT. PHOENIX)

ARCA OFFICE
4745 N. 7TH ST., STE. 103 PHOENIX, 85014

JUN 8
7A-12P

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4745 N. 7TH ST., STE. 103 PHOENIX, 85014

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7A-12P

OSHA 10 HOUR TRAINING **ENGLISH** (TUCSON)

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12:30-5:30P

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7A-12P

OSHA 10 HOUR TRAINING **ENGLISH** (PHOENIX)

ARCA OFFICE
4745 N. 7TH ST., STE. 103 PHOENIX, 85014

JUN 21
3:30-5:30P

YOUNG PROFESSIONALS COMMITTEE— EVERYONE IS INVITED

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JUN 23
7A-2P

2018 PHOENIX CHARITY BOWLING EVENT

LET IT ROLL BOWL AND ENTERTAINMENT
8925 N. 12TH STREET PHOENIX, AZ 85020

JUN 25-29
7A-3P

OSHA 30 HOUR TRAINING **ENGLISH** (PHOENIX)

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4745 N. 7TH ST., STE. 103 PHOENIX, 85014

JUL 12
8A-4P

TILE ROOFING INSTALLER CERTIFICATION (PHOENIX)

4745 N. 7TH ST., STE. 103 PHOENIX, 85014
(COURTYARD)

JUL 14
11A-4P

2018 TUCSON CHARITY BOWLING EVENT

GOLDEN PIN LANES
1010 W. MIRACLE MILE TUCSON, AZ 85705

AUG 22
11:30A-1P

ARCA MEMBERSHIP LUNCH N LEARN

ARCA OFFICE
4745 N. 7TH ST., STE. 103 PHOENIX, 85014



Staying Safe on the Road

Forty-eight percent of the people killed in motor vehicle crashes in 2016 were not wearing seat belts. To help prevent crash fatalities, police across the nation will be stepping up seat belt enforcement during the Click it or Ticket campaign running from May 21st to June 3rd. ARCA would like to remind our readers to buckle up and help reverse this deadly trend. 🏠



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