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VOLUME 22, NUMBER 3 | FOURTH QUARTER, 2020



ARIZONA ROOFING INDUSTRY
FOUNDATION



NRCA



WSRCA

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Letter from the President

Greetings Fellow ARCA Members:

I DON'T KNOW ABOUT you, but, after eight months of the daily deluge of negativity about the pandemic, I've had enough. If the scientific experts can't get it right, they should release an RFP to the roofing industry and we will find a way—that's what we excel at and surely we couldn't do any worse. I'm just trying to lighten the mood a bit; I think by now we all know someone who has been a victim of this vicious disease. Our heartfelt sympathy and hope for a speedy recovery go out to all affected.

For the second year in a row, the monsoon seems to have passed by Arizona without the expected rainfall we desperately need. I always tell people we need rain because the reservoirs are drying up, but in reality, I'm thinking, "People won't know their roof is leaking unless it rains". The long-term good news is that, with changing weather patterns, the climate gurus expect more precipitation in the fall and winter this year, which might give us a more spread-out roofing season. Let's collectively think positively and be ready for the phones to start ringing.

The ARCA office relocation has been finalized and you should feel free to drop in for a visit at 3839 N 3rd Street #106. **Jennifer George**, ARCA's office manager, has been diligently shifting most of the training opportunities to webinar offerings. We anticipate this trend to continue for at least the next six months. In-person training classes are being limited to conform to CDC guidelines, so we are maxing out at around ten participants. Almost all the committee meetings are being conducted virtually as well.

Due to ongoing social-distancing concerns, the ARCA board of directors made the reluctant decision to cancel Expo this year. Ensuring our members' health and safety—and waiting until we can provide a relaxed and socially conducive environment for attendees—is more important than going through with our annual event. The management at Southern Dunes Golf Course has been conducting tournaments since the pandemic ensued and reassured us it was safe to proceed with our golf event. So, maxed out at 128 registrants, [we went through with our golf tournament](#) and it was a great success.

The expo committee had numerous interesting seminars, a roofer auction, and other activities planned when the decision not to proceed with Expo was made. These offerings, when possible, have been recreated virtually, [including our bingo event](#).

I want to thank all of you for your continued support of this association. ARCA is poised and ready to resume all our normal training and social events as soon as it is safe to do so.

Sincerely,

Russell Hyman, Gryphon Roofing
ARCA President



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[Click here for instructions.](#)

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PPP Loan Forgiveness Could Lead to Large Tax Bills

By [Jenn Goodman](#) and [Joe Bousquin](#)

IN A NOTICE this past spring, the IRS said it had ruled out tax deductions for wages and rent paid with forgivable Paycheck Protection Program loans to prevent a “double tax benefit.” The ruling means contractors cannot write off these types of expenses if they were paid for with PPP loan funds, leaving many wondering whether it will cost more in taxes than to pay the loan back, according to www.constructiondive.com.

The U.S. Chamber of Commerce says a forgiven PPP loan is tax-exempt but using the loan can also reduce how much a construction firm can write off on its business taxes. Expenses such as payroll, rent, and utilities typically are deductible from normal taxable income, but without the deduction, a business may owe more taxes than it usually pays.

Some elected leaders are pushing back on the IRS ruling. The Small Business Expense Protection Act introduced in the Senate in early May would reverse the IRS decision and make the expenses deductible. However, it is uncertain whether the legislation will pass.

Joseph Natarelli, leader of the national Construction Industry Practice group at accounting firm Marcum LLP, said some contractors are unaware of the tax implications of PPP forgiveness regarding their businesses if the ruling stands.

“Using simple numbers, the contractor who decided to borrow \$9 million to keep their people employed is now going to owe,” he said. “If you’re in a 50% tax bracket, that’s \$4.5 million dollars, so where are you going to get that money from?”

Many of Natarelli’s clients are considering not applying for PPP forgiveness to avoid a large tax bill. He says contractors should check with their accountants about tax implications before applying for loan forgiveness.

NRCA has joined with allied organizations in supporting the Small Business Expense Protection Act. NRCA is continuing efforts to ensure this issue is addressed in any COVID-19 legislative package approved by Congress. [View the IRS Notice 2020-32.](#)

2020 ARCA Annual Awards



CONTRACTOR OF THE YEAR

America Roofing



ASSOCIATE MEMBER OF THE YEAR

Malarkey Roofing Products



CHAIRPERSON OF THE YEAR

Jeff Klein
(Star Roofing)



CHAIRPERSON OF THE YEAR

Larry Miller
(Gorman Roofing)



VOLUNTEER OF THE YEAR

Minnie Robles
(ATAS International)

2020 Life Member Awards



BRIAN TORRY

Brian Torry from **Elite Roofing Supply** has always been an ARCA advocate and has pulled a high profile within the roofing industry in Arizona. During the 2008 recession, when everyone else was cutting sponsorships and memberships, Brian and RSG increased their financial support and placed key personnel in committee chair roles to help ARCA in its time of need.

ARCA's affiliated non-profit foundation—the Arizona Roofing Industry Foundation (ARIF)—was conceived and brought to reality in 2009 during dire economic times. Torry has served as the president of ARIF since Day One and made outreach to numerous major manufacturers to secure seed money for the scholarship funds. With little or no resources in 2010, ARIF had a humble beginning, awarding only two scholarships at \$2,500 each. Under Brian's leaderships over the last 12 years, the ARIF sporting clays and recently-added golf events have allowed a portion of the funds raised to be placed in an endowment fund, steadily increasing the number of scholarships awarded yearly. In 2019, a record-high 13 scholarships were awarded at \$2,500 each. To date, 70 scholarships at \$2,500 each have been awarded.

When Brian departed RSG and formed Elite Roofing Supply five years ago, one of the first things he did was secure an ARCA Platinum Sponsorship—which has been maintained every year since. His contributions quietly underwrite numerous events and activities on behalf of both ARCA and ARIF, and he is worthy of joining the very small cadre of key individuals recognized as Life Members of our association.



PATSY HAWK

Patsy Hawk from **Eagle Roofing Products** has been an ARCA member since 1984. She has served our organization in just about every a person can—Board member, Committee Chair, and a volunteer for every occasion. She has set a professional example in the industry, be it through her work or her involvement in industry functions.

Patsy has been an integral part of the New Pathways for Youth charity bowling committee since its inception. ARCA has supported this non-profit for over 20 years and has been successful due in large part to Patsy's efforts. She is relentless in obtaining donations, selling lanes, recruiting sponsors, purchasing raffle items, and working at the actual event. She brings in donations from non-traditional sources outside the immediate roofing contacts, and each year, the largest outright contributions can be traced to the general contractors she has solicited. Patsy's numerous efforts and contributions have earned her a Chairperson of the Year award (2005) and Volunteer of the Year (2017). She is a credit to the roofing industry, a role model for other women in roofing, and more than worthy of Life Member recognition. She is truly one of a kind.

Patsy is entering retirement this year after an impressive 37-year run working in the roof tile industry. Go to [Page 21](#) to read her thank-you message to the ARCA community.



JERRY BROWN

Jerry Brown from **WRECORP** has been in the roofing industry since 1971. Over the past 49 years, he has worked as an installer, a salesman, an estimator, a contractor, and now a roof consultant.

Jerry joined this association when he was a contractor in 1984 and has been with ARCA ever since. He has held many roles with ARCA, including his service on the board of directors (beginning in 2001) and leadership of various committee including his current position as Education Committee Chair. Jerry has always demonstrated and continues to demonstrate tremendous dedication to ARCA through his committee positions, his donations, and his creation and teaching of the ARCA Education and Training Program.

Whenever a contractor, manufacturer, or other industry professional has a roofing question, Jerry never hesitates to share his knowledge. He is a trusted resource to whom many turn for insights and information, and he can always be counted on for honest feedback.

Jerry takes pride not only in his work but in our industry, and he does more than his part to make it the very best it can be. He was previously recognized as Chairperson of the Year in 2018, and his primarily family-run business, WRECORP, was recognized as Associate Member of the Year in both 2012 and 2019. Jerry is one of the "old guard" graciously passing his wisdom on to the new generation of "young guns," and he is more than deserving of this honorable recognition.

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	Tom Sheppard
	Cameron Henry
	Brett Wilson
THIRD PLACE	Charles Detmer
	Manny Barros
	Dustin Sonn
	Candias Rivera

FLIGHT B	
FIRST PLACE	Pete Schmautz
	Jeff Klein
	Michael Reeves
	Grant Martin
SECOND PLACE	Steven Snyder
	Leon Clark
	Stephen Ramirez
	Frank Vanderzee
THIRD PLACE	Brandon Richardson
	Curtis Williams
	Alan Minker
	Bob Lawrence

LONGEST PUTT

Bryan Hill

WOMEN'S CLOSEST TO HOLE

Ron Gibbons

WOMEN'S LONGEST DRIVE

Jessica Gonzalez

MEN'S CLOSEST TO HOLE

Patsy Hawk

MEN'S LONGEST DRIVE

David Sandoval



RIDERS' RALLY



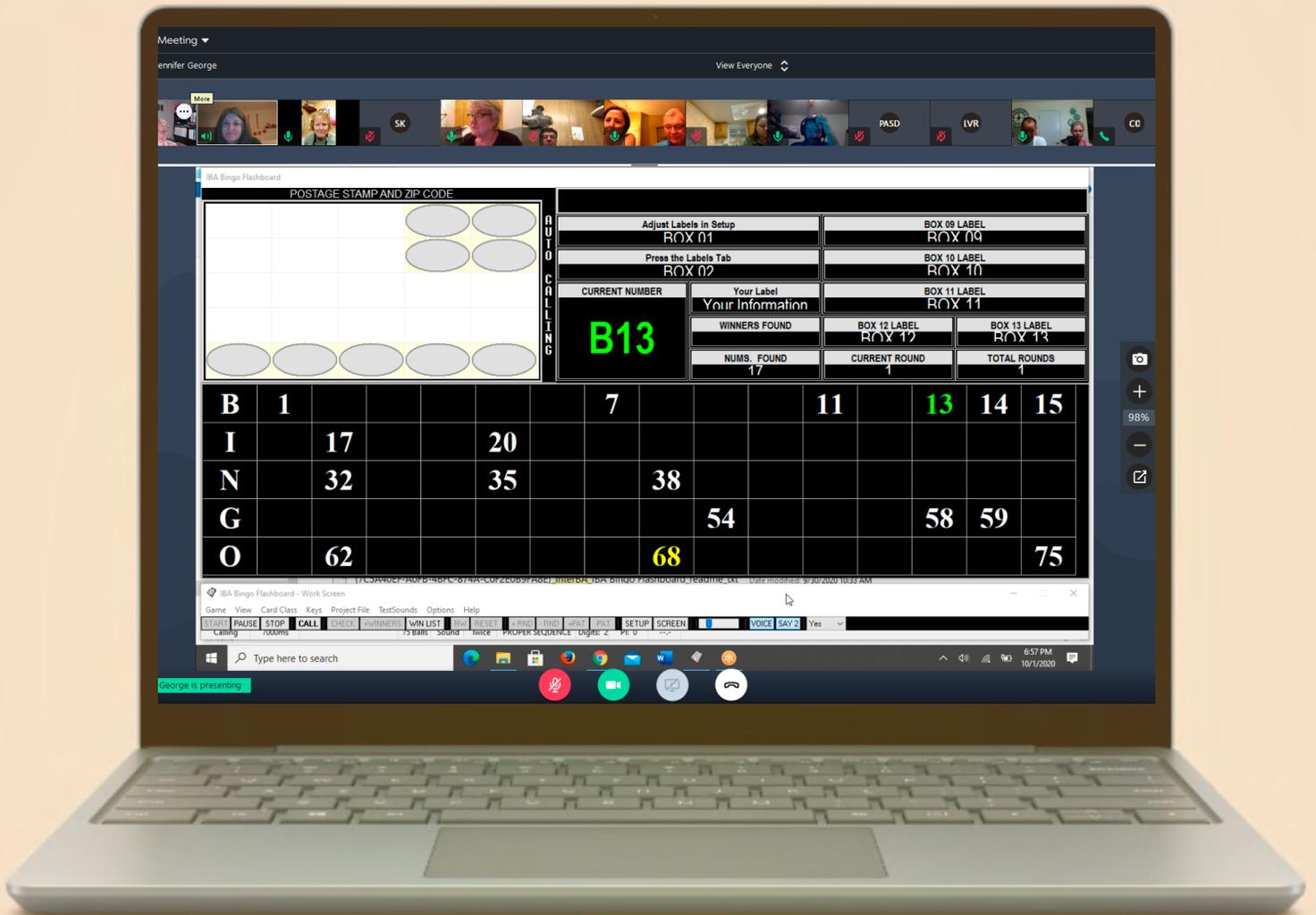
ON OCTOBER 24, with summer temperatures safely in our rear view, ARCA members enjoyed some much-needed fresh air, beautiful views, and pure fun at ARCA's Fall Rider's Rally.

Attendance was high and travel ran smoothly without any breakdowns or mishaps. With over 100 miles ventured (one-way!) through scenic northern Arizona, the voyage sprawled out across most of the day, including stops in Wickenburg and Kirkland.

The journey ended with a bang at Prescott's Garden Event Center, where hungry riders dined on tender pulled pork sandwiches (accompanied by a full potato bar and fresh salad). After dinner, it was time to finish a long game of Texas hold 'em poker, which was played during the entire ride—cards drawn at each stop—and ultimately won by **James Rosetti (Flynn Companies)**.

Much gratitude to all the generous sponsors and raffle donors for making the event possible and so thoroughly enjoyable this year. 🏠

BINGO!



SHOES WERE OPTIONAL. No daubers were daubed. Shouts of the magic word went unheard. And if you wanted a bloody mary, well, you had to make one yourself. Like so many events this year, ARCA's annual bingo tournament was adapted to pandemic safety requirements and held virtually—and everyone had a great time. In fact, due to demand, we will be hosting another virtual bingo in the spring (details to come).

With webcams running, friendly faces were on display and the sense of camaraderie—which the cancellation of ARCA's expo deprived us this year—was alive and appreciated more than ever.

Many thanks to **Headlee Roofing** for sponsoring this fun-spirited event and for all the good sports who logged in and played with us online. We sure look forward to seeing your faces in real life next year once it's a little safer. 🏠

WINNERS

GAME 1 Allen Headlee

GAME 2 Jeanene Headlee

GAME 3 Michelle Brown, Allen Headlee, Susie LeFevre

GAME 4 Kevin Looney, Rene Lujan

GAME 5 Nassi Morgan

GAME 6 Michelle Brown

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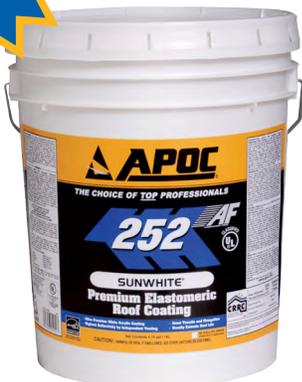
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What are a Contractor's Rights to Cure a Breach of Contract?

by Tim Ducar

YOU HAVE A re-roof customer who has begun complaining about shoddy work. You may be in the middle of the project, or you may not be. If you think you have a right to repair the premises, you may or may not be correct. The Arizona Registrar of Contractors will not hold you accountable if the property owner does not allow you to make repairs, but a Superior Court judge may hold you accountable.

The owner of the project does not have to let you back on the project if there has been a "material breach" in the contract. If the property owner kept you off the property (rightfully or wrongfully) and later initiated legal action, allowances for repair and attorneys' fees/costs will fall on the answer to this question: *who breached the contract?* If *you* materially breached the contract, the property owner may, in many circumstances, keep you from performing repairs.

What is a material breach? There are five factors an Arizona court will take into account:

1. how significant is the claimed damage?

2. can the property owner be compensated for the benefit he is missing?

3. how much will the roofer lose out?

4. what is the likelihood the roofer will repair any purportedly defective workmanship, taking account all the circumstances, including any reasonable assurances from the roofer?

5. the extent to which the roofer is acting in good faith and fairly.

When a customer complains, I strongly recommend you do not allow them any chance to claim you did not offer to make reasonable repairs. The offer should have no strings, or preconditions, attached. You should put your offer in writing; email is fine. I encourage you to communicate calmly and be reasonable in your offers. A little reasonableness upfront will save you time, heartache, and attorneys' fees later.

Additionally, you should review your contracts and make sure they include a provision that you have an opportunity to repair purportedly defective work. With that provision, it will be much harder for a

property owner to terminate you without allowing you to perform repairs.

Further, you should include in your contracts a provision stating the property owner has waived the right to repair if another roofer or professional modifies or repairs your work. That will also allow you a contractual protection that you would not otherwise have, and will assist in an argument that the property owner has destroyed evidence.

Of course, these issues are less of a concern when it comes to new home builders. With new home builds, Arizona's Purchaser Dwelling Act provides the roofer with the right to cure its allegedly defective work. 🏠

Timothy D. Ducar is chair of ARCA's Registrar of Contractors' Committee. He is an attorney who litigates business, construction, ADOSH, and Registrar of Contractor issues. He practices throughout the country. He will provide you written materials discussing how to increase collections at no cost. If he cannot assist you with your particular legal matter, he will refer you to a competent attorney. He can be reached at (480) 502-2119 X3.

Issues to Consider When Using an



By Tim Ducar

DUE TO LABOR shortages, many roofers have turned to employment agencies to secure personnel. This article will address the potential pitfalls in utilizing workers the roofing company considers non-employees, or independent contractors.

In 2015, the Department of Labor issued an opinion clearly stating the definition of “employee” was to be considered as broad as possible. It quoted language from case law that referred to the “striking breadth” of the definition. Their statement made clear the former “control” test as to who should be considered an employee was outdated, and the “economic realities” test should be utilized instead.

The goal of this test is to determine whether the worker is economically dependent on the employer (classifying them as an employee) or whether the worker is really in business for himself (classifying them as an independent contractor). Each factor needs to be

weighed in relation to the other, and no one factor should be determinative.

The economic reality test comes down to these criteria:

1. Is the work an integral part of the employer’s business? For roofers, this is a troubling factor. Courts have said that work performed by cake decorators is “obviously integral” to a business selling custom cakes. An example the Department of Labor provides is of a framing construction company, where carpenters are integral to the business because the company is in business to frame homes, and carpentry is an integral part of providing that service. On the other hand, if the framer contracts with a software developer to create or track its bids or schedule its projects and crews, the software developer is performing work that is not integral to the business of framing.
2. Does the worker’s managerial skill affect the worker’s opportunity for

profit or a loss? In other words, if he/she is in business, the worker has the possibility of making or losing money in dealing with the company hiring him/her. Can he or she choose to hire, fire, or rent office space to make more money at his/her own risk of losing money? If so, he/she tends to be more of an independent contractor. On the other hand, if the situation is such that, when the worker works more, both the worker and the employer make more money, then the worker is more likely looked at as an employee.

3. How does the worker’s relative investment compare to the employer’s investment? That is, if the worker buys tools, but the employer purchases significantly more tools, a court could find that the worker is an employee.
4. Does the work performed require special skill and initiative? That is, does the worker make his or her own decisions regarding the sequence of

work and materials and think about bidding on his next job, or is he/she simply told what work to perform and where?

5. Is the relationship between the worker and employer permanent or indefinite? A permanent relationship indicates the worker is an employee.
6. What is the nature of the degree of the employer's control? As with the other factors, this factor should be considered in light of determining whether the worker is economically dependent of the employer or is an independent businessperson.

Applying these criteria to the roofing industry, if a roofing company is using temporary employees, or independent contractors, to perform roofing services, the workers will likely be considered employees for purposes of labor and tax laws, because roofing services are an "integral" part of a roofing company. However, this is not the dispositive factor; the other factors, listed above, should be considered. Still, the fact that the employer is a roofer and the workers are roofing services is a strong one.

If the workers are not licensed, then the Arizona Registrar of Contractors' position is that hiring these workers is

1. aiding or abetting a licensed or unlicensed person to evade the licensing laws; and/or
2. failing to comply with the U.S. or Arizona labor laws; and/or
3. knowingly entering into a contract with a contractor for work to be performed for which a license is required with a person not duly licensed in the required classification.

The penalties that could be imposed by the Arizona Department of Labor would be bothersome. However, if the Arizona Registrar of Contractors finds that one or more of the three points listed in the previous paragraph are violated, the Registrar could suspend or revoke the employer's contractor's license.

Additionally, violation of one of those points is a misdemeanor. It is important to note that no Arizona case law exists

to support the Registrar's position that utilizing temporary employee/independent contractors can amount to the violations described in the three points previously listed. However, in my opinion, it makes sense that if a workman needs to be licensed, or to be working for a licensed entity, and that same work is contracted out, the contracting entity should be licensed.

If a roofing company is utilizing a professional employer organization (a company that hires workers as employees and supplies them to contractors), the Registrar looks at that differently.

A PEO must

1. be registered with the Arizona Secretary of State;
2. maintain a minimum of \$100,000 of financial security or net worth;
3. pay proper wages and withhold payroll related for taxes; and
4. not be a temp agency or someone who assigns employees to perform work for other organizations to fill employee absences, handle seasonal workloads, or perform special projects. This includes anyone who customarily attempts to reassign employees to other organizations when the individual completes each assignment.

If a roofing company is utilizing a PEO, the worker is considered a dual employee of both the roofing company and the PEO. As long as the PEO satisfies the statutory requirements of the PEO scheme, it appears the Registrar will allow that scheme. 🏠

Timothy D. Ducar is chair of ARCA's Registrar of Contractors' Committee. He is an attorney who litigates business, construction, ADOSH, and Registrar of Contractor issues. He practices throughout the country. He will provide you written materials discussing how to increase collections at no cost. If he cannot assist you with your particular legal matter, he will refer you to a competent attorney. He can be reached at (480) 502-2119 X3.



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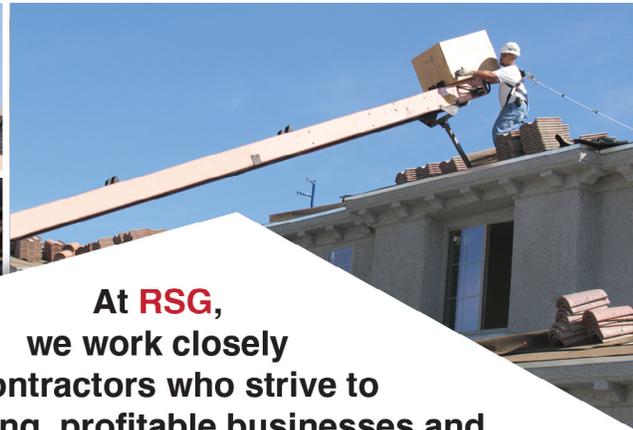
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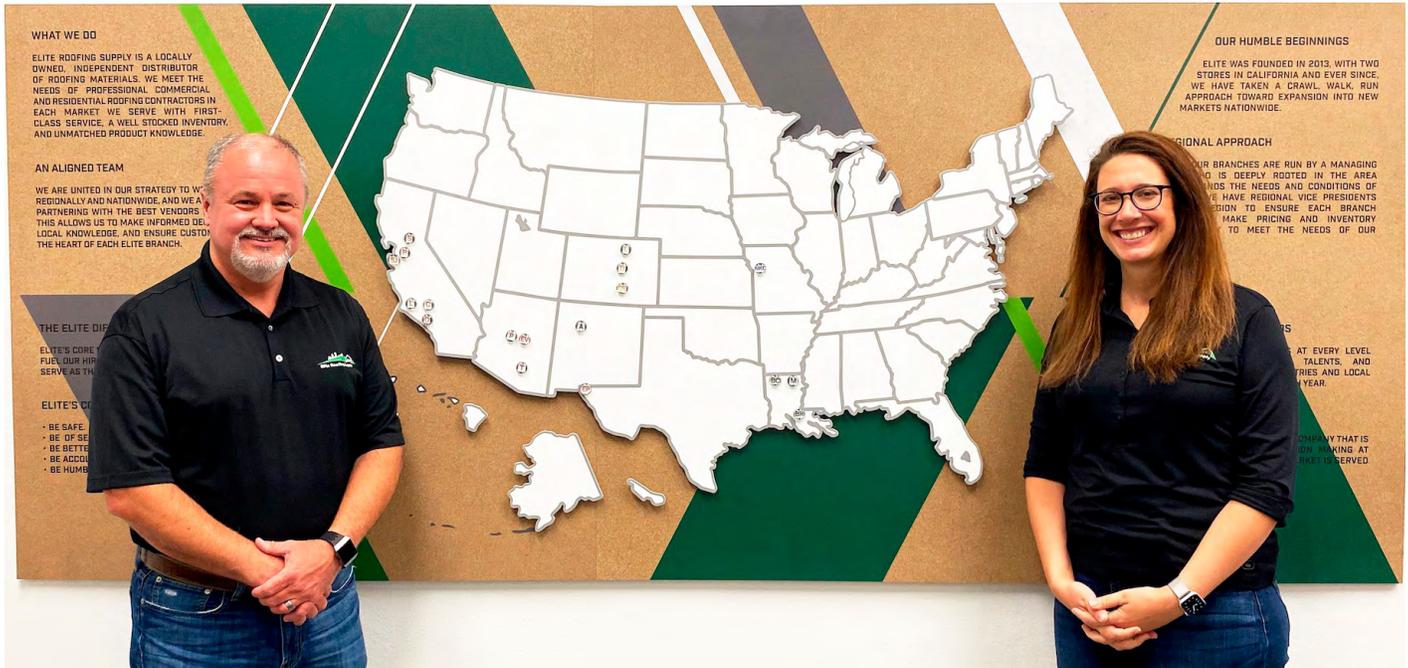
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Elite Roofing Supply Announces Scott Littlefield as the Company’s Director of Residential Sales

Despite the COVID-19 pandemic, 2020 marks a big year for the Elite family.

July 13, 2020—**Elite Roofing Supply** is thrilled to announce that as of July 1, 2020, **Scott Littlefield** has joined Elite’s leadership team as Director of Residential Sales. This is a newly created role where Scott will focus on supporting Elite branches nationwide in growing the residential re-roof side of the business. Scott will be working closely with Elite’s managing partners and sales team to help Elite grow its market share in existing locations, identifying additional sales talent and future greenfield opportunities.

Scott will report directly to CEO and President **Sarah Weiss** while remaining based in Denver, Colorado.

Per Sarah, “Scott is humble, customer-focused, and will be a huge help in ensuring the voice of our customers is at the heart of all major initiatives Elite is working on. We are confident Scott’s industry experience and knowledge will support Elite’s goal of continued expansion west of the Mississippi.”

Scott joins Elite after a 19-year stretch with **TAMKO Building Products**. During his time with TAMKO, Scott served as territory manager for the Dallas and Fort Worth markets; then he transitioned to Denver, where he became Western District Sales Manager. Prior to joining TAMKO,

Scott spent several years working with his family at their distribution company and has experience with everything from warehouse duties, shipping and receiving, and inside and outside sales.

Sarah notes, “We are passionate about building a sustainable business by listening to our customers and meeting their needs. With that comes the great responsibility of finding the right people to join our growing team. We wholeheartedly believe Scott is the right person to support our residential sales team for years to come and we look forward to continued expansion!”

For more information, visit www.eliteroofingsupply.com and follow Elite on Facebook, Instagram, LinkedIn and Twitter 



Force Majeure: What Do You Do When a Disaster Interferes with Your Contract?

Whether the coronavirus has relieved either party of its contractual responsibilities depends on the specific facts of your situation and the wording of your agreement.

By [Erika Johnsen](#), [Mike Thal](#), and [Bill Klain](#)

AS YOU WORK your way through the recent economic downturn and rebound, you may have concerns about meeting your contractual obligations or enforcing the obligations that other parties owe to you. In adapting your business practices to comply with CDC guidelines and the governor's orders, it is critical that you understand the provisions of your contracts and the steps you can take to protect yourself and your business.

CHECK YOUR CONTRACTS

Does your contract contain force majeure, "Act of God," or other disaster- or delay-related provisions?

If "force majeure" (or "superior force") is an unfamiliar term to you, you are not alone. It is a common, boilerplate element of many business contracts—so common, and so seldom invoked, that contracting

parties and their attorneys have rarely bothered to acknowledge it, much less negotiate its finer points.

That is likely to change.

Per Black's Law Dictionary, a force majeure provision allocates "the risk of loss if performance becomes impossible or impracticable, especially as a result of an event or effect that the parties could not have anticipated or controlled."

The degree of force majeure protection varies with the language of the contract and the state under whose laws the contract is to be enforced. Courts have historically interpreted force majeure provisions narrowly, excusing contractual performance only when unexpected and unforeseeable events make performance truly impossible or pointless.

For example, many courts ruled that the 2008 economic downturn was not a force majeure because, generally speaking, a recession is an economic reality that parties can acknowledge and bargain around when forming their contracts.

In contrast, it is conceivable that a court would find the coronavirus's specific impact—employee absences, supply-chain

disruption, reduced productivity—generally meets force majeure's textbook definition, without being persuaded by the pandemic's general impact on customer demand or the general state of the economy.

Be advised, though, that courts have narrowly construed force majeure clauses, with close attention to the unique circumstances of the dispute and the precise language of the contract. Some legal observers have speculated that, if a clause does not reference a pandemic, disease, quarantine, etc., it may not be found to apply to the current situation.

Does your clause kick in if performance is "impossible" (meaning precisely that), or just "impracticable" (meaning that the burden would make it unreasonable to move forward with the contract)? Or can a party be excused from its contractual obligations if its performance is merely "substantially hindered" by the prevailing conditions?

OTHER QUESTIONS

Does your contract provide for a remedy in the face of such an event?

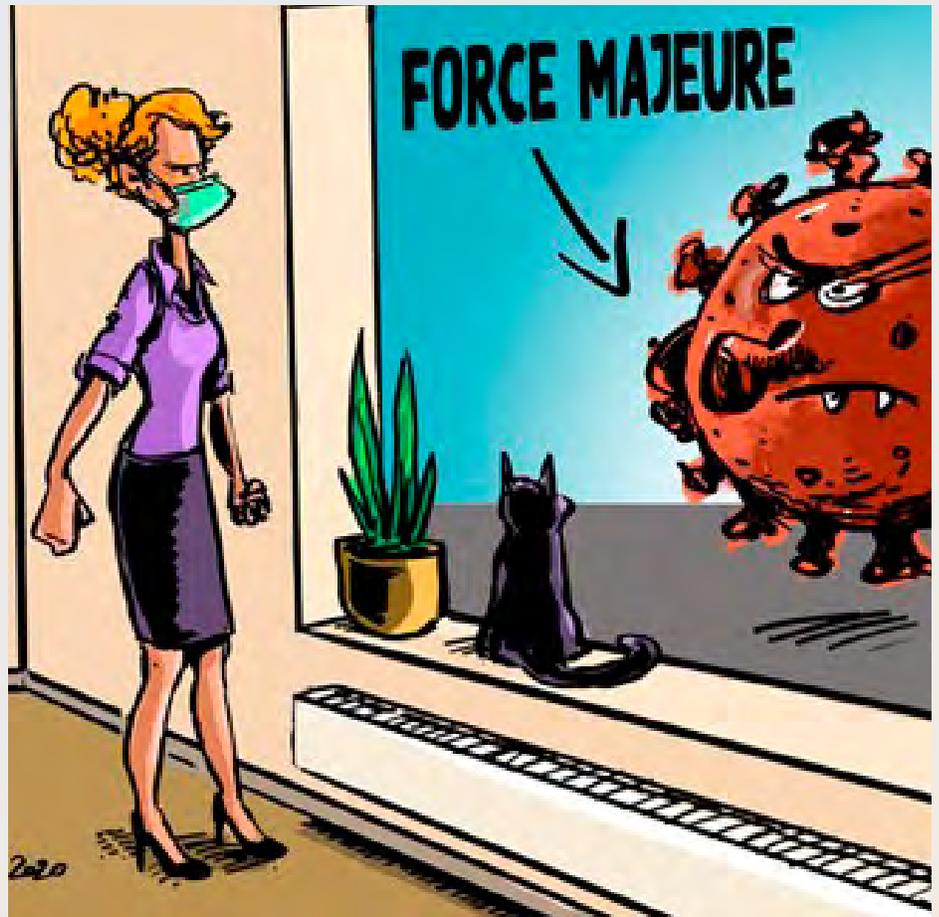
Courts have often held that, when a force

majeure situation is temporary, contractual performance is suspended only for the duration rather than canceled altogether. However, your contract may explicitly spell out what remedies are available. It may also provide that some aspect of your performance, but not others, is excused or suspended.

Does your contract contain requirements for taking advantage of the force majeure provision? For example, you may need to provide written notice to the other party within a certain timeframe, detailing how and why you intend to modify your performance.

Are there ways you can mitigate your damages? Can you keep your business operational on a limited basis, have employees work remotely, or make a claim under a business disruption insurance policy? The duty to make serious efforts to mitigate your damages pervades all contract law, and force majeure situations are no different.

Alternatively, does your contract contain a “hell or high water” provision that commands performance regardless of the circumstances? Even if it does contain such a provision, you may have other options available.



OTHER LEGAL EXCUSES FOR FAILURE TO PERFORM

Even if your contract is silent on the parties' rights and obligations in times of crisis, various affirmative defenses may be available to you, such as commercial impracticability or frustration of purpose due to supervening governmental acts. (Note that these are usually available only if your performance has been rendered futile or impossible, not merely difficult or inconvenient.)

For example, if your business was forced to stop operating because your industry was not included in the Executive Order's list of essential businesses, you may have a valid legal excuse for a failure to perform. (We emphasize “may” because, in light of the financial relief efforts that the federal government extended to businesses via the CARES Act, Paycheck Protection Program, et al., even a business that had to shut down may have to show that it earnestly sought financial relief and that the relief was insufficient to meet its needs and support its obligations.)

Federal assistance aside, courts have generally held that it is against public policy to require a party to continue to attempt performance when a subsequent government regulation or ordinance has made that performance illegal or practically impossible. However, again, in the case of the COVID-19 pandemic, it may be that performance is only temporarily suspended rather than fully excused.

WHAT YOU CAN DO NOW TO PREVENT OR MITIGATE DAMAGES

Communicate. Depending on the specifics of your contract, you may want to provide written notices of expected delays or difficulties and propose contractual addendums for extended project schedules and the resulting increased costs. You should be prepared to prove a clear cause-and-effect connection between the pandemic and your grounds for setting aside your contract.

Document. The steps your business is taking to comply with health authorities'

guidelines, worker productivity, revenue, and material and labor shortages may later become evidence of the efforts you made to mitigate your damages, or why your performance became impracticable.

Draft. Depending on how COVID-19 plays out, courts may be even less likely in the future to classify events like a pandemic as unforeseeable events that suspend or excuse performance. Going forward, draft your contracts with provisions that make arrangements for these types of disruptive events.

Negotiate. Due to court closures and related litigation delays, both parties may be better off renegotiating contracts rather than going to war.

Ask for Help. It is safe to assume that the impact of the coronavirus will trigger hundreds of lawsuits, and how the courts treat this wave of litigation is likely to evolve dramatically over the coming months and years. Your **Lang & Klain** attorney can help you navigate all the above scenarios, based on what is known at any given point, and position your business to move forward. 🏠

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Dear ARCA, Thank You. Most respectfully, Patsy Hawk

HOW DO I begin to say “thank you” to each of you and this wonderful industry after all these years? I can only try to express my sincere gratitude in a way that those who know me will know comes from my heart.

I won't be able to mention all who have played a role in the development of my roof tile career—and in its 37 years, some of these colleagues have come and gone—but our industry is special because of all the people in it, and I'm blessed to have been a part of it alongside you.

As I start this chapter called “retirement,” I take a lifetime of fond memories with me:

★ **Sal Mattera** and **Tony G** took a huge risk hiring a lady in 1984 and especially one who knew absolutely NOTHING about the roofing industry or the market. It has been beyond amazing and I can only hope I have made you proud!

★ **The Burlingames**—there are no words to describe the pride I feel being part of the Eagle team. To each of you and your management team, you are simply fascinating and incredible. I will miss you more than you know. Thank you for allowing me to have the best job ever!

★ **John Plescia** allowed me to do my first roof tile presentation to his entire sales staff at Universal and I was a nervous wreck. I have learned from him and his amazing people every time I've been with them. They didn't scare me away...

★ **Jim Fields** can come across to some as serious and intimidating. Well, I can tell you one thing about him: he is one of the hardest-working, most genuine and honest men I've ever worked with. Gratitude to his entire team and family!

★ **Rob Richardson** supported my efforts in UT and CO and helped me get started in the game of golf. He had the patience to take **MJ Gilbert**, **Bev Headlee**, and myself golfing—and none of us were golfers! He also took me and 17 gentlemen guests fly-fishing on the San Juan—oh my!

★ **Bryan Torrey**, **Sarah Weiss**, and the team at **Elite Roofing Supply**—I can only recall great times, learning, growing, and always solving!

★ **Ed Wolff**, **Marty Schouten** (and

Keith Davis), and the current Diversified Roofing Company team. What I've learned from you and the memories we've shared are too numerous to list. Mark and Brad—let's go shoot some birds soon. I'll check my essentials list when I pack :)

★ **Marion Wiedenbener** (and anyone who knew the **Santan Roofing** team) had so much fun pulling tricks on me with Jim Roy and others but what a great reputation he leaves behind!

★ **Jeff Hinkley** (and **Eric Donnelley**)—we have grown up together and many have asked if we were brother and sister...well, I respect you and cherish both of you like family!

★ **Dennis Curtis**, **TJ**, **Dave Baker**—you, your team, and your family helped us become who we are today. Dave, I thank you for being you!

★ **Don**, **Judy**, and **Kent**—we have shared many success stories over the years and what I learned from all three of you is invaluable! Thank you for that.

★ The families and teams of **Ron Brown** and **Jerry Brown**, and **Robert Dishmon**—after all the knowledge and support you've shared through the years, you are friends I consider family.

★ **Collum Roofing**—I got my start with **Joe**, **Bob**, and **Mike** doing apartments, and the rest is history—a very fond history, might I add!

★ The **Headlees**—**Bev** and **Wayne**, you raised some great kids, and now they have followed in your footsteps. What a success story! Thank you for the memories and the support.

★ **Jeff Starkweather**, I will carry and cherish my rock forever.

★ And last but not least—a huge thank-you to the **ARCA Board of Directors**, **Duane**, and **Jen** for being so good to me and always helping us.

TO MY TEAMMATES AT EAGLE

★ **Nick**—we grew up together and you have never let me down or said “no.” I will be forever grateful for all your years of friendship and support. Truth!

★ **John**—as I would tell you everyday, I cannot succeed in my job without someone like you! Blessings always!

★ **Susan**, **Stephanie**, and your team—we

are only as good as you make us. You've made us feel totally supported, and for that we are totally grateful.

★ **Jose**, **Glenn**, **Eric**, **Robert V**, **Zachary**, and your amazing team members—you are what every sales person needs to be successful; take pride in these words!

★ **Brad**, I've watched you grow and learn and could not be more proud of you!

★ **Bryan**, I met you at Pacific Supply and feel blessed to know you are always there for me. I'm also so proud of you.

★ **Scott Aguilar**, I've watched you grow and manage. I have the highest respect for you. Truth.

★ **Aaron**, you joined us with a willingness to learn a new product and jumped in committed. I am so proud of you and what you will accomplish in years to come.

★ **Artie**, you are a great addition to our team and will have a very bright future with this amazing company.

★ **Brian**, you bring a well-rounded knowledge to the team and have just started to soar. I wish you many rewards.

★ **Dave**, you came in, you were patient, you listened, and you encouraged. You train, you inform, you support, and you compliment. Eagle is totally blessed to have you. I am honored to have worked for you!

★ *To each of you who shared in our worry with our very sick Zachary/Zac*—you will never, ever know what your support, prayers, kindness, and understanding meant to me and Tom. It still comforts me knowing so many cared during our darkest of times. A most sincere thank-you for your friendship; I don't use that word lightly. (And I do hope I have made Zac proud too!)

★ **Tom Hawk**, thank you for being my best, forever friend and allowing me the independence to do my job all these years. You are one in a million! ♥

My closing wish for all of you is that you always have enough work to keep healthy, enough profit to keep you honest, and enough people in your life to keep you humble. 🏠



Join us for the third 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!

3rd Annual Golfing for



SCHOLARSHIPS

Friday, January 15, 2021

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

~~**\$150**~~
PER PLAYER

Fees Include

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Golfer 3 _____

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Check Enclosed – Payable to **Arizona Roofing Industry Foundation**, mailed to ARCA, 3839 N. 3rd St., Ste. 106 Phoenix, AZ 85012

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

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THIS IS A PAID ARIF EVENT. CANCELLATIONS AFTER JANUARY 8, 2021 WILL BE NON-REFUNDABLE, SUBSTITUTIONS ARE ALLOWED.

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NRCA Launches the NRCA Health Care Program to Benefit the Roofing Industry

Rosemont, Ill.—The National Roofing Contractors Association has launched the NRCA Health Care Program, the first and only healthcare program tailored specifically to the roofing industry, in partnership with Vault Health Strategies, Bloomington, Ill.

The NRCA Health Care Program enables NRCA members of all categories and sizes to offer employer-sponsored health care options. The plan is flexible, based on each company's needs and budget, and can be offered with or without employer contributions. An employer can make available to employees voluntary benefits, such as dental, vision, life, disability and accident insurance, and work with his or her current broker or use an NRCA Health Care Program broker. Coverage includes everything from full-service major medical to supplemental or prescription-only coverage. In addition, the NRCA Health Care Program offers a telehealth option.

As health care costs continue to rise and the industry struggles to recruit new workers, the new health care program is intended to help NRCA members offer company-sponsored health care plans that benefit roofing professionals and also can be used to bolster employee recruitment and retention.

"One of the biggest concerns NRCA members tell us they have is workforce issues—it's really difficult to attract and retain good employees," says Reid Ribble, NRCA's CEO. "As an industry, we must take care of our employees. One important way we can do that is by offering quality benefits such as health insurance."

To learn more about the NRCA Health Care Program, go to nrcahealth.com or contact Rich Trewyn, an NRCA director of enterprise risk management, at (800) 323-9545, ext. 7575, or rtrewyn@nrca.net.

UPCOMING EVENTS

NOV 12–13
7:00 AM–12:00 PM

OSHA 10-HOUR TRAINING—PHOENIX (ENG)
ARCA TRAINING ROOM
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 95012

NOV 18–19
7:00 AM–12:00 PM

OSHA 10-HOUR TRAINING—PHOENIX (SPAN)
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NOV 18
11:30 AM–12:30 PM

ARCA MEMBERSHIP PRESENTATION
Webinar login details provided upon registration.
[Register here.](#)

NOV 20, 25,
DEC 4, 11
7:00 AM–3:30 PM

OSHA 30-HOUR TRAINING—PHOENIX (ENG)
ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 95012

DEC 8
7:00 AM–9:00 AM

FALL PROTECTION—PHOENIX (ENG)
ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
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DEC 8
9:30 AM–11:00 AM

FALL PROTECTION—PHOENIX (SPAN)
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DEC 10
4:00 PM–6:30 PM

MIR-ARCA-L ON 3RD ST: 8TH ANNUAL HOLIDAY PARTY
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JAN 15
11:00 AM

ARIF 3RD ANNUAL GOLF TOURNAMENT
ARIZONA BILTMORE GOLF CLUB
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Can you Afford NOT to Have Diversity in your Workforce?

FREE Webinar featuring ARCA Board Member Minnie Robles, ATAS International

NOV 3, 1PM EST / 11AM AZ [REGISTER HERE](#)

Study after study has proven a link between workplace diversity, increased productivity, and the bottom line. A study by Forbes concluded companies with a diverse workforce produce 19% more earnings than less diverse counterparts.

So why, at a time when the skilled labor shortage is hitting the construction particularly hard, do women make up just 9% of the US construction industry workforce?

TOPICS OF DISCUSSION WILL INCLUDE:

- Why diversity is important to the success of your organization
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