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ARIZONA ROOFING INDUSTRY
FOUNDATION



NRCA



WSRCA

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Letter from the President

Greetings Fellow ARCA Members:

Now that the COVID era is slowing down, I hope everyone is getting back to normalization at work and home. I'm personally excited to get back to more traveling and not wear my mask anywhere. (Insert Braveheart "Freedom!" scream here.)

As summer temperatures are heating up, make sure everyone in your family and on your team stays safe and hydrated. Heat exhaustion and heat stroke are very dangerous and can happen quickly on the roof. Make sure your staff is trained to identify the symptoms of each condition and perform the appropriate first aid. This website simplifies the differences well: <https://www.beaumont.org/health-wellness/blogs/know-the-difference-between-heat-stroke-heat-exhaustion>. The most important thing to remember is sweat is good. If your employee is sweating but feeling nauseous or light-headed, it can be dealt with on site. If they've stopped sweating, they need to be taken to an emergency facility.

ARCA is looking forward to the upcoming 2021 Roofing Expo in Flagstaff September 30th to October 2nd. Make sure you and your guests are registered on the ARCA website and that you book your hotel registration.

At ARCA, we energetically still meet with our respective committees for all of the association's activities. Although many of the meetings are being facilitated via Zoom, we still provide our members with safety training, resources, and other social and charitable events. Our membership is strong, though our goal is to add even more members this year. Please help us spread the word to all roofers and potential associates whom you know and deal with—ARCA membership provides tremendous value to its members through safety training and social events that allow us all to grow, learn from each other, and improve our businesses and lives. I encourage everyone to reenergize themselves and attend as many ARCA events as you can.

Thanks for all you do.

Sincerely,

Russell Hyman, Gryphon Roofing
ARCA President



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LEGISLATIVE UPDATE

FEDERAL CONTRACTOR \$15 MINIMUM WAGE WILL APPLY BEGINNING JANUARY 30, 2022

On April 27, President Biden issued an executive order to require federal contractors to pay a minimum wage of \$15. Beginning January of next year, all federal agencies will need to implement this new minimum wage into their contracts, including existing contracts when parties exercise their option to extend such contracts (usually this occurs annually). This minimum wage will continue to index to an inflation measure so, even after 2022, it will automatically adjust to reflect changes in cost of living.

PROPOSED FEDERAL DATA PRIVACY LEGISLATION AIMS TO END PATCHWORK PROBLEM BUT INCREASES ENFORCEMENT

After years of support from both sides of the fence and growing concerns about conflicting state-based solutions, 2021 is set to be a bellwether year for Congressional debate over federal data privacy regulation. Last month, Representative Susan DelBene (D-WA), a former Microsoft executive, introduced the first of what will likely be many data privacy bills introduced in the 117th Congress. The Information Transparency and Personal Data Control Act (“ITPDCA”) is designed to establish one uniform standard for consumer data privacy regulation, suggesting a movement in Congress towards acknowledging industry’s need for uniformity in what is otherwise an expanding patchwork of conflicting state privacy laws.

PAYCHECK PROTECTION PROGRAM WAS EXTENDED TO MAY 31.

On March 30, President Biden signed into law

H.R. 1799, the PPP Extension Act of 2021, to extend the Paycheck Protection Program, which was created to support small businesses affected by the COVID-19 pandemic. The program was set to expire March 31 but was extended through June 30. However, for the final month of the program, the Small Business Administration only processed applications submitted before June 1.

HOUSE APPROVES IMMIGRATION BILLS.

In March, the House approved two bills aimed at providing permanent legal status for millions of undocumented immigrants currently working in the U.S. First, the House passed the American Dream and Promise Act (H.R. 6) to provide a permanent solution for individuals working under Temporary Protected Status (TPS), which is granted to individuals who come to the U.S. because of natural disasters and other humanitarian situations and allows them to work legally for specified periods of time. The bill also grants permanent status to persons in the Deferred Action for Childhood Arrivals (DACA) program. NRCA supported H.R. 6, which passed on a vote of 228-197—with all Democrats and nine Republicans supporting—and advocated for it during Roofing Day in D.C. 2021. The House also passed the Farm Workforce Modernization Act (H.R. 1603), which would provide temporary legal status for certain agricultural workers and streamline and expand the process for obtaining temporary visas for agricultural work. H.R. 1603 passed the House on a vote of 247-174, with all Democrats and 30 Republicans voting in favor. The outlook for passage of these bills in the narrowly divided Senate is uncertain as both face significant obstacles. 🏠

Amazon Smile

AmazonSmile customers can now support Arizona Roofing Industry Foundation in the Amazon shopping app on iOS and Android mobile phones! Simply follow these instructions to turn on AmazonSmile and start generating donations.

1. Open the Amazon Shopping app on your device
2. Go into the main menu of the Amazon Shopping app and tap into 'Settings'
3. Tap 'AmazonSmile' and follow the on-screen instructions to complete the process

If you do not have the latest version of the Amazon Shopping app, update your app.

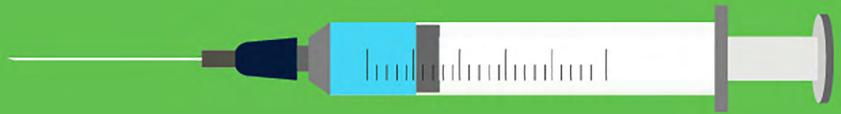
[Click here for instructions.](#)

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EEOC greenlights coronavirus vaccine requirements, incentives – with some limits



By [Ryan Golden](#)

THE LONG-AWAITED DOCUMENT from the Equal Employment Opportunity Commission (EEOC) may answer some of the questions employers have regarding COVID-19 vaccination requirements, but other areas may be less certain.

Take, for example, the issue of incentives. Employers, per the document, may offer incentives to employees to voluntarily receive a vaccine, whether the employee receives the vaccine on their own from a pharmacy, health department or community health partner, or whether the employee receives a vaccine administered by the employer or an agent of the employer.

In the latter case, however, such an incentive may only be offered under the ADA if it “is not so substantial as to be coercive,” EEOC said; “Because vaccinations require employees to answer pre-vaccination disability-related screening questions, a very large incentive could make employees feel pressured to disclose protected medical information.”

That limitation does not apply to incentives offered to employees to voluntarily provide documentation or other confirmation that they have received a vaccine from a third-party provider that is not an employer or an agent of their employer, per EEOC. For employers incentivizing shots they offer either themselves or through their agents, there may be uncertainty as to what constitutes an incentive that is not so substantial as to be coercive.

“This is a situation in which [EEOC] completely ducked the question,” said Barry Hartstein, shareholder at Littler Mendelson and co-chair of the firm’s EEO and diversity practice group, noting the distinction between financial incentives and more general incentives, such as time off to receive a vaccination.

EEOC’s document also does not

address concerns about the fact that currently available COVID-19 vaccinations have been made available under the Food and Drug Administration’s Emergency Use Authorization, which is notable because some organizations have argued against requiring the vaccine “because it’s only been issued under the Emergency Use Authorization,” Hartstein said.

In addition to the section of its technical assistance stating that employers need to respond to allegations that a vaccination requirement may disparately impact or disproportionately exclude an employee or group of employees, EEOC noted that employers “should keep in mind that because some individuals or demographic groups may face greater barriers to receiving a COVID-19 vaccination than others, some employees may be more likely to be negatively impacted by a vaccination requirement.”

This and other sections of the updated document could effectively serve as a word of caution to employers, Hartstein said; “It was a gentle, or not so gentle, reminder that neutral policies, on their face, that have a disparate impact may be subject to scrutiny.”

To the extent that employers are making a distinction between vaccinated and unvaccinated employees, Hartstein said employers may need to be careful to ensure that those who choose not to be vaccinated are not treated in a discriminatory manner.

“The updates should reassure and help guide employers seeking to mandate or encourage employee vaccination in accordance with their obligations under federal law while further clarifying confidentiality requirements for vaccine documentation,” Pierce Blue, senior attorney at Morgan Lewis, said in an email to HR Dive. “This continues to be a developing area of law, however, and we advise employers to reach out to counsel for guidance on specific questions.” 

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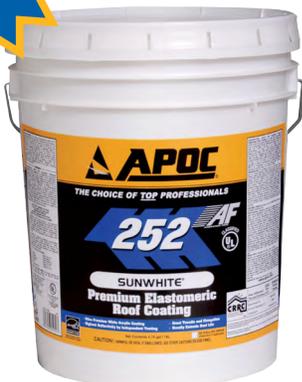
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ARCA GOLF

Tournament

MAY 14, 2021

FLIGHT A

FIRST PLACE	Tom Sheppard
	Rod Henry
	Chad Gamblin
	James Wooley
SECOND PLACE	Brian Broderick
	Steve Lynch
	Brad Quinet
	Mike Liston
THIRD PLACE	Thomas Brendel
	Steve Kramer
	Steve Strick
	Jason Bowers

FLIGHT B

FIRST PLACE	Brett Toronto
	Brett Knolls
	Brad Side
	John Heard
SECOND PLACE	Pete Schmutz
	Jeff Klein
	Michael Reeves
	Grant Martin
THIRD PLACE	Valorie Miller
	Kim Avila
	Julie Hill
	Jenifer Sawyer

AWARDS

GOLD LONGEST DRIVE

Brian Broderick

GOLD CLOSEST TO THE PIN

Russ Hyman

GOLD LONGEST PUTT

Brandon Richardson

WHITE CLOSEST TO THE PIN

Tyler Carnival

WHITE LONGEST DRIVE

MENS Thomas Brendel **WOMENS** Valorie Miller

WHITE LONGEST PUTT

Jesse Stowell

BLUE LONGEST DRIVE

Chad Gamblin

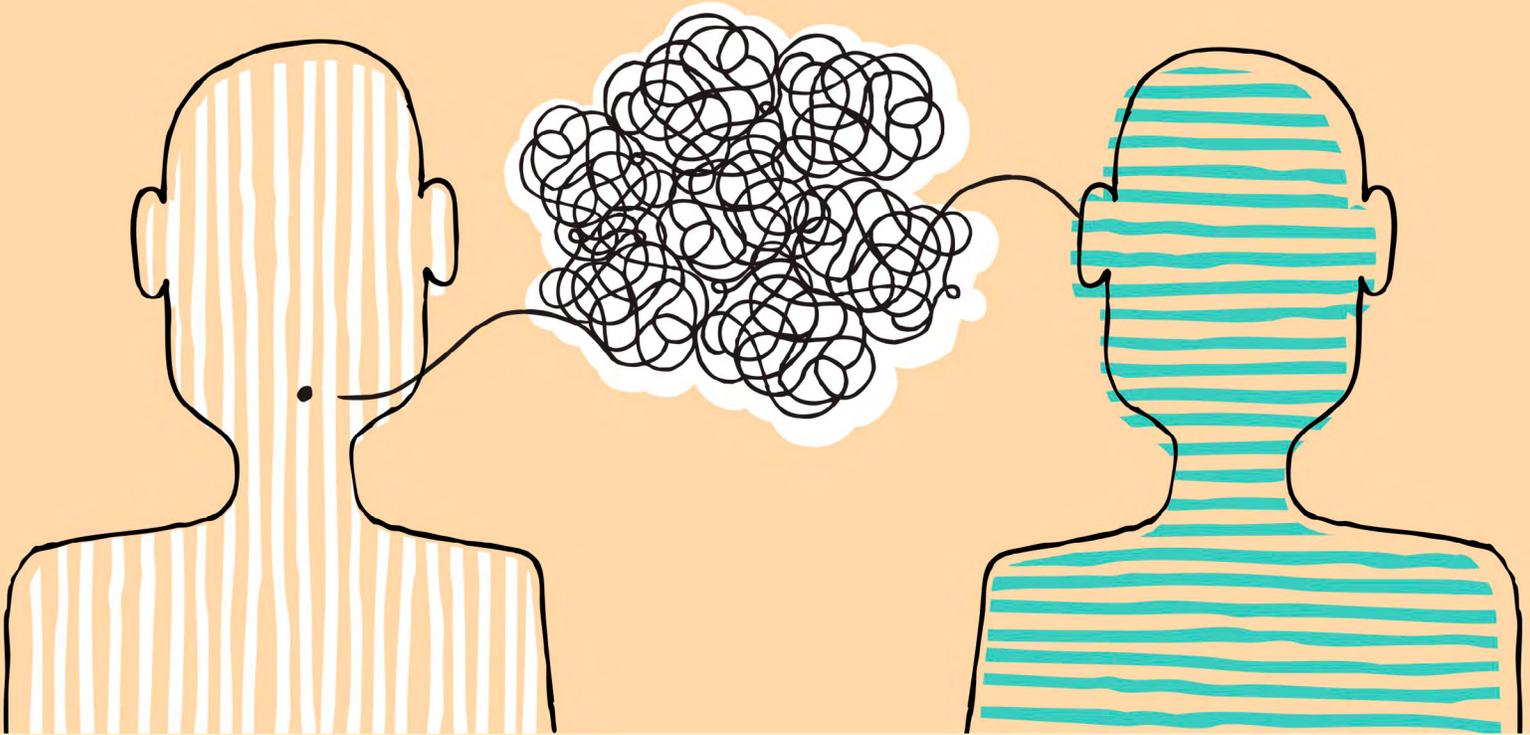
BLUE CLOSEST TO THE PIN

MENS Jim Fatseas **WOMENS** Jenifer Sawyer

BLUE LONGEST PUTT

Bryan Hill

Building A Better Safety Culture Starts with Better Communication



How to teach about your safety program in a way that people will listen.

COMPANY SAFETY = LOWER INSURANCE COSTS

Business owners understand well the connection between the frequency and severity of workers compensation claims, insurance premiums, and their company's safety program. The more robust the safety program is, the less likely the business is to have costly claims—which directly translates into insurance premium savings. When discussing workers comp, the relationship between loss history and premiums is referred to as an “experience modifier,” or eMod. Companies with the lowest eMod scores receive credits towards their premiums, which can directly save up to 20% on premium costs.

SAFETY CULTURE VS. POLICIES

Businesses that see significant premium savings due to improved safety often come

to realize the difference between their safety policies and the company's safety culture. A company can have strong and effective safety policies but a lousy safety culture. The result is a group of employees who only follow safety guidelines when they know they are being watched or have something to lose. At best, this type of culture can be “compliant,” but often is merely “reactive”. A robust Sustainable Safety Culture™* creates an environment where all team members support safety policies and encourage each other to follow them because they genuinely understand the personal benefits of keeping teammates safe and that it's a collective endeavor that engenders contentment and security. A company's safety culture is one of the most significant contributors to how individual employees view safety. A strong safety culture ensures that company safety policies are followed with greater regularity, which in-turn reduces losses, helps improve the eMod score, and earns savings on premiums year after year. Most importantly, a strong safety culture can save lives, improve health, and ensure

employees safely return home each night.

BUILDING SAFETY CULTURE THROUGH EFFECTIVE COMMUNICATION

Creating a safety culture is a top-down affair, meaning if the owner/CEO is not leading the charge, it won't go far. There is much that goes into creating a meaningful, impactful safety culture. Our purpose here is NOT to articulate how to *design and create a culture*—that's a topic for another article. Our focus is to help you convince your employees to buy in and make the company safety culture their own.

Communication is the key foundation for building a culture where employees feel appreciated and empowered. Here are five principles for effective culture-building communication:

1. Know your audience.

- a. Recognize diversity: The first step to effectively communicating your safety culture is knowing

your audience well. For most of you reading this, your audience includes staff, work crews, subcontractors, management, executive leadership, and maybe even your customers. You may have different departments within your organization. Each group is likely to have unique challenges, preferences, and aptitudes when it comes to learning and adopting a new safety culture. This may require you to present the same information in different ways to different groups in order for them to be emotionally impacted by your words.

- b. **The Impact of Environment:** Another important aspect to knowing your audience is understanding their environment. Your work crews likely receive and internalize information about your safety culture and programs in a physically different place than does your admin team. Loud noises, moving vehicles, and weather conditions can impact how your crews receive communication from management. What can you do to help each group better understand and internalize your safety training, especially if they are distracted? Do what you can to adjust for various environments and always tailor your message to the unique needs of your audience.

2. Create realistic expectations

- a. As you work towards a stronger safety culture you will be adjusting many best practices, such as reporting, equipment use, hiring, and drug and alcohol policies. Be sure to also communicate what your expectations are for adoption and compliance. Clearly explain how you will be tracking change. A great teacher once said, “When performance is measured, performance improves. When performance is measured and reported back, the rate of improvement accelerates.” Be sure to have reporting practices for near misses, accident reporting, and hazard assessments. There

are many great software options available for tracking change in your organization, but you can always start with a basic spreadsheet.

3. Repeat, repeat, repeat

- a. We all know how easy it is to forget even the most important information. For years the popular thought has been that the human brain requires exposure to the same message 7–8 times before it can be easily recalled. Too few reminders result in a forgotten message, while too many reminders just become background noise. In general, people remember:
 - i. 10% of what they hear
 - ii. 25% of what they read
 - iii. 80% of what they SEE and DO

So don't just say it and/or display it... have your teams observe and practice your policies repeatedly.

4. Keep it simple and visual

- a. As you determine what to say and how to say it, the most important principle is to keep training as simple as the subject allows and use as many visuals as you can. Seek to use visuals that enhance your message and make it more memorable.

5. Create a feedback loop

- a. When tracking needs changes, decide how you are going to reinforce positive change. Be very generous in giving praise and be sparing on critique. How will you give feedback in a constructive and positive manner when behavior is not improving as fast as it should?
- b. Empower your employees. Provide the tools needed for success. Nothing causes more resentment or frustration on the part of employees than when a supervisor demands much without giving employees what they need to be

successful. 3. Share successes quickly and freely. Recognize employees for their successes and reward those who do exceptionally well.

WHERE TO START?

If you don't have a safety culture you are happy with, don't stress. Every company is at a different place on their journey to create and maintain a Sustainable Safety Culture™. At LeBaron & Carroll, we recommend focusing on these key needs first:

1. Drug and Alcohol Policy
2. Near-Miss Program
3. Accident Reports and OSHA Recordkeeping
4. First Aid Training
5. Safety Committee Program

Once these policies are in place, extend your focus to other safety issues. Don't wait to get started; you can make positive changes quickly. If you need help determining an action plan—or creating/improving your safety culture, program, or practices—contact your insurance agent—they should be able to help you get started. Communicating your safety culture to your various teams is a skill requiring practice and often a dedicated leader to keep the organization on track and universally focused.

If this sounds overwhelming, start small. Choose one idea that could help you communicate with greater effectiveness and start working on it. As your safety-related communication efforts improve, you will begin to see employees leading out and supporting each other in following your safety program, as well as a decreased frequency and severity of claims, improved eMod, and lower insurance costs (by as much as 20–30%—serious savings for most businesses). Clear and effective communication is key to getting everyone walking the same walk and talking the same talk.

* Sustainable Safety Culture™ is a registered trademark of LeBaron & Carroll Insurance. All rights reserved.



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Popular OMG Retrofit Roof Drains Earn Code Certification

AGAWAM, MASS.—OMG's three most popular retrofit roof drains—Hercules, Hercules Plus, and SpeedTite—have all been certified to conform with ASME 112.6.4 and CSA-B79-08 standards. As such, these drains now meet both the International Plumbing Code (IPC) and the Uniform Plumbing Code (UPC) requirements for use in re-roofing applications in the U.S. and Canada.

All sizes (3-, 4-, 5- and 6-inches) and most variations of the three retrofit drains, including various strainer domes, as well as TPO and PVC-coated flange versions for direct membrane attachment, have met the standards. The certification was completed by QAI Laboratories in 2020, an independent testing, inspection, and certification organization that serves the building industry.

ASME 112.6.4

This standard, developed by the American Society of Mechanical Engineers, establishes minimum design requirements for roof drains, which convey rainwater from the roof area of building structures. The standard includes several topics, including definitions, nomenclature, connection and outlet types, dome or grate-free area, top loading classifications, materials, and as accessories.

CSA B79-08

This is the Canadian Standards Association standard for commercial and residential drains and clean-outs, which supersedes all other code requirements in Canada. The standard provides requirements for a wide assortment of drains types, including area, balcony, deck, and roof drains, among others. Like the ASME standard, CAS B79-08 addresses materials, connection

design requirements, fasteners, seals, and markings.

The OMG drain listings are available on the QAI Laboratories website under the listing number P356-1. For additional information about any OMG drains, please visit <https://omgroofing.com/products/roof-drains> or call OMG Roofing Products at 800.633.3800.

Headquartered in Agawam, Massachusetts, OMG Roofing Products is a leading manufacturer of commercial roofing products, including specialty fasteners, adhesives, drains, pipe supports, equipment/solar mounts, and advanced productivity tools. The company's focus is delivering products and services that improve contractor productivity and enhance roof system performance.



National Women in Roofing Golf Lesson

Some of our **National Women in Roofing AZ** council members met at Arizona Biltmore Golf Club for a golf lesson with [Tina Tombs Golf](#).

Thank you to **American Roofing and Waterproofing** for the sponsorship! We learned a lot from Tina and Ryan!



ARCA's ROC Committee

We're bringing back the ROC Committee and looking for members.

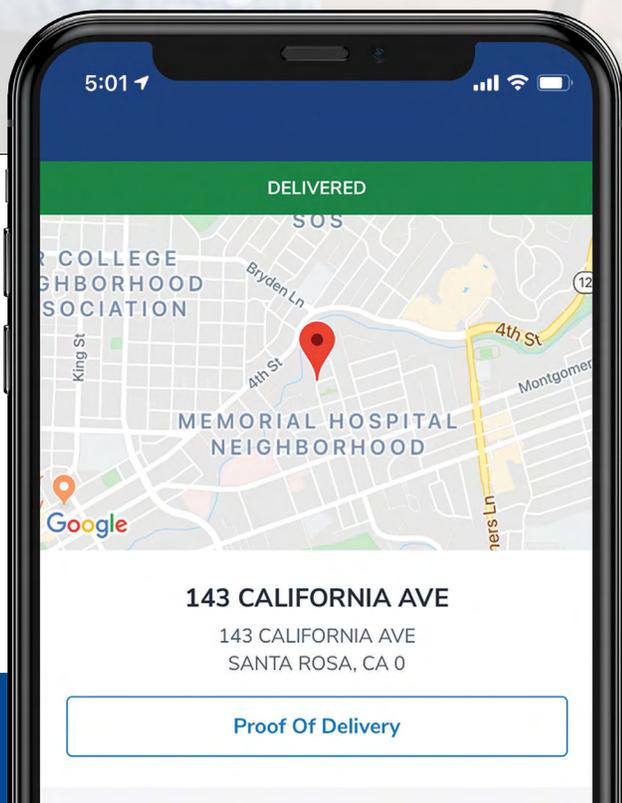
ROC Committee members will work together to develop a cohesive interface with the Registrar of Contractors agency — from scope of work, to unlicensed roofing activity, to misunderstood practices or code requirements, and much more!

If you have an hour to spare once a month and would like to be a part of this committee, please email the ARCA office at arca@azroofing.org and ask to be added to the calendar invite.

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2021 ARIF Scholarship Recipients

This year marks the 12-year anniversary of the creation of the Arizona Roofing Industry Foundation (ARIF) and the scholarship awards. A total of 13 scholarships were awarded at \$2,500 each 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.



Andrea Sahagun is completing her graduate studies at Pima Medical Institute. She has earned a 3.75 GPA as an Occupational Therapy Assistant. This is her first award. She is the daughter of Jason Kill from Roofing Solutions and Concepts.



Andromeda Lian is a freshman at Grand Canyon University. She is majoring in theater arts and is the daughter of Terry Lian from Abco Roofing.



Brycen Tambone is completing his first year at Yavapai Jr. College studying business with a GPA of 3.63. This is his first award. He is the son of Bryan Tambone from Eagle Roofing Products



Carly Ratay is attending Southern Illinois University Edwardsville and majoring in English Language Arts. This is her first award. She is the daughter of Frank Guldner from Elite Roofing Supply.



Cassandra Hill will be a freshman at Grand Canyon University. She will be majoring in Sports Management and is the daughter of Julie Hill and Bryan Hill from WRECORP.



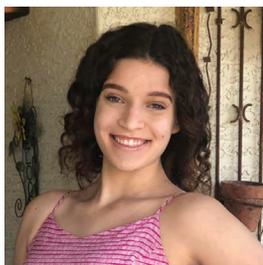
Chad Lancucki will be a senior at Arizona State University. He has earned a 3.59 GPA majoring in Mechanical Engineering with Concentration on Computational Mechanics. This is his third award. He is the son of Veronica Lancucki from Allstate Roofing.



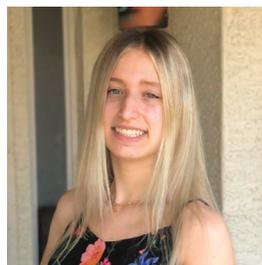
Erich Berg will be attending Arizona State University to complete his bachelor studies in Engineering. He has earned a GPA of 3.85. This is his first award. He is the son of Philip Berg from Lomanco.



Justin Grady will be a senior at the University of Arizona. He has earned a 3.6 GPA as an engineering major. This is his third award. He is the son of Allison Grady from Star Roofing.



Kassandra Berg will be attending Arizona State University to pursue a degree in Nursing. She has earned a GPA of 3.87. This is her first award. She is the daughter of Philip Berg from Lomanco.



Katrina Berg will be attending Arizona State University to pursue a degree in Pharmacy. She has earned a GPA of 4.00. This is her first award. She is the daughter of Philip Berg from Lomanco.



Sofia Dunsworth will be a freshman at Northern Arizona University with a major in Psychology and Communications. She has earned a GPA of 3.74. She is the daughter of Jennifer George from ARCA.



Tristan Richards will be a sophomore at Arizona State University. He is majoring in Journalism and Mass Communications, with a GPA of 4.30. This is his first award. He is the son of Kristi Richards from Western State Bank.



Tyrell Young will be a freshman at Arizona Christian University with a major in Business. He earned a GPA of 3.57. He is the son of Timothy Young from ASTA Roofing and Construction.



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John O'Dell, Branch Manager

What to do When Employees Refuse to Return to Work

Contributed by [The Profit Constructors](#)

YOU ARE UNDER no obligation to help your employees commit fraud. The Arizona Department of Economic Security states, “Under federal and state law, refusing to return to work when your employer calls you back typically makes you ineligible to receive unemployment benefits.”

This is widely known and understood. However, when a major, unexpected event occurs—such as a global pandemic—people can be thrown off center, and you may encounter the following scenario:

An employee collects more money on unemployment than he would earn returning to work and therefore refuses returning to work on the sole basis of sustaining unemployment benefits.

DES response:

Refusing to return to work solely on the basis of sustaining unemployment benefits is considered a fraudulent act in the State of Arizona. Therefore, the employee would not be eligible to receive benefits and may even be prosecuted and/or subject to administrative or criminal penalties

as a result.

If an employee refuses to return to work when work is available, the employer may notify DES through its fraud referral portal under the section “Failure to Accept Suitable Work for Employers.” DES will review the information to determine the employee’s eligibility for unemployment benefits.

The form for Reporting Fraud to the Arizona Department of Economic Security is available here: <https://fraudreferralexternal.azdes.gov/>

For more information, please visit <https://des.az.gov/returning-work-guidance-employers-and-employees>

This information is provided by The Profit Constructors, an advocacy and accounting firm specializing in working with Construction Contractors. This article is a response to questions we’ve received and is in no way to be considered legal advice. We suggest you read the entire DES page to gain a complete understanding of both your obligations and those of employees.

Spring SPORTING CLAYS

I think we can all agree it was a hot day, a hard course, and yet a lot of fun!

The ARIF Board and Sporting Clays Committee Members would like to say 'thank you' to all of the sponsors and participants for making the 2021 Spring Clays tournament a HUGE success!

SCOREBOARD

FLIGHT A

FIRST PLACE

Pat Baldwin, Jokake Construction Services Inc. (76)

SECOND PLACE

Carl Politico, Jokake Construction Services, Inc. (69)

THIRD PLACE

Ron Brown, JBS Roofing (68)

FLIGHT B

FIRST PLACE

Ed Brammeier, Ames Construction (35, string of 5)

SECOND PLACE

Mike Schmitt, Guest of JBS Roofing (35, string of 4)

THIRD PLACE

Mike Salsbury, Global Roofing Group (35, string of 3)

WOMEN'S FLIGHT

FIRST PLACE

Emily Westover, Westover Roofing (17, string of 4)

SECOND PLACE

Jennifer George, ARCA (17, string of 3)

THIRD PLACE

Patsy Hawk, ARCA Lifetime Member (17, string of 2)





ARCA Multiple Employer Plan

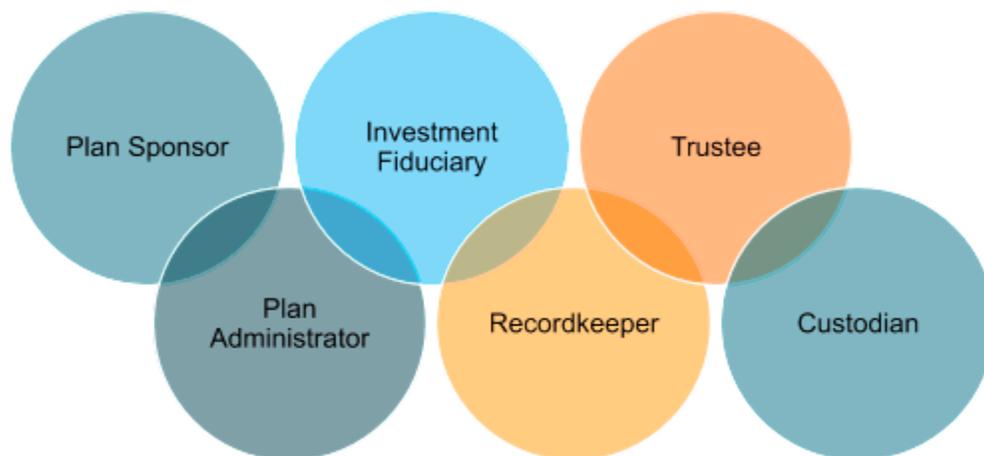
Enterprise Bank & Trust

What's an MEP and why should I join?

According to the Bureau of Labor Statistics, only 48% of employers with fewer than 50 employees sponsor a 401(k) plan. Stand out from the crowd.

1. Lower costs for each employer
2. Decreased fiduciary liability for adopting employers
3. Each plan has autonomy, but is pooled together for fees
4. Separate matching formulas
5. Separate eligibility and entry dates
6. Companies cannot see each other's sensitive (payroll, census) information
7. Reduced administrative burden
8. Economies of scale, increased buying power
9. Enterprise Bank/EPIC RPS manages the plan and the parties (listed below) involved

What's involved?





North America's Leading Total Building Envelope Contractor Expands in Southwest US

We are excited to announce that Flynn Group of Companies has acquired AARA Construction Inc., based in Phoenix, AZ.

AARA has an outstanding reputation in architectural metals, based on their strong culture and ability to successfully execute on complex construction projects.

AARA President, Jerry Spores has been a part of strategically growing the company over the last 40 years and now joins Flynn as the Metal operations manager, Working closely with Onnie Diaz, Flynn Arizona's Branch Manager.

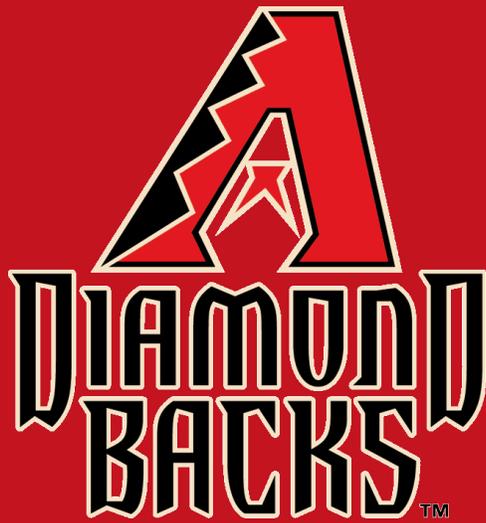
"We are very excited to welcome the entire AARA team to the Flynn Family!" stated Doug Flynn, President and CEO of Flynn Group of Companies. "The level of talent at AARA is impressive, and we look forward to a very bright future as we move closer to offering the total building envelope solution in the Phoenix marketplace."

"We are excited to embrace this opportunity. Merging with Flynn allows for us to match the demand for the growth in the Arizona market. We foresee amazing achievements to be had within the industry." Says Jerry Spores, President of AARA Construction, Inc.

The new Flynn Arizona combined operation has taken up quarters in a new 32,699sq.ft. office and warehouse facility in Mesa, AZ.

With offices across North America, Flynn will now have upwards of 5,500 employees and continues to be the industry leader when it comes to the **Total Building Envelope**.

BASEBALL!



- VS -



FRIDAY
16TH
JULY

COORS LIGHT STRIKE ZONE
CHASE FIELD, Phoenix @

FIRST PITCH
6:40 PM

*Includes \$20 Dbucks good for
food, snacks and beverages*

\$80 PER
PERSON

SPONSORSHIP
Mania

HALL OF FAME
Includes 6 complimentary tickets
\$750

WORLD SERIES
Includes 4 complimentary tickets
\$500

ALL STAR
Includes 2 complimentary tickets
\$250

REGISTER @ WWW.AZROOFING.ORG

Presented by **ARCA MEMBERSHIP & MARKETING COMMITTEE**

This is a paid ARCA event. Registration deadline is July 9, 2021. Cancellations after July 9 will be non-refundable, substitutions are allowed.

Press Release

FOR IMMEDIATE RELEASE

March 29th, 2021

CASTAGRA LAUNCHES NEW SCHOLARSHIP FOR ROOFERS

Castagra Products has launched a brand-new scholarship aimed to support individuals pursuing a career in roofing (or a similar field), who are passionate about innovation and/or sustainability.

Applicants to the Castagra Roofing Scholarship Program must be:

- Pursuing a post-secondary education in college or vocational programs** in roofing or a similar field. Similar field must be applicable to the building industry (construction, waterproofing, etc.)
- Passionate about innovation and/or sustainability
- An American or Canadian citizen or permanent resident
- Castagra Products employees and their family members are ineligible

*** Not attending school? We understand that college is not for everyone. We will consider applicants that are not planning to attend school, if they fit the other guidelines and can prove that they are dedicated and passionate about entering the industry. Your application essay must include what the scholarship funds will be used for, if selected.*

The selected recipient will receive a \$1000 USD award. All applicants will be evaluated by our team.

APPLY TODAY at [CASTAGRA.COM/SCHOLARSHIP](https://www.castagra.com/scholarship)

Let's reconnect.

ARCA



SEP 30–OCT 2, 2021

Little America Hotel, Flagstaff, Arizona

educational training • cutting edge seminars • networking opportunities

silent auction • unbelievable deals on roofing materials

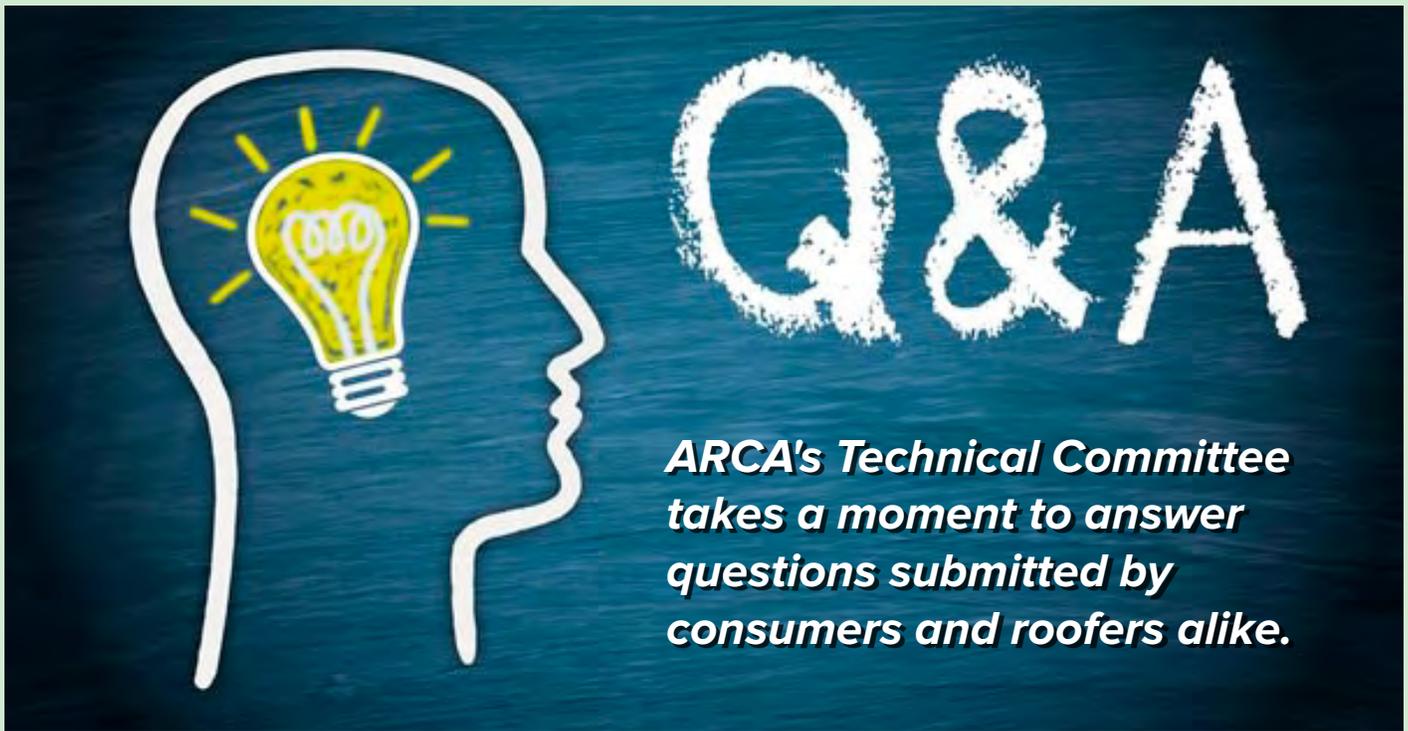
PRIZES

- Beats Solo Headphones
- Bose Frames Tempo Sport Sunglasses w/ Bluetooth Technology
- Bose Wave Music
- Cricut Maker
- Echo Dot
- Echo Dot
- Facebook Portal
- Fire Pit Basket
- Handheld blender
- Margarita machine
- Mophie Air Car Jump/Starter/Air Compressor
- Oversized Zero Gravity Chair w/ Folding Canopy Shade, Cup Holder
- Portable Hammock
- Power Washer
- Roku Sound Bar
- Roomba
- Sound Bar
- SUP/Kayak
- Traeger Grill

AVAILABLE SPONSORSHIPS

- Thurs. Get Acquainted Party Host - \$1,500
- Thurs. Get Acquainted Beverage - \$1,000
O'Hagin
- NWiR Sponsor - \$1000
- Fri. Breakfast - \$500
ATAS International
- Fri. Lunch - \$500
Roofing Solutions & Concepts
- Sat. Breakfast - \$500
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- Sat. Tradeshow Lunch - \$1,000
- Sat. Tradeshow Beverages - \$1,000
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O'Hagin
- Sat. Casino Night Sponsor - \$2,000
- Bingo - \$500
Headlee Roofing
- Cornhole - \$500
Price Kong

Registration is **now open**. [Click here to register today.](#)



Q: What kind of underlayments are required for concrete and/or tile roofing with a Class A fire rating?

A: The state and national code say that a cricket or saddle pan need to be installed on chimneys or skylights "greater than 30", so 30" and below do not require them.

Q: I need to re-roof a 12/12 pitch roof—with such a steep pitch, should shingles be loaded on the ground instead of the roof?

A: All roofs are designed to carry a "dead load" of at least two layers of shingles, meaning that the roof can be loaded without surpassing the truss loads and causing damage prior to the removal of the old roof. However, 12/12 pitch roofs are notoriously hard to load unless 2x4s are used at the peak to be able to stack the shingles and prevent them from sliding down or off the roof.

Q: My new roof is already leaking, but my contractor is now out of business. What are my options?

A: The ROC has a fund that all licenced contractors have to contribute to each year

called the Recovery Fund. The purpose of this fund is to help offset costs of work done by a licenced contractor that goes out of business or refuses to correct faulty work.

Q: Do I need a permit for a re-roof on my home?

A: The City of Phoenix does not require a permit for residential reroofing, though a permit is required for commercial properties.

Q: Is two-layer underlayment required for 4/12 pitch?

A: The state and national code requires two layers of minimum 15# felt on pitches less than 4/12 but greater than 2.5/12. At 4/12 pitch one layer is only required. Under 2.5/12 a different type of roofing, such as peel and stick bitumen is required.

Q: Does my roof need ventilation?

A: Proper ventilation in the attic is required for most shingle and underlayment manufacturer's warranties.

High quality roofers will look at the existing ventilation and recommend upgrading it if it falls below the code of 1" for every 150 square feet of ventilation at the bottom and top of all attic cavity areas.

Q: Is it okay to wash a brand new roof?

A: Water is harmless to roofs and they can be washed to remove pest debris, leaves, or dirt. Detergents are generally not recommended and some can harm the asphalt shingle or other product on the roof. Consult the manufacturer to verify what is recommended if using something besides water.

Q: What are the requirements to remove non-friable asbestos shingles?

A: Class 3 non-friable asbestos shingles can be wetted down, removed, and placed in thick garbage bags and taken to a standard landfill. Other types of asbestos would require abatement by a licensed company and disposal at an appropriate disposal site. 🏠

Got questions?

Submit them to the ARCA office at arca@azroofing.org



602-396-2261
4600 W Glendale Ave
Glendale, AZ 85301
eliteroofingsupply.com

February 22, 2021

To our extended Elite Family:

We are pleased to announce that Elite Roofing Supply will be opening its 18th branch in gorgeous San Juan Capistrano, CA! This is Elite's fourth branch in Southern California. Under Jim Estrada's leadership, and with Steve Whipple as Regional Vice President, we will be serving San Juan Capistrano and the surrounding area. Our new branch will occupy a great location right off I-5. With 1 acre and a fleet of 2 trucks, 1 mounted lift and 1 yard lift, we will be ready to officially open its doors on April 1st, 2021.

"We're beyond thankful for the opportunity to expand our footprint in Southern California, despite these unprecedented times. Our commitment to the roofing community is unwavering, and we have no doubt Jim will be an incredible representation of that." – Greg Russell, Senior Vice President, Vendor Relations

Jim has been part of the roofing distribution industry for over 30 years, so it's likely many of you have already come in contact with him at one point or another. Prior to Elite, Jim spent his time as a Territory Manager, where he partnered with roofing contractors in Orange, San Diego, Riverside and San Bernardino counties, and later throughout Southern California as a whole. Jim joined Elite three years ago as an Outside Sales Rep for our Orange, Corona and Lynwood branches, and hit the ground running from day one. Steve Whipple, RVP, recently noted, "We're thrilled to be opening another Elite branch in Southern California with Jim. He's a well-respected, seasoned veteran in the roofing industry with an eye for providing solutions. We look forward to serving our customers in the Elite way with great success in San Juan Capistrano!"

When asked for her thoughts on the new branch opening, Sarah Weiss, CEO & President, explained, "We're thrilled to expand our footprint in Southern California, and are confident in Jim's proven ability to wow customers and be a reliable leader for his new team. At Elite, we open a branch when we find the right person and a market that is looking for an independent distributor to serve their commercial and residential needs. Jim's been a valuable part of Elite for years and possesses the skills necessary to service our contractors the way they deserve."

We are thrilled to officially announce Jim's promotion from Outside Sales to Managing Partner and look forward to all that 2021 has in store!

Sincerely,

Sarah Weiss, CEO & President



Delay Provision for a Subcontractor

Reprinted with permission from NRCA

Background: Material shortage issues affect roofing contractors who use subcontractors on a job site. These subcontractors may submit delay claims as a result of the increase in material lead time. A roofing contractor may want to insert a provision that limits a subcontractor's access to delay damages. Previous contract provisions have focused on "no damage for delay" provisions; however, there are ways around this clause to the detriment of the roofing contractor. As a result, the following provision may allow roofing contractors to limit and control the nature of delay claims to only those for which they receive payment from the owner.

Recommended contract provision:

The Subcontractor shall make all claims promptly to the Contractor for additional cost, extensions of time, and damages for delays or other causes in accordance with, and to the extent allowed by, the Contract Documents. Should the Subcontractor be delayed in its work by the Contractor or the other subcontractors of Contractor, then Subcontractor's remedies for such damages resulting therefrom shall be limited to an

equitable adjustment to the Contract Time if a written claim for delay is made to the Contractor within forty-eight (48) hours from inception of the delay and accepted by Contractor's Customer and the Project owner (if applicable). If the Contract Documents are silent, Subcontractor shall give Contractor immediate oral notice followed by written notice of all claims for additional time and/or money within five (5) calendar days of the claim causing event; otherwise, Subcontractor's claims shall be waived by Subcontractor. Any such claim which will affect or become part of a claim which the Contractor is required to make against Owner within a specified time period or in a specified manner under the Contract Documents shall be made in sufficient time to permit the Contractor to satisfy the requirements of the Contract Documents. Such claims shall be received by the Contractor not less than two (2) business days prior to the time by which the Contractor's claim must be made. Failure of the Subcontractor to make such a timely claim shall bind the Subcontractor to the same consequences as those to which the Contractor is bound. Compensation for all claims of the Subcontractor shall be limited to the amount that the Contractor is able to obtain from the Contractor's Customer on behalf of the Subcontractor.

The Contractor agrees that at the request of the Subcontractor, it will present to Contractor's Customer (or the Project owner, if applicable), through the appropriate procedure in the Contract Documents, any just claim for which the Contractor's Customer or Project owner is, or might be, responsible, will cooperate with the Subcontractor in the prosecution of any such claim, and will not settle any such claim without the consent of the Subcontractor, which consent will not be unreasonably withheld. The Subcontractor shall be responsible for the prosecution of any such claim and shall pay all expenses of said prosecution, and it shall be the obligation of the Subcontractor to give the Contractor adequate notice to ensure the Contractor gives all notice required to be given under the Contract Documents with respect to any claims Subcontractor may have relating to or arising from the work.

Disclaimer: The information contained in this article is for general educational information only. This information does not constitute legal advice, is not intended to constitute legal advice, nor should it be relied upon as legal advice for your specific factual pattern or situation.



ROC 205554

Lyons Roofing remains grateful for all ARCA does to advance the success of our Roofing Community.

To all members of ARCA; Lyons Roofing wishes you a healthy and prosperous 2021.



AZ ROC Prepares for Monsoon and Wildfire Season



Reprinted with permission from AZROC

PHOENIX, ARIZ.—Arizona Registrar of Contractors (AZ ROC) urges homeowners to prepare for monsoon season by educating themselves on how to avoid contracting scams.

Wildfire season is already in full swing and Arizona’s monsoon season officially begins today, June 15. Last year’s monsoon season was abnormally dry, but this year the National Weather Service’s Climate Prediction Center is predicting a 40 percent chance of above-average rain.

Monsoon storms mean some Arizonans are going to need home repairs and as always, some will be in a hurry. The current labor and materials shortages may make normal busy season delays worse, putting unlicensed individuals and entities at a better position to take advantage of unsuspecting homeowners rushing to make repairs.

These unlicensed entities will likely claim to be available to start immediately,

unlike many properly licensed contractors who are currently projecting significant delays due to high demand and labor and supply shortages.

Additional red flags homeowners should look out for are:

- Door-to-door solicitors offering low-cost construction services, possibly with “left-over” materials.
- Requests for payment in cash.
- Requests for homeowners to sign over an insurance check.

Homeowners should never make a hurried decision about their home, and in most cases there are things they can do to mitigate further damage to the home while waiting for a licensed contractor.

Residential property owners using a licensed contractor have significant

protections not available to persons hiring unlicensed entities. Among them is the ability to file a complaint against the contractor’s license within a two-year period from the date of occupancy or date the last work was performed. This is the Agency’s jurisdiction period should work performed be below workmanship standards.

Under certain conditions, you may also be eligible to apply to the Registrar’s Residential Contractors’ Recovery Fund and, depending on the cost of damages, receive up to \$30,000 to have the work corrected or completed.

To avoid falling prey to a second disaster, damaged homeowners should only hire licensed contracting professionals to work on their property. Always get multiple estimates and check the license using the free contractor search at www.roc.az.gov, or by giving the Agency a call at 1-877-MY-AZROC. 🏠

Arizona Roofing Industry Foundation

Raising the Roof for Youth On Their Own

17th Annual Charity Bowling Tournament & Silent Auction

Saturday, July 17, 2021 • 11:00 AM – 4:00 PM

Fiesta Lanes, 501 W. River Road, Tucson



2021 Partnership Pledge

DONATE All donations are fully tax deductible unless otherwise noted.

- Event Partner - \$2,500** (\$2,300 is tax deductible as a charitable contribution)
Receive a banner with company logo, two free lanes, prominent placement of company logo on the back of event t-shirt, recognition in the official program and day of event signage
- Gold Partner - \$1,000** (\$900 is tax deductible as a charitable contribution)
Receive one free lane, recognition in the official program and day of event signage
- Food Partner - \$1,000**
Receive recognition in the official program and day of event signage
- Beverage Partner - \$600**
Receive recognition in the official program and day of event signage
- Silver Partner - \$500**
Receive recognition in the official program and day of event signage
- Prize Lane Partner - \$350 (Limited to two)**
Each Sponsor will receive a small banner to be displayed over the respective Prize Lane sponsored, recognition in the official program and day of event signage
- Copper Partner - \$250**
Receive recognition in the official program and day of event signage
- T-Shirt Partner - \$200**
Company logo printed on event t-shirt (limit of 12)
- Bronze Official Player Partner**
Contribute 400 gift items for bowler registration bags
Receive recognition in the official program
- Back to School Drive Donation \$ _____**
- Donate Youth/Adult Door Prize**
- Donate Silent Auction Item**

PARTICIPATE

Team Participation – Registration Fee \$350 (\$250 is tax deductible as a charitable contribution)

Team consists of 6 bowlers made up of any age group, youth and adult. All team participants receive 3 games of tournament bowling, shoe rental, event t-shirt (adult sizes), lunch, fun stuff and a door prize entry ticket for a chance to win a big prize!

Player 1: _____ (S/M/L/XL/XXL) (Name) (Shirt Size) Player 2: _____ (S/M/L/XL/XXL) (Name) (Shirt Size)
Player 3: _____ (S/M/L/XL/XXL) (Name) (Shirt Size) Player 4: _____ (S/M/L/XL/XXL) (Name) (Shirt Size)
Player 5: _____ (S/M/L/XL/XXL) (Name) (Shirt Size) Player 6: _____ (S/M/L/XL/XXL) (Name) (Shirt Size)

Guest Tickets – \$20 per person (Includes lunch, event shirt, door prize ticket, fun stuff and goodies)

Guest 1: _____ (Name) Guest 2: _____ (Name)
Guest 3: _____ (Name) Guest 4: _____ (Name)

Raffle Tickets – ___ \$5 each -OR- ___ Five (5) for \$20

*****COMPLETED FORMS MUST BE SUBMITTED BY JUNE 25, 2021 TO GUARANTEE T-SHIRT AVAILABILITY*****

PAYMENT INFORMATION

Check Enclosed – Payable to Arizona Roofing Industry Foundation

and 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

Company Name: _____ Phone: _____

Primary Contact: _____ Title: _____ Email: _____

Credit Card #: _____ Expiration Date: _____ Billing Zip: _____

Total Amount \$ _____ Authorized Signature: _____

This is a paid ARIF event. Registration deadline is Friday, July 9, 2021. Cancellations after July 9 will be non-refundable, substitutions are allowed. ARCA will only guarantee t-shirt availability on completed forms submitted prior to June 25, 2021.

The Arizona Roofing Industry Foundation (ARIF) is a recognized 501(c)(3) tax-exempt nonprofit organization ID 3799558.

An aerial photograph of a small wooden cabin with a dark roof, situated in a dense forest. A yellow boat is parked on a path leading to the cabin. The scene is lush and green, with sunlight filtering through the trees.

Helping Our Environment

ONE ROOF AT A TIME.

The Industry's First
Smog-Reducing Shingle



Honoring Earth Day Every Day
Learn more at malarkeyroofing.com

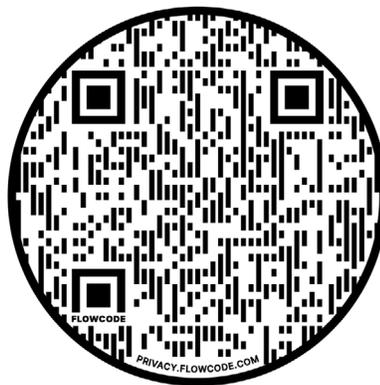
New Pathways for Youth



In order to address the gaps our youth experience as a result of poverty and adversity, New Pathways for Youth is collecting backpacks and supplies throughout June and July . A backpack filled with school supplies gives our youth the essential tools they need to be **unstoppable** in school and start the year off strong!

We are looking for:

- Backpacks (high school)
- Binders
- Lined paper
- Pencils
- Pens
- Erasers
- Notebooks
- Folders
- Dividers
- Post Its
- Graph Paper
- Highlighters



Scan to order
directly from our
Amazon Wishlist!

B D R I V E

Please arrange for items to be at our center - 901 E Jefferson St., Phoenix, AZ 85034 - by **July 26**.
Email Roxanne Majeski Hiller, rmajeski-hiller@npfy.org to arrange pick-up/drop-off.

POLYFLASH® 1C

Every roofer needs PolyFlash® 1C in their roofing solutions kit. A one-component flashing compound, this product addresses multiple challenges on the roof. It seals and waterproofs roofing details, flashings and penetrations.

Learn more at polyglass.us



WELCOME NEW ARCA MEMBERS

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Estimating Edge

Craig Rappaport, 561-665-4141

Northwestern Mutual

Kent Welborn, 602-808-1410

Pacific Supply

Carl Schneider, 623-842-1300

Redbox+ of Phoenix/East Valley

Andy Teague, 480-454-5844

Rust-Oleum Roofing

William Rovenstine, 480-263-0512

Vertex Roofing, Inc

John Roper, 602-687-8393



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Arizona's Minimum Wage Is Now \$12.15

By [Michelle Swann](#)

ON JANUARY 1, Arizona's statutory minimum wage rose to \$12.15 per hour for most wage-earners (\$9.15 for workers who earn tips). The state minimum wage requirement applies to nearly all private-sector employees (see exceptions below 1).

In Flagstaff, the minimum wage is higher, at \$15 per hour.

The increase reflects the annual inflation adjustment required by the Fair Wages and Healthy Families Act, which Arizona voters approved in 2016 as Proposition 206.

REQUIRED NOTICE

Arizona employers are required to post an updated notice regarding the Fair Wages and Healthy Families Act.

The notice can be downloaded from the Industrial Commission of Arizona website, which also offers an FAQ publication regarding minimum wage and earned paid sick time.

1 The state's minimum wage does not apply to workers who are employed by a parent or a sibling; perform babysitting services in the employer's home on a casual basis; employed by the State of Arizona or the federal government; or employed by a "small business" that has annual gross revenues under \$500,000 and is exempt from paying minimum wage under Title 29, Section 206(a) of the U.S. Code (this exception is very limited). 

Lang & Klain is an advocate for construction employers. For help with an employment law issue, [contact Michelle Swann](#). To view other practical articles for employers, visit our [Employer Advocacy web page](#).

Visit www.lang-klain.com to view our legal and business resources for contractors: getting paid, ROC licensing, employer advocacy, and more.

UPCOMING EVENTS

JUN 18
7:00–3:00 PM

ARCA ACADEMY—ROOFING SHINGLES

ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012

JUN 30
8:00 AM–12:30 PM

WEBINAR: TILE ROOFING INSTALLER CERTIFICATION

Webinar login details provided upon registration.

[Register here.](#)

JUL 16
5:00 PM

DIAMONDBACKS VS CUBS SOCIAL EVENT

CHASE FIELD, 401 E. JEFFERSON ST., PHOENIX

JUL 17
11:00 AM–4:00 PM

2021 TUCSON BOWLING TOURNAMENT

FIESTA LANES, 501 W. RIVER RD., TUCSON

JUL 23
7:00 AM–3:00 PM

ARCA ACADEMY—WIND UPLIFT REQUIREMENTS FOR ROOFING SYSTEMS

ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012

AUG 20
7:00 AM–3:00 PM

ARCA ACADEMY—MODIFIED SBS ROOF SYSTEMS

ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012

SEP 17
8:00 AM–4:00 PM

ARCA ACADEMY—INSULATION FOR ROOFING SYSTEMS

ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012

SEP 30–OCT 2

52ND ANNUAL ROOFING EXPO

LITTLE AMERICA HOTEL, 2515 E. BUTLER AVE.,
FLAGSTAFF

OCT 15
7:00 AM–3:00 PM

ARCA ACADEMY—SINGLE PLY ROOFING SYSTEMS

ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012

NOV 6
11:00 AM

2021 FALL RIDERS RALLY

[Complete route available here.](#)

NOV 19
7:00 AM–3:00 PM

ARCA ACADEMY—METAL FLASHINGS VS LIQUID FLASHINGS

ARCA TRAINING ROOM (ON PREMISES, NOT VIRTUAL)
3839 N. 3RD ST., STE. 106, PHOENIX, AZ 85012

Congratulations to the Young Professionals Committee on their shiny new logo! We thank you for all the hard work and enthusiasm you bring to this organization.





Your business can't afford to lose days or weeks as you wait for a new roof. With our commercial roofing services, you can focus on the day-to-day operations of your business as Tecta America Arizona ensures that your roof is in good working condition.

Tecta America Arizona serves all of Arizona with a variety of quality roof services and systems including:

- ▶ Architectural Sheet Metal
- ▶ Built-Up Roof
- ▶ Coatings/Liquid Applied Systems
- ▶ Cool Roofs
- ▶ Daylighting
- ▶ Vegetated Roofs
- ▶ Metal Roofing
- ▶ Modified Bitumen
- ▶ Single-Ply Roof
EPDM
TPO & PVC
- ▶ Standing Seam
- ▶ Steep Slope
Tile
- ▶ Tapered Insulation
- ▶ Waterproofing



Whether you are looking for a contractor for new construction, a re-roof of an existing facility, or maintenance work, Tecta America Arizona is the contractor of choice that consistently delivers a great product with no hassles.

Commercial building owners, property managers, and/or general contractors in need of roofing solutions should contact our team to have an account manager come out to assess your roof.

TECTA AMERICA ARIZONA

1824 W. Broadway Road, Phoenix, AZ 85041

602-246-8661

info.arizona@tectaamerica.com

www.tectaamerica.com

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Email swroofingreps@gmail.com

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Email rlanue@lyonsroofing.com

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Email mrobles@atas.com

DIRECTOR – PETE SCHMAUTZ
STAR ROOFING, INC.
9201 North 9th Avenue
Phoenix, Arizona 85021
Phone 602-944-3323 Fax 602-944-4749
Email pschmautz@starroofingaz.com

DIRECTOR – JEFF STARKWEATHER
STARKWEATHER ROOFING, INC.
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