

MR

MIDWEST ROOFER

Midwest Roofing Contractors Association

September 2016

ANNUAL
REPORT
ISSUE
pg 35

TECH NEWS

Top Five

Technology Game Changers

Gary's Corner

OSHA Update

Electronic Reporting and Anti-Retaliation

Legally Speaking

OSHA "HOT" OVER HEAT STRESS

OSHA focusing on heat related illnesses

INSIDE: 2016 MRCA CONFERENCE & EXPO PREVIEW

Lays flat and stays flat
WILL NOT BUCKLE WHEN WET
25 year limited material warranty

Will not tear easily, reducing blowoffs and allowing fewer fasteners
Raptor is suitable for any pitch greater than 4/12
Raptor weighs only 25 pounds for a 10 square roll
Raptor's dark surface will dry off quickly and show chalk lines clearly
Clean asphalt free surface-will not leave residue on shoes

Of Course We Do All Of That



Custom Colors & Logos



Custom colors and logos available on orders of as few as 14 pallets!



Multiple Sizes For All Your Project Needs



Wide rolls have less waste, install faster, and require the use of fewer fasteners.

Legendary Traction



Slip Resistant, wet OR dry!



Class A Fire Rated with Asphalt Shingles

Preferred fasteners are **regular roofing nails**, coil or hand driven, and cap nails.

Raptor can be left **exposed for six months**

Available at the following distributors

- Advanced Building Products
- B & L Wholesale Supply Inc
- Cardinal Building Materials
- County Line Materials
- CRS Supply
- Dallas Wholesale Builders Supply
- Erie Materials, Inc
- Gary-Hobart Roofing and Supply
- Hawkeye

- J & L Building Materials
- Mueller Roofing
- Reese Central Wholesale
- Shake & Shingle Supply
- Spahn & Rose
- Superior Distribution
- Wholesale Roofing Supply
- Wimsatt Building Materials

We're currently selecting additional, exclusive, Roofing-Oriented Distributors for Raptor Synthetic Underlayment. If you are located in an area where Raptor is not available, and are interested in becoming a distributor please contact Susan Ragan at sragan@raptorunderlayment.com or 317-223-2517.



Visit Us At www.RaptorUnderlayment.com



September 2016

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Midwest
Roofing
Contractors
Association

MRCA Leadership Directory

- Officers/Executive Committee**
President
Bob Schenkel
 CL Schust Company
 rschenkel@clschust.com
- First Vice President**
Mark Langer
 Langer Roofing and Sheet Metal
 mlanger@langer-roofing.com
- Second Vice President/Treasurer**
Greg Sprague
CERTA Chair
 Sprague Roofing Co.
 gmsprague@spraguerroofing.com
- Secretary**
Kevin Gwaltney
 Diamond Roofing
 kevin@diamond-roofing.com
- Chairman of the Board**
Nominating Committee Chair
Larry Marshall
 L. Marshall Roofing & Sheet Metal, Inc.
 lpmarshall@lmarshallroofing.com
- Directors**
Randy R. Adams
T&R Chair
 R. Adams Roofing Co., Inc.
 randy_a@radamsroofing.com
- Terry Buss**
Operations & Safety Chair
 E.D. Chase Inc.
 tbuss@edchase.com
- James Boland**
Operations & Safety Vice Chair
 The Quality Roofing Company
 james@thequalityroofingco.com
- Miguel Arzola**
Business Management Chair
 CIM Roofing
 marzola@cimroofing.com
- Mark Gwaltney**
Business Management Vice Chair
 Diamond-Everley Roofing Contractors
 mark@diamondeverley.com
- Fred Horner**
Conference & Expo Chair
 Advanced Industrial Roofing
 fred_horner@airroofing.com
- Tracey Donels**
YCC Chair
 K Post Company.
 tracey.donels@kpostcompany.com
- Jim Peterson**
Arch. Sheet Metal & Steep Slope Chairman
 Peterson Roofing, Inc.
 jim@petersonroofinginc.com
- Dale Tyler**
 National Roofing Partners LLC
 dale.tyler@nationalroofingpartners.com
- John Kalkreuth**
 Kalkreuth Roofing & Sheet Metal, Inc.
 johnk@krsm.net
- Laurie Moore**
Membership & Marketing Chair
 Kreiling Roofing Co
 lmoore@kreiling.com
- Steve Weinert**
 Crafts, Inc.
 srw@craftsroofing.com
- Kelly Lea**
 Texas Roof Management
 kellylea@texasroof.com
- Council Chairs**
Greg Bloom
Advisory Council Chair
 Allied Building Products
 greg.bloom@alliedbuilding.com
- Tracey Donels**
Young Contractors Council Chair
 K Post Company.
 tracey.donels@kpostcompany.com
- Advisors**
Rene Dupuis, PhD PE
 Structural Research, Inc.
 rdupuis@sri-engineering.com
- Matt Dupuis, PhD PE**
 Structural Research, Inc.
 mdupuis@sri-engineering.com
- Legal Counsel**
Gary Auman
 gwa@dmfdayton.com
- Staff**
Bob Pope
Executive Director
 bpope@assnsoffice.com
- Rachel Pinkus**
Managing Director & MR Editor
 rpinkus@assnsoffice.com
- Valerie Dahlberg**
Affiliate Relations & Government Affairs
 vdahlberg@assnsoffice.com
- Megan Miller**
Accounts Manager
 mmiller@assnsoffice.com
- Joe Williams**
Graphic Designer
 jwilliams@assnsoffice.com

MRCA Headquarters
 2077 Embury Park Rd. | Dayton, OH 45342
 Phone: 800.497.6722 | Fax: 937.278.0317
 www.mrca.org

Disclaimer: The opinions and positions stated in articles published herein are those of the authors and not, by the fact of publication, necessarily those of MRCA. MRCA does not endorse roofing products or systems and shall not be deemed by anything herein to have recommended the use or non-use of any particular roofing system.





NAVIGATING
THE **AR** **2016** **CON**
FUTURE **EXPO**

OCT 31ST - NOV 2ND COLUMBUS, OH



INTRODUCING THE 2016 CONFERENCE & EXPO APP

GET CONFERENCE SCHEDULES | LOCATE SESSIONS | BUILD YOUR PERSONALIZED SCHEDULE | CONNECTS TO YOUR SOCIAL MEDIA | FIND OUT WHO'S ATTENDING WITH MESSAGING FEATURE | EXPO MAP | EXHIBITOR INFORMATION | PRESENTER INFORMATION WITH DOWNLOADABLE HANDOUTS | FIND LOCAL INFORMATION ALONG WITH HOTEL AND CONVENTION CENTER | DOWNLOAD BEFORE YOU GO - NO WIFI NEEDED!



NAVIGATING JUST GOT EASIER.

sponsored by



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ROXUL

The Better Insulation



Malarkey Roofing Products

ROOFERS
- COFFEE SHOP -



an Oldcastle® company

CertainTeed
SAINT-GOBAIN

HAPCO INC



Dataforma
INCORPORATED



KARNAK
CORPORATION
THE SEAL OF QUALITY

ROOFING CONTRACTOR



NRCA

Dunlevey Mahan + Furry
ATTORNEYS



Schedule AT A GLANCE

Monday OCTOBER 31

- 8:00 am–4:00 pm**
Exhibitor Registration and Move In
- 8:00 am–4:00 pm**
Attendee Registration Open
- 8:00 am–9:00 am**
MRCA Foundation Directors Meeting (Executive Session)
- 9:00 am–10:00 am**
MRCA Executive Committee Meeting (Executive Session)
- 10:00 am–11:00 am**
MRCA Incoming Board Director Orientation (Executive Session)
- 11:00 am–1:00 pm**
MRCA Board of Directors Meeting (Executive Session)
- 1:00 pm–5:00 pm**
Union Contractors Bargaining Seminar
- 2:00 pm–4:00 pm**
● Young Contractors Council (YCC) Charity Fundraiser Outing to benefit the Stefanie Spielman Fund for Breast Cancer Research
- 5:00 pm–6:00 pm**
Foundation Auction Pre-Registration
- 5:30 pm–6:00 pm**
New Member / 1st Time Attendee Welcome and Introduction
- 6:00 pm–9:00 pm**
MRCA Welcome Reception & Foundation Auction (7 pm Live Auction)

Tuesday NOVEMBER 1

- 7:00 am–9:30 am**
Exhibitor Registration and Move In
- 7:00 am–4:00 pm**
Attendee Registration Open
- 7:30 am–11:30 am**
● CERTA Train-The-Trainer Classroom
- 8:00 am–10:00 am**
Educational Sessions
- 8:00 am– 9:00 am
Wearable Safety Technology
- 8:00 am– 8:30 am
ICE Dam Certification What is it? What are the Consequences of improper removal? How can you incorporate ICE Dam Removal into your business?
- 8:30 am– 9:00 am
SHARP Mobile Safety App
- 9:00 am– 10:00 am
Surviving the Future
- 10:00 am–10:15 am**
Attendees take their seats for the Keynote
- 10:15 am–11:30 am**
Welcome to Ohio from ORCA President, Jack Petsche, MRCA Membership Meeting, Passing of the Gavel, and Awards, and Introduction of the SHARP Mobile Safety App
- 11:30 am–11:45 pm**
Buckeye Brass and Plated Lunch
- 11:45 am–12:30 pm**
Keynote Address: Chris Spielman



Reasons to Attend

Register today for the 67th Annual MRCA Conference and Expo, October 31 – November 2, 2016 in Columbus, Ohio. This event will be held at the newly renovated Hyatt Regency Columbus and the attached Columbus Convention Center. MRCA will be your guide to NAVIGATING THE FUTURE as we Discover Columbus at this year's event! This technology-focused conference will not only get you thinking about the future, but will offer practical ways to PLAN, IMPLEMENT, and LEVERAGE current and emerging technologies to help your company improve and grow!

The Conference will feature exciting new technology in the way it's presented as well. The online Conference App will be back and even BETTER with new enhancements. Our new Product Peep Shows will offer a new way for sponsors and exhibitors to show attendees their products and services in a digital medium. Even our Foundation Auction will be fully online from the first item donation to the last bid!

Don't miss the great new Conference format, the high-tech Expo floor, and all the MRCA tradition and camaraderie that you've come to know and love! Columbus is a vibrant, growing city and we can't wait to see you in Ohio!

Register today and bring your whole crew to the MRCA 67th Annual Conference and EXPO!

Who Will Benefit?

- Commercial and Residential Contractors
- Safety Consultants
- Superintendents and Foremen
- Project Managers
- Facility Managers
- Specifiers
- Code Officials
- Insurance Agents
- Manufacturers
- Engineers
- Suppliers
- Architects

Wednesday NOVEMBER 2

12:00 pm

Buses containing Free Expo Pass Attendees Arrive

12:30 pm

Prelude to Expo

12:40 pm

Expo Opening Ceremony

12:40 pm–4:00 pm

Expo Open

12:45 pm–1:00 pm

Periscope with Chris Spielman

1:00 pm–1:30 pm

•VIP Suite with Chris Spielman

1:30 pm–5:00 pm

•CERTA Train-The-Trainer Hands-On Portion

3:00 pm–5:00 pm

Business Management for Steep Slope Contractors

4:00 pm–5:30 pm

Young Contractors Council (YCC) Panel and Reception

5:00 pm

Buses containing Free Expo Pass Attendees Depart

5:30 pm–7:30 pm

NWIR Reception

6:30 pm

President's Reception and Dinner (by invitation)

7:00 am–2:00 pm

Attendee Registration Open

7:30 am–11:00 am

•CERTA Train-The-Trainer Continuation for First Time Authorizations Only

7:30 am–11:30 am

•CERTA Applicator Classroom Portion

7:30 am–11:30 am

•Foreman & Superintendent Training Part 1 of 2

8:30 am–12:30 pm

Expo Open (Breakfast & Lunch Stations on the Expo Floor)

10:00 am–2:00 pm

•Guest Outing

12:30 pm

Expo Closes

12:30 pm–5:00 pm

Exhibitor Move-Out

12:30 pm–3:30 pm

•Foreman & Superintendent Training Part 2 of 2

12:30 pm–4:00 pm

•CERTA Applicator Hands-On Portion

12:30 pm–2:00 pm

Presidents Panel with Coffee and Dessert

2:00 pm–2:15 pm

Break

2:15 pm–3:15 pm

Educational Sessions

- 2:15 – 3:15 pm New Tech and Technology in Recruitment
- 2:15 – 3:15 pm Hail Resistance
- 3:15 – 4:15 pm Ventilation
- 3:15 – 4:15pm UAV's Drones in Design and Construction

• **Separate Registration Fee**



#MRCA2016

2016

Presents The Arcade Showdown



FUNDRAISER

Registration Form



TO BENEFIT THE STEFANIE SPIELMAN FUND FOR BREAST CANCER RESEARCH



OCTOBER 31, 2016

2-4 PM  **BARLEY'S BREWCADIA**
 467 N. HIGH ST.
 COLUMBUS OH

SUPPORT THE YCC'S EFFORT TO RAISE FUNDS FOR THIS COLUMBUS BASED RESEARCH FUND



Finally! An opportunity to unleash your A-game for a good cause. Compete for the highest score on a variety of classic arcade games for choice prizes and 1st place bragging rights. You can also sit back with a cold one and cheer on your friends. Registration gets you in the game, covers your drinks, and fills your belly with Barley's best appetizers. It also raises money for the Stefanie Spielman fund for breast cancer research!



REGISTRATION FORM

\$35 PRE-REGISTER
\$40 AT DOOR



Name: _____

Company Name: _____



Company Address: _____

Mobile Phone: _____ Email: _____

Make checks payable to MRCA or Fill out the credit card information below:

Visa Mastercard Amex Discover

Credit Card Number _____ Expiration Date _____

Signature _____ Billing Zip _____

QUESTIONS? CALL OR TEXT MEGAN AT 937-367-9126 OR EMAIL mmiller@assnsoffice.com

MAKE A DIFFERENCE IN THE ROOFING INDUSTRY

MRCA FOUNDATION AUCTION CELEBRATION



CAN'T BE THERE IN PERSON? BID ONLINE!



JOIN US AS WE HONOR FRIENDS AND FAMILY MEMBERS WHO HAVE PASSED AND CELEBRATE THEIR LIVES AND SPIRITUAL JOURNEYS

To donate
an item to the Auction Fundraiser or have any questions, please contact
Megan Miller
mmiller@assnsoffice.com
800-467-6722

AUCTION PREVIEW & COCKTAILS AT 5PM
AUCTION BEGINS AT 6PM



DAY OF THE DEAD

2016 MRCA CON/EXPO COLUMBUS OHIO

OCTOBER 31, 2016



FOUNDATION

The purpose of the MRCA Foundation is to raise awareness and improve the industry by supporting educational programming, industry research, and industry-related academic scholarships.

NOTE: The MRCA Foundation is a 501(c)(3) and your contributions at the Auction are tax deductible



FOUNDATION



CHRIS SPIELMAN

**MRCA
KEYNOTE
SPEAKER
TUESDAY
NOV 1ST
2016**

Chris Spielman is an All-Star linebacker from Massillon Ohio. He was a 2 time All American for The Ohio State University Buckeyes. Chris played 11 years in the NFL for the Detroit Lions, Buffalo Bills, and the Cleveland Browns. He was inducted into the College Football Hall of Fame in 2009.

Currently, Chris is a NFL analyst with Fox Sports, a Professional Speaker and his most important role besides being a father of 4, is that of a Cancer Warrior – Chris continues the fight that he and Stefanie started together shortly after her first diagnosis. He found his biggest opponent to be off the field.

In 2013, Chris married Carrie Yocom, who brought 2 daughters to the family, Kendra and Gina.

Chris' life has order: Faith, Family and Community – and he lives it daily in that order.




MRCA NAVIGATING
THE 2016 CON
FUTURE EXPO
OCT 31ST - NOV 2ND COLUMBUS, OH
MRCA.ORG

VIP SUITE PASSES AVAILABLE

Exhibitors AND EXHIBIT HALL

Visit leading industry suppliers in the exhibit hall where they will showcase their products and services during the MRCA 67th Annual Expo. The exhibit hall is designed to allow you to meet face to face with vendors, view products demonstrations, and network with your peers. Connect with each exhibiting company to learn how they can help you grow your business!



**MONDAY
OCTOBER 31**

8:00 am–4 pm
Exhibitor Registration
and Move-In

**TUESDAY
NOVEMBER 1**

7:00 am–9:30 am
Exhibitor Registration
and Move-In

12:40 pm–4 pm
Trade Show Open

**WEDNESDAY
NOVEMBER 2**

8:30 am–12:30 pm
Trade Show Open

12:30 pm–5 pm
Exhibitor Move-Out

2016 EXHIBITORS*

* Exhibitor list is as of August 1, 2016

838 Coatings	Firestone Building Products	Petersen Aluminum
A.C.T. Metal Deck Supply	GAF	Polyglass U.S.A., Inc.
ABC Supply Co., Inc.	Georgia-Pacific Gypsum	Raptor Synthetic Underlayment
AccuLynx	Guilbert Express	RK Hydro-VAC, Inc.
Allied Building Products Corp.	HAPCO Inc.	Roof Integrated Solar Energy (RISE)
APOC	Hunter Consulting Company	RoofersCoffeeShop.com
Carlisle SynTec Systems	IKO	Roofing Contractor
CertainTeed	Johns Manville	RoofLogic
CERTA®	Karnak Corporation	ROXUL USA
CHEM LINK INC.	Leading Edge Safety, LLC	Scout Services Permit Experts
COPPER CAT	Lester Building Systems	SIKA SARNAFIL
Cordeck	Louis T. Ollesheimer & Son	SOPREMA
DATAFORMA, INC.	Malarkey Roofing Products	Swenson Shear
DaVinci Roofscapes	McElroy Metal	TAMKO
DERBIGUM Americas, Inc.	MEP Insulation Recycling	Triangle Fastener Corporation
Dimensional Metals, Inc.	Metal Panel Systems, Inc.	TRUFAST
D-MAC Industries	MRCA/Beeline Purchasing, LLC	TSI Energy Solutions
Duro-Last Roofing, Inc.	MRCA Information Center	United Union of Roofers
Equipier	Mule-Hide Products	VADA Vented Roofs
FCS Control	NorthCoast / RSG	Wausau Tile, Inc.
FiberTite Roofing Systems	OMG Roofing Products	
Franklin International - Tite Bond	Owens Corning	

For more information on exhibiting, sponsoring, or advertising, please contact

RACHEL PINKUS, MRCA MANAGING DIRECTOR

800.497.6722 / rpinkus@mrca.org

#MRCA2016

Registration INFORMATION

SHOW LOCATION AND HOTEL

The 67th Annual MRCA Conference and Expo will be held at the Greater Columbus Convention Center and the official conference hotel, The Hyatt Regency Columbus, which is attached to the convention center.

The Greater Columbus Convention Center

400 North High Street
Columbus, OH 43215
www.columbusconventions.com

The Hyatt Regency Columbus

350 North High St.
Columbus, OH 43215
Hotel Reservations: 888-421-1442 and give group code "ROCO" or reference "Midwest Roofing Contractors" or online through our secure online reservation process. Just go to <https://goo.gl/ZXivW5> and you will be taken directly to MRCA's private reservation site.

MRCA's special Room Block Rate is \$153.00 + taxes and fees per night and good for the nights of October 30 - November 2, 2016. Please remember that your reservation cut-off date is 10/9/16..

Hyatt Parking

Valet Parking at Hyatt Regency Columbus is \$26 per night with unlimited in-out privileges. Self-parking in the adjacent Underground Garage is \$18 per 24-hour period. Additional self-parking is available one block east of the hotel on Nationwide Blvd. in the East Lot at \$14 per 24-hour period.

Airport

Port Columbus International Airport
4600 International Gateway
Columbus, OH 43219
www.flycolumbus.com

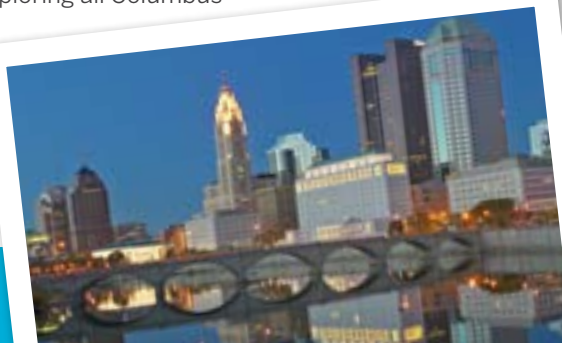
Transportation

Taxi to/from Airport - \$25 each way.
Columbus Public Bus Transportation - To/From Airport: Approximately \$1.50 per person, each way.

START PLANNING TO EXPERIENCE EVEN MORE OF COLUMBUS NOW!!

The Columbus Visitors Bureau has a wealth of resources to plan your trip at www.experiencecolumbus.com. We look forward to exploring all Columbus has to offer with you this fall!

EXPERIENCE
COLUMBUS



CONFERENCE REGISTRATION

MRCA Member Companies pay \$350 for the first registration and \$125 per additional attendee from the same company. Every registration includes entry to the exhibit hall as well as the Foundation Auction and Keynote Address. Be sure to indicate on the Registration Form if you plan to attend any of these Special Events and which Educational Sessions you will be attending to insure enough seating and meals.

Phone 800.497.6722. Get personalized support to register all company employees at one time.

Fax 937.278.0317. Fax a separate registration form for each employee and send all forms together.

Mail. Complete a separate registration form for each employee and mail them together.

Online. www.mrca.org

Exhibit Hall Only

Access to the exhibit hall is FREE for Contractors, Consultants, Specifiers, Code Officials, Engineers, Architects & Insurance Agents ONLY. Non-Member Suppliers, Manufacturers, Distributors, and Service Providers can enter the exhibit hall for a nominal fee of \$200 per person.

Four Easy Ways to Register

Online: www.mrca.org

Phone: 800.497.6722

Fax: 937.278.0317

Mail: MRCA, 2077 Embury Park Rd., Dayton, OH 45414

Program Changes and Cancellations:

MRCA reserves the right to substitute speakers or to cancel and reschedule events due to any unforeseen circumstances. If MRCA must cancel a show, registrants will receive a full credit or refund of their paid registration fee. No refunds will be made for lodging, airfare, or any related expenses.

Deductibility of Expenses: Consult your tax advisor for information regarding the deductibility of registration and membership expenses.

Please feel free to contact Rachel Pinkus or Megan Miller with any questions or concerns 800-497-6722.



MRCA 67th ANNUAL CONFERENCE & EXPO

October 31 - November 2, 2016

Greater Columbus Convention Center - Columbus, Ohio

Please print clearly or Register Online at www.mrca.org. Use a separate form for each registrant, and duplicate form as necessary.

Company Name _____

Full Name _____ First Name for Badge _____

Title _____ Unique Email (required) _____

Company Address _____

City _____ State _____ Zip _____ Country _____

Work Phone _____ Cell Phone _____

Spouse/Guest Name _____ First Name for Badge _____ Phone _____

Full Conference Registration **A**

Includes MRCA Welcome Reception, Foundation Auction, Keynote Address, MRCA Membership Meeting, Educational Sessions, Meals and Access to Exhibit Hall.

Member Company Registration

Member Registration \$350
Additional Member Registration* \$125

*Discount is available only if registrants are from the same company. All registrants must complete separate registration forms. The MRCA Member price is also being extended to Ohio Roofing Contractors Association (ORCA) Members.

Non-Member Individual Registration \$450 per person

Join and Register Option for Contractors

Become an MRCA Member today and receive 1 year of Silver Level Membership and 1 complimentary registration.

New Member Registration \$795
Additional New Member Registration \$125

1-Day Conference Registration

Includes 1 day of Educational Sessions and Access to the Exhibit Hall. All registrants must be from the same member company, attend the same day, and submit forms together to receive the member discount. All registrants must complete separate registration forms.

Check the day you will attend: Monday Tuesday Wednesday

1-Day Member Company Registration \$150
Additional 1-Day Member Registration \$75
1-Day Non-Member Individual Registration \$195

Exhibit Hall Only Registration

Contractors, Consultants, Specifiers, Code Officials, Engineers, Architects, Insurance Agents are FREE
Non-Exhibiting Suppliers are \$200 per person

Spouse and Guest Registration

Includes MRCA Welcome Reception, Foundation Auction, and Access to Exhibit Hall. (See Block C for Spouse/Guest Outing Registration) 175

Subtotal A \$ _____

Activities Requiring Separate Registration Fee **C**

YCC Charity Fundraiser Outing

Monday, October 31st 2:00 - 4:00 pm
 \$35 per person for advanced registration (\$40 on-site)

Spouse and Guest Outing

Wednesday, November 2nd 10:00 am - 2:00 pm
Tickets include transportation to and from restaurant, lunch, tour, taxes and gratuities. Space is limited to 20 Registrants.
_____ No. of Tickets at \$125.00 each = \$ _____

Subtotal C \$ _____

Educational Sessions & Special Events **D**

For space and meal planning purposes, please check which sessions you plan on attending.

Monday, October 31st

1:00 - 5:00 pm Union Contractors Bargaining Seminar
 5:30 - 6:00 pm New Member / 1st Time Attendee Reception
 6:00 - 9:00 pm Welcome Dinner & Foundation Auction

Tuesday, November 1st

8:00 - 9:00 am Wearable Safety Technology
 8:00 - 8:30 am ICE Dam Certification - What is it?
 8:30 - 9:00 am SHARP Mobile Safety App. Demo
 9:00 - 10:00 am Surviving the Future
 10:00 - 12:30 pm MRCA Awards, Keynote, and Lunch
 3:00 - 5:00 pm Steep Slope Contractor Business Mngmt.
 4:00 - 5:30 pm YCC Panel and Reception
 5:30 - 8:00 pm NWIR Reception

Wednesday, November 2nd

12:30 - 2:00 pm Presidents Panel and Dessert
 2:15 - 3:15 pm New Tech & Technology in Recruitment
 2:15 - 3:15 pm Hail Resistance
 3:15 - 4:15 pm Ventilation
 3:15 - 4:15 pm UAV's / Drones in Design & Construction

Special Requests **E**

This is my First MRCA Conference & Expo and I will be attending the New Member / 1st Timer Reception on October 31st.
 I require special assistance onsite. Please contact me.
 I will need vegetarian meals.
 I will need vegan meals.

Total Payment Due

A + B + C \$ _____

Check to MRCA Visa MC AmExp Discover
Card # _____ Exp. Date _____
Name on Card _____ Billing Zip Code _____

Activities Requiring Separate Registration Fee **B**

Foreman & Superintendent Training

(Includes Meals & Access to Exhibit Hall)
Wednesday, November 2nd 7:30 - 11:30 am and 12:30 - 3:30 pm
 \$95 per person

CERTA Train-the-Trainer Course

(Includes Keynote, MRCA Membership Meeting, Meals & Access to Exhibit Hall)
Tuesday, November 1st 7:30 - 11:30 am and 1:30 - 5:00 pm
Wednesday, November 2nd 7:30 - 11:00 am
 \$350 per person for MRCA, NRCA and ORCA
 \$495 per person for Non-Members

CERTA Applicator Course

(Includes Meals & Access to Exhibit Hall)
Wednesday, November 2nd 7:30 - 11:00 am and 12:30 - 4:00 pm
 \$300 per person for MRCA, NRCA and ORCA Members
 \$445 per person for Non-Members **Subtotal C \$ _____**

Cancellation Policy

All cancellations must be received in writing. A \$15 processing fee applies to all cancellations. No refunds will be given after October 15, 2016. All refunds will be processed after the conference.

BEST of SUCCESS



SEPTEMBER 26-27, 2016
MARCO ISLAND, FLORIDA



REGISTER FOR *ROOFING CONTRACTOR'S* 12TH ANNUAL BEST OF SUCCESS CONFERENCE!

This innovative 2-day conference will feature a dynamic series of industry leaders offering sessions geared toward helping you improve your business. Don't miss this opportunity to network with your peers and learn how you can take your roofing business to the next level!

Who Attends?

- Residential Contractors
- Commercial Contractors
- Project, Production & Operations Managers
- Presidents, CEOs & Owners
- Marketing & Sales Managers
- Estimators
- Foremen

Why Attend?

- **INVALUABLE EDUCATION:**
Learn from industry experts and panelists who are willing to share their ideas and best practices to help you improve and grow your business.
- **NETWORK & BUILD RELATIONSHIPS:**
Share experiences, discuss your challenges and build relationships with your peers in a neutral and non-competitive environment.
- **INVEST IN YOUR SUCCESS:**
Make the most of your valuable time and investment by meeting with the leading product and service providers at a single event.

VIEW PROGRAM ON THE NEXT PAGE AND AT:
WWW.BESTOFSUCCESSCONFERENCE.COM

2016 SPONSORS



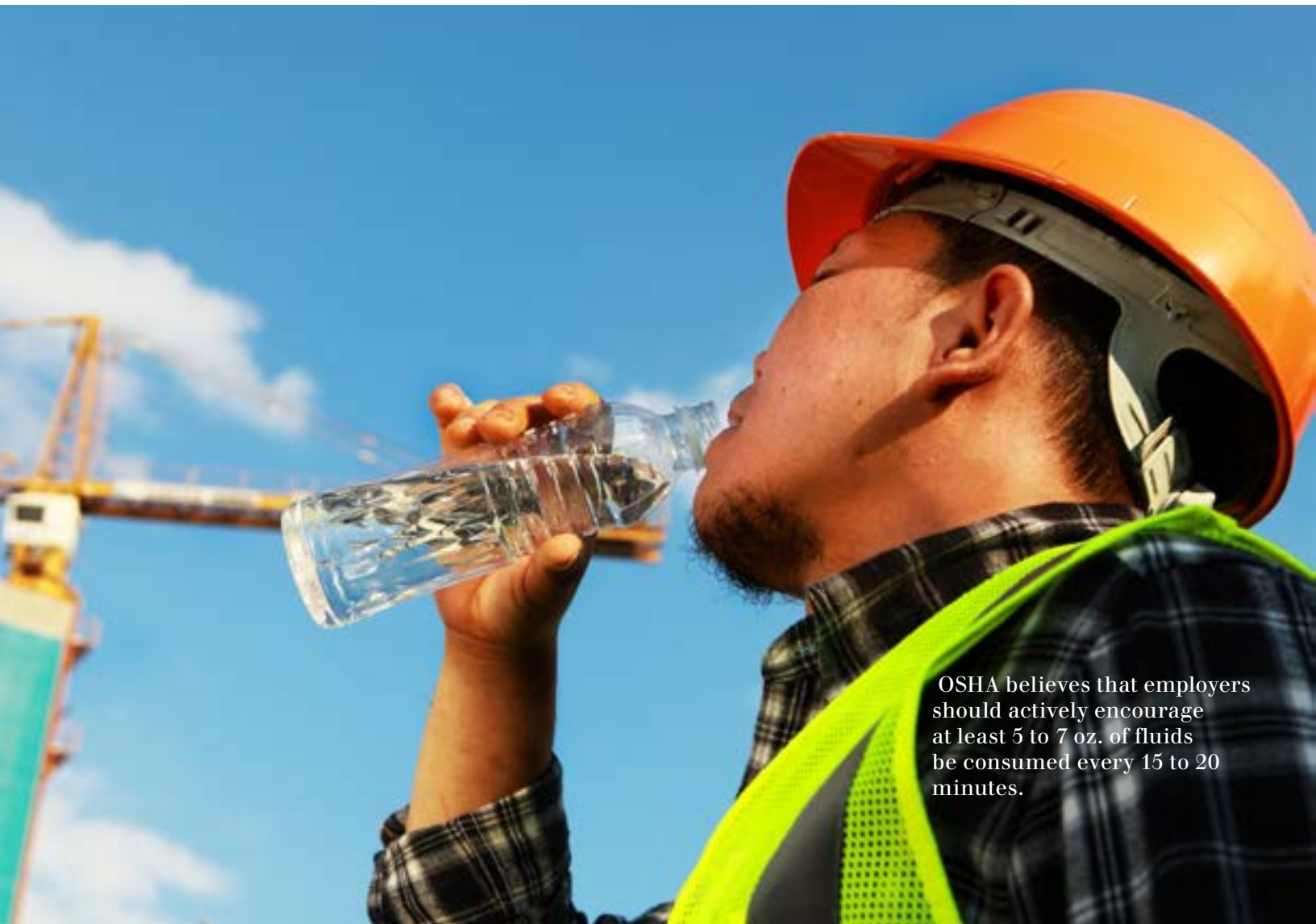
OSHA “HOT” OVER HEAT STRESS



Bob Dunleavy

OSHA is now focusing on heat related illnesses in the workplace even though it has no Standard which specifically addresses working in a hot environment. It is aggressively pursuing employers and, in a Washington memo to OSHA's Regional Administrators, it stated that "this memo directs the Field to expedite heat-related inspections and to issue Citations ... as soon as possible."

Therefore, employers need to take action now to ensure a workplace free of heat hazards or face costly citations and litigation.



OSHA believes that employers should actively encourage at least 5 to 7 oz. of fluids be consumed every 15 to 20 minutes.

“OSHA is urging that each employer establish a heat stress program”

As most employers know, but seldom address adequately, working in a hot environment puts stress on an employee's body cooling system. Too much heat can result in dehydration, cramps, heat exhaustion and even a fatal heat stroke. The risk of heat stress depends upon many factors related to the individual employee and this makes the challenge of making a safe workplace for all even more challenging. Those risk factors include the employee's physical condition, the temperature and humidity, clothing worn, the pace of work and how strenuous it may be, exposure to sun and environmental conditions such as air movement.

In utilizing OSHA's General Duty Clause, Section 5(a)(1), the agency is attempting to make “new law” further regulating employers' activities. A violation of the General Duty Clause may exist when workers have been working in a hot environment, the employer is aware of the heat-related dangers, and has not taken adequate protective action for the workers – such as water, rest and shade. But, OSHA expects even more than water, rest and shade and that is why employers must take additional steps to address heat in the workplace. OSHA also insists upon implementing an acclimatization program for new

employees and those returning from extended time away, such as vacations or leaves of absence. It also urges implementing a work/rest schedule and providing a climate controlled area for cool down. For those employers utilizing temporary employees, there is a greater risk of heat-related illnesses and OSHA would urge greater care in adopting an acclimatization program for them. Simply telling your employees that it is a hot day and they should take breaks when they need to and drink as much water as necessary, will not meet OSHA's expectations and could very easily result in a citation. OSHA believes that employers should actively encourage at least 5 to 7 oz. of fluids be consumed every 15 to 20 minutes.

OSHA is urging that each employer establish a heat stress program, but when the employer does so it may very well be recognizing that there is a hazard in the workplace which needs to be addressed meaningfully. Then, the Compliance Officer may find your program inadequate. This is a dilemma for employers yet unresolved by the courts. A heat stress program can have

TRAINING

many components, including:

- Hazards of stress
- Responsibility to avoid heat stress
- Recognition of danger signs/

symptoms because employees may not recognize their own

- First aid procedure
- Effects of certain medications in hot

PERSONAL PROTECTIVE CLOTHING/EQUIPMENT

environment

- Light summer clothing allowing free movement and sweat evaporation
- Loosely worn reflective clothing to deflect heat
- Cooling vest and wetted clothing for special circumstances

ADMINISTRATIVE ENGINEERING CONTROLS

- Assess the demands of all jobs and have monitoring and control strategies in place for hot days and hot workplaces
- Schedule hot jobs for cooler parts of the day
- Reduce physical demands
- Permit employees to take intermittent rest breaks with water breaks and use relief workers

- Have air conditioning and shaded areas available for breaks/rest periods with ice available
- Increase air movement
- Exhaust hot air and steam

HEALTH SCREENING ACCLIMATIZATION

- Let employees get used to hot working conditions by using a staggered approach over several days, such as beginning work with 50% of the normal workload and time spent in the hot environment and then generally increase it over five days
- Make employees aware that certain medications, such as Diuretics, anti-hypertensives (blood pressure), anti-cholinergics (pulmonary disease – COPD), and alcohol abuse, can exacerbate problems.

OSHA is also inclined to cite an employer if prompt remedial action is not taken when an employee falls victim to heat stress. Employers should establish specific procedures for heat-related emergencies and provisions that First Aid be administered



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immediately to employees who display symptoms of heat-related illness. Those employees may very well resist First Aid because of the confusion caused by heat stress. Therefore, training on the signs and symptoms is also encouraged.

Don't be caught ill-prepared for an incident and a subsequent visit by OSHA – establish your heat stress program today. Dunlevey, Mahan & Furry currently is defending a significant heat

“Don't be caught ill-prepared for and incident and subsusequent visit by OSHA”

stress fatality case and further guidance from the courts could result from this case.

For more information regarding heat stress programs and the law, contact Bob Dunlevey, Dunlevey, Mahan & Furry (937) 223-6003.

NOAA's National Weather Service

Heat Index
Temperature (°F)

Relative Humidity (%)	80	82	84	86	88	90	92	94	96	98	100	102	104	106	108	110
40	80	81	83	85	88	91	94	97	101	105	109	114	119	124	130	138
45	80	82	84	87	89	93	96	100	104	109	114	119	124	130	137	
50	81	83	85	88	91	95	99	103	108	113	118	124	131	137		
55	81	84	86	89	93	97	101	106	112	117	124	130	137			
60	82	84	88	91	95	100	105	110	116	123	129	137				
65	82	85	89	93	98	103	108	114	121	128	136					
70	83	86	90	95	100	105	112	119	126	134						
75	84	88	92	97	103	109	116	124	132							
80	84	89	94	100	106	113	121	129								
85	85	90	96	102	110	117	126	135								
90	86	91	98	105	113	122	131									
95	86	93	100	108	117	127										
100	87	95	103	112	121	132										

Likelihood of Heat Disorders with Prolonged Exposure or Strenuous Activity

Caution
 Extreme Caution
 Danger
 Extreme Danger



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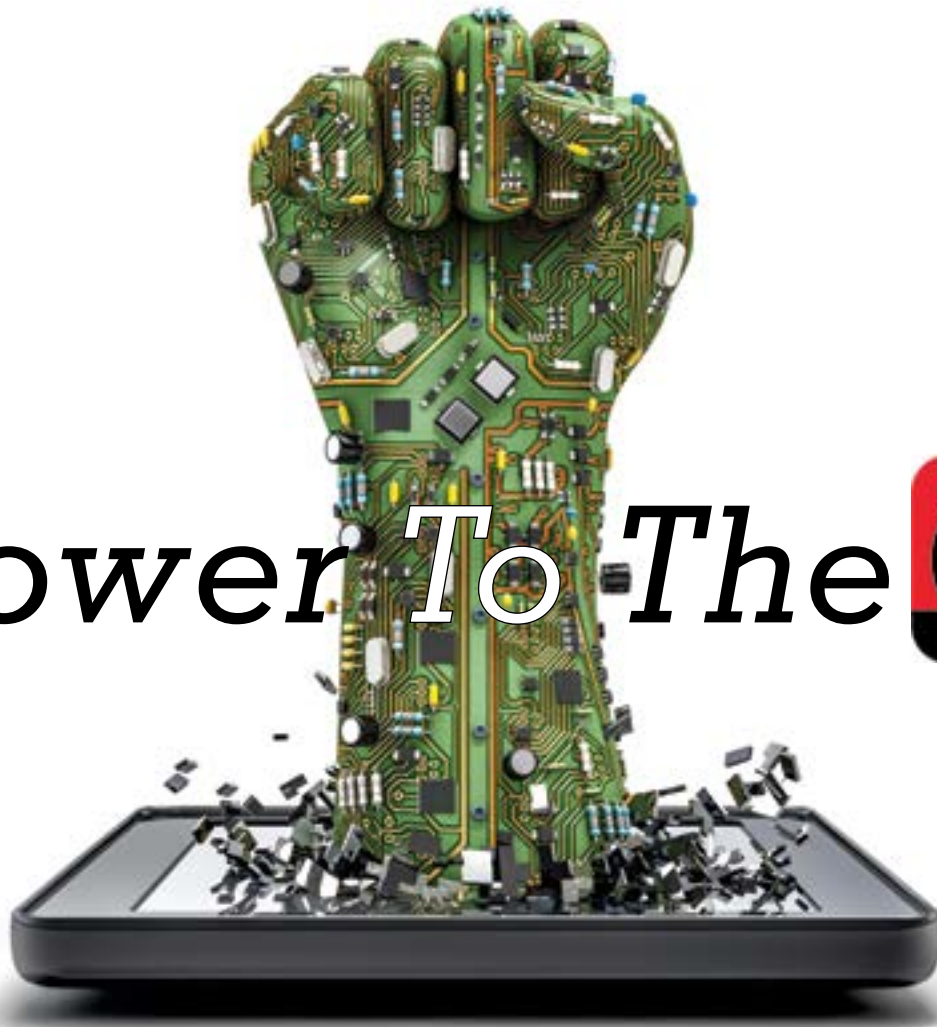
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ON DECK with Morgan



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7 THINGS ABOUT TRACEY DONELS OF K POST COMPANY, DALLAS TX

- Tracey Donels, Vice President at K-Post Company, has worked in just about every position there is in roofing. "I started with K Post 10 years ago in the field, working on the roofs and it took about 9 months before I moved inside. Roofer, estimator, sales, I've done them all."
- More recently Tracey, his wife Karen, and their daughter have been brushing up on their Spanish skills in anticipation of their upcoming adoption of a 6yo girl from Columbia! "Karen is basically fluent. It's me that gets stuck in the tenses."
- The Donels have 5 dogs, all adopted from rescues. Between family, pets, yard work and the gym, Tracey keeps pretty busy in his personal life.
- Tracey and his brother grew up in Iowa, so the Hawkeyes are an obvious favorite, but their father was a huge Mickey Mantle fan, and passed on his love of the Yankees to his sons.
- Tracey's charity work includes projects with Habitat for Humanity, as well as 3 years of dedicated service to the MRCA's Young Contractors Council (YCC,) which will be supporting the Stefanie Spielman Fund for Breast Cancer Research at this year's MRCA Conference in Columbus, OH.
- Tracey's favorite food is pizza. "Hey, I'm not going to argue with my girls!"
- Tracey thinks that participating in the MRCA promotes, "networking, and sharing better business practices. We shouldn't need to learn from our own mistakes when we can learn from each other's. Most importantly, we can learn from each other's successes, because that's what the MRCA is all about."

Find us at...



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facebook.com/Young-Contractors-Council-219124635109694/timeline



Course for Presidents

RUN YOUR BUSINESS, DON'T LET IT RUN YOU



As the owner, CEO, or president of an organization, it's your job to ensure the organization is adaptable, efficient, sustainable, and profitable. That's easier said than done.

Many business owners get so involved in the day-to-day operations of the business, they never have time to focus on what's really important: Growing the business and preparing for the future. This day-to-day approach can be dangerous because when business leaders are too focused on the short term they can't see or plan for what is out in front of them, such as changes in the business environment, until it's too late.

What's the answer? Professional management

Professional management is a proven system that enables business owners to focus on:

- Establishing and influencing the future Direction of the organization by clarifying the strategic direction and ensuring your own leadership meets the future needs of the organization.
- Aligning the Operations to that future desired state. It involves the continuous alignment of the business structure and developing people so they can help drive toward the desired future state.
- And establishing the Controls through a strong culture and performance management that allow your organization to hold each other accountable to the vision, values and objectives.

Aileron's flagship two-day Course for Presidents program focuses on the fundamentals of Professional management, including Aileron's DOC (Direction, Operation, and Control) structure.

Focusing on these areas can help you simplify and control your business, gain operational clarity, and organizational discipline. It will also help position your company for long-term success, reduce your stress, and create more free time.

During the program, you'll also interact with business owners, CEOs, and presidents who are facing the same issues and challenges that you face. You will also participate in a self-assessment to help you understand your company's strong and weak areas. This will help you develop your action plan.

After completing the program, you'll be able to apply new knowledge of the Professional Management System to identify areas of improvement in yourself and your organization.



Aileron's Professional Management System



Course for Presidents

RUN YOUR BUSINESS, DON'T LET IT RUN YOU

Individualized Support

- Customized Assessment Review & Action Plan with a Business Advisor (1 per organization)
- Up to 8 hours of guidance from an experienced Business Advisor within the first year after attending the program
- Ongoing support from the Client Development team
- Resource Identification

Oct. 4 - 5, 2016
(2 days)

8:00 am - 5:00 pm
Aileron Campus, Dayton, OH

WHO SHOULD REGISTER?

This program is exclusively for business owners, presidents, and CEOs of privately held organizations. Typically, participants have 10 or more employees and are between \$1-20 million in sales.

MRCA is Partnering with Aileron to Offer this New Member Benefit!



For more information, visit our website at www.aileron.org or contact Valerie Dahlberg at (800) 497-6722 or vdahlberg@mrca.org

Kreiling Roofing Continues To Be A Leader In Safety

Chooses MRCA Partner, Harness Software, To Strengthen & Streamline Their Safety Program

Harness Software, announced that Kreiling Roofing has successfully deployed the Harness platform as their safety management system.

Founded in 1921, Kreiling is a still a family owned and operated company serving commercial and residential clients across the Midwest.

“Safety is very important to us and we were looking for a way to manage our program without the headaches that come with paperwork and manual tracking. Harness was a perfect fit.” said Laurie Moore, Owner.



Laurie Moore Owner
Kreiling Roofing

By using Harness, Kreiling staff can quickly complete safety checklists, inspections, toolbox talks and more right from their smartphone. Harness also provides Kreiling with an automated system from tracking worker training records and needed safety documents such as safety data sheets. This data is shared amongst workers via smartphone and access can even be granted to general contractors or customers instantly eliminating the need for the “project binders” that they previously used for each job.

“We anticipate Harness will save us hundreds of hours per year in administration time while at the same time, strengthening the quality of our records and giving us better insights.” , says Moore.



Tom Whitaker
Founder of Harness

“Kreiling Roofing is a perfect example of a well-run family business that isn’t afraid of change. They recognize the huge opportunity modern tools like Harness represent in the area of health & safety and I’m delighted that they chose us as their partner,” said Tom Whitaker, Founder of Harness. “They’ll be able to capture, analyze, and share safety data much easier than with their old paper forms and spreadsheets. We look forward to helping them for years to come.”

Harness launched in 2013 with a mission to make safety easy for contractors. Harness now serves thousands of contractors across North America. The software works on any smartphone or tablet device and is extremely easy to use. Harness provides full setup, customization, and training to each company that deploys the program. Ensuring that the solution is accepted by field workers and accomplishes all of the customers’ goals.

About Kreiling Roofing: *Kreiling Roofing Co has more than 60 experienced employees who have been educated with the superior material research and installation standards provided by the Midwest and National Roofing Contractors*

Associations. Our reputation is built on our long-standing ability to support our guarantees. We continue to build our reputation on a daily basis as we take your roofing needs and care for them using our knowledge and experience.



Kreiling



visit : www.kreiling.com

About Harness: *Harness is a smartphone and web application that replaces the need for paper forms, checklists, inspections, SDS documents, and much more. They also make it easy to generate reports and make needed adjustments to your safety program. Having a strong safety program shouldn't mean having to do a lot of paperwork or spend time digging for information. There's a better way. Contact Tom to find out more and mention that you are a Member of MRCA for special pricing on the Mobile App being launched this Fall at the MRCA Conference & Expo, October 31 – November 2nd in Columbus, Ohio.*

Tom Whitaker - Founder (416) 526-9081

tom@harnessup.com www.harnessup.com

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ATTORNEYS

Kansas Roofing Company Charged With Forced Labor



By Laura D. Francis - Bloomberg BNA

June 14 — A Kansas City, Kan., roofing company and its owners have been charged with forced labor and immigration-related violations in connection with an alleged scheme to force undocumented workers to pay kickbacks, Immigration and Customs Enforcement announced June 14 (United States v. Keaton, D. Kan., No. 2:16-cr-20051, indictment unsealed 6/14/16).

Tommy Frank Keaton and Graziano Cornolo, the owners of Canadian West Inc. and RAM Metal Products Inc.—which do business as Century Roofing—used coercion, extortion and threats to get their undocumented workers to pay the kickbacks, according to ICE. The idea was to cut overhead costs and give the company a competitive advantage, the agency said in a statement.

The defendants were charged in a June 8 indictment that was unsealed June 14.

The alleged threats include threats to fire roofing crew leaders, ensure that they couldn't get jobs elsewhere and to take back work trucks provided to the crew leaders, even when they were making loan payments and paying for insurance and maintenance on the trucks, all if they didn't pay kickbacks. The defendants also allegedly threatened to evict crew leaders from provided housing if they didn't follow orders.

In addition, Keaton and Cornolo allegedly threatened to turn over crew leaders to immigration authorities unless they paid the kickbacks, or if they worked for other companies without approval or if they or their crews didn't meet deadlines.

Company Employee Also Charged

Alberto Diaz-Hernandez, a Century Roofing employee,

also has been charged along with the other defendants with conspiracy to transport, harbor and encourage the residence of unauthorized immigrants in the U.S. in reckless disregard of their unlawful status.

Keaton, Cornolo and the companies additionally are charged with obtaining forced labor and benefit from forced labor, as well as conspiracy to commit those crimes; transporting an alien unlawfully in the U.S.; harboring an undocumented immigrant; and encouraging or inducing undocumented immigrants to reside in the U.S.

If convicted, the defendants face up to 20 years in prison and a \$250,000 fine on each of seven forced labor counts; up to 20 years in prison and a \$250,000 fine on the count of conspiracy to transport, harbor and encourage the residence of unauthorized immigrants; and up to five years in prison and a \$250,000 fine on the nine counts of transporting, harboring and encouraging or inducing undocumented immigrants to reside in the U.S., ICE said.

The indictment also seeks forfeiture of the proceeds of the illegal activity.

A representative for Century Roofing couldn't be reached for comment. The defendants currently aren't represented by counsel.

To contact the editor responsible for this story: Tony Harris at tharris@bna.com

For More Information

Text of the indictment is available at http://www.bloomberglaw.com/public/document/USA_v_Keaton_et_al_Docket_No_216cr20051_D_Kan_Jun_08_2016_Court_D.

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MRCA McCawley Award Winner Richard “Dick” Fricklas Passes Away

An Industry Leader in Research and Education

Dick passed away on July 27th. His name is known throughout the roofing industry as a researcher, author, journalist and educator.

He retired from the Roofing Industry Educational Institute in 1996, but continued to lecture and publish frequently. He was co-author of the fourth edition of the Manual of Low Slope Roof Systems and a contributing columnist for RSI, RCI Interface and Buildings Magazines.

His roofing career started in 1957 as an R&D chemist for Johns-Manville, and as a development chemist for Riegel Paper Corp. He returned to JM in 1964 and joined their Roofing Division. He received a patent for a fire-rated vapor retarder system, and was co-developer of other patented product lines. He also was given the opportunity to work with FM Global and Underwriter’s Laboratories on fire-rated roof systems.

In 1972, Dick found time to complete his Master’s Degree in Physical Chemistry, graduating from Rutgers University just weeks before relocating with JM Research to Denver, Colorado.

Dick helped JM develop and present programs for JM’s Built-up Roofing

Systems Institute (BURSI) school for architects and engineers. When BURSI’s first director retired in 1974, Dick was invited to take over the widely recognized program.

In 1978 at the request of NRCA’s Board of Directors, BURSI invited National Roofing Contractors Association (NRCA) directors to attend the entire-4-day educational program. An ad-hoc committee was formed to explore creating an industry-wide educational corporation similar to BURSI, and Dick was invited to be the Roofing Industry Educational Institute’s (RIEI) first technical director.

In 1996, Dick retired from RIEI but remained active in the industry, writing a Technical Instruction for the Corps of Engineers and co-authoring the 3rd and 4th editions of the Manual of Low Slope Roofing. He also helped RCI with curriculum development and had taught at the University of Wisconsin’s Roofing Seminars. In addition, he wrote almost 200 columns for Buildings.com, an online magazine of the construction industry.

Dick received numerous industry awards and recognition in addition to the MRCA McCawley Award. His contributions to the industry have been felt on an international level.



CALENDER OF EVENTS

WRCA Bowling Event

Sept 14, 2016

Krueger's Entertainment Center
Menomonee Falls, Wisconsin
www.wrcaonline.org



ARCA – Arizona Roofing Contractors Association

46th Annual Convention & Trade Show

October 6-8, 2016

Tucson Casino Del Sol
Tucson, AZ
www.azroofing.org



NRCA CERTA Train-the-Trainer

November 1-2, 2016

Columbus, OH
<http://www.nrca.net/store/default.aspx?category=trainer-authorization/1507>



Best of Success

Sept 26-27, 2016

Marriot Beach Resort
Marco Island, FL
<http://www.bestofsuccessconference.com>



RCAT – Roofing Contractors Association of Texas

41st Annual Conference & Trade Show

October 12 - 14, 2016

Gaylord Texan Resort & Conference Center
Grapevine, TX
<http://roofingcontractors-texas.com/tradeshows>



MetalCon

October 26-28, 2016

Baltimore, Maryland
www.metalcon.com



MRCA – Midwest Roofing Contractors Association

67th Annual Conference & Expo

October 31-November 2, 2016

Greater Columbus Convention Center
Columbus, OH
www.mrca.org



Trainer Authorization

detail/certa-train-the-



CRCA – Chicago Roofing Contractors Association

January 19-20, 2017

Drury Lane Conference Center

Oakbrook Terrace, IL

www.crca.org



ORCA – Ohio Roofing Contractors Association

31st Annual Convention & Working Tradeshow

Feb 14, 2017

Ohio Expo Center

Columbus, OH 43211

www.ohioroofing.com



NRCA – National Roofing Contractors Association

130th Annual Convention and IRE International

Roofing Expo

Feb 27-Mar 3, 2017

Mandalay Bay Convention Center

Las Vegas, NV

www.nrca.net/roofing/Future-conventions-423



NRCA CERTA Train-the Trainer Authorization

Feb 28, 2017

Las Vegas, NV

www.nrca.net/store/detail/certa-train-the-trainer-authorization/1508



Sika Corporation Partners with Rebuilding Together Metro Chicago to Rehabilitate a Community Center for Disadvantaged Youth on September 8th

Sika Corporation to invest in the future of Chicago by volunteering their time, providing Sika materials and skilled trade labor to rehabilitate non-profit organization, YOUth CAN.

Lyndhurst, NJ

Sika Corporation, a manufacturer and supplier of specialty products for building construction, industry and automotive markets, announced that they will be partnering with Rebuilding Together Metro Chicago to help rehabilitate the YOUth CAN community center building. YOUth CAN is an integral non-profit organization in the Austin community of Chicago. Along with volunteering their time on September 8th to assist in the rehabilitation, they will donate Sika products to address the building repair needs.

YOUth CAN provides low-income individuals and youth with education in music, art, and computer technology. They strive to give youth the tools and confidence they need to excel both academically and artistically. "Through our upcoming partnership with Rebuilding Together Metro Chicago, we hope to help make a positive and lasting investment in the city of Chicago," said Jay Thomas, VP Marketing, Roofing and Flooring for Sika.

Sika employees and their leadership team will volunteer their time during a Give Back Day on September 8th 2016. Give Back Days are hands-on, volunteer-driven days of service and typically include painting, landscaping, organizing, cleaning, and various other



building repairs.

According to Rebuilding Together Metro Chicago, Give Back Day sponsors and volunteers have worked to improve over 200 community facilities in Chicago to date.

Please contact Brian Blaquiere for more information: blaquiere.brian@us.sika.com

About Sika: *Sika is a specialty chemicals company with a leading position in the development and production of systems and products for the building and construction industries as well as manufacturing sector (automotive, bus, truck, rail, building and alternative energies components, etc.) Sika has subsidiaries in 91 countries around the world and manufactures in over 160 factories. Its approximately 17,000 employees generated annual sales of CHF 5.6 billion in 2014.*

Visit Sika Corporation's website at usa.sika.com and Sika AG's website at www.sika.com

SMRCA Announces Scholarship Winners

Warren, MI

The Governors for the Scholarship Grant Committee awarded four Scholarship Grants to college bound students at a June 2016 meeting held at the Roofers Union Local #149 office in Detroit, MI. Commercial Roofing Contractors of Southeastern Michigan, through the Southeastern Michigan Roofing Contractors Association (SMRCA), along with the Roofers Union Local #149 annually award college scholarships to dependents of employees of member roofing contractors.

This year's winners were: Ashley Arnold, Sterling Heights; Ryan Cronk, Macomb; Ashlie Hawe, Shelby Twp.; and Elise Tomaszewski, St. Clair Shores.

Applicants were asked to submit an essay by selecting one or more of the following topics: Roofing Technology, Roofing Safety, Roofing Impact or Roofing Ethics to the Joint Union/Contractor Scholarship Committee. Winners receive Scholarships in the amount of \$1000.00 contributed by the SMRCA, Roofers Union Local #149 and the Contractor Employer. The Governors of the Scholarship

Committee presented the awards.

Initiated over 20 years ago, this program is an example of the SMRCA/Roofers Union Local #149 and SMRCA Member Contractors working to promote continued education and to encourage industry dependents to attend college.

For More information please contact Heather Hadley SMRCA 586-759-2140



2016 Roofers Union Local #149/Roofing Industry Promotion Fund Scholarship Grant Winners pictured from left to right: Mark Peterson (Governor), Elise Tomaszewski, Ryan Cronk, Ashlie Hawe. Not pictured: Ashley Arnold.



HISPANIC™ HIRING KIT

***Sustainable business growth is impossible
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***Workforce development in the roofing industry
is a constant challenge.***

You can count on the Hispanic Hiring Kit to help:

In partnership with Bilingual America, the industry's foremost subject matter expert, MRCA is pleased to offer the recruiting, hiring, and development tools you've been looking for. They are all in one place and **totally customized** in just days with your logo to fit seamlessly into your existing business materials!

Your Completely Customized Hispanic Hiring Kit includes:

Recruiting Tools

- Letters to community leaders and ministers (Spanish and English)
- Postcards for mailing (two art versions in Spanish)
- Posters promoting work opportunity (two art versions in Spanish)
- Poster in English to recruit English dominant Hispanics (Spanish)
- Newspaper and magazine ads (3 sizes, Color and BW, English and Spanish.)
- Poster to encourage employees to recruit others
- Social Media training session with Ricardo González online (up to five people)

Hiring Tools (All hiring tools are in both Spanish and English.)

- Applications
- Interview Questions
- Assessment for Entry Level Employees
- Assessment for Potential Leaders
- Letter of Welcome
- Letter of Reprimand
- Guide to Work Visas for Foreign Nationals
- Guide to Legal and Illegal Interview Questions
- Opportunity Axis Power Point Slides and Teaching

Onboard Process (Completely in Spanish and the HHK includes access for 5 people.)

- Cómo Tener Éxito™ course.
- 20 day continuity program to internalize teaching of course.
- Teaches how to succeed personally and in your company.

If you're employing Hispanics, or want to, the Hispanic Hiring Kit is a must-have suite of culturally relevant and professional grade tools.

It provides you with everything you need, and more, **to attract AND retain** Hispanic employees.

Go to: www.bilingualamerica.com/mrca

for your fully customized kit today!

“ Since incorporating the Hispanic Hiring Kit into our recruiting program this Spring, we've successfully utilized several pieces of the kit to include the English/Spanish applications, interview questions and entry-level assessments in conjunction with commissioning a billboard displaying the hiring ad provided by the kit. Ricardo's team has been very efficient, and a pleasure to work with.



Greg Sprague
President/Owner
Sprague Roofing Company



RSS Honored with Perfection Award from Carlisle Syntec Systems

ST. LOUIS (MAY 25, 2016)

Carlisle SynTec Systems, a leading manufacturer of single-ply roofing materials for more than 50 years, recently honored RSS Roofing Services & Solutions with its 2016 Perfection Award. Each year, Carlisle presents this award to a small percentage of its top contractors, which are selected based on a history of exceptional installation quality and warranty claim performance.

“We are honored to accept this great achievement for the second consecutive year, and look forward to many more,” said Joe Lauberth, General Manager of RSS Roofing Services & Solutions. “This award is Carlisle’s way to acknowledge and thank contractors for whom perfection is the highest priority. The RSS team demonstrates the importance of perfection on every job.”

The Perfection Award is a distinction that recognizes the top tier of Carlisle’s contractors annually. To qualify, contractors must complete a minimum amount of warranted work and number of jobs per year. Recipients are then selected based on installation quality and warranty claim performance.

“Carlisle appreciates contractors who are committed to providing top-quality workmanship and RSS Roofing Services & Solutions exemplifies this philosophy,” said Nick Shears, Carlisle’s Vice President of Sales and

Marketing. “Contractors who receive this award have consistently demonstrated high levels of skill and expertise, but what truly sets them apart is their commitment to perfection on every installation.”

For more information on this award, visit Carlisle SynTec Systems’ website: www.carlisesyntec.com

About RSS Roofing Services & Solutions

RSS Roofing Services and Solutions is a nationally-recognized, design-build roofing contractor covering projects of all sizes for the commercial, industrial and institutional markets. With multiple locations in the Central and Southeastern regions of the United States, RSS is capable of providing roofing services to a large portion of the country. Founded in 1895, RSS is headquartered in St. Louis and is a subsidiary of MHS Legacy Group, a diversified national holding company also based in St. Louis.

For more information, visit www.roofingsands.com



RCMA and ECA Partner to Cool down North Philadelphia

PHILADELPHIA, PA (Tuesday, July 19, 2016)

On Monday, July 18, 23 members of the Roof Coatings Manufacturers Association (RCMA) volunteered to apply reflective cool roof coatings on 18 low-income row homes on the 1200 block of West Seltzer Street in North Philadelphia to support the Energy Coordinating Agency’s (ECA) EnergyFit Philly program.

Under a blazing hot sun and high humidity, volunteers climbed up 32-foot ladders to apply reflective cool roof coatings under the guidance and support of ECA’s expert staff and contractors. Working on houses on both sides of the street, every roof received the first coating in less than three hours.

Cooling down with water ice and water, volunteers listened to remarks by City Council President, Darrell Clarke – who thanked each volunteer personally – while acknowledging the good work by ECA and noting how energy conservation helps residents save money. The Director of Sustainability, Christine Knapp, drew attention to our prolonged heat wave and focused on the value of cool roof coatings to reduce

air conditioning use. Finally, Darlene Pope, “the city’s best block captain,” gave the final remarks of the day. Gracious and thankful, and a powerful advocate for clean energy, Darlene thanked the volunteers from RCMA for helping to make this day possible.

ECA’s EnergyFit Philly program preserves affordable housing by repairing, and providing deep energy retrofits to low income homes in extremely poor condition. It is an innovative approach to the prevention of homelessness by preserving and stabilizing affordable housing that is currently ineligible for energy conservation programs due to roof leaks and other home repair needs. Applying roof coatings



RCMA and ECA Partner to Cool down North Philadelphia



on these homes reduces the cooling load and extends the service life of the roofs.

Roof coatings are designed for protecting and extending the useful service life of roof assemblies for new construction and more commonly, existing roof coverings. Reflective roof coatings extend the life of the roof by reducing heat transfer into the building, decreasing thermal shock (thermal expansion and contraction of the roof membrane), and helping to mitigate leaks.

Roof coatings reflect visible light as well as infrared and ultraviolet radiation, causing roof surface temperature to drop by up to 55°F and decreasing the amount of heat transferred into a building on hot days. Lower roof temperatures in turn help to reduce cooling costs for buildings with air conditioning units and reduce interior temperatures and relative humidity in buildings with or without cooling units.

A building owner can experience an energy savings (kWh) of up to 15% after using a reflective roof coating, according to information from the U.S. EPA ENERGY STAR Program. When reflective roof coatings are used on a significant portion of a city's roofs, they will also reduce the urban heat island effect, essentially cooling the entire city.

Several RCMA roof coatings manufacturer and supplier members have donated their products for use in this project, or volunteered their time to apply coatings to a block of low income row homes on West Seltzer Street. The RCMA is partnering with ECA on this project as part of its biennial industry conference, the International Roof Coatings Conference, taking place in Philadelphia on July 18-21.

About RCMA

RCMA is the national trade association representing

the manufacturers of asphaltic and solar reflective roof coatings and the suppliers of materials, equipment, and services to the industry. RCMA has more than 70 members who manufacture or supply roof coating products, and maintain industry expertise in building codes and standards, technical research, and end-user education. RCMA's members strive to advance the roof coatings industry through technological development and improved scientific knowledge of their products' capabilities. For more information on RCMA activities, programs, and initiatives, please visit us at www.roofcoatings.org.

About ECA

ECA is a tri-state area (PA, NJ, DE) leader in energy efficiency retrofits for existing residential properties, along with small multi-family / commercial properties. Since its founding in 1984, ECA has weatherized 45,000 homes; repaired or replaced 50,000 heating systems; provided water conservation services to 37,000 homes, and prevented over 75,000 tons of carbon emissions. ECA has trained over 3,600 new energy professionals in its IREC accredited, LEED Gold Knight Training Center. ECA is a nonprofit organization registered to the ISO 9001: 2008 Quality Management Standard.

Contact:

Laura Dwulet
General Manager
Roof Coatings Manufacturers Association
202-207-1119
ldwulet@kellencompany.com

Liz Robinson
Executive Director
Energy Coordinating Agency
215-609-1033
lizr@ecasavesenergy.org

MRCA is Partnering with Beeline Purchasing LLC to Offer a New Member Benefit!

The Midwest Roofing Contractors Association has launched a Safety Marketplace through the Beeline Purchasing Program. MRCA members can buy safety products directly from manufacturers at considerable discounts - **up to 30% savings!**

To browse the catalog, go to <http://www.beelinepurchasing.com/store/categorylist.cfm>

To make a purchase, please contact Kevin Holden at Beeline Purchasing, 513-607-5955 or email him at kevin@beelinepurchasing.com

Benefits include:

- 10-30% savings over traditional methods of purchasing
- Multiply the buying power of the entire group (MRCA) for additional discounts
- First hand technical assistance and support from factory reps
- Independent and unbiased brokers
- Reduce middleman expenses
- Pass on manufacturer promotions



Over the past 5 years, I have saved thousands of dollars by purchasing my safety products from Beeline. They offer everything from hard hats and safety glasses to fall protection and other safety equipment that is shipped quickly and directly to my warehouse. In addition to being cost effective and convenient, Beeline provides you with your own personal broker, something you would not get dealing with a large distributor!”

Fred Horner
President/CEO
Advanced Industrial Roofing, Inc.



beeline
Specialized Purchasing Brokers





ANNUAL REPORT

2016

Midwest Roofing Contractors Association



As President

of the MRCA, I am pleased to submit to my fellow members this vibrant report of our association's progress and accomplishments over the past year. I would like to thank the many Board, Committee, and Council members who have worked hard to continuously move this organization forward.

The Board has made great strides in stabilizing the financial position of the association, as we all recover from the recession, and we are rebuilding the reserves. We have made difficult decisions on where we can tighten our belts and save resources without sacrificing the level of services we provide to the membership. In fact, as you'll see in this report, we are offering innovative and exciting benefits across both new and historically strong programs.

We have also been focusing on developing our membership throughout the region by strengthening our relationship with our local and State association partners and by focusing on specific industry segments. I'm very excited about the work the Architectural Sheet Metal and Steep Slope Committee has done to enhance both our programming and our Expo experience. They created an excitement on the trade show floor that was magnetic and they have even more interesting concepts in store for Columbus.

This year's focus on technology has made me ever mindful of the important role that the MRCA plays in my business and my life. The opportunity to come together as an industry and consider the changes that are fast upon us and relate to each other about what is possible is transformative. I hope you'll make plans now to attend the MRCA's Navigating the Future Conference and Expo on October 31st through November 2nd in Columbus, Ohio as we delve into these technology topics and tackle the human side of change while being dazzled in their modern Expo hall with all the latest and greatest in industry tech.

Thank you for your support of the association, of the many volunteer leaders who keep MRCA relevant and evolving, and of my term as President. It has been an honor to serve the industry as a steward of this stalwart organization. I have the utmost confidence in the many strong leaders succeeding me who will continue expand on what we have achieved in 2015 and 2016. MRCA is on a positive trajectory and I'm excited to see where it leads the industry next!



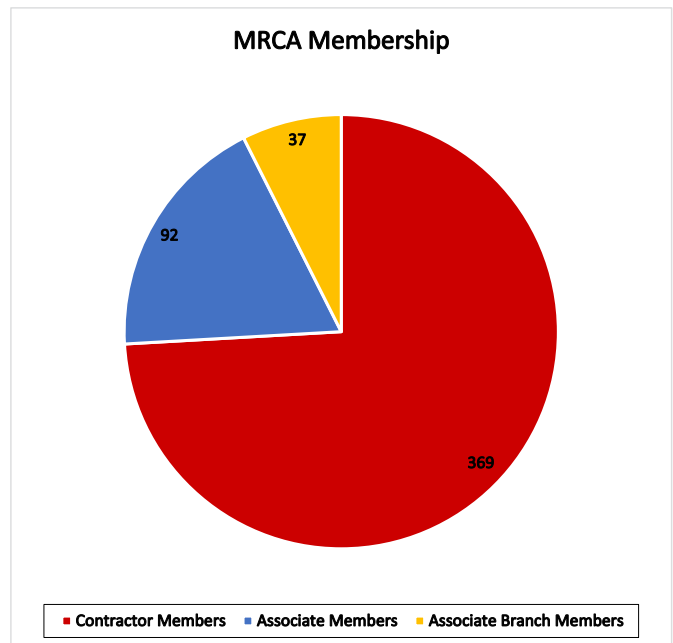
It has been an honor to serve the industry as a steward of this stalwart organization

Bob Schenkel
2016 MRCA President

Cash Basis **Midwest Roofing Contractors Association, Inc.**
Balance Sheet
As of June 30, 2016

	<u>Jun 30, 16</u>
ASSETS	
Current Assets	
Checking/Savings	
PNC 3398	139,670.46
Total Checking/Savings	<u>139,670.46</u>
Other Current Assets	
CS Money Market -Charles Schwab	12,974.35
CS Investment	<u>348,793.17</u>
Total Other Current Assets	<u>361,767.52</u>
Total Current Assets	<u>501,437.98</u>
TOTAL ASSETS	<u>501,437.98</u>
LIABILITIES & EQUITY	
Equity	
Unrestricted Net Assets	501,437.98
Total Equity	<u>501,437.98</u>
TOTAL LIABILITIES & EQUITY	<u>501,437.98</u>

Contractor Members	369
Associate Members	92
Associate Branch Members	37





MRCA Mission Statement

The Midwest Roofing Contractors Association (MRCA) is organized to help members succeed by providing advocacy; education; networking opportunities; and being an active resource for members with technical, business management, safety, and legal advice.

January of 2015, the MRCA Board of Directors went through a strategic planning process facilitated by Aileron, a national center for entrepreneurs. This process resulted in a timeline-based project by project plan for the association that was meant to span several years. As MRCA volunteers and staff have worked through the plan over the last year-and-a-half, they have come to find that they have already

completed 80% of it. With that being said, the MRCA Board has decided to start the strategic planning process all over again in January with a new President and a fresh set of eyes and ears with the incoming 2017 Directors. Your MRCA volunteer leaders have given and continue to give countless hours working

MRCA volunteer leaders have given and continue to give countless hours working to help the association succeed.

to help the association succeed and each MRCA Member find value and benefit in their membership investment. This summary is a brief description of all the work being done by the association on your behalf.

Advisory Council



Chairperson: Greg Bloom, Allied Building Products - East Rutherford, New Jersey

Purpose: This Council provides industry suppliers and manufacturers a voice in the planning of the MRCA Annual Conference. This Council's goal is to

increase the revenue opportunities for the MRCA Annual Conference and advertising; and to increase MRCA membership.

Projects: In 2015 the Council collaborated to celebrate the strong roots of MRCA in Kansas City at the Annual Convention and Expo! In 2016 the Council is working on innovating the Expo experience for the upcoming technology focused Conference and Expo: Navigating the Future, in Columbus, Ohio on October 31st through November 2nd. New features will include: Product Peep Shows, Interactive Demos, and an enhanced mobile app!



Architectural Sheet Metal & Steep Slope Ad Hoc Committee



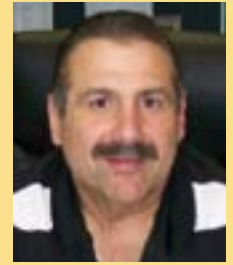
Chairperson: Jim Peterson, Peterson Roofing, Inc. – Mt. Prospect, Illinois

Co-Chair: Fred Horner, Advanced Industrial Roofing, Inc. – Massillon, Ohio

Purpose: The purpose of this Committee is to enhance the services that MRCA provides to provide a home within the

MRCA for Steep Slope and Architectural Sheet Metal Contractors and their industry equipment and material suppliers. This Ad Hoc Committee is charged with: identifying potential members in these industry segments; recommending new services, training, or resources needed by the industry; recommending tailored marketing of existing member services to this segment; and incorporating this segment into the 2016 Expo in Columbus, Ohio.

Projects: This Committee has been working hard to provide educational resources for both Steep Slope and Architectural Metal contractors. In addition to these web-based and live sessions, the Committee has also been working to include demo areas on the Expo floor for these specialty markets. The 2016 Expo will feature a working sheet metal shop and multiple mockups for demonstrating these systems.



Business Management Committee



Chairperson: Mark Gwaltney, Diamond-Everley Roofing Contractors – Perry, Kansas

Purpose: The purpose of this Committee is to develop tools and programs to assist MRCA members in the successful operation of their businesses. This committee also provides input to the conference committee on seminar topics for the annual conference.

Projects: In addition to overseeing the Applicator Agreements and Business Forms programs on the MRCA Members Only website, the Committee has been hard at work launching the MRCA ELITE Roofing Contractor Program. This marketing program for qualifying roofing contractors has already seen its first class of contractors accepted into the program and is working on creating great resources for these contractors to set themselves apart in their local markets!





CERTA Taskforce

Chairperson: Greg Sprague, Sprague Roofing Company – Lincoln, Nebraska

Co-Chair: Mark Gwaltney, Diamond-Everley Roofing Contractors – Perry, Kansas

Purpose: The purpose of this Taskforce is to oversee the administrative and marketing aspects of the MRCA/NRCA CERTA Torch Applicator Training Program.

Projects: MRCA recognizes the importance to the industry of the Certified Roofing Torch Applicator Program (CERTA). MRCA CERTA Chairman, Greg Sprague, and Vice Chairman, Mark Gwaltney, have outlined an ongoing program to better market CERTA to MRCA members, specifiers, and consultants:

A CERTA Power Point Session was developed titled, "Tame the Flame". A special thank you is expressed to T&R Committee Member, Luther Mock, who assisted staff in getting this session approved for RCI Continuing Education Credits. A notice is to be sent out to all RCI Chapters that MRCA will present this session as a part of their chapter Educational Program. Greg Sprague presented this session at this past year's ARMA Conference. (picture of Greg at ARMA Conference)



- MRCA and NRCA are sharing in the cost to update the CERTA Training video.
- Through the assistance of the T&R Committee, it is planned for MRCA to propose to Masterspec the inclusion of CERTA. If successful, this would further validate the importance of the CERTA safety program.
- MRCA developed a video on CERTA and promoted it on social media during National Roofing Week.
- MRCA included CERTA as a part of this year's Safety Award application. This emphasizes the importance that MRCA places on torch safety.
- MRCA is including a CERTA Train-the-Trainer class and a CERTA applicator class as a part of its programming for the 2016 MRCA Conference and EXPO being held in Columbus, Ohio November 1, 2.



Convention Promotion Ad Hoc Committee

Chairperson: Fred Horner, Advanced Industrial Roofing, Inc. – Massillon, Ohio



Co-Chairperson: Jack Petsche
USA Roofing – Twinsburg, Ohio
President Ohio Roofing Contractors Association (ORCA)



Co-Chairperson: Ed Williams, Fremont Roofing, Fremont, Ohio – MRCA Past President, ORCA Past President

Purpose: This Committee's purpose is to drive exhibit sales and conference attendance for the Conference and Expo in Columbus, Ohio. This Committee is populated by local leaders in the eastern portion of our region near the Conference location as well as local leaders that can drive attendance from key regional areas, and leaders of the MRCA Councils that can drive attendance from their membership segment.

Projects: This Committee has been hard at work in Ohio and the surrounding states in preparation for the Conference. They are working hard with the strong state associations in Indiana, Kentucky, Michigan, and Ohio and the Advisory Council to drive traffic to the Expo – even literally - with a new charter bus program sponsored by ABC Supply, Karnac, and Owens Corning! They have been excellent resources for local contacts, local entertainers, and local materials to help everyone truly experience the fantastic city Columbus has become!





Membership and Marketing Committee

Chairperson: Laurie Moore, Kreiling Roofing Company – Peoria, Illinois

Purpose: This Committee is charged with developing plans for membership recruitment and retention; reviewing current membership qualifications as needed; and developing current membership campaigns and promotional programs. The membership committee also identifies and recommends to the board potential member benefit programs.

Projects: The Committee is working on several major initiatives this year to better know and understand the needs of existing members and to reach out in new ways to future members. They are undertaking a major survey project, the first of several, to determine what programs are most useful and what future programming is needed. The Committee is also working on a new digital outreach program to show members and future members in a dynamic visual way their real membership ROI in hard dollars and cents. These long-term initiatives seek to build upon MRCA's strengths while allowing the association to evolve to meet the industry's rapidly changing needs.

Young Contractors Council



Chairperson: Tracey Donels, K-Post Company – Dallas, Texas

Co-Chairperson: Debbie Ocken, Sprague Roofing Co. – Lincoln Nebraska

Purpose: The Young Contractors Council (YCC) is to help young roofing professionals establish contacts and develop leadership skills to succeed within the roofing



industry. The YCC is designed for roofing professionals under the age of 40 looking to meet with peers and mentors to share best practices, learn more about the roofing industry and network in a fun, social environment.

Projects: By establishing this group, MRCA is contributing to increased professionalism within the industry, as well as positively impacting leadership growth within member companies. By developing critical issues such as succession planning, industry safety and business management, MRCA will enhance a member's business growth, while cultivating future association leaders who can continue the legacy of being the roofers' advocate. The YCC has an innovative fundraiser to benefit the Stefanie Spielman Breast Cancer Fund scheduled at the Barleys Brewcadia in Columbus. They will also host an amazing generational business battle and their annual reception during the MRCA Conference.



Operations and Safety Committee



Chairperson: Terry Buss, E.D. Chase Roofing – Oshkosh, Wisconsin

Purpose: The purpose of this Committee is to provide current and relevant information to MRCA members regarding the health and safety of their staff. This Committee



monitors OSHA regulations and communicates findings to the membership as required. They are also responsible for management of the SHARP program and for updating materials as needed. The committee provides input on seminar topics for the annual conference as well.

Projects: This Committee has taken on a number of large projects this year. The Safety Awards Program, overseen by the Committee, continues to be a successful addition to MRCA's services and the customized safety program evaluation is widely seen as one of the best values in the industry. They are revising the MRCA Model Safety Program and updating the MRCA Safety Training Video. The Committee is most excited to announce the launch of a SHARP Mobile App at this year's Conference. The new app will take the valuable resources of SHARP and put them in the palm of your hand and offer a solution to close the paperwork loop for critical safety recordkeeping!

SHARP APP SNEAK PREVIEW





Technical and Research Committee

Chairperson: Randy Adams, R. Adams Roofing, Inc. – Indianapolis, Indiana

Purpose: The T&R Committee's primary purpose is to perform the investigation and analysis of any and all roofing materials, systems and products which are or may be applied or used by the Association's members as determined by the Technical & Research

Committee.

Projects: Reflectivity Study: The MRCA Reflectivity Study is going to be officially presented at the American Society of Heating and Ventilating Engineers (ASHRAE) at their Annual Conference scheduled for January, 2017 in Las Vegas. T&R Committee Consultant, Dr. Matt Dupuis will be presenting the study at the conference on behalf of MRCA.

ASTM: MRCA has invested in membership and become active in ASTM. ASTM is an International standards development organization. ASTM standards are used in contracts, specifications, plans, and regulations. ASTM has a direct impact on the Roofing and Waterproofing Industry through its D08



Committee. The T&R Committee felt that it was important for MRCA to become an organizational member and to become more active within ASTM. T&R Committee Chairman Randy Adams is the MRCA representative to ASTM.

CERTA: T&R is directing a lot of time and resources toward the promotion of CERTA, to the extent that CERTA will be reported on separately in this Annual Report.



Roof Wind Designer: MRCA joined with NRCA and NERCA to update the Roof Wind Designer calculator. The update is now complete and posted on the MRCA website.

Best Practices: T&R is beginning to get involved in development of some Best Practices articles. The first of this series of articles will be coming out in MR prior to the MRCA Conference and EXPO this coming fall.

Looking Outside The Box: T&R is doing some preliminary study of several concepts that are different from its past approach to industry problems. It is looking to reach out to possible partners on testing with manufactures that you would not think of as traditional manufacturers of roofing products, but that still have an impact on our industry. The Committee is also looking at the vast amount of educational information that can be extracted and processed just by using the resource of our own membership, and then passing on this information for the benefit of the entire membership.

Past Presidents Council



Chairperson: Larry Marshall, L. Marshall Roofing & Sheet Metal – Glenview, IL

In his year as MRCA President, Larry Marshall recognized how the addition of a Past Presidents Council could be beneficial to MRCA and began the planning process for implementation of the Council.

Now, completing its first year, the Council has decided to begin work on publishing volume II of the History of MRCA. As a part of that process the Council has requested that all Past Presidents send into the MRCA

office materials and a summary of their year as MRCA President, which would be made a part of Volume II. The responses have been very good and a lot of very interesting material has been provided, which will make Volume II even more interesting. The time frame for publishing Volume II has been set for release at the 2017.

The Council has also planned for the Past Presidents' Dinner being held at the Annual Conference and EXPO. This November marks the third year of the Past Presidents' Dinner, and each year it has grown in participation.

The Past Presidents' Council have their meetings scheduled in conjunction with the MRCA Board and Committee Meeting held throughout the year. With Council participation increasing, more is sure to be heard from this group as another MRCA/Roofing Industry resource.



Chairs Committee

Chairperson: Bob Schenkel, C.L. Schust Company, Inc. – Fort Wayne, Indiana

Purpose: The Chairs committee enhances communication between the Executive Committee and the standing committee structure. The Chairs committee is comprised of the Executive Committee and the Chair of each Committee.

Projects: In addition to providing transparency and a collaborative environment for MRCA's committee work, this Committee has also worked closely with the Advisory Council and the Convention Promotion Committee to build a stellar educational lineup for the MRCA Conference. Each Committee brought its best ideas to the table to create a diverse offering of timely industry topics.



MRCA Foundation



2016 has been another year of robust growth for the MRCA Foundation due to the overwhelming generosity of our many industry friends.

Past MRCA President, Steve Little, served MRCA as the Foundation Chairman for the first half of this year. He provided positive energy and a clear vision for the future of the Foundation. Unfortunately, significant company demands (his regular day job) on his time and talent resulted in him passing the remaining six months of the Foundation leadership to me. His impact on the Foundation in 2016 has been significant and is much appreciated.

The purpose of the MRCA Foundation as noted in our bylaws, are highlighted as follows:

- To fund direct student aid via scholarships
- To support educational institutions
- To provide educational outreach
- To engage in educational programs

In 2015 the MRCA Foundation provided the funding for the 2015 Reflectivity Study. The initial presentation of the study was conducted at our November 2015 Conference and Expo in Kansas City. Additionally, the Foundation raised over \$40,000.00 in donations in 2015 thru the support of our contractor members, manufacturers and industry suppliers.

This year, my fellow Foundation Board Members made the collective decision to focus on providing direct student aid via scholarships in 2016 to employees of our members who maintain an overall "B" average and pursue and education at a college, university or trade school.

Please review our enclosed Annual Foundation Financial Report and feel free to call myself or any of the board members with any questions or concerns.



Greatfully,

Larry Marshall,
2016 Foundation Chairman
2015 MRCA President

8:30 AM
08/04/16
Cash Basis

MRCA Foundation Balance Sheet As of June 30, 2016

	<u>Jun 30, 16</u>
ASSETS	
Current Assets	
Checking/Savings	
PNC - 3312	40,785.49
Total Checking/Savings	<u>40,785.49</u>
Other Current Assets	
Marketable Securities	
Charles Schwab	3,618.35
Charles Schwab - Investments	337,114.22
Total Marketable Securities	<u>340,732.57</u>
Total Other Current Assets	<u>340,732.57</u>
Total Current Assets	<u>381,518.06</u>
TOTAL ASSETS	<u><u>381,518.06</u></u>
LIABILITIES & EQUITY	
Equity	
Unrestricted Net Assets	381,518.06
Total Equity	<u>381,518.06</u>
TOTAL LIABILITIES & EQUITY	<u><u>381,518.06</u></u>

SCHOLARSHIPS

**We are pleased to
announce our 2016
MRCA Foundation
Scholarship Recipients:**

- Nicholas Kiepura – Korellis Roofing
- John W. May III – Advanced Industrial Roofing
- Sophia McGuire – AAA Roofing Company
- Andrew Skelton – Manchester Roofing
- Trent Williams - Fremont Roofing

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UPDATE

Gary Auman, MRCA Legal Counsel

Electronic Reporting of Injuries and Illnesses

In May of this year the Occupational Safety and Health Administration issued a new rule for recordkeeping. This new rule establishes a requirement that certain employers report injuries and illnesses to OSHA electronically on a periodic basis. In this requirement some modifications have been made to the classifications of employers who must report. These requirements are in addition to the existing requirement for injury recording on the OSHA 300 Log of Work-Related Injuries and Illnesses, or for posting the OSHA 300A form. The new rule does not in any way modify OSHA's requirements for reporting catastrophic injuries, which became effective on January 1, 2015.

The current recordkeeping requirement is that employers with 11 or more employees in a calendar year must maintain an OSHA 300 Log and record on that form all injuries that qualify each year. Those same employers must complete the OSHA 300A form at the end of each calendar year and post the completed form where all employees can inspect it in the worksite from February 1 through April 30 of each year. The OSHA 300A form must be completed and posted even if the employer had no injuries during the preceding year.

The new electronic reporting requirements mandate the electronic filing of the OSHA 300A form with OSHA annually for any employer with more than 20 employees. All employers with more than 20 employees during the calendar year will be required to electronically submit the OSHA 300A prior to July 1, 2017, July 1, 2018, and March 2, 2019. After March 2, 2019, these employers will be required to file the OSHA 300A form by March 2 of each year.

Employees with 250 or more employees during the calendar year will have an additional requirement each year beginning with calendar year 2018: they will be required to electronically

file their OSHA 300 logs, their OSHA 300A forms, and all of their OSHA 301 forms by July 1. In 2019 and subsequent years this filing requirement will have to be met by March 2. More on this to come in my next article. Because new anti-retaliation rules go into effect on August 10, 2016, I want to spend some time discussing those.

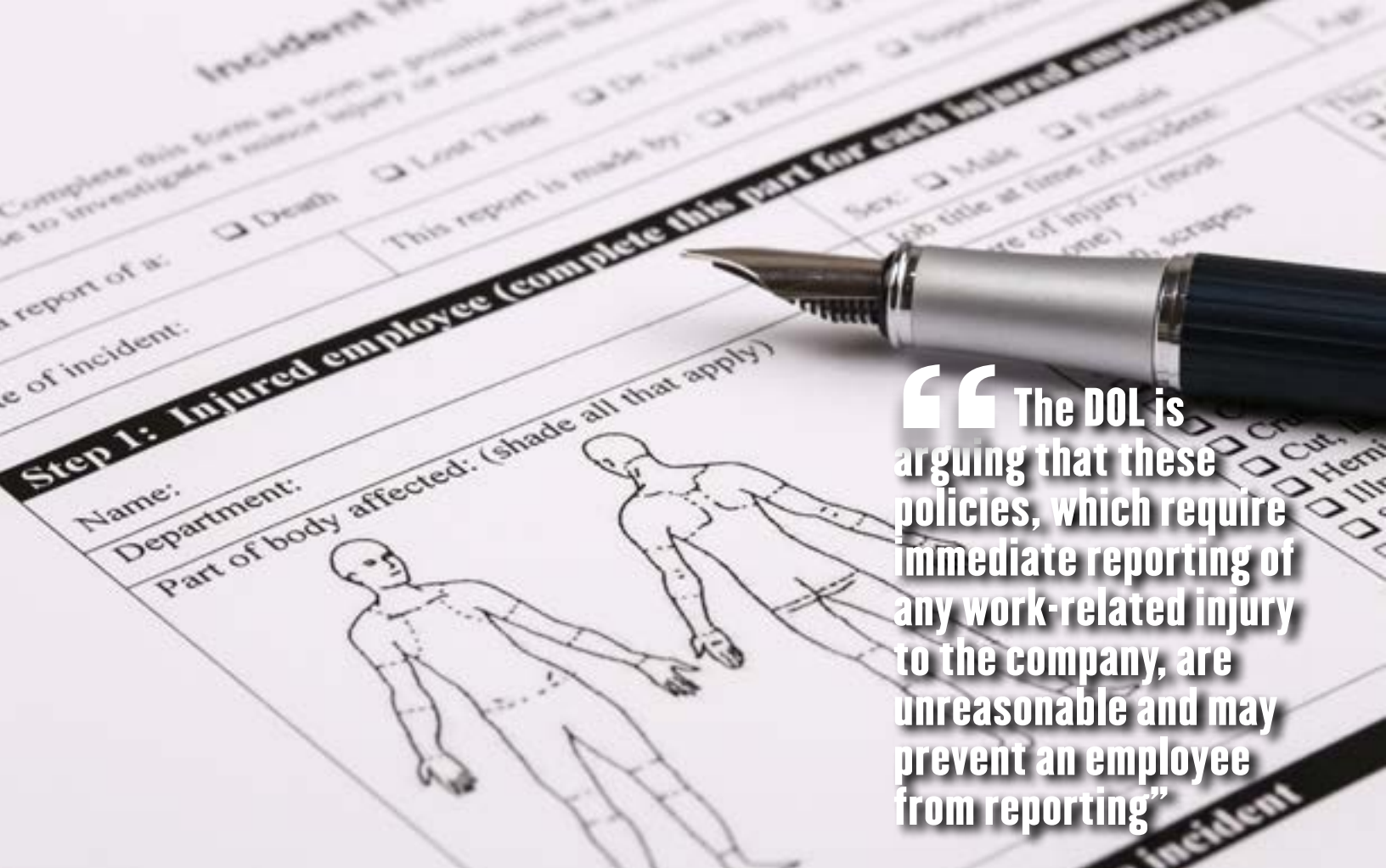
New Anti-Retaliation Language

Additional anti-retaliation language appearing in the new rule will affect all employers. It is aimed at ensuring that employees are not discouraged from reporting work-related injuries and illnesses in a timely fashion. Unlike the electronic reporting requirements, this anti-retaliation language will take effect on August 10, 2016. The additional requirement is that employers take no action against any employee who files a report of a work-related injury or illness. In conjunction with this requirement, employers will be required to inform all employees of their right to report a work-related injury or illness without fear of retaliation for making the report. The employer can fulfill this requirement by posting in a location where it can be reviewed by all employees (such as the

employers will be required to inform all employees of their right to report a work-related injury"

location of your current OSHA poster) the April 2015 OSHA poster titled "Job Safety and Health—It's the Law." This poster may be found on the OSHA website at www.osha.gov.

Employers' procedures for reporting work-related illnesses and injuries must be reasonable and must not deter or discourage employees from reporting. This effort by OSHA



“The DOL is arguing that these policies, which require immediate reporting of any work-related injury to the company, are unreasonable and may prevent an employee from reporting”

was recently brought to light in a lawsuit filed by the Department of Labor against U.S. Steel. In this suit the DOL is seeking a permanent injunction prohibiting U.S. Steel from enforcing its current injury-reporting policies. The DOL is arguing that these policies, which require immediate reporting of any work-related injury to the company, are unreasonable and may prevent an employee from reporting a workplace injury because he or she has missed the deadline established by the employer and is therefore subject to disciplinary action. The DOL is citing two incidents that led to disciplinary action (suspensions) against two employees for not complying with U.S. Steel's reporting requirements.

In the U.S. Steel case one employee got a splinter in his thumb and did not report it to the company. The employee's thumb became infected, necessitating a report and a workers' compensation claim about a week after the incident. In the second incident an employee was struck on the head but did not feel he had suffered an injury that needed to be reported. About a week after the incident, he began to have neck pain and then reported the incident. Both employees were disciplined for

not following the company's injury-reporting procedures. The DOL is taking the position that the company's injury-reporting procedures are not reasonable because they require immediate reports of injuries.

Although this lawsuit is not premised on the new OSHA standard, which does not go into effect until January 1, 2017, the DOL is basing its case on the alleged retaliation against two employees that might have deterred or discouraged them from reporting on the job injuries. I remind readers that in the June 2012 issue of Frame Building News, I reported on an OSHA memo dated March 12, 2012, that was intended to put all employers on notice that OSHA would consider any work rules that in any way discouraged an employee from reporting a work-related injury or illness to be a violation of Section 11(c) of the Occupational Safety and Health Act. The memo, authored by Richard Fairfax, stated that OSHA would consider any work rule that suggested or mandated disciplinary action against an employee for not abiding by the employer's work rules for reporting work-related injuries or illnesses an 11(c) violation.

In taking this action, as when drafting the



March 12, 2012, memo, OSHA staff members seem to demonstrate a lack of awareness that employers have legitimate interests in the timely reporting of alleged work-related injuries. One of these interests is in accident investigation, and another centers on drug testing. Frequently the results of a post-injury or post-accident drug test may be challenged because the urine or blood sample was not secured in a timely fashion. In some states the workers' compensation systems promoting drug-free workplaces require an aggressive post-accident or post-injury testing program. If the employer is not able to enforce work rules related to timely reporting, these drug-free workplace programs may become ineffective. One has to question OSHA's motivation in these situations. Is the interest in encouraging employees to report work-related injuries or in providing them an "out" to avoid the employer's drug-testing program because they know or suspect they would test positive if they reported the injury immediately?

The new anti-retaliation language includes some new information on post-accident drug testing. Many NFBA members have drug-free workplace programs that require mandatory post-accident drug testing. In its commentary on the new standard OSHA has indicated that such testing will be considered discriminatory conduct under the new anti-retaliation language in the electronic recordkeeping rule, which takes effect August 10, 2016. OSHA is taking the position that such a rule at the very least discourages an employee from reporting a workplace injury because he or she may consider the mandatory drug test to be an invasion of privacy. OSHA finds no problem with for-cause testing after a workplace accident as long as it is performed in a non-retaliatory fashion. An example would be something like a bee sting. The incident may occur in the workplace and, if reported, would result in a drug test under a mandatory testing program. But the bee sting would have nothing to do with whether the person was under the influence of drugs, so there is no reason to do a drug test. On the other hand, an employer may

have reason to suspect the influence of drugs if an employee who has been trained, tested, and observed to be in compliance with a rule mandating the wearing of personal protective equipment was not wearing the issued PPE when an injury occurred. In that situation an employer may justifiably require a drug test.

This requirement saddles the employer with another subjective determination, which

In that situation an employer may justifiably require a drug test."

could lead to another claim of discrimination. One way around this problem will be for the employer to prepare a list of actions that will constitute reasonable cause for ordering a drug test. With such a list, however, the employer may be limited to ordering a post-accident drug test for the listed reasons only.

The March 12, 2012, memo also indicated that OSHA would consider safety incentive programs in decisions concerning work-related injuries and illnesses. According to the memo, any incentive program that was dependent upon not reporting work-related injuries or illnesses would be considered by OSHA to be a violation of Section 11(c) of the act. By its action in the U.S. Steel case, it is apparent that OSHA is pursuing remedies against employers when it perceives that employees' rights to freely report work-related injuries and illnesses without fear of retaliation are threatened by policies or programs of the employer.

I am sure that this topic will merit substantial commentary and discussion in the future.

Take advantage of a great MRCA member benefit-complimentary legal advice on OSHA-related issues from MRCA Legal Counsel Gary Auman. Contact Gary at GWA@dmfd Dayton.com.

1 square*



*No nonsense. One roofing square of Malarkey laminate or 3-tab shingles is 100% of a square, not 98%, 99% or anything less than 100%.

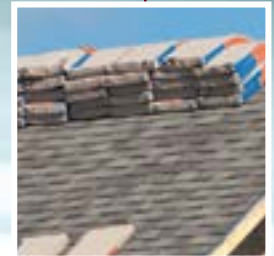


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