

SMRCA Roving Roofer

January 2018

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Issue 1

Working Safely on Snow Covered Roofs

Winter is here and it may be necessary to perform work on a snow covered roof. Working on top of a snow covered roof poses significant dangers that can range from extreme cold exposure and serious falls. Listed below are some ways to minimize the risks:

- Develop a plan for work in snowy and icy conditions.
- Ensure that all the necessary PPE and equipment is on hand and ready for use.
- Skylights, vents and other hazards may be hidden by the snow, make sure these hazards can be seen by workers if they are covered by snow.
- Keep all access points clear of snow.
- Make sure the ground conditions are safe when elevating snow removal equipment to the roof.



- Make sure fixed ladders on buildings are free of built up ice and snow.
- Educate workers on the warning signs of over-exposure and hypothermia.
- Check wind chill and temperature often to prevent workers from being exposed to the cold for too long.

Training and preparation can help ensure everyone's safety.

2018 International Roofing Expo (IRE)

NRCA's **131st Annual Convention** will be held at the Ernest N. Morial Convention Center in New Orleans, **Feb. 6-8, 2018**, in conjunction with Informa's 2018 International Roofing Expo® (IRE).

It is the premier event for roofing professionals and industry leaders to learn new strategies, discover innovative solutions and share best practices. The convention and expo offer cutting-edge educational sessions, inspiring messages from keynote speakers, and an exposition featuring the latest roofing innovations and networking events where attendees have the opportunity to build valuable contacts.



To register

Online registration is open for the 2018 IRE. Registration may be completed by visiting www.theroofingexpo.com.

ROOFING DAY IN D.C.

On March 6-7, 2018, join fellow roofing professionals in Washington, D.C. for Roofing Day in D.C. 2018. The event will bring together roofing professionals from all industry segments to meet with Congress and their staffs to talk about the most important legislative and regulatory issues affecting the roofing industry and your business.

The event includes a reception Tuesday night, March 6, a breakfast Wednesday, March 7, and training Wednesday morning for how to best communicate with members of Congress and their staffs. You are on your own for travel and hotel expenses. NRCA will schedule your Congressional appointments for you; they will start Wednesday at 10:30 a.m. All you have to do is register and show up to join the roofing industry in delivering our message with one voice!

For more information and to register, visit www.nrca.net/roofingday

Or call NRCA's Washington, D.C.
800-338-5765

 **ROOFING DAY IN D.C.** YOU NEED TO BE THERE!
2018 MARCH 6 & 7



SOUTHEASTERN MICHIGAN ROOFING CONTRACTORS ASSOCIATION

8155 Annsbury, Ste 104 Shelby Twp, MI 48316 (586) 759-2140 Fax (586) 759-0528 www.smrca.org

NRCA 10 @ 10

Congress approves the Tax Cut and Jobs Act (H.R. 1) of

2017. Members of a House/Senate Conference Committee reconciled competing versions of tax reform legislation passed by each chamber. President Trump signed the final bill into law Dec. 22. This culminated several years of efforts by NRCA to work with lawmakers to ensure the final legislation was beneficial to the roofing industry. Consistent with NRCA's principles for tax reform, the legislation lowers tax rates on corporations and businesses structured as pass-through entities; lowers the top individual rate; expands small business expensing limits and includes nonresidential roofs as qualifying property under these expensing rules; expands bonus depreciation rules used by larger businesses; and improves accounting methods used by small and mid-sized businesses. Additionally, NRCA worked with lawmakers to ensure businesses that use trusts qualify for the new 20 percent deduction for pass-through employers, as the Senate-passed bill contained a revenue raiser that would have excluded such businesses (including many NRCA members) from qualifying for the deduction. NRCA will continue advocating on behalf of our members as the Treasury Department and IRS work to implement the legislation during the coming months and years.

Roofs included in new expensing rules under tax reform law. NRCA is thrilled the Tax Cuts and Jobs Act expands the definition of qualified real property eligible for full expensing under Section 179 of the tax code to include improvements to nonresidential roofs. The conference report states that the provision "expands the definition of qualified real property eligible for section 179 expensing to include any of the following improvements to nonresidential real property placed in service after the date such property was first placed in service: roofs; heating, ventilation, and air-conditioning property; fire protection and alarm systems; and security systems." The law also expands the expensing limits under Section 179, with the maximum amount a business may expense increasing from \$500,000 to \$1 million and the phase-out threshold increasing to \$2.5 million. The new rules are effective for properties placed in service in taxable years beginning after Dec. 31, 2017. This is a major victory for NRCA, as our years of efforts to educate lawmakers on the economic benefits of expensing roofs has paid off.

Roofing Day in D.C. 2018 planned for March. Join your roofing industry colleagues in Washington, D.C., for the inaugural Roofing Day in D.C. March 6-7. NRCA is leading this new, transformative event that will bring the entire roofing industry together as never before. Congress needs to hear from you regarding issues affecting the roofing industry, and this is the perfect opportunity. Participants will travel to Washington, D.C., the afternoon of Tuesday, March 6, and enjoy a welcome reception with colleagues at the Marriott Marquis hotel. Participants will spend Wednesday, March 7, taking our message to Capitol Hill. To register or for more information, please contact NRCA's Washington, D.C., office at (800) 338-5765, or go to www.nrca.net/roofingday.

Committee approves bill to reauthorize Higher Education Act. The House Committee on Education and the Workforce passed legislation (H.R. 4508) to reauthorize and reform the Higher Education Act (HEA) of 1965, the law that authorizes funding for federal student financial aid for postsecondary education. The bill, known as the Promoting Real Opportunity, Success, and Property through Education Reform

(PROSPER) Act, would be the most sweeping education reform effort in decades. Under current law, roughly \$128 billion in funding is provided annually in subsidized loans and Pell Grants, with nearly all of the funding going to students in traditional four-year academic programs. The PROSPER Act would provide more funding for community colleges to partner with private sector organizations and create new types of apprenticeship programs designed to meet employer workforce needs in all sectors of the economy. NRCA is supporting H.R. 4508 because it will provide new opportunities for collaboration with educational institutions regarding career and technical education programs that meet employers' future workforce needs.

Trump administration ends Temporary Protected Status (TPS) for Salvadorans.

The Trump administration announced it will end TPS status for more than 200,000 Salvadorans who have been allowed to reside and work in the U.S. legally since a series of earthquakes in El Salvador in 2001. The Department of Homeland Security will terminate TPS, which may be granted to migrants because of circumstances such as wars and natural disasters, effective Sept. 9, 2019. Those affected will have 18 months to decide to either return to their native country or seek permanent resident status to stay in the U.S. legally; otherwise, they will be deported. NRCA opposes ending TPS status for these and many other recipients, as some members and their employees will be affected. NRCA is working to explore potential legislative solutions to address this issue, including several bills already introduced that would allow TPS recipients to adjust to legal permanent resident status. Some members of Congress have voiced support for including protections for TPS recipients in potential legislation to couple enhanced border security with provisions to address the plight of unauthorized immigrants brought to the U.S. as minor children (the Deferred Action on Childhood Arrivals program). Immigration issues were discussed at a White House meeting Jan. 9 and are expected to be the subject of further discussions among lawmakers and the administration during the coming weeks.

Court rules against legal challenge to the Occupational Safety and Health Administration's (OSHA's) silica regulation.

On Dec. 22, the U.S. Court of Appeals for the D.C. Circuit ruled against a lawsuit challenging OSHA's regulation to reduce workplace exposure to crystalline silica, allowing the regulation to stand. The lawsuit had been brought by the Construction Industry Safety Coalition (CISC), of which NRCA is member, and had challenged the regulation on the grounds that it is not technologically or economically feasible and the agency did not adequately consider unique factors associated with the construction industry when drafting the regulation. In its ruling, the court noted that the industry raised valid concerns, but it was highly deferential to OSHA on its regulatory authority. This legal setback notwithstanding, representatives of CISC are continuing to talk with senior OSHA officials about the possibility of reconsidering some aspects of the regulation that are the most problematic to the construction industry. NRCA will continue to work with OSHA officials to address roofing industry concerns regarding the silica regulation as implementation of the rule continues.

NRCA 10 @ 10—Continued

Department of Labor proposes expansion of Association Health Plans (AHPs). The Department of Labor (DOL) issued a proposed rule to re-classify the term 'employer,' thereby making it easier for small businesses to band together across state lines to purchase and provide health insurance coverage. This rule is the result of an Executive Order signed by President Trump in October 2017, directing federal agencies to partially lift restrictions on short-term health insurance and association health plans and allow small businesses to join together through AHPs. The proposed rule is designed to expand AHPs, which could be offered by bona fide trade and professional associations such as NRCA, in an effort to provide small and mid-sized businesses with greater purchasing power when buying health insurance. This can help reduce administrative costs and provide a wider range of health insurance options to employees. The proposed rule provides a 60-day public comment period, after which time DOL will review and consider all comments and issue a final rule with possible changes. NRCA has supported the concept of expanding AHPs in the past and will review the rule and provide comments in accord with the views and concerns of members.

National Labor Relations Board (NLRB) overturns Joint Employer standard. On Dec. 14, the NLRB issued a 3-2 decision reversing the board's standard for joint employment established under the Obama administration. In 2015, in the case *Browning-Ferris*, the board, with a majority of appointees made by President Obama, overturned years of precedent by ruling that two or more entities are joint employers of a single workforce if they are both employers within the meaning of the common law and they share or codetermine those matters governing the essential terms and conditions of employment. In a new case decided in December 2017, while the board found the two companies involved to be joint employers, it went on to find that "the *Browning-Ferris* standard is a distortion of common law as interpreted by the Board and the courts, it is contrary to the (National Labor Relations) Act, it is ill-advised as a matter of policy, and its application would prevent the Board from discharging one of its primary responsibilities under the Act, which is to foster stability in labor-management relations." In reversing the 2015 *Browning-Ferris* decision, the current board said it is "returning to the principles governing joint-employer status that existed prior to that decision...and making the Board's treatment of joint-employer status consistent with the holdings of numerous Federal and state courts."

IRS extends ACA reporting deadlines. The IRS has extended the deadlines for certain reporting requirements to individuals for the 2017 calendar year. The form 1095-B and form 1095-C are now due to individuals by March 2, extended from the original deadline of Jan. 31. This deadline extension only applies to furnishing forms to individuals. Form 1095-C, *Employer-Provided Health Insurance Offer and Coverage*, must be provided by applicable large employers (as defined by the Affordable Care Act) to qualifying employees under Section 5056 of the Internal Revenue Code. The current deadlines for filing separate but related forms with the IRS remain in effect (Feb. 28 if filing by paper; April 2 if filing electronically). The good-faith transition relief is also extended for the 2017 calendar year reporting. IRS Notice 2018-16 provides more information regarding these ACA requirements and can be found here: www.irs.gov/pub/irs-drop/n-18-06.pdf

ROOFPAC events to be held at NRCA convention and International Roofing Expo® (IRE).

NRCA will host several fun-filled events for ROOFPAC during NRCA's 131st Annual Convention and the 2018 IRE in New Orleans. All NRCA members attending the convention are encouraged to support ROOFPAC, the voice of the roofing industry in Washington, D.C., by participating in one or more of the following events:

ROOFPAC Golf Tournament with Grand Patron Sponsor Johns Manville, Monday, Feb. 5, at TPC Louisiana Golf Course, one of the best courses in the region. The event begins with a 9 a.m. shotgun start and follows a scramble format. Participants will receive lunch and attend a post-tournament scoring reception. Complimentary transportation also will be provided to and from the Hilton New Orleans Riverside hotel. A registration form for the 2018 ROOFPAC Golf Tournament can be found [here](#).

ROOFPAC Sporting Clays Tournament sponsored by Polyglass U.S.A. Inc., Monday, Feb. 5, at the High Point Shooting Grounds in Belle Chasse, La. Registration for the event starts at 9:45 a.m. and will wrap up around 2:15 p.m. Participants will be treated to a fish fry lunch with jambalaya and other foods, as well as complimentary transportation to and from the Hilton New Orleans Riverside hotel. A registration form for the 2018 ROOFPAC Sporting Clays Tournament can be found [here](#).

ROOFPAC Silent Auction with Platinum Sponsor GAF will begin Tuesday, Feb. 6, at 11 a.m. and continue through Wednesday, Feb. 7, at 4 p.m. in NRCA's booth, No. 1933. The auction will feature jewelry, vacations and other items for participants to bid on, and members not attending the convention may bid online. An open bar for bidders will be provided from 2-4 p.m. on Wednesday, Feb. 7.

ROOFPAC "Party on the Mighty Mississippi" sponsored by ABC Supply Co. Inc. at Pat O's on the River, Wednesday, Feb. 7, from 7-10 p.m. Please join your colleagues on the Grand Terrace overlooking the famed Mississippi River for an evening of fun, food, drinks and networking. A registration form for the 2018 ROOFPAC Party on the Mighty Mississippi can be found [here](#).

All proceeds benefit ROOFPAC's efforts to help make a difference for the roofing industry in Washington, D.C. For more information or to obtain a registration form for any of these events, please contact the Washington, D.C., office at (800) 338-5765, or [click here to visit NRCA's website](#).

If you have questions or would like more information regarding any of the issues discussed here, please contact NRCA's Washington, D.C., office at (800) 338-5765.

High times—Striving for a drug-free workplace in states that permit marijuana use by Philip J. Siegel

It seems with each election season or legislative session, another state passes a law legalizing marijuana for medicinal or recreational purposes or both. Indeed, 28 states have deemed medical marijuana legal, and eight states and the District of Columbia have deemed recreational marijuana use legal. Yet marijuana remains illegal under federal law. The conflict between state and federal law can be particularly vexing for roofing contractors.

State laws

Roofing contractors operating in states where marijuana use is legal often are confused and unsure about whether they can continue to discipline employees for marijuana use in accordance with drug-free workplace policies or need to accommodate marijuana in the workplace. The answer, of course, depends on the specific statutory language. But though certain states have enacted laws legalizing marijuana use, many laws only remove the state criminal penalties associated with marijuana use and do not provide employment protection for employees who use marijuana. Most state marijuana laws are clear employers are not required to permit or accommodate the use of marijuana in the workplace.

For example, in Colorado, employers are not required to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale or growing of marijuana in the workplace. In Washington state and Massachusetts, the law does not regulate the conduct of a private employer or protect an employee from being discharged because of authorized medical marijuana use and, instead, expressly provides employers are not required to accommodate any on-site medical use of marijuana.

California, Hawaii, Montana, New Jersey, New Mexico, Oregon and Vermont all have similar laws, and the laws in these states provide no employment protection for marijuana users.

Other states provide some protection for employees who use marijuana consistent with state law. For example, Arizona prohibits employers from discriminating when hiring, terminating or imposing any term or condition of employment or otherwise penalizing a person based on the person's cardholder status or because a drug test detects marijuana use. However, Arizona employers are permitted to discipline an employee who uses, possesses or is impaired while on work premises or during employment hours. Arizona also permits employers to remove medical marijuana users from safety-sensitive positions.

Similar to Arizona, Connecticut, Delaware, Illinois, Maine, Minnesota, New York and Pennsylvania each have laws that provide some manner of protection for employees who are registered medical marijuana users. Most of these laws protect marijuana users from discriminatory action when hiring, terminating and establishing terms and conditions of employment. Generally, the laws have exceptions that expressly permit an employer to discipline a qualifying medical marijuana user for violating a workplace drug policy or failing a drug test.

Other considerations

Roofing contractors in states that permit recreational use and/or medicinal use also need to be aware of any applicable laws that prohibit an employer from disciplining an employee for legal, off-site conduct. In these states, the threshold question becomes whether an

employer can discipline an employee for testing positive for marijuana when marijuana use is legal under state law. This question recently arose in Colorado.

In *Coats v. Dish Network*, a case before the Colorado Supreme Court, Dish Network was sued by Brandon Coats, a former employee who was terminated for testing positive for marijuana under the company's zero-tolerance drug policy. Notably, Colorado prohibits employers from firing employees for lawful off-duty conduct. Coats argued his marijuana use was legal under state law. Dish Network countered by noting federal law made marijuana illegal. Dish Network also argued Colorado's marijuana law did not necessarily make marijuana use lawful but simply protected individuals from being prosecuted for consuming marijuana. Significantly, the court agreed with both arguments made by Dish Network and ruled a registered medical marijuana user could be fired under an employer's zero-tolerance policy even if the employee was not impaired while at work.

Roofing contractors in states with laws protecting against discrimination of disabled individuals, similar to the federal Americans with Disabilities Act (ADA), also need to be concerned about illegally discriminating against an employee who possesses a medical marijuana card. Importantly, some state laws addressing medical marijuana use prohibit employers from discriminating against an individual in the hiring process or during employment for simply possessing a medical marijuana card. As it concerns those states with disability laws and marijuana laws, the question remains whether employers will be required to accommodate medical marijuana users engaged in only off-site use or use away from work. Nevada, for example, requires employers to make reasonable accommodations.

Consider an employee who needs to smoke marijuana before coming to work, or after work, to control feelings of nausea resulting from chemotherapy treatments. If the employee is not under the influence of marijuana while at work and exhibits no signs of marijuana use while at work yet tests positive, courts in these states may find accommodating marijuana users and permitting only off-site use qualifies as a reasonable accommodation as long as the individual is not impaired at work. After all, a positive drug test for marijuana may relate to use 30 days before the test.

This issue recently arose before the Massachusetts Supreme Judicial Court, which held an employer is required to engage in the interactive process regarding potential accommodations and may be required to reasonably accommodate the medical use of marijuana outside of the workplace.

In *Barbuto v. Advantage Sales and Marketing*, Ms. Cristina Barbuto was terminated for testing positive on a pre-employment drug screen. She tested positive because she was a medical marijuana user suffering from Crohn's disease. In reversing the trial court's dismissal of the discrimination claims, the court held because a waiver of the employer's policy excluding persons who test positive for marijuana could have been a reasonable accommodation, the employer's refusal to engage in the interactive process constituted a denial of the plaintiff's rights not to be fired because of a disability and to require a reasonable accommodation under the state's anti-discrimination law.

High Times Continued from page 4

We will have to wait and see how the law develops in this area. Indeed, California, Colorado, Oregon and Washington have reached opposite holdings than the Massachusetts high court. And many states have not yet had courts address the issues that arise in the workplace in light of new marijuana use laws. But though it may not be clear in some states whether an employer can discipline an employee for testing positive for marijuana where there are no present signs of impairment, what is clear from a review of all marijuana use laws is it remains legal for an employer to discipline an employee who is impaired at work. Therefore, it becomes critically important for roofing contractors to invest in awareness training for supervisors in the field to be able to identify when an employee is impaired at work.

A supervisor trained to identify someone impaired by marijuana may be the best defense to any wrongful termination claim alleging a wrongful termination for marijuana use permitted under state law. In these instances, being able to argue a supervisor trained in identifying impaired employees did, in fact, identify the terminated employee as impaired, coupled with a positive drug test result, may act to defeat any such wrongful termination claim in states with marijuana use laws that provide some employment protection. In similar disciplinary-related instances involving employment, courts have been clear an employer does not have to be objectively correct when assessing an employee's transgression; rather, it only has to have a good faith belief the employee took the action at issue. As it pertains to marijuana use, it may be a good faith belief that an employee impaired at work wins the case for the employer.

Federal law

It is important to remember marijuana use remains illegal under federal law. The federal Controlled Substances Act lists marijuana as a Schedule I drug, and there are no exceptions for medicinal use. This has important legal consequences, particularly with regard to claims under the federal ADA.

The ADA prohibits employment discrimination based on someone's disability. Under the ADA, an employer must provide a reasonable accommodation for the known physical or mental limitations of an employee with a disability to allow that employee to perform the essential functions of the job unless it can show the accommodation would impose an undue hardship on its business.

An employee with a prescription for medical marijuana may claim the underlying medical condition qualifies as a disability. The employee then may ask the employer to accommodate marijuana use as a reasonable accommodation that would allow the employee to perform essential job functions. However, because marijuana is an illegal drug under the federal Controlled Substances Act, allowing use of medical marijuana does not qualify as a reasonable accommodation. Moreover, the ADA expressly excludes current users of illegal drugs from its definition of "qualified individuals with a disability," and some courts have said medical marijuana users cannot be protected by the ADA.

Federal contractors in states that permit marijuana use also are concerned with compliance obligations under the federal Drug Free Workplace Act of 1988 (DFWA). Much to the surprise of these federal contractors, employing people who use marijuana recreationally or medicinally does not, by itself, violate the DFWA. Nothing in the DFWA governs the use of marijuana outside the covered workplace. Indeed,

the DFWA does not even require federal contractors to drug test employees nor does it require a federal contractor to terminate an employee who tests positive for marijuana use.

Rather, the DFWA only requires covered contractors to:

- Publish and give a policy statement
- Establish a drug-free awareness program
- Notify employees they must notify their employer within five calendar days if convicted of a criminal drug violation in the workplace
- Notify the contracting or granting agency within 10 days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace
- Impose a penalty on any employee convicted of a reportable workplace drug conviction
- Make an ongoing, good faith effort to maintain a drug-free workplace.

Existing policies

In addition to providing awareness training for field supervisors, roofing contractors located in states with marijuana laws should review existing drug and alcohol use policies. Many roofing contractors will find policies put in place before state legislation legalizing the use of marijuana now are illegal.

Policies most susceptible to claims of illegal discrimination under state law are those that provide for automatic termination in the event of a positive drug test for an illegal drug. The first question will be whether marijuana qualifies as an illegal drug. Policies such as these should be revised to reflect they apply to drugs illegal under either federal or state law.

Many company zero-tolerance policies may run afoul of the law in states that have marijuana laws with employment protections, such as prohibiting discrimination against applicants or employees for marijuana use outside the workplace though exceptions may exist. Depending on what a given law provides, a zero-tolerance policy may need to be revised to reflect exceptions for registered medical marijuana users.

Because all state laws allowing for marijuana use allow employers to discipline employees who are impaired at work, policies should be revised to reflect signs of impairment. Including signs of impairment in a written policy also helps supervisors determine whether someone will be subject to reasonable suspicion testing. Awareness training regarding the signs of use, abuse and impairment and examples of impairment in a drug testing policy that provides for reasonable suspicion testing may later help defend against a disability discrimination claim from an employee who tests positive on a reasonable suspicion drug test.

What can you do?

A common question from roofing contractors in states with marijuana use laws is how to respond to an individual who discloses his or her marijuana user cardholder status. The first step is to consult the law. Roofing contractors located in states with laws that prohibit discrimination against an individual simply because of his or her cardholder status, such as Rhode Island, cannot refuse to hire on that basis alone. However, in these instances, it is permissible to ask whether an applicant will be able to perform the job without being **High**

Times Continued from page 5

under the influence at work.

It may be the law prohibits terminating an existing employee on the sole basis of his or her registered status. In those instances, the awareness training for supervisors discussed earlier becomes critically important. Depending on the law, it may be that without evidence of impairment on the job, an employer may not terminate or otherwise punish an employee who merely tests positive for marijuana. Although registered marijuana users should not be put under any special scrutiny, supervisors need to be continually mindful of whether anyone is exhibiting signs of impairment. Roofing contractors are certainly permitted to continue to apply reasonable suspicion drug testing in accordance with existing drug testing policies.

Roofing contractors also need to be sure when disciplinary issues arise, such issues are documented. An individual who possesses a medical marijuana card may argue he or she was illegally discriminated against if the employer argues the individual was terminated for cause. To avoid the appearance of illegal discrimination on the sole basis of marijuana cardholder status, it is imperative the employer has the documentation that supports for cause termination.

In the weeds

As these issues concerning marijuana use work their way through the court system, further clarity will be available to employers whose employees use marijuana in accordance with applicable state law. However, because laws concerning marijuana use continue to develop, it is important roofing contractors consult experienced legal counsel before taking any adverse action against an employee with a prescription for medical marijuana or with a card that permits recreational use of marijuana.

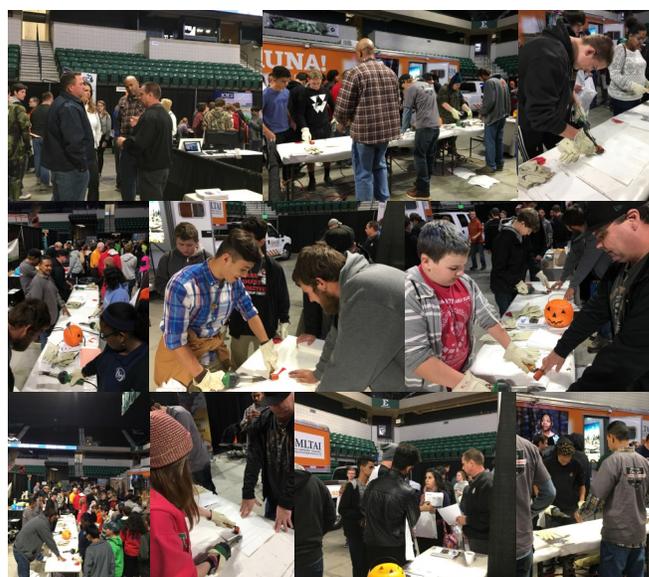
Philip J. Siegel is a partner with Atlanta-based law firm Hendrick, Phillips, Salzman & Siegel.

Just Build It

On October 31, 2017 the SMRCA, Roofers Local Union #149 and the JATC Training Center exhibited at the 2017 Just Build It Expo presented by Washtenaw Contractors Association. The Just Build It Expo provided 1,791 students, grades 8-12 from 52 schools, the opportunity to explore and learn about the various construction careers.



The SMRCA, Roofers Local Union #149 and the JATC Training Center provided a hands on demonstration along with information about the roofing industry to students and teachers. Thank you to those who volunteered, we couldn't have done it without you.



Save the date!

**SMRCA Golf Outing
Monday, May 21, 2018
Twin Lakes Golf and Swim Club
Oakland, MI**



Save the date!

**MiRCA Annual Convention
July 26-29, 2018
Treetops Resort
Gaylord, MI**



JATC Training Center Happenings

The term for all Detroit Apprentices will be as follows:

Apprentice Two & Single Ply One

Monday evenings started on January 22

Apprentice One & Single Ply Two

Tuesday evenings started on January 23

BUR One

Wednesday evenings started on January 24

BUR Two, Apprentice 7 & 8

Thursday evenings started on January 25

All classes begin at 6:30 pm.

Journeyworkers Skill Advancement Training Classes are available at no cost to all Detroit 149 members.

Dues must be current in order to enter the Training Center.

If you have any questions, contact the Training Center at 248-543-3847 or BGregg@DetroitRoofers.org to make arrangements.

Upcoming Industry Trade Shows 2018

February 6-8	International Roofing Expo New Orleans, LA Theroofingexpo.com
February 7	CAM Detroit, MI Cam-online.com
February 13-14	ORCA Working Tradeshow Columbus, OH Ohioroofing.com
March 22-27	RCI International Convention & Trade Show Houston, TX Rci-online.org
March 28-29	NERCA Convention Boston, MA Nerca.org
June 21-23	AIA Conference New York City, NY Conferenceonarchitecture.com

Happy Anniversary



Tara & Jay Kikias
T.F. Beck Company
December 31

Association News

Dan Vance
SMRCA/Roofers #149 Working Together Program - Dan Vance has been hired for the SMRCA/Roofers Local #149 Working Together Program. Welcome aboard!

Heather Hadley
SMRCA - Heather Hadley has been named Executive Director of the Southeastern Michigan Roofing Contractors Association.

Deepest Sympathy

Our deepest sympathy's are extended to family and friends of:

Robert Gagnon
*Father of Rich Gagnon,
Schreiber Corporation*



Update Your Records

The **Southeastern Michigan Roofing Contractors Association (SMRCA)**, **Roofing Industry Promotion Fund (RIPF)** and **Michigan Roofing Contractors Association (MiRCA)** office has moved, please update your records!

8155 Annsbury, Suite 104, Shelby Township, MI 48316

Email, phone and fax numbers remain the same.

♥ *Happy Valentines Day* ♥

Birthday Wishes



Roger LaDuke
LaDuke Roofing & Sheet Metal
December 13

Kathy LaDuke
LaDuke Roofing & Sheet Metal
December 13

Dan Casey
T.F. Beck Company
January 7

Joe Crane
Crane Roofing, Inc.
January 22

Chuck Rosa
Lifetime Member
February 16

Jackie Walters
LaDuke Roofing & Sheet Metal
March 1

Happy Retirement!

Sue Baumberger
Johns Manville

Ken Kreichelt
J.D. Candler Roofing/MacDonald Roofing

Tom Louzon
T.F. Beck Company

Terry Mudge
SMRCA/Roofers #149 Working Together Program

Congratulations on your retirement! We wish you great adventures in this new chapter.

Education Resources



CAM Online
www.cam-online.com



NRCA
www.nrca.net



MIOSHA
www.michigan.gov/miosha

SMRCA Spells the Best in Roofing Services

- S**AFETY A safe jobsite is assured because SMRCA crews complete the M.U.S.T. Safety Training and Drug Testing.
- M**ULTIPLE SERVICES A SMRCA Roofing Contractor has the ability to provide the roof you need because of our expertise in a variety of roofing applications and techniques.
- R**ELIABLE SMRCA Contractors are Union trained professionals bringing an Industry leading standard of service, quality and knowledge to every project.
- C**ONFIDENCE Projects completed by SMRCA Contractors provide a Michigan roofing contractor 2 year standard workmanship warranty.
- A**CCOUNTABILITY SMRCA Contractors are established companies with years of experience in providing responsive service, superior workmanship and exceptional value.

Call us today at 586-759-2140 to receive our free "Roofing Facts" brochure or contact one of the SMRCA Contractors below for a no-cost estimate on your next roofing project.

Southeastern Michigan Roofing Contractors Association Members

T. F. BECK COMPANY

Rochester Hills, MI
(248) 852-9255
www.tfbeck.com

LUTZ ROOFING COMPANY, INC.

Shelby Twp., MI
(586) 739-1148
www.lutzroofing.com

ROYAL ROOFING COMPANY

Orion, MI
(248) 276-ROOF (7663)
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J. D. CANDLER ROOFING CO., INC.

Livonia, MI
(734) 762-0100
www.jdcandler.com

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Romulus, MI
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SCHENA ROOFING & SHEET METAL CO., INC.

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CHRISTEN/DETROIT

Detroit, MI
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Pontiac, MI
(248) 332-3021
www.newtoncraneroofing.com

SCHREIBER CORPORATION

Wixom, MI
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DETROIT CORNICE & SLATE COMPANY

Ferndale, MI
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NORTH ROOFING COMPANY

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DAVE POMAVILLE & SONS, INC.

Warren, MI
(586) 755-6030
www.PomavilleRoofing.com



www.smrca.org