

SMRCA Roving Roofer

January/February 2017

Volume 29

Issue 1

The SMRCA, RIPF and MiRCA Association Office is Moving!

The Southeastern Michigan Roofing Contractors Association, Roofing Industry Promotion Fund and Michigan Roofing Contractors Association office has moved!

The new office location is:

8155 Annsbury, Suite 104
Shelby Township, MI 48316



Email, phone and fax numbers will remain the same.

Court Case Challenging OSHA's Silica Rule

On Feb. 13, a three-judge panel said a court case challenging the Occupational Safety and Health Administration's (OSHA's) silica rule will not be delayed, which means the Trump administration has less time to decide whether it should defend the union-backed rule in court before companies must comply with the standard, according to Bloomberg BNA.

The decision was unanimous but did not explain why employers' delay request was rejected. Industry groups and unions must submit briefs by Feb. 24 and file final briefs by March 23.

Those opposing the rule had asked the court to delay the case for 60 days to give the Trump administration time to decide whether OSHA would continue to defend the rule. Those supporting most of the rule's provisions opposed any delay.

The silica rule sets a permissible exposure limit for airborne crystalline silica that is half the previous general industry limit and 80 percent less than the old construction and maritime standard. The rule took effect in March 2016 and requires construction sites to comply by June 23, 2017; most other industries have until June 23, 2018, to comply.

OSHA reports that about 2.3 million workers are exposed to silica in workplaces, and about 940,000 of those are exposed to silica levels exceeding the new standard. OSHA says the rule will prevent 642 deaths per year and 918 moderate-to-severe silicosis cases.

To view NRCA's April 2016 statement addressing concerns with OSHA's silica rule, <http://www.nrca.net/0416-OSHA-silica-regulation>.

MiRCA Logo and Website

The new MiRCA website is almost complete and will be making its debut late March.



Here is the new MiRCA Logo:



OSHA Announces National Safety Stand-Down

The Occupational Safety and Health Administration (OSHA) has announced its 4th annual National Safety Stand-Down will be May 8-12 to raise awareness among employers and workers about the hazards of falls, which account for the highest number of deaths in the construction industry.

OSHA, the National Institute for Occupational Safety and Health (NIOSH) and the Center for Construction Research and Training are leading the effort to encourage employers to pause during their workdays for topic discussions, demonstrations and training regarding how to recognize hazards and prevent falls.

More than 4 million workers participated each year in previous National Safety Stand-Downs. To guide the efforts of employers for this year's stand-down, OSHA has developed the official National Safety Stand-Down website with information about conducting a successful stand-down. After their events, employers are encouraged to provide feedback and will receive a personalized certificate of participation.

The National Safety Stand-Down in 2017 is part of OSHA's ongoing Fall Prevention Campaign. Begun in 2012, the campaign was developed in partnership with the NIOSH National Occupational Research Agenda program. It provides employers with lifesaving information and educational materials regarding how to take steps to prevent falls, provide the right equipment for their workers and train all employees in the proper use of that equipment.

To learn how to partner with OSHA in this stand-down, visit www.osha.gov/StopFallsStandDown. The page provides details about how to conduct a stand-down; receive a certificate of participation; and access free education and training resources, fact sheets and other outreach materials in English and Spanish. To learn more about preventing falls in construction, visit www.osha.gov/



SOUTHEASTERN MICHIGAN ROOFING CONTRACTORS ASSOCIATION

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

I-9 Employment Eligibility Verification Form

The newest version of the Form I-9 is now available, U.S. Citizenship and Immigration Services (USCIS) announced.

(www.uscis.gov/i-9)

The Form I-9 with a revision date of 03/08/2013 expired on Jan. 21, 2017. After Jan. 21, all previous versions of the Form I-9 will be invalid.

The White House Office of Management and Budget approved the latest revisions to the Form I-9 on Aug. 25, 2016, clearing the way for the form to be released.

"Ever since the current version of the I-9 expired on March 31, 2016, employers have been anxiously awaiting the release of the new form, which will now include some 'smart' error-checking features," said John Fay, vice president and general counsel at LawLogix, a Phoenix-based software company specializing in cloud-based immigration and compliance services. "The newly revised I-9 also features several new structural changes and instructions which will be important for all employers to know and learn."

The new Form I-9 will have an expiration date of Aug. 31, 2019.

Fay said that the Jan. 21 extension to transfer to the new form is "great news for employers, many of whom struggle to stay up-to-date with the latest I-9 changes and requirements."

In 2013, USCIS provided employers with only two months to start using the current version of the form, "hardly enough time for HR to update all of the policy documents, training materials, and procedures which go along with the I-9," Fay said.

Changes to the Form I-9

The new form is designed to address "frequent points of confusion that arise for both employees and employers," Fay said. The proposed changes specifically aim to help employers reduce technical errors for which they may be fined, and include:

- Validations on certain fields to ensure information is entered correctly. The form will validate the correct number of digits for a Social Security number or an expiration date on an identity document, for example.
- Drop-down lists and calendars.
- Embedded instructions for completing each field.
- Buttons that will allow users to access the instructions electronically, print the form and clear the form to start over.
- Additional spaces to enter multiple preparers and translators. If the employee does not use a preparer or translator to assist in completing section 1, he or she must indicate so on a new check box labeled, "I did not use a preparer or translator."
- The requirement that workers provide only other last names used in Section 1, rather than all other names used. This is to avoid possible discrimination issues and to protect the privacy of transgender and other individuals who have changed their first names, Fay said.
- The removal of the requirement that immigrants authorized to work provide both their Form I-94 number and foreign passport information in Section 1.

- A new "Citizenship/Immigration Status" field at the top of section 2.
- A dedicated area to enter additional information that employers are currently required to notate in the margins of the form, such as Temporary Protected Status and Optional Practical Training extensions.
- A quick-response matrix barcode, or QR code, that generates once the form is printed that can be used to streamline enforcement audits.
- Separate instructions from the form. Employers are still required to present the instructions to the employee completing the form, however.

"It's important to remember that this new smart I-9 form is not an electronic I-9 as defined in the regulations," Fay said. "Employers filling out the new form I-9 using Adobe Reader will still need to print the form, obtain handwritten signatures, store in a safe place, monitor reverifications and updates with a calendaring system, and retype information into E-Verify as required."

For more information: www.uscis.gov/i-9

2017 Standard Mileage Rate

Beginning on January 1, 2017, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 53.5 cents per mile for business driven
- 17 cents per mile for medical or moving purposes
- 14 cents per mile driven in service or charitable organizations

For more information: www.irs.gov



Southeastern Michigan Roofing Contractors Association

Michigan Roofing Contractors Association

Detroit Roofers JATC Local 149

Roofers Local #149

Final Rule Issued to Improve Tracking of Workplace Injuries and Illnesses

Provisions call for employers to electronically submit injury and illness data that they already record.

Why is OSHA issuing this rule?

This simple change in OSHA's rulemaking requirements will improve safety for workers across the country. One important reason stems from our understanding of human behavior and motivation. Behavioral economics tells us that making injury information publicly available will "nudge" employers to focus on safety. And, as we have seen in many examples, more attention to safety will save the lives and limbs of many workers, and will ultimately help the employer's bottom line as well. Finally, this regulation will improve the accuracy of this data by ensuring that workers will not fear retaliation for reporting injuries or illnesses.

What does the rule require?

The new rule, which takes effect Jan. 1, 2017, requires certain employers to electronically submit injury and illness data that they are already required to record on their onsite OSHA Injury and Illness forms. Analysis of this data will enable OSHA to use its enforcement and compliance assistance resources more efficiently. Some of the data will also be posted to the OSHA website. OSHA believes that public disclosure will encourage employers to improve workplace safety and provide valuable information to workers, job seekers, customers, researchers and the general public. The amount of data submitted will vary depending on the size of company and type of industry.

How will electronic submission work?

OSHA will provide a secure website that offers three options for data submission. First, users will be able to manually enter data into a webform. Second, users will be able to upload a CSV file to process single or multiple establishments at the same time. Last, users of automated recordkeeping systems will have the ability to transmit data electronically via an API (application programming interface). The site is scheduled to go live in February 2017.

Anti-retaliation protections

The rule also prohibits employers from discouraging workers from reporting an injury or illness. The final rule requires employers to inform employees of their right to report work-related injuries and illnesses free from retaliation, which can be satisfied by posting the already-required [OSHA workplace poster](#). It also clarifies the existing implicit requirement that an employer's procedure for reporting work-related injuries and illnesses must be reasonable and not deter or discourage employees from reporting; and incorporates the existing statutory prohibition on retaliating against employees for reporting work-related injuries or illnesses. These provisions become effective August 10, 2016, but OSHA has [delayed their enforcement](#) until Dec. 1, 2016.

Compliance schedule

The new reporting requirements will be phased in over two years:

Establishments with 250 or more employees in industries covered by the recordkeeping regulation must submit information from their 2016 Form 300A by July 1, 2017. These same employers will be required to submit information from all 2017 forms (300A, 300, and 301) by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

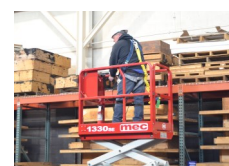
Establishments with 20-249 employees in [certain high-risk industries](#) must submit information from their 2016 Form 300A by July 1, 2017, and their 2017 Form 300A by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

OSHA State Plan states must adopt requirements that are substantially identical to the requirements in this final rule within 6 months after publication of this final rule.

For more information visit: www.osha.gob

JATC Training Center Happenings

On February 17th, the JATC Training Center held an Ariel and Scissor Lift Safety Course. Participants took a written test, a practical test and received a certificate of completion.



Labor Management Update

The Working Together Team is off to a busy start this year. To date we have logged about 14 million in public work, almost equal to all of the public work we tracked last year. We are seeing a significant increase in sinking fund work which does not fall under prevailing wage laws. About 75% of our time is being spent on recruitment of labor efforts. A good option is to recruit labor from non-union contractors. If you see a non-union job site let the Union or SMRCA office know. We are also working with public agencies and school districts to recruit labor. All of the building trades are actively seeking labor from the same agencies and school districts. Our talking points include:

- Low entry requirements for math and writing.
- Lifetime pay equal or exceeding that of a Bachelor Degree Graduate based on National Center for Education Statistics.
- Lifetime earnings are based on 1,500 hours per year; close to what a teacher works.
- No debt whereas 70% of college graduates have \$50,000 in debt and lose four years of work income.
- Retirement in the middle 50's with a pension greater than \$4000.
- Opportunities for growth into management or other support positions.

Hopefully this will be another banner year for our contractors and we'll be able to help secure quality labor.

Birthday Wishes



Chuck Rosa

Lifetime Member

February 16

Jackie Walters

LaDuke Roofing & Sheet Metal

March 1

Bill Borgiel

Lutz Roofing Company, Inc.

April 25

Jim Markiewicz

GAF Materials Corporation

April 29

Jeff Mullins

J2 Sales Solutions, LLC

April 29

Industry Schedule of Events



March 1-3, 2017

International Roofing Expo

Las Vegas, NV

www.theroofingexpo.com

March 15-16, 2017

New York Build

New York, NY

<http://newyorkbuildexpo.com/>

March 16-21, 2017

RCI

Anaheim, CA

www.rci-online.org

March 29-30, 2017

NERCA 91st Annual Convention and

Trade Show

Atlantic City, NJ

www.nerca.org

April 27-29, 2017

AIA

Orlando, FL

www.aia.org

Roofers Union Local #149/RIPF 32nd Annual Scholarship Grant Program

In an effort to promote excellence in the roofing industry, Roofers Union Local #149 and the Roofing Industry Promotion Fund are working together to offer scholarship grants to eligible individuals.

The program offers four scholarship grants in the amount of \$1,000.00 each, to those eligible individuals who are attending or planning to enroll at an accepted college or university.

Scholarship Grants are possible through contributions by Roofers Union Local #149, the Roofing Industry Promotion Fund and the participating roofing contractor employer of the recipient's parent or guardian.

Information will be sent to SMRCA/RIPF Contractors in April. If you need information to submit an essay, please contact the SMRCA office.

Congratulations!

Congratulations to **Tara (Casey) and Jay Kakias** on their recent marriage.



Wishing you a lifetime of love and happiness.

Education Resources



CAM Online

www.cam-online.com



NRCA

www.nrca.net



MIOSHA

www.michigan.gov/miosha



Upcoming Events—Mark your Calendars!!

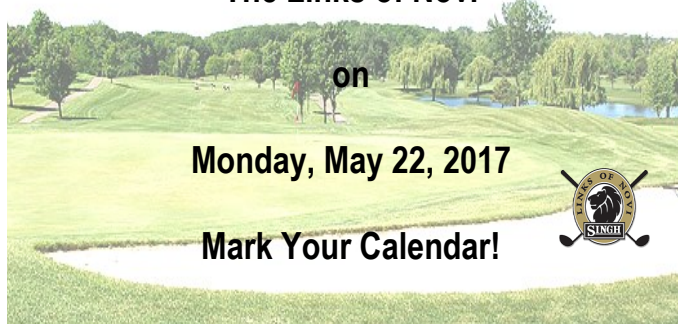
The 2017 SMRCA Golf Outing will be at

The Links of Novi

on

Monday, May 22, 2017

Mark Your Calendar!



MiRCA 52nd Annual Convention

July 20-23, 2017

www.shantycreek.com



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SMRCA

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- 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)
www.royal-roofing.com

J. D. CANDLER ROOFING CO., INC.

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

M.W. MORSS ROOFING, INC.

Romulus, MI
(734) 942-0840
www.morssroofing.com

SCHEMA ROOFING & SHEET METAL CO., INC.

Chesterfield, MI
(586) 949-4777
www.schenarroofing.com

CHRISTEN/DETROIT

Detroit, MI
(313) 837-1420
www.cdetroit.com

NEWTON CRANE ROOFING, INC.

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

SCHREIBER CORPORATION

Wixom, MI
(248) 926-1500
www.schreiberroofing.com

DETROIT CORNICE & SLATE COMPANY

Ferndale, MI
(248) 398-7690
www.detroitcorniceandslate.com

NORTH ROOFING COMPANY

Auburn Hills, MI
(248) 373-1500
www.northroofing.com

LADUKE ROOFING & SHEET METAL

Oak Park, MI
(248) 414-6600
www.ladukeroofing.com

DAVE POMAVILLE & SONS, INC.

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



www.smrca.org