

# roofing spec

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National Roofing Contractors Association

October 1982



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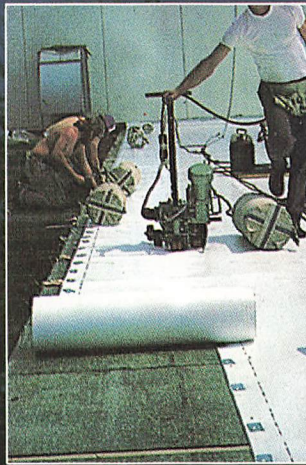
CoolTop 40 is the most ultraviolet and ozone resistant material available in single ply roofing, and its spectral white color offers great advantages in energy savings. It is highly chemically resistant . . . compatible with most existing materials, including asphalt; usable around many corrosive liquid or gaseous chemicals that may be in the environment.

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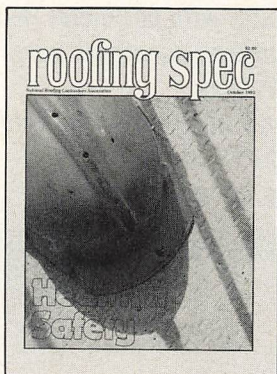
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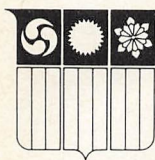
October 1982

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Health and Safety are vital elements in the maintenance of a "thriving" contracting company.



## NATIONAL ROOFING CONTRACTORS ASSOCIATION

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# Comment

## The Manville Situation

Concerning the recent bankruptcy actions taken by the Manville Corporation, a few observations:

□ To say that the situation is confusing is about as enlightening as Yogi Berra's comment on playing the outfield in September: "Out there it gets late early." It got late early for Manville this summer, for reasons that appear to have been mostly beyond Manville's control.

□ The staggering amount of asbestos-related litigation facing Manville was enough to frighten even the most resolute free-enterprisers. Whether Manville knew, thirty-five years ago, that exposure to asbestos was potentially hazardous is a matter for debate, but it was a debate Manville could not afford, at about \$40,000 per case. A few years ago, Manville reported that law firms were advertising for potential victims of asbestos exposure to join in the litigation. Some firms had literally thousands of clients lining up to sue for damages.

□ The large questions raised by the Manville case will be debated for some time. They are these: (a) Should the federal government step in and assume, legislatively, some responsibility for health problems it helped to create? (b) Is Chapter 11 bankruptcy a proper vehicle for limiting corporate exposure?

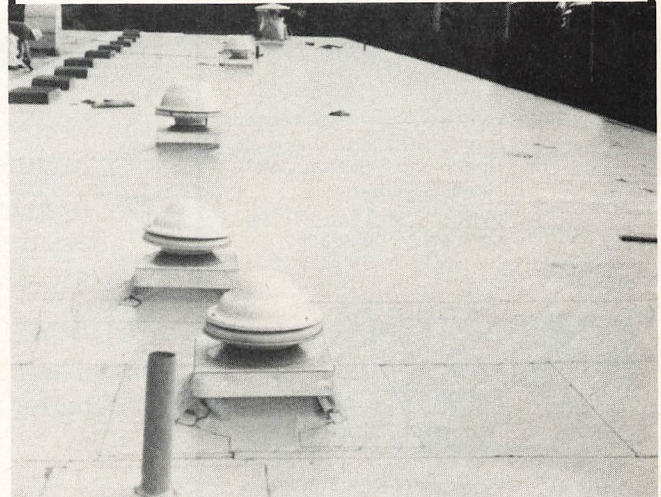
□ Some less monumental, but not insignificant, questions face the roofing industry. For example, how will roof failure litigation involving Manville be affected? Manville has taken some positive steps, backed by the court, to assume its responsibility in the roofing marketplace, but much of what ultimately happens will depend on the bankruptcy court's rulings.

□ The awesome lesson to be learned is how surely and quickly a corporate giant can be brought to its knees by, for the most part, its own former employees. It is assuredly a sign of the time, and more: It is a lesson to American businessmen that they must be especially aware of any risks involved in the materials they use. For roofing contractors, the Manville case should be evidence enough that safety and health matters are more than moral or legal concerns — they are matters of business survival.

*Bill Good*

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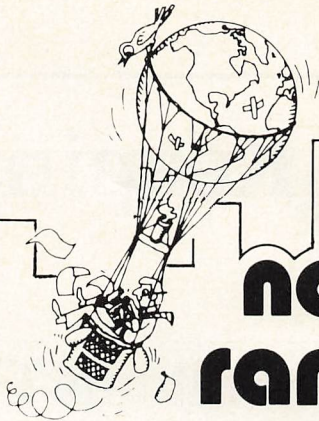
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# Ideas, notes and random thoughts

**Worker safety** — an important topic of utmost concern to all roofing contractors is detailed by Editorial Assistant Connie Arkus in this issue of *Roofing Spec*. Are you doing all you can to see that your employees are working in the safest environment possible? Contracting firms across the country would do well to take the lead as laid out in Arkus' profile of a worker safety program at NRCA member-firm Midland Engineering, South Bend, Ind.

**A hearty, robust** Rocky Mountain welcome to all attendees of the annual Midwest Roofing Contractors Association Convention in Colorado Springs. MRCA Executive Director James Whittier, the MRCA board and staff have planned an exciting, adventurous program for all MRCA members and attendees. For a complete listing of programs, events and exhibiting manufacturers, read on!

**And while on** the topic of conventions, NRCA is proud to announce that former President Gerald R. Ford will speak at its 96th Annual Convention and Exhibition in sunny San Antonio, Texas, February 21-25, 1983.

The 38th President of the United States will address NRCA members and friends at the Opening Luncheon Wednesday, February 23. This luncheon signals the official commencement of programs for the three-day event.

This edition of the roofing industry's largest yearly gathering

features as its theme — The Pursuit of Excellence. The convention planning crew, under the tutelage of Senior Vice President Burt Karp, have put together an exciting and varied program of Business Sessions. Among the topics to be covered are: "Pursuing Excellence in Steep

Roofing," "Data Processing— Finding The System That's Right For You," "Adapting Your Operation To The State of the Economy" and sessions on cold-applied liquid, current trends in litigation and the extremely popular "Contractor Rap Sessions."

In addition, the convention's Early Bird Program Feb. 22 will delve into the area of Architectural Sheet Metal conducted by the Copper Development Association.

For further information and a free program brochure, contact Melody Lejcar at NRCA headquarters.

**And finally**, more convention-related news. The National Roofing Foundation (NRF) will again sponsor a Reconvened Convention getaway immediately following the NRCA show. This year's choice spot for the NRF Reconvened is Puerto Vallarta, Mexico, an idyllic location on Mexico's fabulous west coast. More informal, cleaner, cooler and less humid than crowded Acapulco, Puerto Vallarta is fast becoming the country's top place to get a winter suntan. Planned activities include an exotic Yelapa Cruise for exploring this old fishing village, replete with waterfalls, beaches and secluded coves. For more information (and a free brochure to boot) contact Bennett Brown at NRCA headquarters.

**"Be optimistic. . . but if that doesn't work try something else."**  
John Maynard Keynes

## NATIONAL ROOFING FOUNDATION UPDATE

The National Roofing Foundation is sponsoring its second fund-raising reconvened following NRCA's 1983 Convention in San Antonio.

Why not support The Foundation and spend a few relaxing days in the seaside village of Puerto Vallarta, Mexico. More informal, cleaner, cooler, and less humid than Acapulco, Puerto Vallarta threatens to become Mexico's number one place to get a winter tan. It is a resort just coming into its prime.

Informative sessions, a "Bienvenidos a Mexico" reception, an optional Yelapa Cruise, swimming, snorkeling and independent exploring are just a few of the activities awaiting you.

For more information on the National Roofing Foundation or the reconvened, contact NRF headquarters, 8600 Bryn Mawr Avenue, Chicago, IL 60631.

# NATIONAL NEWS

## Housing Starts Not Keeping Pace With Demand

Housing needs are rising but housing starts are falling.

The U.S. Department of Commerce forecasted that 17.6 million new households will be added to the nation's total during the current decade.

In order to meet the demand for housing created by the new household formations, an average of 1.76 million new units should be added every year for the next two years, according to the Chicago Title Insurance Co., Chicago.

However, since 1980, housing starts have fallen.

Home construction totaled 1.3 million in 1980, decreasing to 1.1 million in 1981 and could possibly decline to 1.05 in 1982, according to John Pfister, vice president and manager of market research for Chicago Title Insurance.

As a result, by the end of 1982, the United States could have built-up a three-year housing shortage of 1.85 million units.

## Housing Units Down 22% in 1982's Second Quarter

Construction of new housing units in the second quarter of 1982 fell 22 percent below the volume in the same period of 1981, according to F.W. Dodge Division of McGraw-Hill Information Systems Company.

The extremely high interest rates which prevailed through midyear held the spring quarter's total of housing starts to only 265,000, or an annualized rate of 968,000 units, ac-

## Interest Rate Bottoms Out

The crisp autumn air appears to have chilled interest rates after summer's welcome warming decline.

"Although some further declines are possible, the big drop in rates is probably over," said Lindley H. Clark, Jr. in a recent *Wall Street Journal* article.

Short-term interest rates on three-month Treasury bills dropped from almost 13 percent in June to 7.5 percent in August. During the first week of September, the Treasury sold a new issue at an interest cost of about 8.6 percent, according to Clark.

Long-term Treasury securities, selling at a yield of close to 14 percent, moved down to 12 percent by late August and then up again to 12 percent in September.

Ample bank reserves and a decline in business demand for short term credit were cited by Clark as several explanations for the declining inter-

est rates in mid-summer.

The Consumer Research Center of the Conference Board scaled down their predictions for recovery, expecting the inflation adjusted gross national product to grow by 2.1 percent in the current quarter, down from its previous 3.1 percent forecast.

"That's not the sort of outlook that leads businessmen to borrow and spend," Clark said.

Clark summed up the picture for the remaining months of 1982:

"The continuing uncertainty will keep financial markets under pressure for several months to come. The uncertainty can be increased by new fears about the safety of the banking system, and new failures of large businesses and other developments. The big drop in interest rates has ended, at least for now."

cording to the construction authority. McGraw-Hill Information Systems Company is widely known for its Dodge Reports on construction activity, Sweet's Catalog Files of building product information, and building cost information systems.

"Even under conditions as harsh as these, there were a few bright spots," said George A. Christie, vice president and chief economist for F.W. Dodge. "Exceptions to the generally depressed homebuilding market in the second quarter — not surprisingly — were Houston and Dallas, which led all other metropolitan areas by a wide margin."

Second-quarter 1982 housing starts were led by Houston, with a total of 13,684 units, a 27 percent gain for the city over the comparable

1981 quarter. The Dallas total of 10,838 housing units represented a gain of 44 percent from the year-ago period.

Atlanta, whose 1982 second-quarter volume of 6,079 units was virtually unchanged from last year's total, ranked third among the nation's most active housing markets.

For the rest of the second quarter's top ten housing cities, the volume was down sharply from last year. They are Washington, 4,411 units; Tampa, 4,081 units; Denver, 4,002 units; Phoenix, 3,936 units; Los Angeles/Long Beach, 3,524 units; Minneapolis/St. Paul, 3,144 units and Riverside/San Bernardino, 3,108 units.

## Single-Ply Seminar Gives Officials Look at Industry

Representatives from labor, management and manufacturing were in attendance at the Single Ply Seminar held in Atlantic City, September 15-16.

The seminar was sponsored by the United Union of Roofers, Waterproofers and Allied Workers and the New Jersey State District Council of

Roofers. It provided attendees with a comprehensive view of single-ply roofing systems, including discussions on applications and safety precautions.

A detailed report on the Single-Ply Seminar will be published in the November issue of *Roofing Spec*.

## Housing Head Predicts Drop In Interest Rate

The interest rate ceiling for federally-backed home mortgages could drop to 13 percent according to Housing Secretary Samuel R. Pierce. In addition, a partnership with Japanese businessmen could boost the U.S. housing industry.

In August, the government dropped interest rates from 15 to 14 percent on single-family home mortgages, the lowest level since the spring of 1981.

Pierce expects to see "a further decline of about a point or a half-point."

According to a recent *Chicago Tribune* article, home loan officials say that the 14 percent mortgage rate is a key point where demand for home loans begins to increase significantly.

Declines below that level will spur even greater demand from home builders who have been unable to sell new homes because of the high interest rates.

Pierce refused to discuss details of

## CSI to Relocate

The Construction Specifications Institute, (CSI), will relocate to Alexandria, Va. effective October 1982.

CSI's new address is: 601 Madison Street, Alexandria, Va. 23114; 703/684-0300.

his proposal with the Japanese, except to say that "it will be very, very helpful to builders and housing in this country."

Pierce did say that progress was made on increasing U.S. sales of building materials to China and actual construction work in that country by American companies.

## Company Liable For Roof Openings

Adams County Roofing, Inc. found itself in serious violation trouble for having improperly guarded roof openings, according to an article in *Employment Safety and Health Guide*.

The company stated that it was not aware of the specific hole through which an employee fell.

However, the employer's defense that it did not create or control the noncomplying conditions was thereby invalidated.

Some openings on the same roof were not properly guarded because an Adams foreman had elected to leave them uncovered since they were surrounded by 18-inch kickboards.

## Economy Decline Eases

The end of summer didn't exactly signal the end of the country's economic doldrums, but the rate of decline appears to be easing.

A report, issued by the business survey committee of the National Association of Purchasing Management, is based on replies to questions from 250 industrial corporations. The report noted that production, new orders, employment and new inventories dropped but at a less rate than in July.

According to a recent *Wall Street Journal* article detailing the survey results, only five percent of the respondents reported higher prices, another positive sign for the economy.

Capital spending, however, continued to drop to 47 percent from July's 55 percent.

Also, 42 percent of the managers polled reported less people on their payrolls, continuing the downward employment trend which has been dropping steadily since May.

The nation's economic performance registered 38.9 percent in August, down from July's 40.4 percent and below 50 percent, which is an indication of economic expansion. The 38.9 percent figure is based on new orders, production, employment, vendor performance and inventories.

## Consumer Spending Outlook Better

A surge in consumer spending? Not yet, but the situation looks a trifle better according to the Federal Reserve Board which reported that consumers took on \$570 million more in installment debts than they paid off

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continued

in July.

This is the smallest debt increase since February when it was \$100 million.

According to a recent *Chicago Tribune* article, weak business for automobile loans was the main factor as consumers took out new loans and


paid back old ones at a slower pace than in June.

The figures covered the first month after the Reagan administration's big tax-rate cut took effect on July 1. Economists did not expect big spending increases to show up that soon.

## Senate Committee Approves Zero Retainage Bill

By unanimous vote, the Senate's Governmental Affairs Committee approved legislation barring Federal agencies from automatically withholding retainage on prime contractors. Contractors would also be instructed to pass-along the same policy to their subcontractors and suppliers.

According to the American Subcontractors Association the "Construction Contract Payment Procedures Act of 1982" (s.1782) states that retainage "places an unnecessary and unfair burden" on construction contractors and reduces competition. The bill also states that "existing requirements currently applicable to Federal construction contracts provide the Government with adequate protection against the default of a contractor."

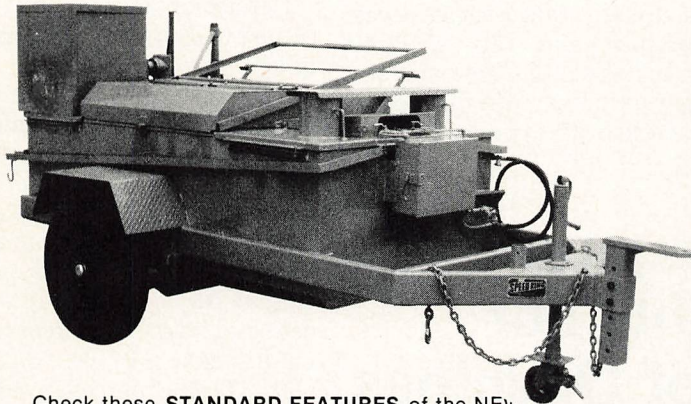
"The Committee's approval of the bill and the scheduling of a lame-duck session of Congress," said ASA President Robert B. Johnson, "greatly enhances the bill's chances for passage during this session. Congress clearly recognizes the adverse affect retainage has on the financial position of contractors by forcing them to borrow at high interest rates to cover their cash flow." 

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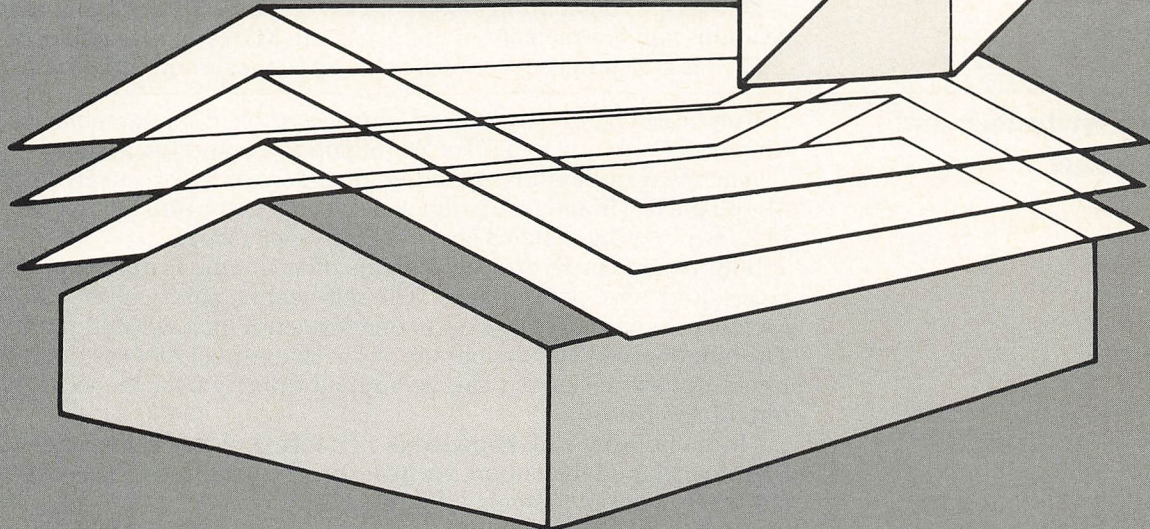
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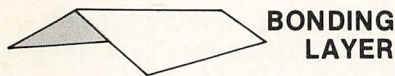


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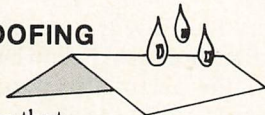
Introducing a breakthrough in metal roofing technology. Competitively priced insulated re-roofing for metal buildings. A fluid applied ceramic insulating roof and wall system for metal buildings that insulates, waterproofs, extends building life, is condensation and corrosion resistant and acoustically sound deadening.



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LAYER**

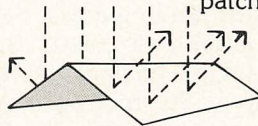
A dual purpose anti-corrosive and primer, Ziebarth Anticorrosive #10 is applied directly to the present surface. It covers and protects all of the metal surfaces. Its chemistry penetrates flash rust where it neutralizes destructive iron oxide (rust) to iron sulfate and then prevents further oxidation. Metal roof deterioration is eliminated, expensive repairs unnecessary, life of the building is extended.

**WATERPROOFING  
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Waterproofing that remains watertight even under unusual demanding conditions. Waterproof Sealer #5 applied in two coats over all seams and fastening devices with

fiberglass reinforcing providing a positive watertight seal. This unique waterproof coating remains flexible, even at extreme temperatures enabling the system to expand and contract with the building, defeating the major cause of metal roof leaks. Cost of re-roofing or patching is eliminated.

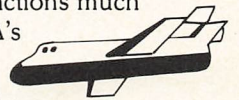


**CERAMIC  
LAYER**

Insulation that more than pays for itself. The ceramic outer layer contains tiny cellular ceramic insulating spheres that resist the passage of heat or cold. Leak causing expansion and contraction of the metal roof is eliminated. Under roof temperatures drop drastically in summer. Internal building heat is prevented from escaping in winter. Net result is lower energy bills with reduced demand on heating and cooling.

The silicon-ceramic tiles used on NASA's space shuttle are covered with a thin film of ceramic borosilicate glass. 95% of the heat of re-entry is shed by this thin film, while only 5% of the heat is shed by the foam-like body of the tile. Ziebarth ceramic

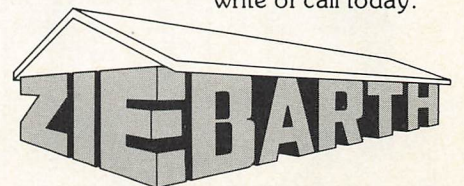
insulation coat functions much the same as NASA's ceramic borosilicate tile coating, retaining its properties under conditions of unbelievable stress.



### Unbeatable Combination

The combination of bond coat, fiberglass cloth at joints and double waterproof coat provides strength, longevity and watertight integrity. The ceramic layer is so hard and tough, foot traffic doesn't phase it. The new roof is resistant to pollutants, acid rain, fungus and fire, and best of all its insulating properties can pay dividends that return much more than its cost.

For the whole story on how Ziebarth can keep you and your metal building problems from going through the roof, write or call today.



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# Associate News

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## LaCasse Promoted at GAF

GAF Corporation has named James P. LaCasse marketing manager of Gaf-ply EP, its new single-ply roofing product for commercial construction.

LaCasse joined GAF in 1978 as a building materials sales representative and became associate product manager of roof insulation in 1980.

He was graduated from LeMoyne College in 1975 with a B.S. in industrial relations and is a member of the American Marketing Association.

GAF is a major producer of specialty chemicals and building materials.

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## American Hydrotech and Dow Sign Pact

American Hydrotech, Inc. of Chicago reached an agreement with Dow Chemical Company to market Styrofoam RM brand insulation.

According to David F. Spalding, president of American Hydrotech, Inc., Styrofoam RM brand insulation was selected as the official insulation for use in its two roofing systems because of its track record.

Both American Hydrotech systems offer unique features designed to increase long term performance. The self-healing ability of the PRM Flexible Membrane can seal cracks up to one-sixteenth inch without reinforcement. The single-ply EPDM membrane of the Hydro-Seal roof system is easily applied on new decks and can be applied directly over the existing roof for reroofing jobs.

"In combining our knowledge of roofing systems and materials with Styrofoam brand insulation, we have greatly enhanced the life expectancy of our protected roof systems," Spalding said.

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## Republic Powdered Metals Adds Four To Sales Staff

Republic Powdered Metals, Inc. in Medina, Ohio, has expanded its sales force by four.

Headquartered in Detroit, Mich., is Bob Brown, covering Detroit and Eastern Michigan including Ann Arbor and Flint. Brown can be contacted at 236 South Denwood, Dearborn, Mich., 48124, 313/278-0729.

Responsible for Chicago and East Chicago is Jack Brunfeld. He can be reached at 656 West Buckingham Place #2w, Chicago, Ill., 60657, 312/472-7138.

Working out of the home office is Mike Gallagher. He is covering a section of Northeast Ohio including the southeast area of Cleveland and can be contacted at 2628 Pearl Rd., P.O. Box 724, Medina, Ohio 44258, 216/225-3192.

Located in Chesterfield, Mo., is Lowell Sandven, who is responsible for St. Louis and the surrounding areas. Sandven can be reached at 19320 Cedar Fork Rd., Chesterfield, Mo. 63017, 314/768-0163.

Republic's principle business has been manufacturing and selling heavy-duty, industrial-quality roofing materials, paints and protective coating products for the commercial and industrial market.

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## Wasco Systems To Be Sold Through Lucas Sales, St. Louis

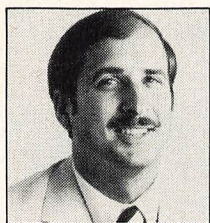
Lucas Sales Co., Inc. of St. Louis, Mo., is adding Wasco architectural, solar and standard skylighting systems to its product line.

In addition to Wasco skylighting systems, Lucas distributes Metal-Era fascia systems, Carlisle single-ply roofing membrane, Foremost fascia and roofing panels and a complete range of coating and patching products.

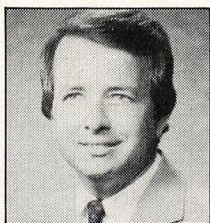
The company also originated and manufactures the Lucas Tapered System of incombustible roofing panels.

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## Fabco Boosts Pair



Jeffrey M. Davis



Timothy E. Eason

Fabco Fastening Systems, Townsend Division of Textron Inc., announced the appointment of Jeffrey M. Davis as manager, Northern Territorial Sales and Timothy E. Eason as manager, Southern Territorial Sales.

In the newly created positions, Davis and Eason will work closely with Fabco direct sales people, sales agents and distributors of Fabco Deck Fastening Products. Both managers will also provide personalized assistance to distributors through sales seminars and sales training sessions.

Fabco Fastening Systems is located on Water Street in West Newton, Pa., 15089; 412/872-6200.

continued, page 12


# The complete guide to single-ply roofing insulation.

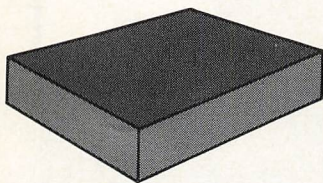
Desired R Factor	Insulation	EPDM Loose Laid	PVC Loose Laid	EPDM Fully Adhered	PVC Fully Adhered	MB Fully Adhered
2.08 to 8.33	Permalite Sealskin® perlite insulation	X				X
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	Permalite® Urethane foil/kraft faced	X	X	X	X	
	Permalite® Urethane foil/glass faced	X	X	X	X	
	Permalite® Urethane kraft/foil faced	X	X			
	Permalite® Urethane reinforced kraft faced	X	X			
7.69 to 20.00	Permalite Pk® felt faced	X		X		X
	Permalite Pk® foil/kraft faced	X	X	X	X	
	Permalite Pk® foil/glass faced	X	X	X	X	
	Permalite Pk® kraft/foil faced	X	X			
	Permalite Pk® reinforced kraft faced	X	X			
10.00 to 20.00	Permalite Pk Plus®	X				X

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For complete information, see your local Permalite representative or call or

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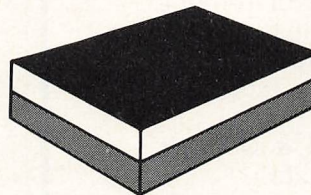
 A subsidiary of General Refractories Company



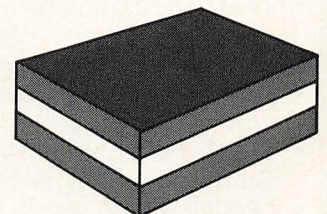
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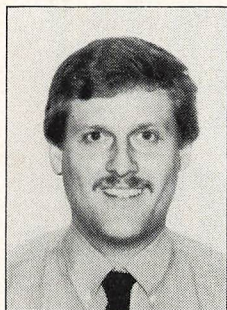
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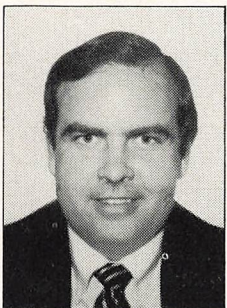
# Associate News

continued from page 10

## SMI Appoints Pair As Reps



Robert C. Meyer



Robert W. Olson

Robert W. Olson and Robert C. Meyer have been appointed regional sales representatives at SYenergy Methods, Inc.

As Southeast regional sales representative, Olson will promote the SMI Rubber Roof Energy System and Wall System throughout an 11-state sales district.

His address is: 1963 Souvenir Drive, Clearwater, Fla. 33515, 813/446-5107.

For the past 11 years, Olson had been associated with Inryco, a subsidiary of Inland Steel Co., as a sales representative. He holds a Bachelor of Science Degree in Business from Dominican College, Racine, Wis.

Meyer, Midwest regional sales representative, will provide sales and technical assistance to architects, developers and SMI applicators across 11 states. His address is: 214 South Forest Avenue, Batavia, Ill. 60510, 312/879-0400.

Prior to joining SMI, Meyer was employed by Taco Bell Inc., a subsidiary of Pepsi-Cola, Inc., where he was regional construction manager.

He is a graduate of the University of Illinois at Champaign, with a Bachelor of Science Degree in Architecture.

Headquartered in Cranston, R.I., SYenergy Methods, Inc., is a manufacturer of insulated wall and roof systems.



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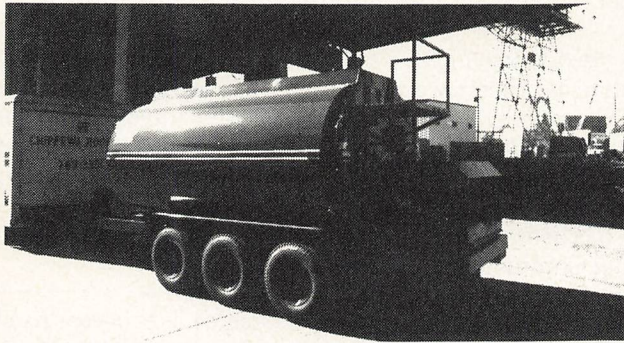
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# **TAURUS** Bulk Asphalt Handling Systems

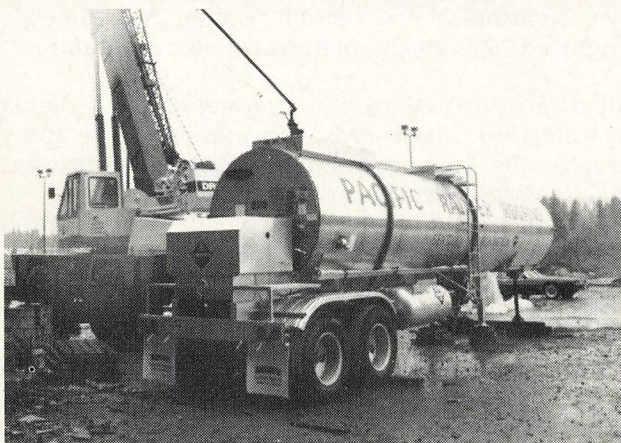


## **Truck & Trailer Mounted Job Tanks**

- Fully-automatic temperature control system which enables your crews to start immediately at the beginning of each day, with a full day's supply of "Hot."
- No one on the ground maintaining tank or kettle. Tank will cycle automatically to maintain proper temperature. No waiting for tank or kettle to warm up.
- Fuel consumption is at least 50% under conventional job tanks, of equal size, and considerably less than a kettle.

## **Reduce your job cost by:**

- **more efficient use of labor**
- **lower material cost**
- **increasing production**



## **Job Site Transporter**

- Offers the maximum in load carrying capabilities (20 tons) and an excellent on the job performance.
- A fully-automatically controlled heat system assures a constant material temperature while also controlling the heating surface, resulting in prolonged flue life. No hot spots or coking.
- Capable of staying at the job site for long periods of time as a Job Tank, by means of a pumping system—pump directly to the roof or fill other Job Tanks.

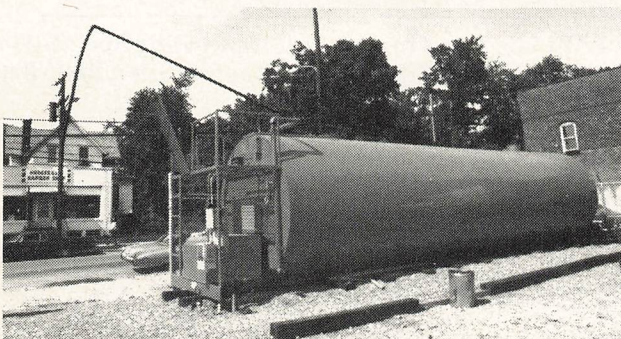
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- Designed to be placed on the job and pump directly to the roof.
- Have the refinery deliver to your job site.
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# Affiliate News

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## Rutkowski Elected FRSA President

Joe Rutkoski of Giffen Roofing, Tampa, has been chosen president of the Florida Roofing, Sheet Metal & Air Conditioning Contractors Association, (FRSA).

He was installed as president at FRSA's 60th Annual Convention in Hollywood, Fla. Also installed as officers were: Milton E. Thompson, chairman of the board, Milton E. Thompson & Sons, Hiialeah; Don Springer, president-elect, Springer-Peterson Roofing, Lakeland; Frank Jenkins, vice president, J.M. Montgomery Roofing, Miami and Glenn Warren, secretary/treasurer, Tack & Warren, Clearwater.

President Rutkoski has been a director, committeeman and vice president of the National Roofing Contractors Association.

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## Keene Receives Campanella Award

Joe Keene, vice president of W.F. Morneau & Associates, is this year's recipient of the Bob Campanella Memorial Award, the Florida Roofing, Sheet Metal & Air Conditioning Contractors Association's highest honor. In addition, three long-time members of FRSA were elected as honorary members.

Keene works with the FRSA Self Insurers Fund, representing W.F. Morneau & Associates, the Fund's servicing agents.

Julien P. Benjamin, J.P. Benjamin Equipment Co., Jacksonville, Fla., Gene Seelbinder, Trumbull Asphalt, Summit, Ill. and Charles Farabee, Farabee Roofing, St. Petersburg, Fla. were awarded honorary plaques because of their outstanding work in the roofing, sheet metal and air conditioning industries.

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## Apprenticeship Graduates Honored



Union and employer sponsors of the Detroit Roofing Apprenticeship Training Program recognized 25 graduates of the three-year program at a recent banquet.

Special Honors went to Gary Kost as the outstanding apprentice of the class and to Charles Aris as runner-up. The awards were presented by employer representative Tom Brown, Joint Apprenticeship Committee Chairman and a member of the National Roofing Contractors Association, NRCA.

Following the introduction of graduates by Local 149 Business Agent Jim Corwin, each graduate stepped forward to receive journeyman cards from President John Doyle. Doyle later teamed with Tom Flynn of the Bureau of Apprenticeship and Training, U.S. Department of Labor, in presenting certificates of apprenticeship completion.

Banquet sponsors are Roofers 149 and the Roofing Industry Promotion Fund.

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## AMS as Executive Director of Virginia Association

The Virginia Association of Roofing Contractors, Inc., (VARC) announced that Association Management Services of the U.S. Inc., (AMS) has been hired to perform the duties of executive director for VARC.

VARC's Board of Directors recently made the decision and said that the association will continue to function according to the present by-laws with no changes in its yearly program activity.

AMS is a corporation formed to provide professional management to associations. The corporation manages the Virginia Farm and Industrial Equipment Dealers Association and the Virginia Floorcovering Association in addition to providing services to the Virginia Forestry Association.

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## Attention Affiliate Executives

For timely inclusion of Affiliate News in each issue of **Roofing Spec** be sure your group's news items are sent to Affiliate News, **Roofing Spec**, 8600 Bryn Mawr Ave., Chicago, IL 60631.

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Giuffre Bros. is the originator of the truck/crane roofers' system. Each

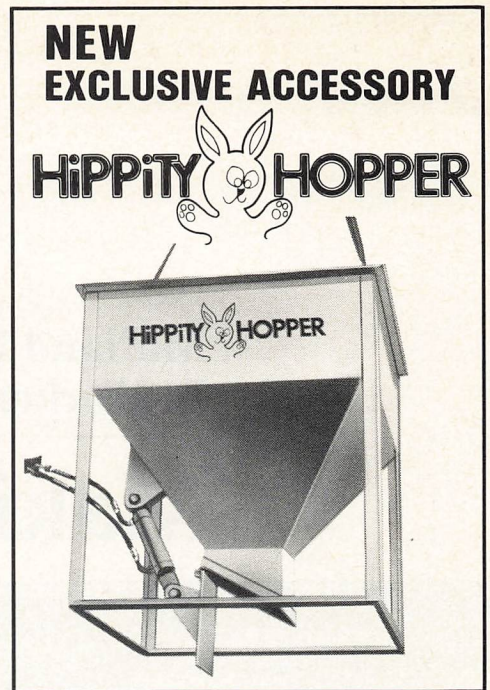
accessory was designed as an integral working part of the RO crane and seven years of testimony, from roofers across the country, is proof of their reliability.

Buy or rent the roofers' package. Giuffre Bros. has a huge fleet available. Call collect (414) 761-2300.

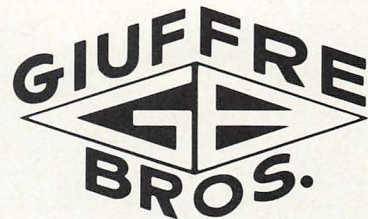
\*Magraw Hill Report

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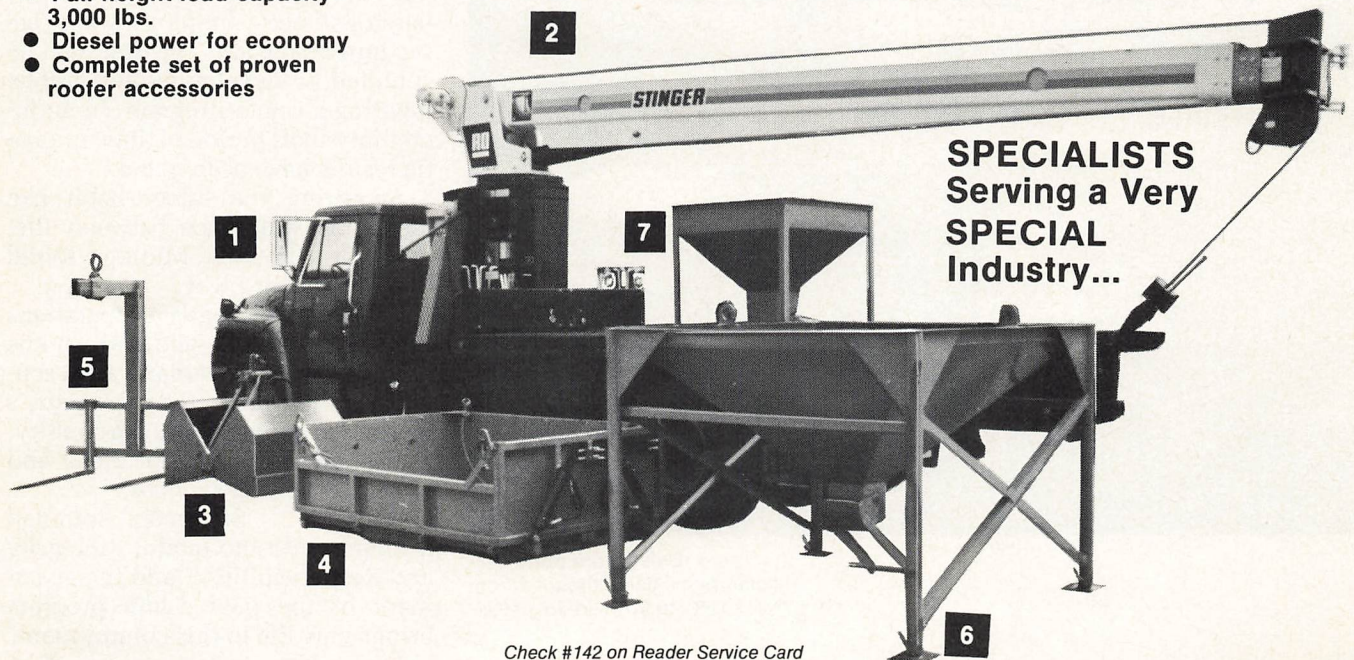
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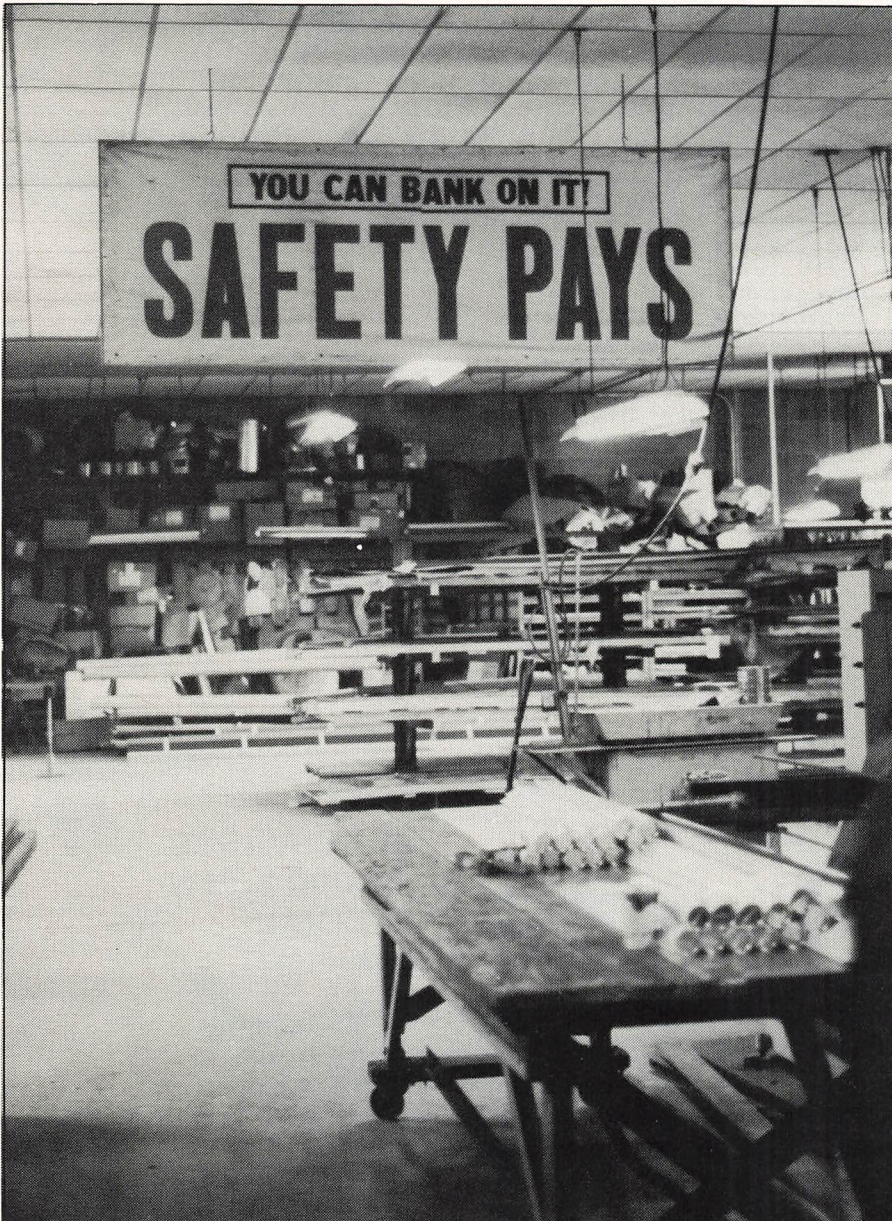


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## Midland Leads Way In Worker Safety

# Making The Job-Site Safe

by Connie Arkus



Safety sure **does** pay!  
Midland's incidents dropped from  
19.57% in 1981 to 9.7% in July 1982.

**A** good roofer is a safe roofer." How many times has that tired but true maxim been heard? How many companies actually enforce a comprehensive safety program? Not many, and the excuses always seem to be plentiful. Contractors have been known to make the excuse that safety programs "don't work," they're "costly," "time consuming" or "too complicated."

NRCA member firm Midland Engineering Company, South Bend, Ind., has put to rest such misconceptions with an extensive and thorough plan; a program that has been enthusiastically received, with labor and management joining forces to combat unsafe work practices.

In the not-so-distant past, the company faced the disturbing facts and harsh statistics—employees were being hurt on the job. The firm then responded by developing and implementing a safety program. In an incredibly short period of time, dramatic results have been noted.

Acquiring the safety habit can mean the difference between life, death or a lawsuit. Midland found this out the hard way.

The company began its operations in 1922. Although Midland's home base is northern Indiana and southern Michigan, the company's workforce travels across the country, providing roofing, sheet metal and interior finishing services.

William J. Steinmetz founded Midland with the motto, "Integrity and Responsibility," and the enactment of the new safety program brings new life to this commitment.

Just like any other roofing contracting company, Midland had its share of minor mishaps, eye injuries, back strains and burns. The company, unfortunately also had more than its fair share of major accidents, culminating with a painter falling from a scaffold to his death. The incident figures did not look good.

"Clearly, we were above the industry average," said Midland's Safety Operations Officer, John "Pat" Haley.

The company was growing and expanding, and did not want a corresponding increase in accidents.

"We thought it would be worthwhile to develop a better policy than what we had," Haley said. That was June of 1981.

Haley, a Midland employee for over five years, had his work cut out for him. As anyone who has seen it knows, the Occupational Safety and Health Act document is lengthy and detailed, making it difficult reading for those without a law degree.

"It covers everything from soup to nuts," Haley said.

"You can't give it to a workforce as is and expect them to follow it."

So Haley meticulously studied the report, noted the salient points applicable to his company and translated the information into easy-to-follow guidelines.

Haley, a retired army colonel who saw active duty and was an Inspector General at the Pentagon, jokingly said that perhaps his "military background helped him cut through the bureaucratic legalese."

His military background, beginning with a West Point education, certainly helped make safety foremost in his mind and aided his knack for detail, two necessary requirements for a safety officer.

In addition to the OSHA bill-of-rights, Haley utilized many additional resources as a springboard to creating his policy. He found NRCA's "Passport to Safety" and the Michiana Roofing Contractors Association Safety Manual particularly helpful.

Haley then looked specifically at Midland's present procedures and noted problem areas. He felt that several variations were called for, deviating from commonly accepted practices.

"We wanted to do more — be safer

— than just following the rules to get by," he said.

One change that needed to be made regarded the warning line. OSHA requires a roofing perimeter warning system for structures above 16 feet.

"We think that's too high," Haley said. "A worker can fall from a lot less height than that and get killed." Midland lowered the height, requiring warning lines at 12 feet.

Midland also sets limits on the



A tear-off chute and warning flags are set in place while Midland works on reroofing a section of Memorial Hospital.

type of scaffolding to be used. There are only six acceptable structures that can be used.

"The others aren't safe or there is difficulty in putting them up properly," according to Haley.

The results of Haley's exhaustive research were compiled into the company's written document, "Safety and Policy Procedure," which was completed in October 1981, only five months after he began his research.

The report states: "Safety will take precedence over more expedient, unsafe operations."

And unlike less successful programs started in other companies, Midland backed up its written word with action. The company was determined to provide safety education for its employees and create conditions for a safe workplace.

A Safety Committee, composed of the Safety Officer (Haley) and all department superintendents was established. Superintendents are responsible for disseminating information to employees and monthly meetings are scheduled in order to discuss safety information updates in addi-

tion to reporting incidents that occurred. Discussions take place as to what can be done to reduce the mishaps.

The first training session was held in March 1982. All employees reviewed the document and it was used as a vehicle to guide overall safety discussions.

The next step was to enact the printed policy on the worksite. "We went out to enforce it," Haley said, distributing specific checklists used

by superintendents and himself on site inspections.

According to the policy: "All job sites manned by a crew for more than two crew days are inspected at the start of the job and weekly thereafter. A written report is placed in the job file." In additions, Haley makes random, unannounced visits to sites. Job foremen and company maintenance personnel make regular inspections of company equipment.

A disciplinary procedure was also established. Verbal and written warnings are issued on the first offense, a suspension for up to five work days for the second violation and incurring a third offense could be grounds for dismissal.

"We haven't gotten past verbal warnings so far," Haley said.

What are the results of a program in effect for only six months? Starting!

"I'm pleased with the program," Haley said. "We're making progress. Our people are a lot more safety conscious."

Haley is perhaps a bit too modest.

continued on following page

# Safety at Midland

continued

Midland's incident rates have dropped from 19.57 in 1981 to 9.7 in July and August 1982. The most current available figures (1980) for the state of Indiana, set the roofing and sheet metal average at 15.6\*.

The statistics are impressive proof of the safety program's success, but Haley measures the policy's success, achievement by something else — attitude.

"There isn't a week that goes by that someone doesn't come up to me and say something like, 'Is this safe' or 'I've encountered a problem; what should I do?'"

The team effort is prevalent. A worker fell injuring his back when he slipped on a wet tire trying to hoist himself into a truck. After discussion of the situation, ladders were welded onto the trucks, enabling workers to

really like the safety guardrails — they're handy and let you know that the edge is there. They're used all the time and if not, someone will say, "Where's the railing?"

The firm's **Tool Box Safety Talks** is a book containing a series of brief safety articles used by Midland employees to encourage discussion of safety matters. The book covers everything from safety rules for demolition projects, to LP gas leaks and fire control. Haley said that *Tool Box* is a favorite of the workers. He explained that a crew recently was tuckpointing at the University of Notre Dame when a storm temporarily sidelined its work. The crew then opened a copy of *Tool Box* and began discussing the hazards of lightning and other storm dangers.

Most companies would be happy with the results achieved by Midland thus far and concern themselves only with the maintenance of the program, but not Midland.

Next on the safety agenda is first aid and Cardio-Pulmonary Resuscitation Certification for its workforce,

program will be conducted by the Safety Committee in February 1983 and each subsequent February. The report will then be submitted to Midland's Board of Directors.

To date, no major revisions are expected, however, Haley said that minor changes, due to the company's expansion, will add more pages to the present policy.

"Now we have a maintenance facility, with an air compressor," said Haley indicating the need to put safety rules in print for its use.

The Safety Officer would also like to see the lengthy document pared down to slip-in-the-pocket size so it can be carried by workers at all times.

Safety bulletins will be forthcoming as necessary. A bulletin on "frost" will be issued shortly.

"After a spell of warm summer weather, you forget how slippery a roof can get," Haley said. "There's usually a rash of accidents on the first frosty fall morning."

These are Midland's short-term goals, but Haley is formulating his long-range plans as well. He said if the company meets specific safety criteria, it can qualify for an exemption from OSHA inspections.

"In effect, we would inspect ourselves," Haley said.

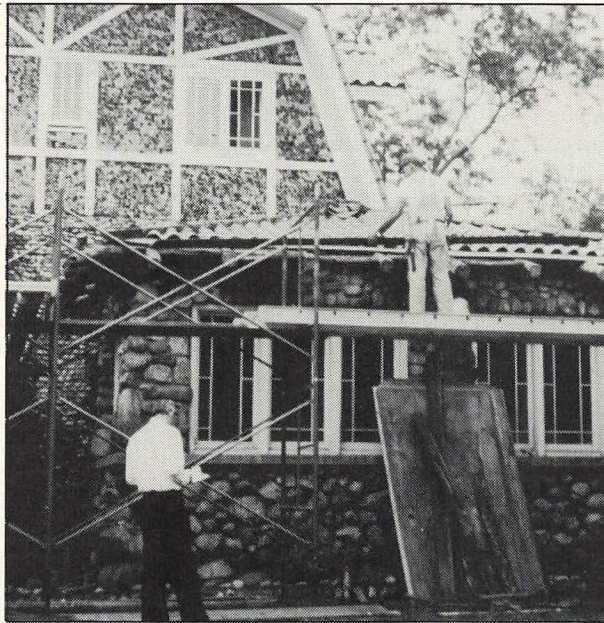
Only the company records would be subject to OSHA inspection. Haley has already presented the program to Indiana OSHA and is waiting for a decision.

Word of the program has spread like wildfire in the industry. Haley has been asked to speak on various safety topics. He has also received numerous calls from companies for advice on safety matters and has, "peddled a lot of copies of the safety program."

"We've received fine cooperation from CNA insurance company, too," Haley said. When Midland sends a crew on an out-of-state job, he calls the CNA Regional Office and the office sends someone out to inspect the site with the Midland checklist.

"Some people think that if you get far enough from the flagpole, you don't have to be concerned about safe practices, but our people can't get away from us," Haley said.

Haley doesn't criticize the companies that don't initiate a safety program, "not every construction com-



Haley crosses the border into New Buffalo, Michigan to inspect the re-tiling operation of a beachfront estate built in 1912.

step up into the truck instead of climbing in.

Midland's Industrial Maintenance Department Superintendent Dick Spaulding has also noticed the cooperative spirit of the crew and remarked at their enthusiasm and initiative.

He gave this example: "The guys

\*Figures based on 200,000 work hour year; 100 man force working a 40 hour week, 50 weeks in the year with two weeks off for vacation.

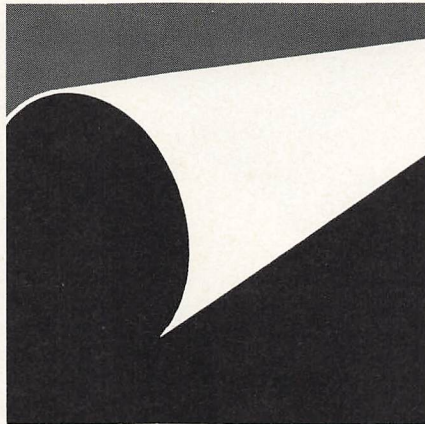
which numbers anywhere between 150 to 300 employees.

"We want to make sure that on every job site we have at least one knowledgeable person in first aid," Haley said. At present, Midland has 25 workers who have passed the certification process and the company looks forward to qualifying an additional 36. Several workers asked if their spouses could also join the first aid sessions.

An annual review of the safety pro-

continued, page 20

# Since 1915, the shape of success in roofing



**Koppers coal tar built-up roofing systems have been the shape of success in the industry since 1915. It's a surprisingly simple system, one that owes its long-standing popularity to three things:**

## **Coal tar bitumen.**

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# Safety at Midland

continued from page 18

pany can devote the time and money to getting a program going and sustaining it," he said.

He explained that 60 percent of his work time is devoted to safety.

"The small roofer can't afford to do this," Haley said. He does feel that in the long run though, a company will save money and is more productive with a safety program.

The spectacular incident decline and a receptive attitude makes Chairman of the Board and past NRCA President William Steinmetz and Midland President John Steinmetz quite proud of the safety program and the man responsible for its development.

"We credit Pat for putting the whole thing together," John Steinmetz said. "Unlike other companies, we have someone who

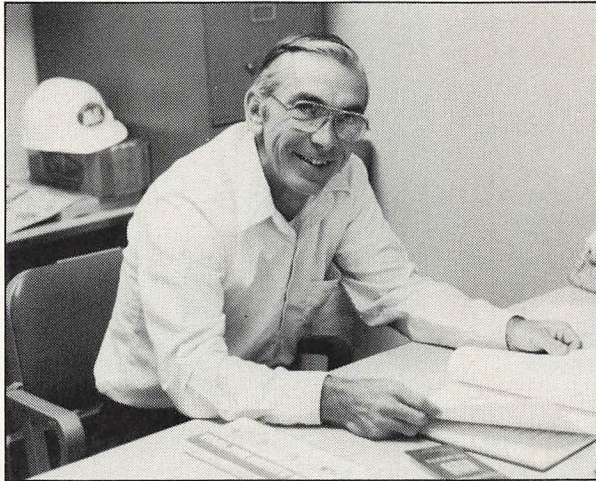
started from scratch and took the time to put together a comprehensive program."

Midland has exceeded its goals of simply formulating a good safety policy. The program fosters an atmosphere of safety that has the sup-

port of both labor and management working as team. Safety has become the necessary habit it should be to the workers. It isn't found only in flashy posters or in discarded brochures — it's practiced at Midland.


"I hope we stick with it," Spaulding said.

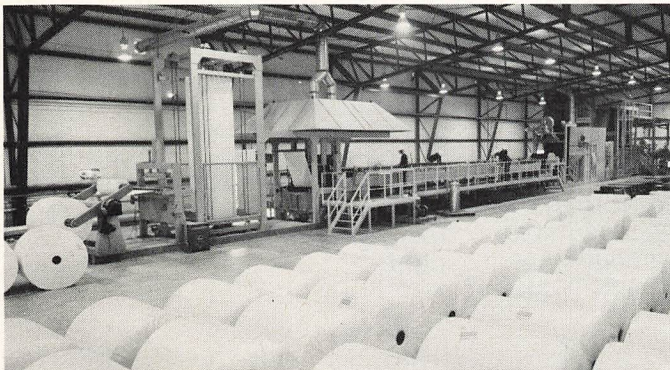
"I think our field employees will force us to stick with it," Haley added.



In his office with *Passport to Safety*, *Toolbox Talks* and OSHA documents, Safety Officer Pat Haley continues his search for new ways to insure safe operations.

port of both labor and management working as team. Safety has become the necessary habit it should be to the workers. It isn't found only in flashy

Safety in action — it need not be illusive to roofing contractors. Proof positive is the program at Midland Engineering. 



Welded seam cannot separate like other single-ply materials or conventional BUR systems.

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### Modified Bitumen Membrane with polyester or fiberglass core Roofing/Waterproofing

Domestic production assures fast delivery. The largest, most advanced, automated plant gives you fast shipment; rigid quality control gives you consistent quality and uniform thickness.

Brai membranes are heat-welded — reduced cost, reduced labor requirements, no complicated equipment, no smoking kettles, no adhesives, sealants or tapes. Here's why U.S. Intec/Brai is preferred:

- Easy to apply and inspect.
- High resistance to temperature extremes, puncture, oxidation.
- High tensile strength, cold weather flexibility, bondability
- High elasticity - superior for flashings, etc.
- Overlap stripe eliminates time-consuming alignments.
- Numerous applications - roofing, reroofing, water tanks, canals, foundations, patios and landfills.

For additional details and specifications, call

**u.s.intec/brai** 

1212 Brai Drive • P.O. Box 2845 • Port Arthur, TX 77640  
Phone (in Texas) (713) 724-7024 • (outside Texas) 1-800-231-4631

Distributorships available in highly active areas. Inquiries welcomed.

Check #154 on Reader Service Card

## Nieman Power Roof Remover...\*

\*Patent No. 3,779,605



does the  
work of 6-8 men

- A labor-saver — reduces costs over hand labor 50% or more.
- Works fast — you schedule more jobs for greater profit.
- Mounts on self-propelled tractor. Operator just guides unit.
- Works on roofs over a wide temperature range.
- Hydraulically driven blades cut thru all materials without stalling.



POWER ROOF REMOVER is equipped with two cutting tools to remove roofing down to the insulation or down to the decking, even if the insulation is solid mopped. A toothed blade (left) is used on most roof removing jobs when job conditions require its bull-dozing action. The wide cutting blade (above) is used mostly when removing fiberglass insulation and when removing roofing down to the insulation.

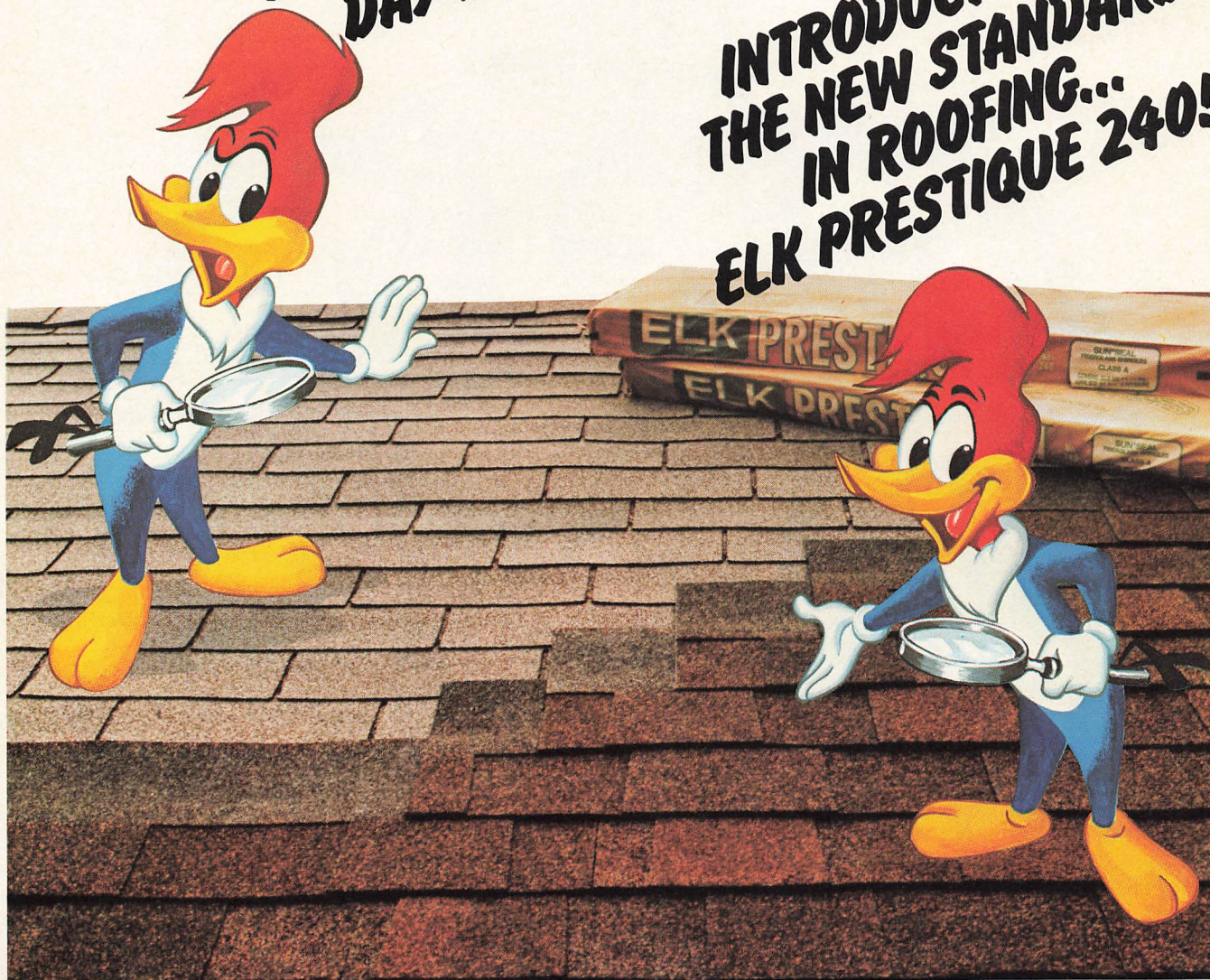


**Nieman**  
MANUFACTURING COMPANY, INC.  
P. O. Box 64, New Prague, MN 56071 Telephone: (612) 758-4791

Check #147 on Reader Service Card

**THREE-TAB  
ASPHALT SHINGLES  
HAVE HAD THEIR  
DAY IN THE SUN!**

**INTRODUCING,  
THE NEW STANDARD  
IN ROOFING...  
ELK PRESTIQUE 240!**



Elk Prestique 240 is making ordinary 3-tab asphalt shingles obsolete! Prestique 240 offers the advantages of a true laminated fiberglass shingle, with a rich look which will appeal to the style conscious homeowner, but at an installed price that's competitive with ordinary 3-tab asphalt shingles. Prestique 240 installs quicker than asphalt shingles; with 3 bundles to a square for easy handling, and there's no vertical alignment. There's less waste with 240; the cut-off from the rake edge can start the next course. The random-cut, three-dimensional style that makes Prestique 240 handsome, also makes it ideal for reroofing. It goes on over existing roofs beautifully. In fact, the rougher the surface, the better Prestique 240 looks! An exciting new product which will increase your sales and profit margins. Add our 25 year limited warranty and Class "A" rating for fire resistance, and it's obvious! Prestique 240 is the new standard in roofing!

Ennis, Texas, (214) 875-9611 • Stephens, Arkansas, (501) 786-5484  
Tuscaloosa, Alabama, (205) 758-2752 • Tempe, Arizona, (602) 831-7399

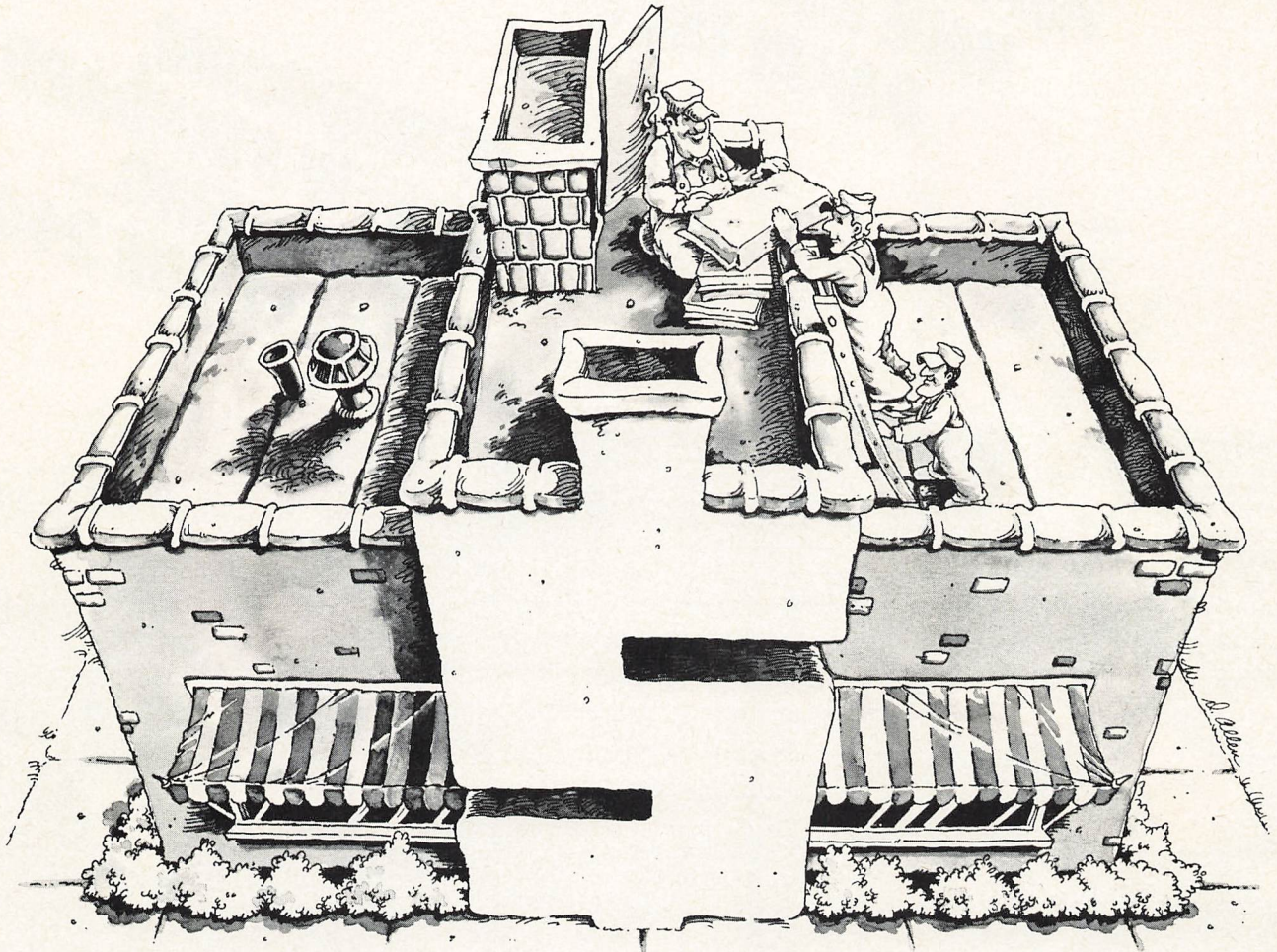
**PRESTIQUE 240**

**"I NEVER LANDED  
ON A ROOF  
THAT LOOKED  
SO TERRIFIC...  
AND COST SO LITTLE!"**



Check #140 on Reader Service Card

# Put a roof on your insurance costs with your NRCA-sponsored General Business Insurance Program



For a decade your National Roofing Contractors Association-sponsored General Business Insurance Program has provided the comprehensive insurance protection members like you may need —everything from Workers' Compensation and liability and property protection to business auto. Best of all, this program offers special features that have helped NRCA members put a roof on their insurance costs.

**NRCA/CNA partnership helps keep your insurance economical.** CNA has been able to reduce its pricing on the NRCA/CNA Insurance Program because the enrolled members, through good safety practices and with the assistance of CNA's Loss Control experts, have made their operations a safer place to work.

**Safety dividend feature makes safety pay—four years in a row.** This important benefit allows you to receive dividend returns when you and your fellow NRCA members keep losses low. Although dividends cannot be guaranteed, program participants have received dividends for the past four years.

**Account Alert Protection.** This built-in benefit gives members advance notice when a poor loss record endangers their insurability. It provides one full year to remove any threatening hazards and bring experience up to par. This means your renewal is *guaranteed* as long as there are no flagrant loss control violations and you pay your premiums on time.

See how your NRCA-sponsored General Business Insurance Program can put a roof on your insurance costs and provide virtually all the business insurance protection you may need. For all the details, contact:

Walter Derk or  
Dick Lietz  
NRCA Consultants  
Fred S. James  
230 W. Monroe  
Chicago, IL 60606  
(312) 346-3000

Debbie Oelze  
CNA Insurance Companies  
CNA Plaza—36S  
Chicago, IL 60685  
(312) 822-7166

INSURANCE FROM  
**CNA**





## Your Association

# NRCA Seeks Nominations for Officers and Directors

**T**houghts may be on fall sports and the ensuing holidays, but planning for NRCA's 96th Annual Convention and Exhibit is taking place now.

As a result, the NRCA Nominating Committee is currently seeking recommendations for officer and director candidates to be presented at the 1983 convention.

The slate will be comprised of a senior vice president, three vice presidents and 16 directors. The senior vice president serves a one-year term with automatic succession to the presidency of NRCA. The vice-presidential terms are for two years and the directors serve three years.

To be eligible for election to the board of directors a candidate must be from an active NRCA member firm in good standing for at least one full year prior to the actual nomination. Once a Director has completed his term, he or she is not eligible for reelection until after an interval of one year following his or her previous term of office.

Every officer nominated must have served a minimum of one year as a member of the Board prior to his

nomination as an officer.

In addition to participating in setting association policy and overseeing the operations of NRCA, each director will be asked to carry out specific duties designed to communicate the NRCA story and to provide a line of communication into the NRCA office.

The NRCA Nominating Committee and Executive Committee issued the following statement as a guide to all members interested in the election process.

(1) The Nominating Committee will meet at least 30 days prior to convention each year for the purpose of preparing a slate of officers and directors to submit to the members at the Annual Convention.

(2) All members and all affiliated associations are asked to submit nominees for Nominating Committee consideration. All names submitted should be accompanied with an official NRCA data sheet of background information. The data sheet is available from NRCA at any time.

(3) Every person or association submitting a nominee should first be certain that the nominee understands

and agrees to the submission.

(4) The Nominating Committee will make selections based on qualifications and geographic locations as they are charged in the Constitution and By-Laws.

(5) The Nominating Committee makes selections after careful deliberation and to the best of their ability. Politics and political pressure have no place in the selection process.

(6) It is requested that members and affiliate associations give careful thought to their nominees, provide adequate information about the nominee and then do not participate or encourage any campaigning for office. Nominees are urged not to campaign.

(7) The Nominating Committee will contact all persons slated for office prior to election. Explanation will be given concerning duties and responsibilities.

Data Forms are available from the NRCA office at 8600 Bryn Mawr Ave., Chicago, Ill. 60631 or phone 312/693-0700.



# National Roofing Foundation Plots Course For Coming Year

This report is taken from the first National Roofing Foundation UPDATE, a quarterly report issued to NRF Friends, Donators and Contributors.

## Bronze Roofer Statues

At the July NRCA Mid-Year meeting of the NRF Board of Trustees, Burton Karp of Eagle Moisture Protection Corp., West Hartford Conn. made a contribution which promised a "domino" effect for the Foundation.

Karp's idea called for this contribution to be used to acquire the services of a sculptor who would design 12 bronze roofer sculptures. Ten of these statues would then be sold for \$5,000 each with the money going to the National Roofing Foundation.

Karp's generous contribution and idea were enthusiastically accepted by the Trustees. By the close of the Mid-Year meetings, all ten statues had been spoken for.

## Status Report

The 1982-83 Board of Trustees for The Foundation are:

- Michael Beldon  
Beldon Rfg. & Remodeling Co.  
San Antonio, Tex.
- NRF President, Kurt Carlson  
Roofing Systems Inc.  
Loves Park, Ill.
- Robert T. Harrison  
Greenville Rfg. Co.  
Greenville, S.C.
- Ray Johnson  
Empire Rfg. & Insul. Co.  
Tulsa, Okla.
- Glen Langer  
Langer Rfg. & S/M Inc.  
Milwaukee, Wis.
- Thomas Manson  
Western Roofing Co.  
Kansas City, Mo.
- Henrietta Osterholt  
South Side Rfg. Co. Inc.  
St. Louis, Mo.
- NRF Vice President, Joe Rutkowski  
Giffen Roofing Co.  
Tampa, Fla.
- Monte Upshaw  
Fidelity Roof Co.  
Oakland, Calif.
- NRCA President, John Bradford  
Bradford Rfg. & Insul. Co.  
Billings, Mont.

The current number of Friends of the Foundation is 211. Since the beginning of June, The Foundation has gained the following new supporters:

## Friends of the Foundation

Associated Rfg. Contractors of the Bay Area Counties Inc., John T. Banister, Oakland, Calif; Consolidated Enterprises Inc., Josef Ressel, Anchorage, Alaska; Cooley Roofing Systems, John Dixon, Pawtucket, R.I.; Raintree Industries Inc., Michael Raffensberger, Emigs-

ville, Pa.; Roofing Industry Promotion Fund of New York, William Rothberg, Brooklyn, N.Y.; Tilsen Roofing Company Inc., Cyril Tilsen, Madison, Wis. and Watpro Inc., Thomas A. Curran, Manasquan, N.J.

## Donations to the Foundation

DuBois Chemicals, Bert Downing, Cincinnati, Ohio. Single-Ply Roofing Institute, Carl A. Wagman, Glenview, Ill.

## Life-time Friend of the Foundation

Eagle Moisture Protection, Burton Karp, W. Hartford, Conn.

## NRF Reconvened Convention

The site for the 1983 NRF Reconvened Convention is Puerto Vallarta, Mexico. The dates for this year's fund-raising event are February 26 through March 2, 1983. Mark your calendars and be on the lookout for detailed information to be included with the first NRCA convention mailing.

The University of Oklahoma, Norman, Okla. has just purchased the materials for the Foundation's course "Introduction to Commercial and Industrial Roofing Technology." The course will be offered in January, 1983 through their Construction Science program. NRF Trustee Ray Johnson, Friend and NRCA Contractor Max Pope of Southwestern Rfg. & Metal Company and NRF Staff will be working with the University to help in implementing the course into their program.

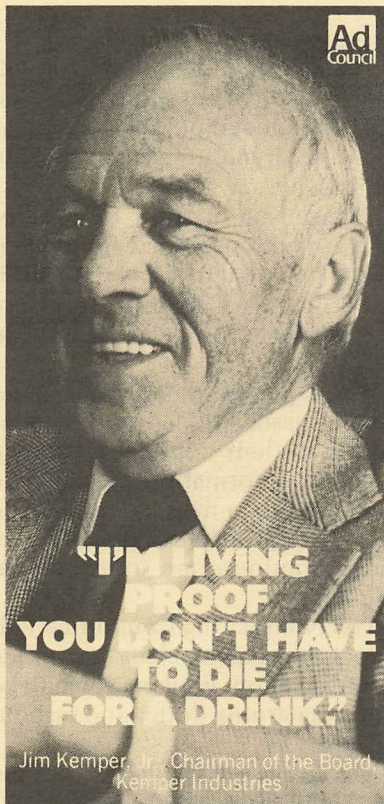
The National Roofing Foundation wishes to thank each of you for your continued support! Your efforts keep The Foundation going. If you have any questions, would like further information or have suggestions for The Foundation, please feel free to contact NRF headquarters. ☺☺☺

## Correction

Please note the following correction on Technical Bulletin #12:

### ALL ROOF SYSTEMS

3. When an overlayment is not used and the system is to receive wheeled traffic during installation, the loss of "R" resistance value due to compaction should be considered.



Get help like Jim Kemper, Jr. got. Call The National Council on Alcoholism In Your Area or (212) 986-4433

## Loadmaster Systems, Inc. Beefs Up Southern Representation

Loadmaster Systems, Inc., is expanding its market in the south with the addition of three new sales managers and offices, and by the selection of two companies as authorized erector-contractors for its products.

Bob Smith has been appointed sales manager for Houston and south Texas with a sales office in Houston. Richard R. Farabaugh was named regional manager for the southeast area with a sales office in Atlanta, Tom Burruss is the regional sales manager for north and central Florida with an office located in Maitland.

Cox and Hunter, Kirkwood, Mo. and Foster-Shraeder, Inc., Miami, Fla. have been appointed as authorized erector-contractors for Loadmaster.

Cox and Hunter deals exclusively in roof decks and is affiliated with sister companies that specialize in roofing and flooring.

Foster-Shraeder, Inc. is an established roof deck company.

Loadmaster Systems, Inc. supplies patented roof deck systems, especially dry-installed steel roof deck assemblies and EPDM single-ply roofing.

## Ed Carlson Retires from Carlson Roofing

Edwin W. Carlson has announced his retirement from Carlson Roofing Company.

After several decades of dedicated service to the roofing industry, Carlson's immediate plans are to enjoy his free time and continue with his involvement in community activities.

Carlson will continue his association with the company in a special consultant capacity.

# Morgen's articulating boom lets you use a **MORGEN** Roofers Conveyor to double gravel production

*— even on these difficult applications!*



Morgen's articulating boom lets you enjoy the increased production, reduced labor and fast set-up even in situations where a straight-boom conveyor can't be used.

### Operates within restricted access.

On the job shown above, the only access was from a 12-foot alley. Without the articulating boom, the discharge end would have been inaccessible to the spreaders.

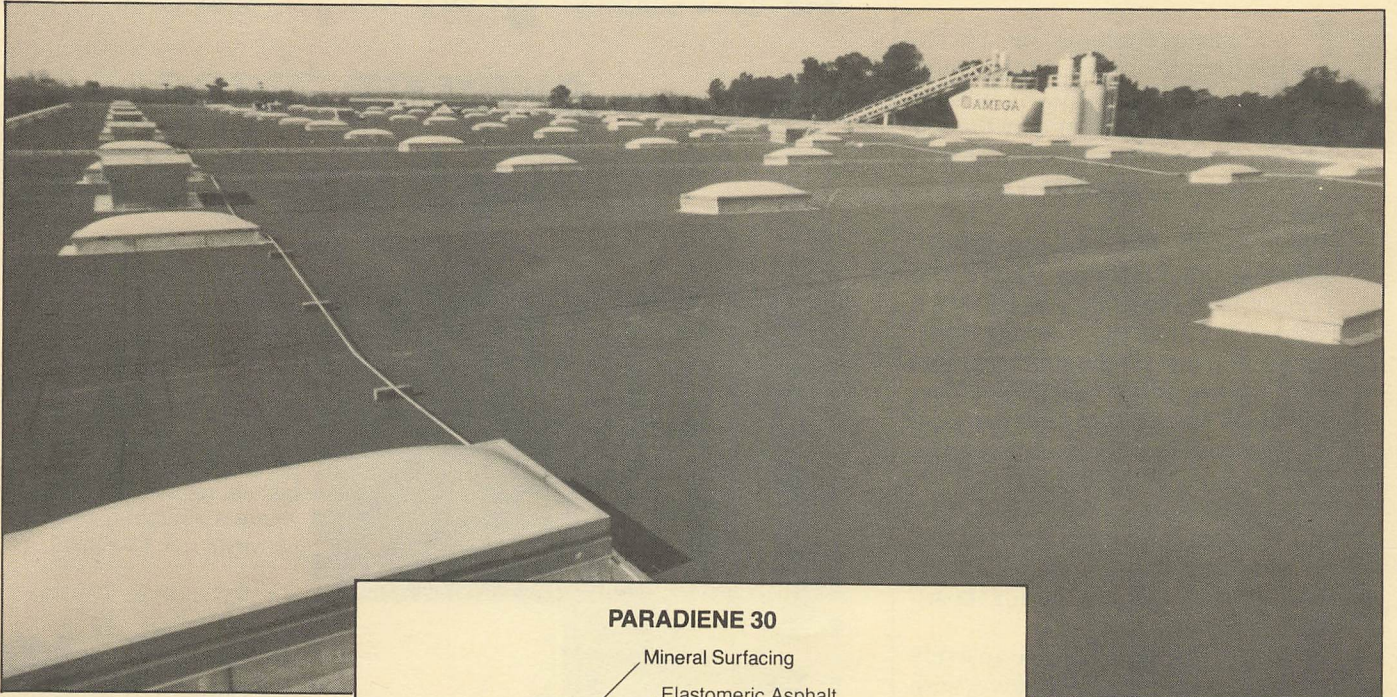


### Reaches over intermediate roofs and mansard roofs

The articulating boom comes to the rescue on these difficult jobs that would otherwise require double hoisting or a crane rental.

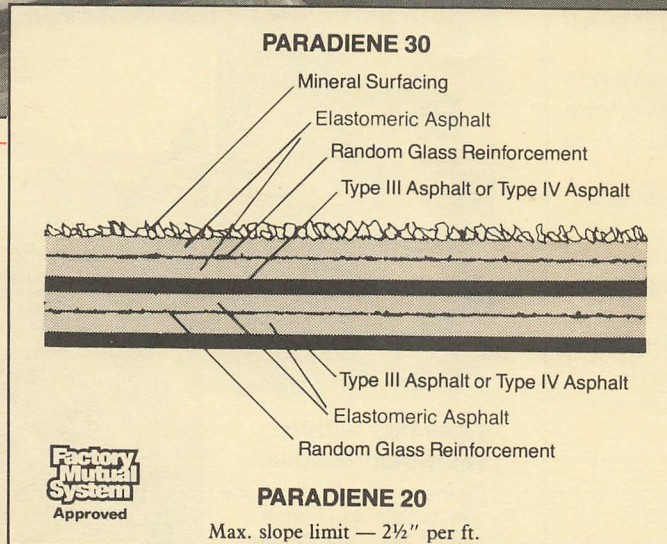
Write for literature and prices —  
**MORGEN MANUFACTURING COMPANY**  
Box 160 Yankton, SD 57078  
Telephone (605) 665-9654

# They'll forget it's there and remember you for it.



At Siplast, we're delighted to know people can forget they've got our roof over their heads. Because that means problem-free roofing and a happy client. Both for us and you.

Paradiene 20/30 is the multi-ply system for industrial, commercial and institutional roofing and re-roofing applications. Designed for use only by qualified Siplast roofing contractors, it can be applied conventionally with hot asphalt as the adhesive or with Siplast PA311 cold adhesive where hot is impractical.



But that's only part of Paradiene 20/30's flexibility.

The other part is its glass-reinforced elastomeric asphalt base. Allowing 100% elongation with full recovery, Paradiene 20/30 expands and contracts with the building.

Not only that, it retains elasticity through the most severe ultra-violet sun rays, thermal shocks, random ponding water and low temperature extremes. Fourteen years of service and millions of squares in service

bear witness to that.

Paradiene 20/30 is also relatively lightweight and easy to install. It can be used over most decks and roof insulations on all slopes up to 2½ inches per foot. Because of its granular surface, there's no need to apply gravel. And it comes in a choice of colors.

Fully guaranteed against leaks for 10 years, Paradiene 20/30 is the quality roofing system to think of first, when you want it to last. Trouble-free, so they'll forget it's there.

But they won't forget you're there.



# NRCA Officers & Directors

## NRCA OFFICERS

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Billings, Mont.

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### Vice Presidents—Two Years

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### Vice Presidents—One Year

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Chicago, Ill.

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WAYNE MULLIS  
Phoenix, Ariz.

### Immediate Past President

JOHN ZAMRZLA  
Lancaster, Calif.

## BOARD OF DIRECTORS

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JON CAZEAULT  
E. Weymouth, Mass.

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Keene, N.H.

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Knoxville, Tenn.

RICHARD WILLIS  
Dayton, Ohio

## Coming Events

### November 7-10

MRCA Annual Convention,  
Colorado Springs, Colo.

### November 16-19

RIEI Seminar, Houston.

### November 17

NRCA Membership Phone Day,  
Chicago.

### November 18-20

NRCA Committee Meetings,  
Chicago.

### December 2

NRCA Roofing Systems  
Conference, New Orleans, La.

### December 5-10

American Society of Testing &  
Materials Meeting, Phoenix, Ariz.

### December 9

NRCA Roofing Systems  
Conference, Dallas

### January 18-22

Carolina Roofing & S&M  
Contractors Association  
Meeting, Winston-Salem, N.C.

### January 7-8

NRCA Foremen & Superinten-  
dents Conference, Chicago.

### January 14-15

NRCA Foremen &  
Superintendents Conference,  
San Diego

### January 28-29

NRCA Foremen & Superin-  
dents Conference, Atlanta.

(For inclusion of events, address  
all correspondence to *Roofing  
Spec* "Coming Events," 8600 W.  
Bryn Mawr Ave., Chicago, Ill.  
60631.)

## Staff

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Secretary

This column was prepared for *Roofing Spec* by the law firm of Stokes, Shapiro, Fussell & Genberg. The column presents information of legal matters of general interest. The text is necessarily generalized, and you are advised to consult with a professional legal advisor before taking any action.

## Local Provisions May Be Invalid

In negotiating a new labor agreement, a union or an employers' association may propose that a local preference provision be included (sometimes known as a "Key Man" provision). Such a provision is designed to require that employers either exclusively hire, or give preference to, job applicants who reside in a particular geographic area. If this type of provision is enforced, an employer coming into an area to perform work is not allowed to bring his own workers to the job with him. Instead, the employer is required to hire residents of the designated geographic area. If this type of provision is enforced, an employer coming into an area to perform work is not allowed to bring his own workers to the job with him. Instead, the employer is required to hire residents of the designated geographic area. This can be a tremendous hardship on employers who have especially skilled people, or long-term workers, who are required or desired on the job. More than that, such a provision may well be illegal.

First, a local preference provision, requiring or preferring local residents above all others, may be violative of Section 8 of the National Labor Relations Act (NLRA). Under that statute, a union-operated hiring hall is not allowed to prioritize employees based upon certain characteristics, such as residency. Moreover, a hiring-hall clause is unlawful if it discriminates among job applicants according to whether they are members of the union local administering the hall.

This is true because Sections 8(a)(3) and 8(b)(1)(A) of the NLRA make it an unfair labor practice for the contractor or union to discriminate as to conditions of employment in order to encourage union membership. A contractor who agrees to and enforces such a clause against an applicant may commit an unfair labor practice and so be jointly and severally liable with the union in an award of back pay to the applicant. If the union insists that an illegal hiring clause be included in a contract as a condition to further bargaining or to final agreement, or threatens to or actually strikes or pickets for its inclusion, the contractor may file charges of unfair labor practice with the National Labor Relations Board against the union.

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*... a hiring hall clause is unlawful if it discriminates among job applicants according to whether they are members of the local union.*

---

The local preference provision also may not be used to prefer the members of one local of a union over the members of a sister local. Since union members who reside in the designated geographic area tend to be members of the local serving that area, the inevitable result of the local preference provision is that the membership of locals outside of the geographic area are discriminated against, while members of the local pressing for the provision are given preference in hiring.

### Employee Handbook a Great Investment

There was a time when employee handbooks were considered totally superfluous for any company other than the very largest. However, it is now recognized that some kind of an employee handbook is necessary for almost any employer. An employee handbook can serve very successfully providing a host of important information to employees, avoid misunderstandings, increase employee productivity and morale and minimize the potential for management liability.

Every handbook should provide the information, policies and attitudes which a particular employer feels its employees should know, and should be designed to meet the specific, unique needs of that particular company. A manual should be designed specifically for the company it is intended to serve or it will certainly fail its primary purpose. Therefore, a manual should not be



copied verbatim from a manual of another company. Of course, a manual should never take the place of personal contact and communication with employees, it merely serves as a supplemental avenue for communication.

An employee handbook can cover a wide variety of subjects with a variety of different approaches. Every comprehensive employee handbook will serve to get information to its employees which an employer deems important. This information can include:

- Basic facts about the company
- Company policies or salaries, raises and benefits
- Company policies on sick leave, vacation and time-off
- Applicable company rules and regulations
- Factors which make the company a particularly good company to work for

An opening statement in an employee handbook can serve to set the stage for an exposition of company policies and attitudes and to welcome and integrate each employee into the corporate family.

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***Each employee manual should have as its ultimate goal to simply, directly and effectively communicate to employees all of the information the company wishes its employees to possess.***

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If the employees are expected to work diligently and cooperatively toward the common goal of making their company successful, they must be well informed. The more information they have, the more the employer's

goals become their own. A broad statement of policy serves as a good introduction to inform the employees of the company's overall objectives and emphasize the principles and policies which are important to the company.

■ *Conflicts of interest.* This section can be used to demonstrate to employees the importance of avoiding any situations which might result in a conflict between his/her personal interests and the best interest of the company. In the performance of their job, employees have a duty to act in the best interest of the company.

■ *Extraordinary payments and gifts.* Since businesses are conducted in an open, legal and ethical manner, the tender of any gift or payment, either directly or indirectly through an agent or intermediary is prohibited. This section of the handbook could be utilized to describe company policy concerning the treatment of all persons and firms with whom it has business relationships fairly and impartially.

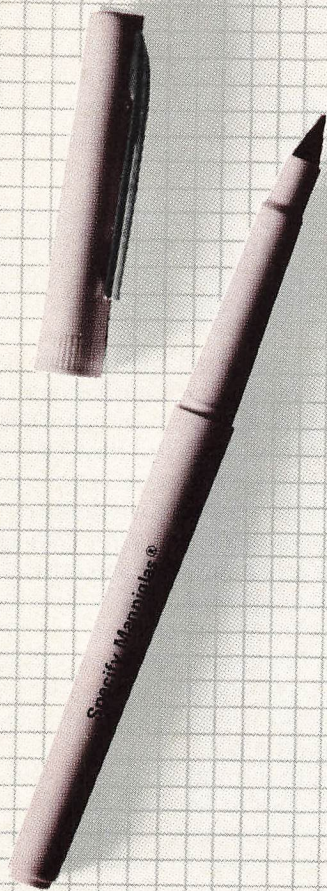
■ *Compliance with the anti-trust laws.* Where applicable, employees should be familiar with the basic principles and purposes of these laws. With this knowledge, each employee could be able to avoid illegal situations and recognize when it may be necessary to seek further legal advice.

Each employee manual should have as its ultimate goal to simply, directly and effectively communicate to employees all of the information the company wishes its employees to possess and the importance of such information. Naturally, comments and suggestions from employees concerning the manual should be encouraged and input welcomed at all times. This handbook can certainly serve as a useful communication tool between the employer and employee.

NOTE: This Newsletter presents information on legal matters of general interest. It is written for exclusive distribution to clients and friends of Stokes, Shapiro, Fussell & Genberg. The text is necessarily generalized, and you are advised to consult with a professional legal advisor before taking any action.



# You Get What You Ask For



## MANNIGLAS Specialty Fiberglass Papers

- High temperature stability
- Flame resistance
- Dimensionally stable
- Corrosion and mildew resistant
- Highly saturable, excellent formation and uniformity
- Low density (high yield, more yards per roll)
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- Available in thicknesses from .005" to .070", in roll widths from 1/2" to 102"

MANNIGLAS is specified as facers for rigid foam board, is compatible with single ply membranes and is suitable for standard asphalt BUR. Other applications include facers for acoustical and thermal glass wool products, thermal and flame barriers, and as laminant substrate for aluminum foils and synthetic films. Special fiber and resin combinations tailored to your requirements.

MANNIGLAS saves time, labor and money. Ask for all the facts; call today!

# Specify Manniglas®



## MANNING PAPER COMPANY

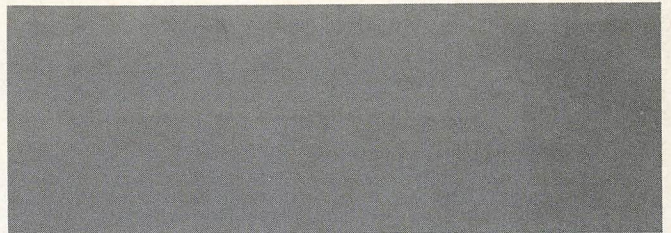
Division of Hammermill Paper Company

P.O. Box 328

Troy, New York 12181

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# Manville Assures NRCA It Stands Behind Products To Be Sold To Roofing Contractors



*Editor's note:* The following is an excerpted letter sent to NRCA President John Bradford from attorney Francis F. Kethcart, counsel for Manville Service Corporation. Mr. Kethcart explains how the firm is establishing a separate fund in order to handle all claims regarding the purchase of roofing materials it manufactures.

**O**n August 26, 1982, Manville Corporation and, among others, its roofing subsidiaries, Johns-Manville Sales Corporation and Manville Building Materials Corporation ("Manville") filed for a plan of reorganization pursuant to Chapter XI of the United States Bankruptcy Code. As has been significantly discussed in the media, this filing was prompted by the extraordinary financial burden (both present and anticipated) imposed by litigation generated in connection with the asbestos health issue.

A Chapter XI reorganization permits Manville to remain a debtor in possession and to run its business in its ordinary manner; in fact, the requirements of Chapter XI mandate that we do so. However, because of our customer's concern for our continuing viability in the roofing industry, we specifically requested the Court to execute an order acknowledging Manville's rights and obligations in connection with this trade.

The Court has specifically ordered that Manville continue to provide customer service pursuant to its roofing warranties and guarantees and that it operate its business in connection with servicing its customers in the roofing trade exactly as before. Therefore, all claims made in connection with warranties or guarantees which Manville has agreed to pay prior to the reorganization petition, will be paid as in the normal course of business.

Further, the Court has specifically authorized the issuance of future guarantees indicating that Manville's business in this industry will continue exactly as before the filing of the petition. By this order Manville is directed to maintain a separate roof guarantee fund for the purpose of insuring that appropriate and timely disbursements are made in response to roofing claims.

It is Manville's intent to remain a significant force in the roofing industry. If claims are made in connection with our roofing materials or roofing systems, you, our customer, can expect such claims to be handled in a fair and equitable manner.

We feel it is the highest priority that our customers realize our commitment to maintain our position in the roofing industry. We would appreciate any and all efforts you may be able to offer in connection therewith. Perhaps a more detailed discussion of this issue would be appropriate for *Roofing Spec*. Obviously, we would be anxious to answer any questions you or the National Roofing Contractors Association may have.



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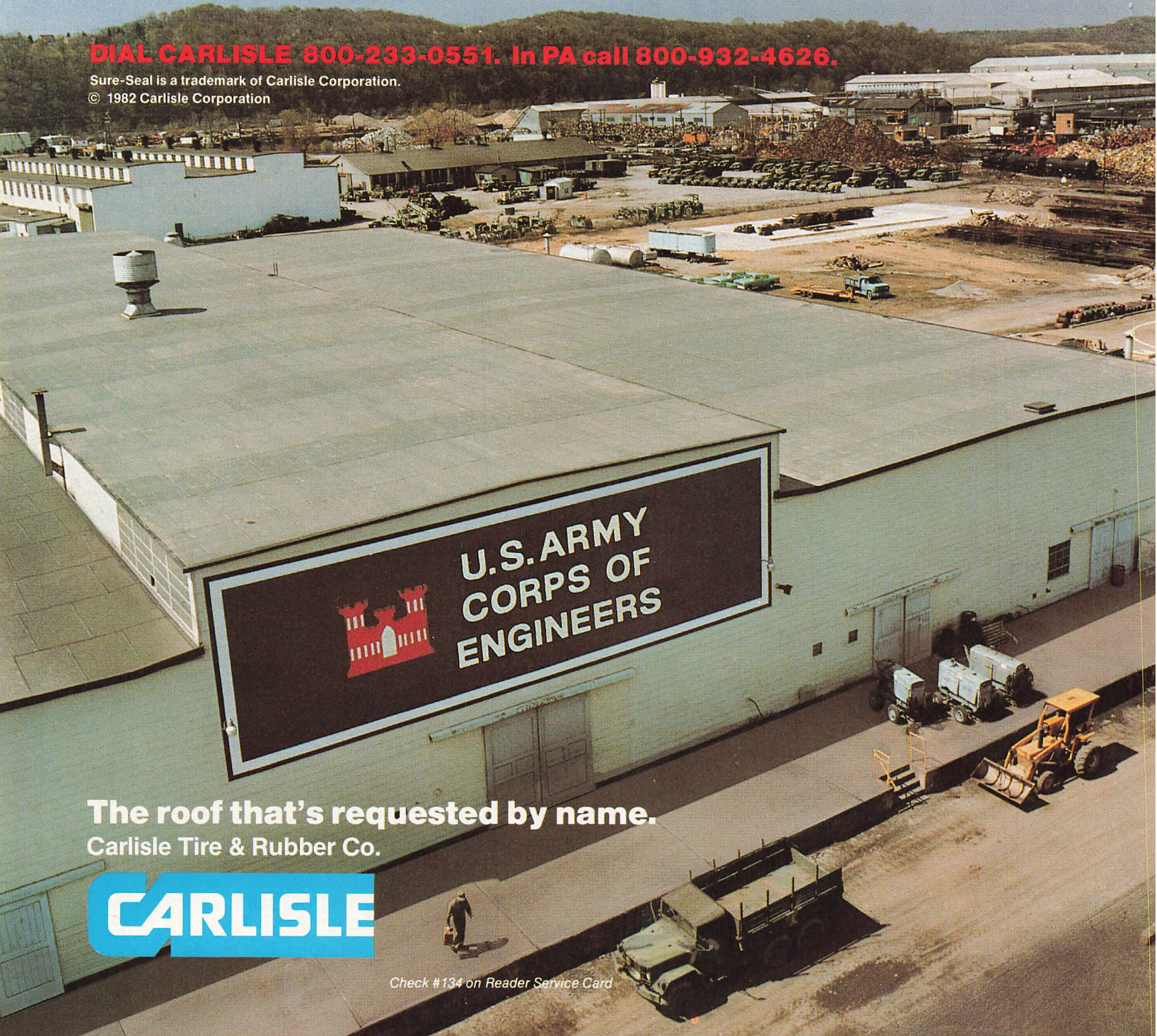
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# Officials Differ Regarding New Orleans Superdome: Does It Leak?



**T**he Superdome rises 27 stories into the New Orleans' skyline and is located on 13 acres of land in the city's central business district. The \$163 million super structure has been called "a monument to man's imagination," yet its 9.7 acre roof has created equally monumental problems for the world's largest enclosed stadium.

The roof system selected to cover the stadium has embroiled state and city officials, roofing contractors, polyurethane manufacturers and a host of others in a controversy that has been brewing since the announcement in spring of 1974 that spray-in-place urethane foam would be used.

Add a severe hailstorm in 1980 with rampant rumors of the Dome leaking and, just like stoking a fire with wood, reports of the roof's demise raged out of control.

In August, the decision was reached to replace the roof with a yet to be determined material.

Many questions surround the Superdome issue, but two are of paramount importance to the roofing industry. Did the roof fail? Or, has the reputation of polyurethane foam been unfairly damaged?

Separating fact from fiction is always a difficult exercise when re-

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continued on following page

# Superdome

continued

searching controversial and emotional issues — and the Superdome roof is no exception.

For background purposes, it's best to start at the beginning: Why was the polyurethane foam and elastomeric fluid-applied Hypalon roof system selected?

"It was the best choice for this structure's roof because, due to the size of the Dome, the roof was going to move," said Wayne Gray, Carpenter Chemical Co., Dallas and consultant to both the Superdome and Houston Astrodome projects. The roof needs to move with the expansion and contraction of the steel frame, otherwise leakage would result.

"Polyurethane foam was the best possible insulation value of any insulation available, and Hypalon (chlorosulfonated polyethylene) is a superior elastomeric coating with a waterproofing success rate dating back to the 1930s," Gray said.

Gray explained that if the roof was covered today, a likely choice for its roofing system would be a polyurethane coating. "However, at the time of the dome's construction, Hypalon was the top material, the state-of-the-art coating system," he said.

General Electric Co. negotiated for the roofing project, but withdrew without any public explanation when consultants warned that a soft roof was likely to deteriorate and leak. Other stories, doubting the durability of a soft roof, also circulated.

Yet Western Waterproofing Co., St. Louis, undertook the massive job of applying the roof system. For six years, the finished product was a testimonial to supporters of the urethane foam industry, a roof system which has been admittedly slow in gaining acceptance when compared to conventional roofing methods and materials.

In 1980, however, the severe summer storm struck New Orleans, pelting the area with golf ball-size hail.

Thousands of tiny indentations and cracks began to appear on the dome's surface. Rumors spread that the dome leaked when actually faulty expansion joints from a lower level, built-up roof were the culprits behind the dripping water.

Thus, not only did the hail damage the dome's Hypalon coating, but the

reputation of spray-in-place urethane was also dealt a blow. A roofing contractor's nightmare came true — a roof system failed.

"The test of a good roof is whether it leaks, and the Superdome doesn't leak," said Tom MacLeod, vice president of Western Waterproofing, which stands behind its job.

Rich Bradley, marketing manager of urethane foam for Carboline, a division of Plas Chem, makers of the original Chem Elast 50-11 coating used on the Superdome, agreed with MacLeod: "The Dome was built in '74 and here it is 1982 and it hasn't leaked," Bradley said.

Rumors persisted, but polyurethane supporters continued to stand by the story that the roof damage was due to the intensity of the storm.

"Hail will damage elastomeric coatings just as it will built-up roofs, automobiles and other surfaces with which it comes in contact," Gray said.

Although the polyurethane roof was not leaking, repair was required.

Gray explained that if a polyurethane roof is not properly maintained and the coating is damaged, ultraviolet rays will penetrate the surface. "Then the exposed foam cells will dry to a granular substance and the wind would gradually blow the roof away," Gray said.

Gray suggested recoating as did Bradley.

"The freak hailstorm didn't destroy the roof," Bradley said, "It just needed to be recovered."

Gray added: "It would be a crime to tear down the whole thing." And a costly "crime," as well.

Western's warranty did not cover "acts of God." Western did, however, offer to immediately recover the dome at a cost of \$450,000 and extend the warranty another 10 years, with the insurance carrier picking up the tab. Recent studies commissioned by the Louisiana Office of Facility Planning, put removal of the roof, with replacement of the same system, at \$4.5 million.

Although there's been a great deal of discussion about the matter, the Dome has remained in its damaged condition since the 1980 storm, with just a patching method of maintenance.

"Once the coating surface is broken, immediate repair must be made

## SUPERDOME FACTS

- \$163 million structure located on 13 acres in the central business district.
- 9.7 acre roof.
- Attendance between 10,000 to 95,000 people. Construction began August 11, 1971; official opening was August 3, 1975; first event (exhibition football) was August 19, 1975.
- Six tv screens 22'x26' are suspended on a giant gondola from the center of the Superdome.
- The daily work staff including HMC Management employees, Ogden Food Service Corp. employees and others is over 500.
- 64 box seats, 8 star suites, 1 private membership club, 44 concession stands, 1 cafeteria, 5 cocktail lounges, 8 bars, 1 gourmet lounge.
- Safety - 520 smoke and heat detectors, 70 fire alarm stations/157 fire hose stations, 354 lightning rods and roofing vents with fans force smoke up through roof.
- Lighting - 19,507 lighting fixtures; 27,869 lamps.

or continual damage will take place," Gray said.

The delay in action has raised the ire of many proponents of polyurethane as a roofing system. Keith Coultrap, Coultrap Consulting Services, Inc. and Sprayfoam S.W., Inc., Tempe, Ariz., was a member of the original inspection team at the time of the roof's application.

"The whole thing has been blown out of proportion," Coultrap said. "The Dome has never leaked. Polyurethane was the best choice for the roof. I think it was then, and I think it is today."

Coultrap questioned why the Superdome management was taken out of the hands of the Louisiana Stadium Exposition District (LSED), and into the lap of the Louisiana Office of Facility Planning and Control (LOFPC).

"It looks like an overt effort by the government to sit on its hands and do nothing for several years, creating justification for removal," Coultrap said.

Roger Magendie, LOFPC director,

clarified the often confusing situation of who owns and operates the stadium.

Originally LSED was the governing authority for the Superdome. However, when capital outlay funds are involved in a project such as the Superdome, Magendie said LOFPC assumes responsibility as owner of the project.

Coultrap and Gray noted that just about everyone has become an "expert" on polyurethane foam. One of the most vocal critics of the roof is Julian Loeb, National Roofing and Siding, Co., New Orleans.

Loeb has been called everything from prophetic in his predictions of the roof's problems to having a "sour grapes" attitude because he lost the bid on the project. (Loeb said he was not a bidder).

One thing is certain, Loeb didn't like the idea of the urethane roof when it was first selected.

"It's a beautiful building, but they made a hell of a mistake on the roof,"

continued on following page

**"The test of a good roof is whether it leaks, and the Superdome doesn't leak."**

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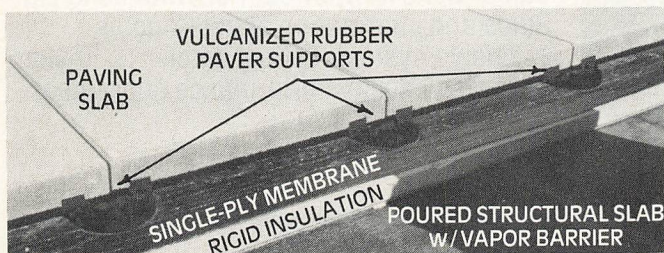
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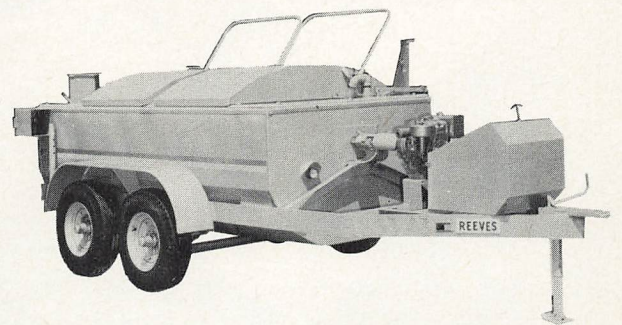
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# Superdome

continued

***"It would be a crime to tear down the whole thing."***

Loeb said. He added the roof should be "light, yet strong enough to withstand high winds," but he has made no specific recommendations as to what system should be installed.

Aluminum was originally suggested as a roof covering, but was rejected as being too stiff because of the roof's expansion needs.

In addition, a metal structure would not hold up as well as polyurethane has against gunshot damages from potshot-taking motorists on a nearby expressway or residents in an adjacent housing project. The urethane roof absorbs the impact of the bullets and is easily patched, according to MacLeod.

The Superdome has been compared to the Houston Astrodome, which has had its share of leakage problems. Gray, consultant to both dome projects said that such a comparison is not accurate.

"No polyurethane foam was applied to the Astrodome initially," he said. "Some was used at a later date as a trial method to stop movement, which it did, but the owners of the

Astrodome did not agree to a new overall application."

According to Gray, "a polyurethane foam and 3M coating system was applied to the roof of the Astrodome in Houston and did offer the ultimate solution to waterproofing the structure."

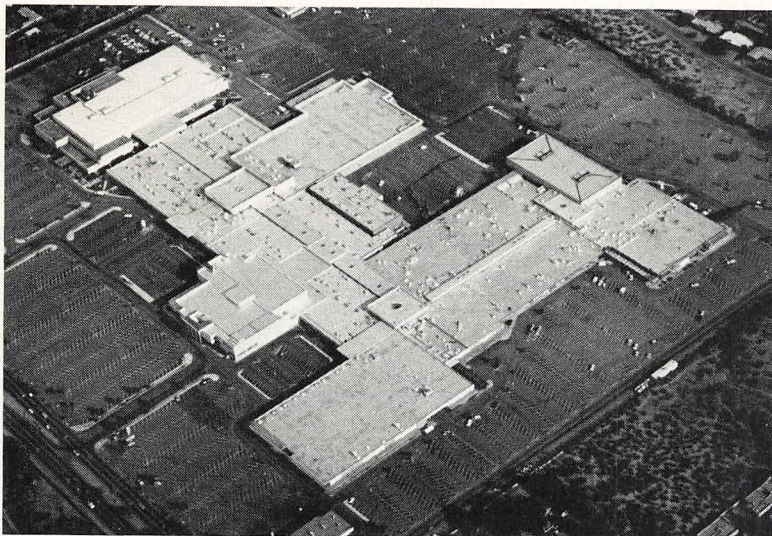
Coultrap cited many polyurethane success stories. Since 1971, he's been involved in over 1000 projects, both commercial and residential all across the country. Among the more successful urethane undertakings are a convention center complex in Las Vegas, The First Christian Church in Phoenix and the Wichita Kansas Coliseum.

"If they (the roof systems) weren't working, we would have heard about it," Coultrap said.

But the cries of the polyurethane foam industry specialists to recoat the dome immediately, preventing further damage, went unheeded.

A \$60,000 study of the roof damage was completed in August by Construction Consultants, Inc., (CCI). CCI's president Ed Schreiber

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announced that the state of Louisiana would "look at options to replace the entire roof system." CCI has eight months and \$200,000 more for a roof repair feasibility study to research possible roofing systems.

This means more money is being spent at taxpayer's expense and the Dome is now entering its third year without major repairs.

According to Schreiber, the roof must be replaced because not only has the coating been damaged, but the underlying insulation has severely deteriorated.

"The roof was dead the day the hail first hit," Schreiber said.

This claim is refuted by MacLeod, Gray and Coultrap who have said that just the damaged coating needs to be replaced and should have been replaced when the damage first occurred.


LOFPC Director Magendie expressed his confidence in Schreiber and the CCI report, and he justified the delay in recoating the roof.

Magendie said that the results of CCI's study indicated that "if LSED

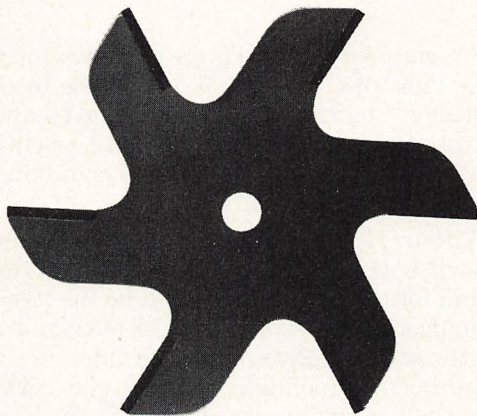
did go ahead with the recoating as proposed by Western and the insurer, the coating would not have had the proper bonding. It would have sealed in moisture that had already penetrated to the polyurethane insulation."

Reroofing or repairing the Superdome — the issue is still a political hot potato and has pitted built-up roofing experts against polyurethane foam experts. And the battle continues as the roof deteriorates.

Coultrap has been approached by a state official for his opinion, but he candidly admits that he is a proponent of polyurethane foam. He expressed his desire for an objective voice, not "experts" who have little or no polyurethane foam knowledge or are diehard built-up roof enthusiasts.

Gray also has a suggestion: "Why don't the Commissioners put aside the petty, self-serving gripes of local firms and get down to the facts and save the roof of the Superdome before the cost to repair it is prohibitive." 

**"The roof was dead  
the day the hail  
first hit."**



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# MRCA Heads For the Hills

## Colorado Springs Welcomes the Roofing Industry

**T**he Thirty-Third Annual Convention of the Midwest Roofing Contractors Association, November 7-10, represents the fourth visit to the famed Broadmoor Hotel, a venue in a class by itself high in the mountains in Colorado Springs, Colo.

The hotel, nestled at the foot of Cheyenne Mountain is complete with a sparkling lake, tennis courts and golf courses. Of course, a surprise early season snowfall could dust the scenery, but the accommodations should remain warm and cozy, and the proceedings should prove to be quite productive thanks to the energetic program outlined for attendees by MRCA officers and staff.

Continuing in its thrust for providing the roofing industry with the most recent in technical research projects and programs, the business sessions at this year's convention attack a number of areas, including:

□ *T & R Committee Round Table* - This will be the primary forum for committee members to report on current and planned activities. Time will be available for audience input, and the results of a recent roofing systems survey will be reported.

□ *EPDM Systems* - The T & R Committee has been working on the development and publication of a recommended performance criteria document covering EPDM systems. The new document will be the subject of this convention program, and it will also be distributed if available in time for the convention.

□ *The Isoman Cometh* - Just what is polyisocyanurate insulation? How is it made? These questions and more will be answered at this business session. In addition, the results of a thermocouple and guarded hot plate tests of aged K values of polyisocyanurate insulation now available will be revealed.

□ *Is There A Computer in Your Future* - This session will deal with the topic of computerization and the modern roofing contractor. Contractors currently using computer systems will discuss the pros and cons of such a system and how the new technology can assist office operations in any number of ways.

□ *Integrity Within The Roofing Industry* - This non-technical session will be chaired by roofing consultant Pat Tente.

Also making formal presentations will be the Asphalt Roofing Manufacturers Association (ARMA) and the recently-organized Single-Ply Roofing Institute.

In addition, over 80 roofing equipment and material manufacturers will be exhibiting wares in the newly constructed Colorado Hall and exhibit hall of the Broadmoor Hotel.

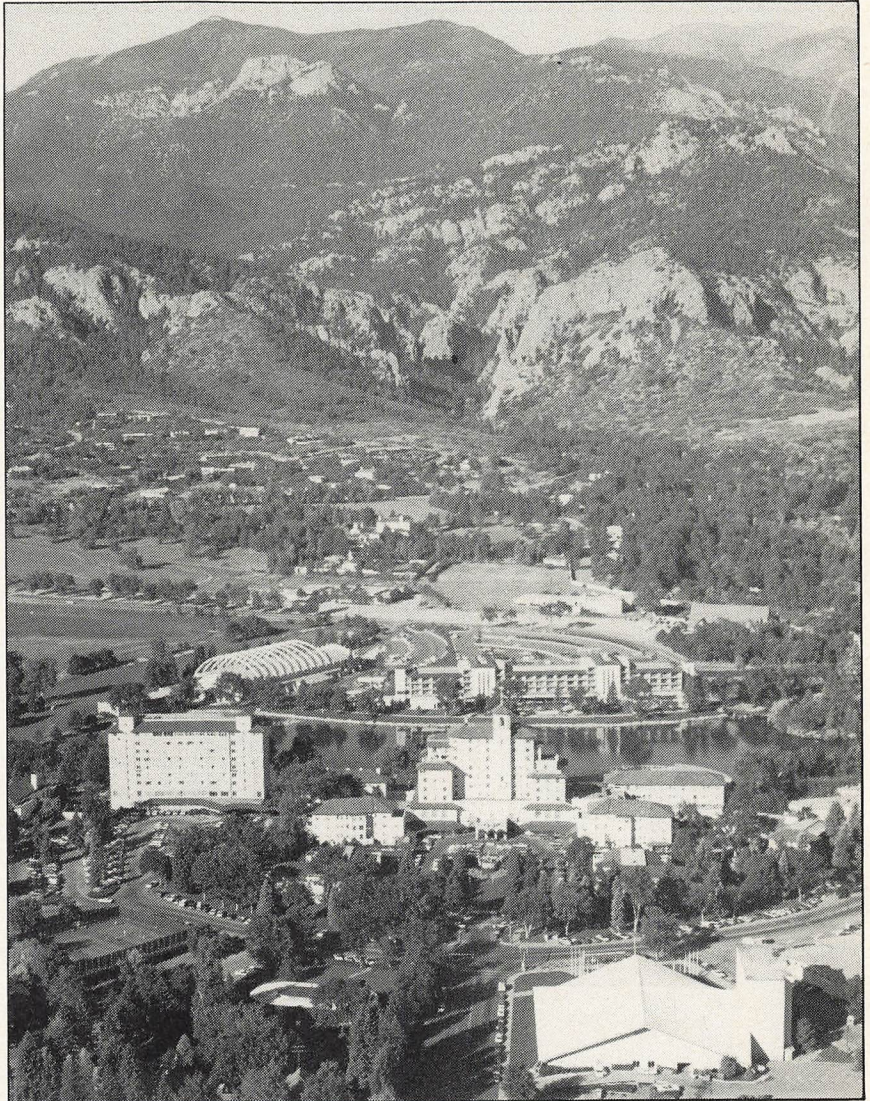
Business sessions and the exhibiting manufacturers won't entirely dominate the 33rd annual MRCA affair. A gala Welcoming Cocktail Party is slated to kick-off the event at 6 p.m., Sunday, Nov. 7. Most meal functions and the seminars will be conducted in the International Center, adjacent to the new Colorado Hall. Tuesday, Nov. 9 the Annual Banquet and Dinner Dance will be held and promises to be an evening full of food, drink, dancing and entertainment.

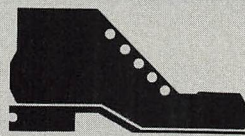
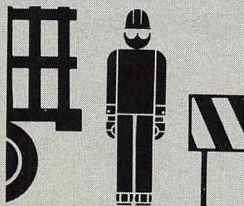
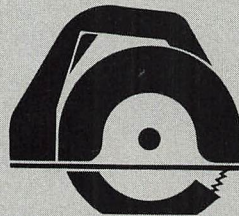
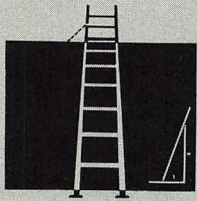
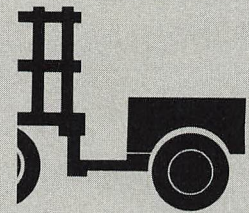
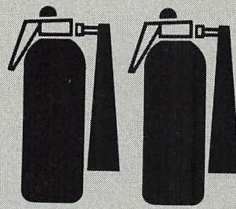
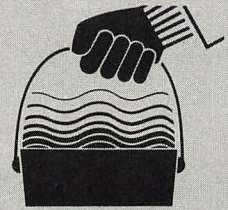
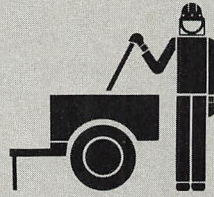
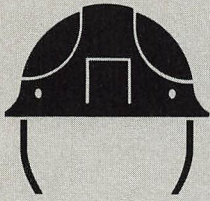
The Ladies Committee is planning for two afternoons of site-seeing in the beautiful Colorado Springs area, home of famed Pikes Peak and many other natural wonders.



# MRCA Convention Exhibitors

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- Air-Fast Denver
- American Associated Cos.
- Apache Building Products Company
- Associated Foam Manufacturers
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- Derbigum America Corporation
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- Dow Chemical U.S.A.
- Enfo Insulation Products (EFP Corp.)
- ES Products, Inc.
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- Jimco Products
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- Kold King, Inc.
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- Liquid Asphalt Systems, Inc.
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- MM Systems Corporation
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# Worker Safety Is A Snap With New NRCA Toolbox Talks

**Editor's note:** Worker safety need not be an arduous task for the busy roofing contractor, thanks to one of the newest materials offered for sale through the National Roofing Service Center (formerly the NRCA Bookstore).

The current edition of *Toolbox* consists of 12 individual color posters suitable for mounting on the employees bulletin board, near a time clock or in any common area at a company's physical plant.

In addition to the posters, a detailed synopsis of 12 areas of safety and health concern correspond to each poster. The text is prepared in an easy-to-understand fashion and makes an ideal script for a monthly "Toolbox Talk."

The following is taken from the new *Toolbox* series and illustrates the need for regularly scheduled *Toolbox* talk session in order to create a climate for conducive safety practices.

Not only do workers gain from forums of this sort, but employers also realize the benefits of increased man-hours, a reduction in lost time and lowered insurance premiums.

The "tailgate" or "toolbox" safety meeting is a very practical, effective way to promote safety on the job, particularly if the meeting is kept short, simple and is conducted by a knowledgeable supervisor or foreman. In the case of a contractor with a small operation, the contractor himself may be the one to conduct the meeting.

A favorable feature of the "tailgate" meeting is that it can be used equally well for both large and small operations. In small operations it may be possible to have all employees at the meeting at one time, whereas with larger operations it may be more advantageous to split the employees into groups according to occupations or under employees' specific foreman.

To make these "tailgate" safety meetings effective, there are a few points to remember.

- Hold the meetings at **least** once a month. Regular meetings will give the employees the feeling that the meetings are a valuable, regular part of the job.
- Perhaps the best time to hold the meetings is at the beginning of the day when everyone is alert. If more convenient, however, the meetings can be held either right after lunch or right after a break.
- The meetings should be held somewhere on the job where the people can sit and relax.
- Be sure to limit each meeting to not more than 5 or 10 minutes. Continue to the next meeting any subject on which there is a great deal of unfinished discussion.
- Choose only a single point or subject that is not too broad. This is very important.
- Spend some time and thought prior to the meeting so you can be prepared to stimulate discussion if necessary.
- Although the meeting may be opened by a statement of the subject and a presentation of the hazard or problem, attempt to encourage the group to get into a discussion of the subject. A summation of the solution which will provide safety should be made at the end of the discussion.
- Positive approaches and conclusions should be used whenever possible.



# A New Products, Ideas, & Publications

## Two That Are New From E.L. Hilts & Co.

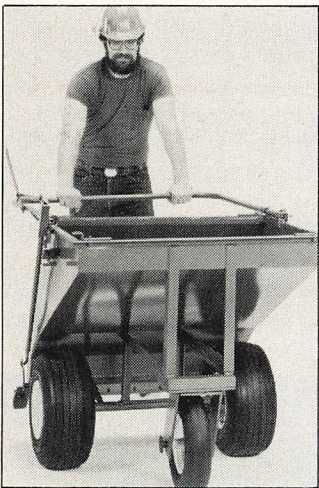
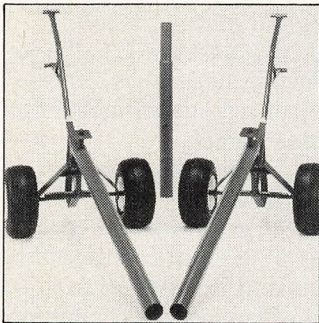
E.L. Hilts & Company, Hickory, N.C., has added two new pieces of equipment to help the single-ply roofing contractor.

The Hilco Heavy-Duty Roll Carrier moves rolls of elastomeric and plastomeric membrane material with minimum effort.

The Hilco Reversible Gravel Spreader is now available in an optional model with two extra wide balloon-type 18 x 8.5 wheels. By flipping the handle of the spreader, it can be reversed and used on built-up roofing systems.

For further information, contact: E.L. Hilts & Co., P.O. Box 1789, Hickory, N.C. 28063 or phone, 704/328-8141.

Check #9 on Reader Service Card



## New System Keeps Fires Off The Roof

Hoover Universal's Wood Preserving Division introduced its new pressure treated fire retardant shingle and shake roof system.

The system was approved by the International Conference of Building Officials, listed by Underwriters Laboratories of Canada and is also accepted by major building codes in the U.S.

Hoover's system consists of Exterior Fire-X pressure treated western red cedar shingles and shakes, a plywood deck and Fire-X B Felt, the company's new fire retardant, weather resistant asphalt roof felt.

Exterior Fire-X pressure treatment penetrates deeply into the wood shakes and shingles, assuring long term fire protection.

For further information, contact Hoover Universal, Inc., Wood Preserving Division, Thomson, Ga. 30824 or call 404/595-5058.

Check #10 on Reader Service Card

## Roof It With Tile

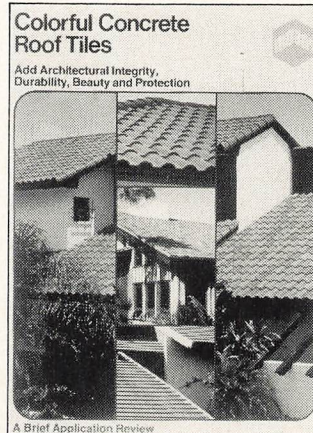
A six-page, full-color brochure describing the aesthetics, production and installation, durability, energy efficiency and cost factors of concrete roof tiles, is available through the Inorganic Chemicals Division of Mobay Chemical Corporation.

The tiles are energy efficient, the result of "dead-air space" between each tile and the sub-roofing that resists heat buildup in the summer and heat loss in the winter.

According to the booklet, the tiles pass the Class A fire test, are resistant to rot and insect infestation and meet hurricane code requirements of areas.

For a copy of "Colorful Concrete Roof Tiles Add Architectural Integrity, Durability and Protection," write Inorganic Chemicals Division, Mobay Chemical Corp., Pittsburgh, Pa., 15205.

Check #11 on Reader Service Card



## Celotex Rolls Offered In New, Varied Sizes

Celotex now offers new stocked sizes of Celo-1, one-ply roofing membrane.

Celo-1 Ethylene Propylene Diene Monomer (EPDM) type, 45 mil single-ply, is stocked in roll sizes of 40' x 100', with other sizes available in rolls up to 50' to 200'.

The Celo-1 one-ply roofing system product line includes a 45 mil membrane for Type I loose-laid, ballasted and Type III mechanically fastened applications in standard widths of 10 ft., 20 ft. and 40 ft. by 50 ft. and 100 ft. lengths; 60 mil membrane for Type II fully adhered, non-ballasted and Type III mechanically fastened systems in a 10 ft. standard width by 50 ft. and 100 ft. lengths, and 50 ft. long rolls of flashing sheet in various widths.

For more information on Celotex-1 products, contact: Celotex Roofing Products Division, P.O. box 22602, Tampa, Fla. 33622.

Check #12 on Reader Service Card

## Keeping Up With The Jones' Roof Drain

Jones Manufacturing Co. is introducing a new concept in roof drain design and installation.

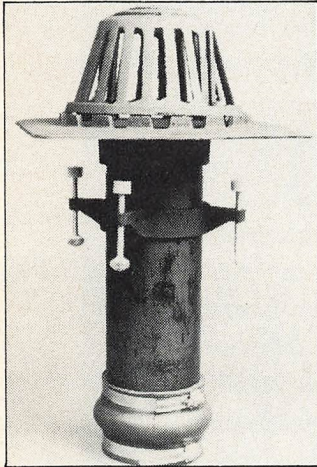
Clamp-Tite Roof Drain can be installed with single hole roof penetration by hole saw or drill, eliminating the need for reinforcing.

The plate edge of the cast iron product is tapered for top mop seal and the plate bottom ring is grooved for positive mastic seal.

The clamping device applies even, positive pressure and adjusts to uneven ceiling surfaces.

For more information, contact: Jones Manufacturing Co., P.O. Box 6696, Alton Rd., Birmingham, Ala. 35210.

Check #13 on Reader Service Card



## Cold-Applied System Sold By Tremco

Tremco has announced the introduction of BURmastic, a fiberglass cold process built-up roofing system.

BURmastic consists of three plies of fiberglass ply sheets, sandwiched between spray or brush-applied layers of BURmastic asphaltic adhesive.

The modified asphalt is made with reinforced fibers and is used as the inter-ply adhesive as well as the top surface coating.

The non-porous BURmastic glass ply and flexible static adhesive remains intact when exposed to construction traffic during normal installation and the displacement of the interply adhesive does not occur.

For additional information, contact: Tremco, Inc., 10701 Shaker Blvd., Cleveland, Ohio 44104.

Check #14 on Reader Service Card

## Aeroil To Market Two New Products

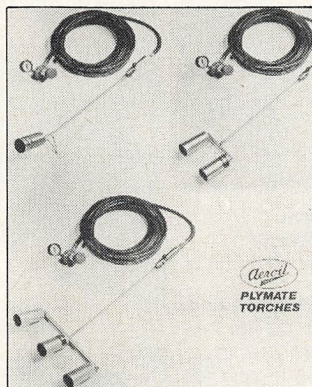
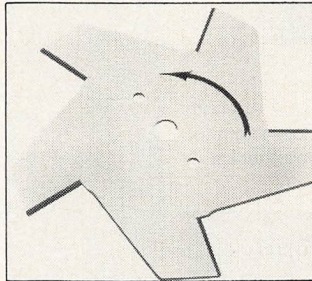
Aeroil Products Co., Inc., announces the debut of two new products, a high performance roof cutting blade and a series of light-weight, hand-held torches.

The "Five Star" saw blade has extra long segments of carbide on each of its five cutting edges. The blade is available in 12" or 14" diameters with a one inch arbor hole.

The PLYMATE torches are available with single, double and triple stainless steel heater heads for heat bonding of single-ply bituminous roofing materials.

For additional information, contact: Aeroil Products Co. Inc., 69 Wesley St., South Hackensack, N.J. 07606, or phone: 201/343-5200.

Check #15 on Reader Service Card



## Butler Roof Systems Are Pre-engineered For All Kinds of Use

Butler Manufacturing Company is offering a detailed brochure with sample specifications describing its standing-seam metal roof systems.

Butler Standing Seam Roof Systems can be applied to pre-engineered and conventional-type buildings for use on new buildings or for reroofing applications.

For more information, contact Jim Watkins, The Roof Group, Butler Mfg., Bldgs. Div., BMA Tower Box 917, Dept. P2, Kansas City, Mo. 64141.

Check #16 on Reader Service Card

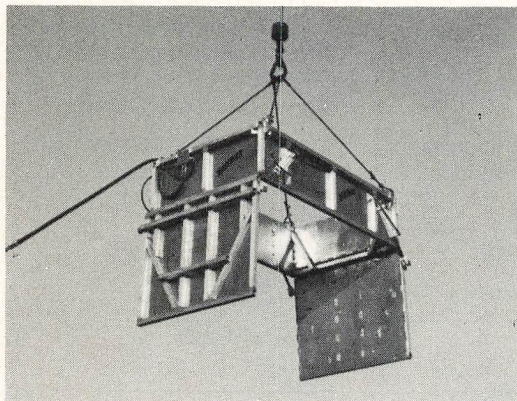


# MORE OF WHAT YOU WANT IN A TRUCK-CRANE...

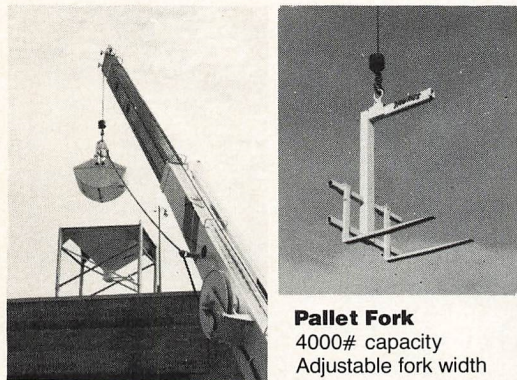


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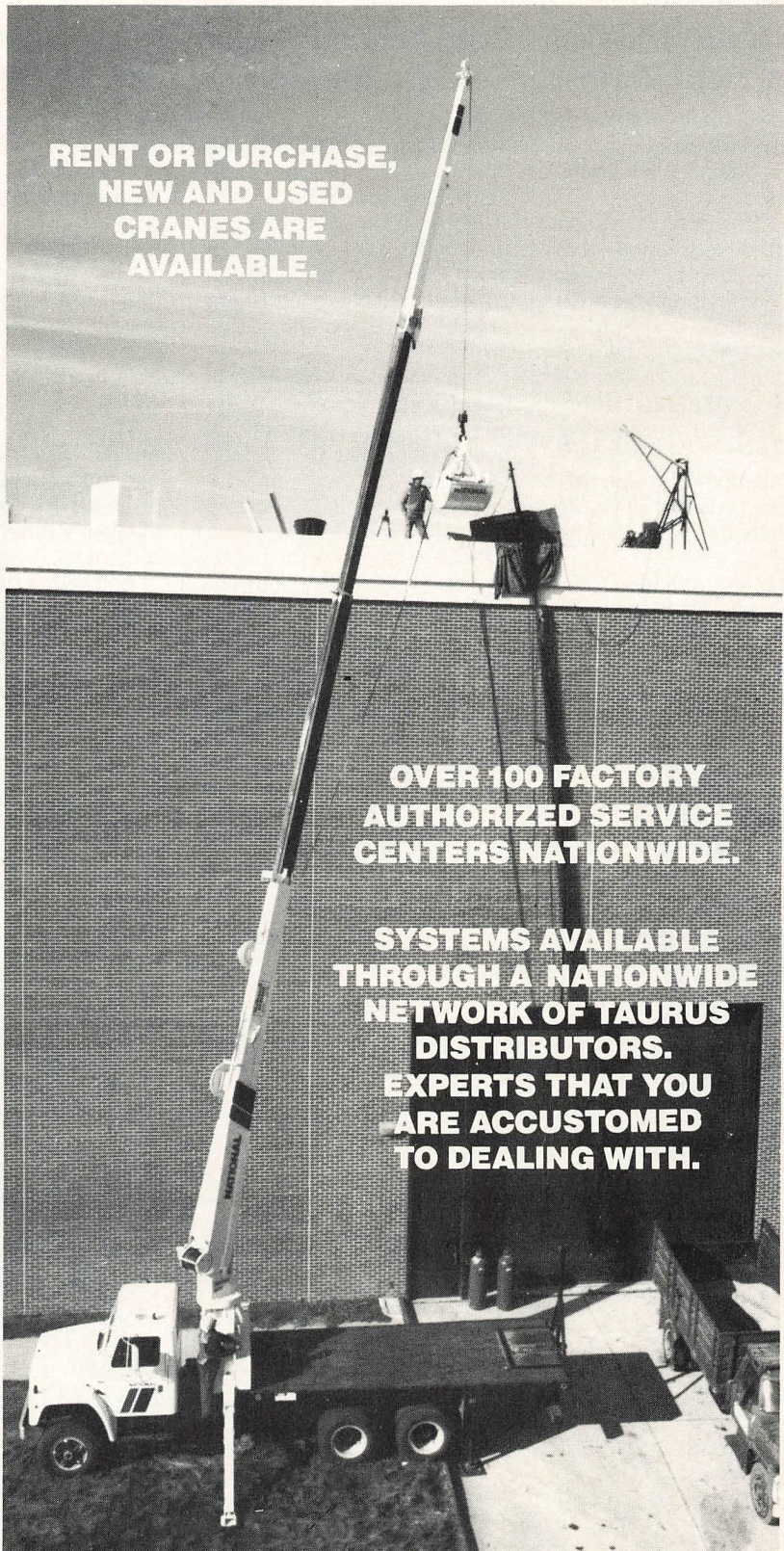
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# Classified Ads

Place a classified ad in *Roofing Spec* for 25 cents per word. There is a minimum charge of \$10.00. Boxed or display advertisements are available in the classified section for \$20.00 per inch (one inch minimum). Ads using blind boxes available at no additional charge to NRCA members; non-members add \$5.00 to total order. Send ad copy and payment to: Advertising Manager, *Roofing Spec*, 8600 Bryn Mawr Ave., Chicago, Ill., 60631

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Simple condensed language — 40 pages — a big help in passing state exams — 40 pages — measuring — cold process — safety-equipment — details various types of roofing — waterproofing — repairs — etc. \$9.75 post paid — R.M. Co., P.O. Box 986, El Toro, Ca. 92630.

## STORAGE UNIT FOR SALE

37 ton Mreco mobile storage unit. New tires and brakes. Just cleaned, reasonably priced. Call 512/346-3266 or 512/255-1118 or write Fifth Wall Roofing Systems, 11126 Jollyville Road, Austin, Texas 78759.

## SLATE ROOFS

"A Handbook On Data On The Constructing and Laying of All Types of Slate Roofs." Written in 1962 and now reproduced. Completely relevant today. Many details. Send \$7.95 to Vermont Structural Slate Co., Inc., P.O. Box 98, Fair Haven, Vermont 05743.

## CRANE!

Roofer's Special Hydraulic Truck Crane 1977 National Series 6, 10 Ton Cap., 85 ft. boom, Clam bucket, Hippy-Hopper, mounted on a 1977 Ford L800 Truck with 18 ft. body. Want to sell fast! \$35,000.00 complete. Call Don at 414/761-2300.

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Salaried position for A/E experienced in roof materials, systems, design, plans, sales, specifications and construction. National firm, Marietta, GA office. Contact Mark Kowalek or Walter Cook at ATAC Associates 404/427-9456.

## RE-ROOFING ESTIMATOR

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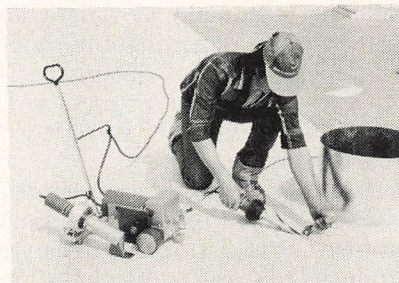
## MANAGEMENT/SALES

Management oriented individual seeking opportunity in built-up roofing company. Experience includes estimating, management, consulting, sales and application of BUR. For resume write to: Box 10A, NRCA, 8600 West Bryn Mawr Avenue, Chicago, Ill. 60631.

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## Tech Talk

By Bob LaCrosse, CAE  
Director of Technical Services

# Safety in the Roofing Industry

Out of the schools and on to the job site, safety, safety, safety. On paper it sounds simple, but creating conditions and practicing safety on the roof or on the complete job site demands common sense and planned safety procedures. In fact, many employers and employees are unaware of how to establish and maintain safe, healthful working conditions or environments.

Many brochures, pamphlets and safety guides have been prepared on safety for many groups from the National Institute of Occupational Safety and Health (NIOSH) under the U.S. Department of Health, Education and Welfare, Occupational Safety and Health Administrators under the U.S. Department of Labor, and the National Safety Council which include recommended safety in the roofing industry.

NRCA has stressed safety for many years through the work of the NRCA Safety Committee and many, many articles, pamphlets, brochures, placecards, stickers, etc. have been produced to stress safety on the job. Periodic articles have appeared in the *Roofing Spec* involving the "Warning Line," Safety Ideas from members, OSHA requirements, Safety precautions and guidelines for using kettles, proper maintenance of equipment, use of hard hats, proper clothing, material handling and precautions on use of certain materials.

In addition to equipment safety and maintenance, NRCA stresses personal safety and urges that regulations and rules be followed for the safety of the worker and the betterment of the industry. We urge every roofing contractor to use all available resources to stress safety to workers, and seek assistance from NRCA in this regard. With the many pamphlets available from NRCA on safety, they have not served their purpose unless they are used and followed by the roofing contractors.

In the pamphlet "Suggested Safety Program Guidelines," prepared by the NRCA Safety Committee and

NRCA staff, four areas are listed with recommendations and guidelines. They are: Management Responsibilities, Job-Site Safety, Personal Safety and Yard Safety. This pamphlet is designed for job-site use. It covers some of the most critical areas of roofing safety such as

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***We urge every roofing contractor to use all available resources to stress safety to workers, and seek assistance from NRCA in this regard.***

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perimeter protection, warning line set-up and operations and use of mechanical equipment.

Also prepared through the Safety Committee is the NRCA handbook, "Passport to Safety." Simply written, it covers the important points of roofing safety to be used for company safety meetings, as well as a pocket companion for workers. It also gives recommendations and general directions for giving first aid due to accident or injury, shock, serious bleeding, sudden illness and emergencies involving electric shock, diabetic shock, heat stroke and frostbite. In addition, it has a new insert on *Solvents and Adhesives* used with elasto/plastic (single-ply roofs).

For further reading NRCA suggests contractors obtain copies of the report on "Protection of Roofers from Falling Risks" and "The Asphalt Equipment Safety Manual" as well as the twelve new *Toolbox Talks* safety posters, safety tags, Burn Cards, and the poster, "It's the Law," which displays proper clothing for roofing mechanics.

To conclude, in a quote from the Asphalt Equipment Manual: "A good roofer is a safe roofer, and a safe roofer is a good roofer." Anyone who works in the roofing industry should live that axiom every day. Workers in the roofing industry should be proud of the profession they have chosen. The roof is the most important part of the building, and it takes highly-skilled professionals to construct it so that it will not leak. Roofing is a very complicated art — affected by the weather, the type of deck that the roof is installed over, the materials which are used, the design of the building and most important - the workmanship.

It is the workmanship that roofing contractors control, and every contractor will want to practice his craft so that he is not subject to criticism when the roof is completed. A safe work environment usually results in higher quality workmanship. A safe work environment is the responsibility of every person on the roof and jobsite.

Therefore - practice safety to benefit all concerned - especially you the roofer.

To tie-in with some aspects of safety, the next **Tech Talk** will cover Health for roofing contractors involving materials, government regulations and work from the NRCA Health Committee.





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