

TABLE OF CONTENTS: -

- 1 Notes from the Editor.
- 1 Beacon Roofing Press Release.
- 4 Guardian Roofing Press Release.
4. Contractor Advertising Requirements/Laws.
- 5 2018 Federal Budget Hurts Contractors.
- 6 OSHA Reporting Requirements 2018
- 7 First Aid & CPR Classes + Golf Anchor Sponsors
- 8 Illegal Asbestos Removal – Fines.
8. The Perils of Comparison. – Motivational.
- 10 Bi-Annual Dinner and speaker Rob McKenna Washington state Attorney General.
11. Salmon Derby Registrations are now open.

Notes from the Editor.

By: Sefton Oxford.

TRADE SHOW, In February we hosted our annual trade show on which we did extensive reporting. It was a real success and as a result we have found many participants that are interested in joining the RCAW to help us with our mission to assist the roofing industry. And to protect the industry from unnecessary burden of overreaching regulations.

We have a vested interest in ensuring our members go home every day having completed a full day's work safely.



The safety training that was provided went very well and all of the participants should be receiving their certificates in the mail. If anyone was missed please do not

hesitate to bring this to our attention and we will quickly remedy the situation. The first aid training went very well also, and Sonya has many bookings to go to the premises of the requesting companies this makes it very convenient so that your crews can get back to work in a very short time frame.

Web Site, when you are registering for the various events on the web site please can you fill in the names of the people who are part of your team. Because this give us an opportunity to get name badges correctly.

Beacon Roofing Supply Completes Its Acquisition of Allied Building Products



Beacon Roofing Supply

HERNDON, Va.--(BUSINESS WIRE) -- Beacon Roofing Supply, Inc. (Nasdaq: BECN) ("Beacon" or the "Company"), the largest publicly traded distributor of roofing and complementary building products in the United States and Canada, announced today the successful completion of its previously announced acquisition of Allied Building Products Corp. ("Allied") from global diversified building products group CRH plc (LSE: CRH, ISE: CRG, NYSE: CRH) ("CRH"). Completion of the Allied acquisition further strengthens Beacon's position as one of the largest publicly traded wholesale



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

building materials distributors in the United States and Canada, with approximately \$7 billion in revenue and 589 branches throughout all 50 states and 6 provinces in Canada. Beacon also becomes the fourth largest wallboard and acoustical ceiling tile wholesale distributor in the U.S., with more than \$1 billion of revenue in the interior market category. The Allied acquisition also significantly expands Beacon's geographic footprint in New York, New Jersey, the Upper Midwest and other major U.S. markets. Paul Isabella, President & CEO of Beacon, stated, "We are pleased to announce the completion of the Allied acquisition and we look forward to the successful integration of these two great companies. Beacon and Allied's leadership have worked closely together on the integration planning to ensure a collaborative approach and an outcome that preserves the expertise and strengths of both organizations. I want to thank the Beacon and Allied teams for their tireless work and cooperation to successfully complete the financing and closing processes efficiently and on schedule. This combination is about driving growth through the expansion of our geographic footprint and range of products and creating increased value for our customers and shareholders. This is a milestone day in the long and successful histories of both companies and we are thrilled to start the new year as one company." In connection with the Allied acquisition, a fund managed by Clayton, Dubilier & Rice ("CD&R"), invested \$400 million in Beacon and Nathan Sleeper, a CD&R partner, was appointed to Beacon's Board of Directors, effective immediately. Mr.

Sleeper previously was a member of Beacon's Board of Directors from October 2015 through May 2016 in connection with Beacon's previous acquisition of Roofing Supply Group ("RSG") from a fund managed by CD&R. Robert R. Buck, Chairman of Beacon's Board of Directors, added, "Together, Beacon and Allied will have more than 150 years of combined experience providing service excellence in the building products industry. Having this unique opportunity to combine two great companies of this magnitude is a testament to the dedication and hard work of the people across both organizations. I also am pleased to welcome Nate Sleeper back to our Board of Directors. His deep industrial sector expertise and leadership will prove to be extremely valuable as we continue moving our growth strategy forward." The Allied acquisition provides significant strategic and financial benefits: I Expanded Exteriors Geographic Footprint: The expanded geographic footprint provides Beacon a presence in new markets - particularly in New York, New Jersey and the Upper Midwest. With this transaction, Beacon will operate locations in all 50 states and will expand its presence in other key markets including Texas, Florida, Colorado and California. I Expansion into the Interior Business: The combination provides Beacon with entry into the adjacent interior business, including wallboard and suspended ceiling products, and strengthens the combined company's competitive positioning through extended product offerings. The interior category shares many attractive investment qualities and characteristics with the roofing products distribution business.



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

Enhanced Growth Strategies: Beacon remains committed to increasing market share through organic growth focusing on a wide range of roofing and complementary products. Through the combination, Beacon will be well positioned to leverage Allied's various market advantages, including its established private-label business and robust e-commerce platform, to further Beacon's organic growth strategies.

Significant Cost Synergies Expected: The combined company is expected to realize \$110 million in annual run rate synergies within two years of closing.

Forward-Looking Statements
This release contains information about management's view of Beacon's future expectations, plans, and prospects that constitute forward-looking statements for purposes of the safe harbor provisions under the Private Securities Litigation Reform Act of 1995. You can identify forward-looking statements by the fact that they do not relate strictly to historic or current facts and often use words such as "anticipate", "estimate", "expect", "believe", "will likely result", "outlook", "project" and other words and expressions of similar meaning. Actual results may differ materially from those indicated by such forward-looking statements as a result of various important factors, including, but not limited to, those set forth in the "Risk Factors" section of Beacon's latest Form 10-K. In addition, numerous factors could cause actual results with respect to the Allied acquisition to differ materially from those in the forward-looking statements, including without limitation, the possibility that the expected synergies and cost savings and financial impacts from the Allied acquisition will not be realized, or will not

be realized within the expected time period; the risk that the Beacon and Allied businesses will not be integrated successfully; disruption from the Allied acquisition making it more difficult to maintain business and operational relationships and the risk of customer attrition. The forward-looking statements included in this press release represent Beacon's views as of the date of this press release and these views could change. However, while Beacon may elect to update these forward-looking statements at some point, Beacon specifically disclaims any obligation to do so, other than as required by federal securities laws. These forward-looking statements should not be relied upon as representing Beacon's views as of any date subsequent to the date of this press release.

About Beacon Roofing Supply, Inc. Founded in 1928, Beacon Roofing Supply, Inc. is the largest publicly traded distributor of residential and commercial roofing materials and complementary building products, operating 589 branches throughout all 50 states in the U.S. and 6 provinces in Canada. To learn more about Beacon and its family of regional brands, please visit www.becn.com.

View source version on [businesswire.com](http://www.businesswire.com/news/home/20180102005473/en/):
<http://www.businesswire.com/news/home/20180102005473/en/>

Beacon Roofing Supply, Inc.
Joseph Nowicki, 571-323-3940
Executive VP & CFO
JNowicki@becn.com

Source: Beacon Roofing Supply, Inc.
News Provided by Acquire Media



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

Guardian Roofing Announces New Pest Control Service Offering

Local Home Service Provider Address Growing Need for Pest Control

SEATTLE, WA, March 28, 2018 /24-7PressRelease/ -- Guardian Roofing, a Seattle-based home service provider has added a new service offering for their customers and homeowners in the surrounding areas focused on pest control. The company, having its roots in roofing, kept coming across repeated pest control incidences and decided to address the problem directly by providing the service under a new division, Guardian Pest Control.

By providing pest control services in addition to their standard roofing offering, Guardian is well positioned to serve customers in a more efficient manner by being able to address both issues with one contractor.

As part of the process of launching the new pest control offering, Guardian has hired a full time entomologist who holds licenses as a commercial applicator and structural pest inspector.

It is estimated that roughly 10% of US households have some form of pest infestation. Prevention is best but when pests are present, it is advisable to consult with a pest control specialist in your local area. If left unattended, pests can wreak havoc on homes and the costs can be significant.

The new pest control service is comprehensive in that Guardian provides not only inspection and location, but also exclusion, extermination and prevention. Guardian Pest Control focuses on the indication of rodents, termites, ants, roaches, bees, bedbugs and spiders.

According to Matt Swanson, General Manager of Guardian Roofing, "When we visited our customers'

homes we were repeatedly asked if we could help with pest issues. We are now proud to be able to say we can and will address these problems and do so with the same level of quality and professionalism we have been providing to our community for the last thirteen years."

[Guardian Roofing](#) is trusted by homeowners and businesses from Tacoma to Seattle. As full-service residential roof contractors for repairs, replacement, minor and major roofing projects, Guardian Roofing has established itself as the premier roofing contractor in Seattle and surrounding areas. Founded in 2005, Guardian has helped thousands of clients in the Puget Sound protect their homes and families, holding the distinction of being the only Roofing Contractor endorsed by Rob McKenna, former Attorney General for the State of Washington.

Press Release Contact Information:

Lori Swanson
Guardian Roofing
Auburn, WA
USA
Voice: 877-926-9966
Website: [Visit Our Website](#)

Contractor Advertising Laws

By: - Gary Smith of the IBA

As construction season is beginning, contractors must be very vigilant about ensuring they are complying with contractor advertising and document laws.

The law requires that if you:

- advertise,
- solicit bids or
- offer to perform work,

You must always include your contractor registration number.



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

This includes:

- business cards,
- Yellow Page ads,
- newspaper ads,
- estimates and
- bid proposals

While the state law has not caught up with the internet technology and other forms of advertising, your firm does not want to become the test case by the Department of Labor and Industries and the Washington State Attorney General of whether your advertising is in compliance with the state's contractor registration advertising law. RCAW and IBA recommend that contractors show their contractor registration number on all webpages and company based social media. As you can see in the law below, it also covers all radio and television advertising.

Also note that the law states that it is illegal for a contractor to claim to be "insured and bonded" if they only have the bond and insurance required by the contractor registration law.

Read the law below and you will see that it attempts to cover all advertising.

After you've registered you must use your contractor registration number on all your business communications. (emphasis added by Dept. of Labor and Industries)

By law, when you advertise, solicit bids or offer to perform work, you must always include your contractor registration number. This includes business cards, Yellow Page ads, newspaper ads, estimates and bid proposals.

Washington State Law, RCW 18.27.100 states

(3) All advertising that shows the contractor's name or address shall show the contractor's current registration number. **Advertising by airwave or electronic transmission is subject to this subsection.**

(4) No contractor shall advertise that he or she is bonded and insured because of the bond required to be

filed and sufficiency of insurance as provided in this chapter.

2018 Budget Bill Hurts Contractors

By: - Gary Smith of the IBA

The 2018 federal budget bill failed to address a key concern for the construction industry – the "joint employer relationship" which has been very controversial in the construction industry for some time. Under the "joint-employer" relationship, two employers (prime contractor and subcontractor), on a federal construction project can be considered joint employers" if they both have "potential" and "indirect control" over workers on the project. If the two employers are considered joint employers, then both are subject to each other's union organizing, collective bargaining, unfair labor practices wage-and-hour issues, and possibly Occupational Safety and Health Act issues.

There were major efforts by construction industry lobbyists to get the Congress to reverse these National Labor Relations Board (NLRB) decision and eliminate the recent "joint employer" decisions by the NLRB. While Congress did include some employer-employee issues in the 2018 federal budget legislation, but it did not include this one.

The 2018 federal budget fails to reverse the NLRB's recent decision in *Hy-Brand Industrial Contractors, Ltd.*, or , reversed *Browning-Ferris* decision Failure of Congress to add a rider "fixing" *Browning-Ferris* means that, for the indefinite future, employers must comply with the standard that deems "potential" and "indirect" control is sufficient to make two separate entities joint employers for each other's union organizing, collective bargaining, and unfair labor practices. The NLRB's *Browning-Ferris* joint-employer standard has leaked over to wage-and-hour issues under the Fair Labor Standards Act (FLSA) and liability under the Occupational Safety and Health Act and is a major



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

concern for franchise operations and contractor-subcontractor relationships. The issue is currently pending before the Supreme Court of the United States in three consolidated cases (*National Labor Relations Board v. Murphy Oil USA, Inc.*, *Epic Systems v. Lewis, Ernst & Young LLP v. Morris*), and a decision is expected by June 2018.

<https://www.osha.gov/recordkeeping/ppt1/RK1exempttable.html> .

What Forms Do Employers Need To Report On?

There are three forms you--the employer--must complete. OSHA forms 300 and 301 are maintained on an ongoing basis. Recordable injuries and illnesses must be entered on these forms as they occur throughout the year. The OSHA Form 300A is completed after the end of the year, summarizing the number of recordable cases that occurred. Employers may use equivalent forms in place of these forms as long as the equivalent forms contain all of the same data elements and are as easy to read as the OSHA forms. Access the forms and instructions at: <https://www.osha.gov/recordkeeping/new-osh300form1-1-04.pdf>

What must be reported?

Fatalities must be reported along with any injury or illness as an abnormal condition or disorder. Injuries and illnesses include cases such as cuts, fractures, sprains, skin diseases, or respiratory conditions. For OSHA recordkeeping purposes, an injury or illness can also consist of only subjective symptoms such as aches or pain.

Exposures that do not result in signs or symptoms are not considered injuries or illnesses and should therefore not be recorded on the OSHA forms. For example, if an employee is exposed to chlorine and does not exhibit any signs or symptoms due to the exposure, the case would not be recorded on the Log, even if it involved prophylactic—that is, preventative--medical treatment.

See <https://www.osha.gov/recordkeeping/tutorial/508.html> for more details

RCAW/IBA Reminder

(By; Gary Smith of the IBA) Posted previously in March Roofing Report.

Due to the importance of these requirements we are publishing this article again for any folks who missed the previous notification. In December 2017, we advised IBA members of their responsibility to post OSHA 300A form from February 1st through April 30th. This notice is a reminder of that requirement. Employers – OSHA 300 Reporting

Who must report?

Employers with 10 employees *at any time* during that calendar year, the employer may come under the OSHA 300 and OSHA 300A requirement. When counting employees, you must include full-time, part-time, temporary, and seasonal workers. This exemption is based on the employment of the entire company rather than the establishment. For example, if a company has two establishments, one with 5 employees and one with 7 employees, the company must fill out the forms for each establishment because the company employment is greater than 10. There is an exemption for establishments classified in certain industries. For example, the forms do not need to be completed for restaurants, banks, and medical offices. A complete list of exempt industries can be found on the Recordkeeping page by using the Partially Exempt Industries link:

What If Employer Has No Reportable Work Related Injuries?

All establishments covered by Part 1904 must complete the Summary of Work-Related Injuries and Illnesses (OSHA 300A), even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary. Using the Form 300, count the individual entries you made for each category. Then, write the totals on the left side of the Form 300A, making sure you've added the entries from every page of the Log. **If you had no cases, write in a zero.**

What Form Must Be Posted?

Employers required to maintain an OSHA 300 form must post an OSHA 300A form (OSHA 300A is a summary of the OSHA 300) from February 1 – April 30th

DO NOT POST the OSHA 300 FORM as it contains confidential information.

it will be plus \$75/person in addition to the minimum.

GOLF TOURNAMENT ANCHOR SPONSORS

We are proud to acknowledge the Anchor Sponsors of our 2017 golf tournament are GAF and Beacon Roofing Supply. We thank you for your continued support.



**RCAW Gold Sponsor &
RCAW Golf Co-anchor
Sponsor.**

***Proud sponsor of the
RCAW Golf 2013,14,15,16 &
2017 Golf Tournaments.***



Beacon Roofing Supply

**RCAW Platinum Sponsor and Parent
Company of ABR & Intermountain Supply.
RCAW Golf Co-anchor Sponsor. *Proud
sponsor of the RCAW Golf 2017 Golf
Tournament.***

**Our thanks for the continued support from all
our very dedicated sponsors.**



FIRST AID AND CPR CLASSES

We are offering **First Aid or CPR classes** to any member company; \$44 for members per person. Please can you contact Sonya Wytcherley 253-205-

7277 call or Text for an appointment. There is a minimum charge \$275 for up to 5 people. Above 5 to 12 will be plus \$44 per person. These costs are for RCAW Members only. Non-Members will be \$75/person with a minimum of \$375 for up to 5 people, thereafter



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

Fine for Illegal Asbestos Removal

By: - Gary Smith of the IBA

\$355,000 old penalty - \$642,550 new penalties.

Roofing contractors need to pay close attention to two very important items. (1) That roofing contractors must do an asbestos or hazardous materials survey before they do any demolition (tear-off) work, and (2) that safety and health penalties increase 81% in 2019 as a result of legislation passed by the 2018 Legislature.

In early 2018, the Department of Labor and Industries issued a \$355,000 (old penalty - \$642,550 new penalty) for illegal asbestos removal.

The Department of Labor & Industries (L&I) cited for a dozen "willful" violations, the most severe, for knowingly exposing workers to asbestos during a hotel remodeling.

Asbestos is often found in cement, roofing, shingles, and siding in older homes. However, the state's health and safety laws require a contractor preparing to do any demolition to do an asbestos and hazardous materials survey before doing any demolition, including a tear-off of old roofing.

WAC 296-155-775 states: ***(9) You must determine whether asbestos, hazardous materials, hazardous chemicals, gases, explosives, flammable materials, or similarly dangerous substances are present at the work site. When the presence of any such substance is apparent or suspected, you must perform testing and removal or purging and eliminate the hazard before demolition is started. Removal of such substances must be in accordance with the requirements of chapters 296-62 and 296-65 WAC.***

"It's unconscionable that anyone would knowingly expose untrained and unprotected workers to asbestos. It's an extremely hazardous material that's notorious for causing cancer and other serious health issues," said Anne Soiza, L&I's assistant director for the Division of Occupational Safety and Health.

L&I began its investigation of this employer last July and immediately issued a stop-work order when it discovered that asbestos removal was being done by workers who were not trained or certified to safely perform the work.

Asbestos is extremely hazardous and can cause potentially fatal diseases like asbestosis, mesothelioma and lung cancer. Removal and disposal of asbestos-containing building materials must be done by a certified abatement contractor who follows safety and health rules to protect workers and the public.

The L&I investigation found a total of 12 willful workplace health violations related to removal of the asbestos. Ten of the violations carried a penalty of \$35,000 (old penalty - \$63,350 new penalty) each, the maximum amount allowed for an employer of its size.

The violations cited were for exposing workers to asbestos, failing to provide respiratory protection, leaving asbestos debris on site and other safety and health issues. The employer was also cited for an additional willful-general violation for not taking a pre-removal air sample before removing the asbestos-materials. That violation came with a \$5,000 (old penalty - \$9,050 new penalty) fine.

The Perils of Comparison -

By: - Tim Connor (Generally Renowned speaker, Trainer and Best-Selling Author)



ROOFING REPORT

Volume: 44 Issue 4 APRIL 2018 – Sefton Oxford - EDITOR

I can't tell you how many people I have met during my world travels when only after a few minutes of conversation they started comparing themselves to someone or something else. A competitor, a celebrity, a fellow employee or even someone they didn't even know.

Why do we need personal validation by comparison? Why do we need to feel better or worthier than others? And why can't we accept who we are, what we have accomplished, our flaws and mistakes, our failures and disappointments without the ego's need to compare and look better than others? As a global speaker for many years I have observed that this trait is especially true of many people in my profession but believe me - we are not unique. I can't tell you how many business people I have met who have to tell some story about who they are better than, smarter than and/or more accomplished than others they know and even those they don't know at all.

Trust me - you don't have to be the smartest, best looking, wealthiest or most famous person in the room to feel good about yourself. So why are so many people stuck in this comparison mode whether subtly or overtly "in your face"?

Not to brag here (that is not my intent) but I want to make a simple statement - during my career as an international bestselling author (over 80 books) and a global speaker (25 countries) my intent and goal was never fame and let me state that I have been very successful in achieving this goal. Go ahead laugh.

Life is not about what others think of you or you think of others. And if it is - trust me - you will never find contentment, inner peace or happiness because there will always be

someone out there smarter, better and wealthier etc. than you in some way - always! Have you ever noticed that when people generally compare themselves to others they either use someone less successful or someone who they can criticize whether this person deserves it or not?

I can also tell you that many of my heroes - to mention just a few - Og Mandino, Mark Twain, Will Rogers, Jesus, Winston Churchill, Mother Teresa and Charlie Tremendous Jones - comparison was not in their DNA.

What they all had in common was the humility and the desire to contribute in their own special way to the value of humanity and life in general.

Let me ask you - have you ever compared yourself to others to try and convince yourself that you were better in some way or just to make yourself feel OK about yourself? Come on - be honest here.

Why do we need to compare? Is it insecurity, an overcharged ego, the need for approval, the desire to please others or simply the fact that we can't admit that we all have flaws and/or weaknesses in our thoughts, actions, decisions and behaviors in some way?

I challenge you for the next couple of weeks as you talk with others to observe their comparisons or your own of them or others during conversations and then ask yourself - why? Why do I need to do this? Why do they need to do this? Try it - you will be amazed at how frequently we are all guilty of this simple yet rather stupid trait. Stupid you say Tim? Yep, because what do you think you really accomplish with all of these comparisons? More or less respect? More or less fame? More or less self-satisfaction? More or less something_____? Sorry!!!

Join us at the RCAW Bi-annual dinner meeting



RCAW Special guest speaker, Rob McKenna,

will be discussing economic conditions in the State of Washington and how it relates to recent Federal Legislation.

May 10, 2018 5:30pm-9pm

DoubleTree Hotel
16500 Southcenter Pkwy
Seattle, WA 98188

Robert M. McKenna, partner in Orrick's Seattle and Washington, D.C., offices, is co-head of the firm's Public Policy Group and member of Orrick's Cyber, Privacy & Data Innovation practice.

A former Washington State Attorney General and President of the National Association of Attorneys General, Rob is accomplished in all areas of public policy, appellate law and investigations.