



To Friends of the Tile Roofing Industry Alliance:

It's no secret that this year has been challenging. However, we have seen the tile roofing community rally together to support one another in a truly inspiring manner. As we continue to move forward as an industry, there's no shortage of news to share. Let's begin.

OSHA "INSPECTIONS BY ESTABLISHMENT" WEBSITE ASSESSMENT



With the assistance of America Roofing, TRI Alliance is coordinating with National Roofing Contractors Association (NRCA) and the U.S. Chamber of Commerce to have OSHA remove unnecessary entries for all companies on its OSHA website listings of "Inspections by Establishment." The need to do this came up during the Chamber's OSHA Subcommittee meeting in November 2019 with the acting head of OSHA, and TRI Alliance followed up with material that the Chamber will forward to senior U.S. Department of Labor staff for appropriate action.

NATIONAL EMPHASIS PROGRAM ON SILICA

Earlier this year, OSHA published a plan for a National Emphasis Program (NEP) on compliance with the silica rule. NEPs temporary programs that focus OSHA's resources on particular hazards and high-hazard industries.

Targeted construction industries include residential building and roofing industries, such as "Other Concrete Product Manufacturing" and "Asphalt Shingle and Coating Materials Manufacturing." The NEP goal states, "In each Region, at least 2% of inspections every year shall target RCS (respirable crystalline silica)" with OSHA expecting the majority of inspections to occur in construction. Those states with a formal state plan must participate but have some flexibility to submit their plan to OSHA within a prescribed period of time. OSHA's former Permissible Exposure Limit (PEL) for silica in construction was 250 micrograms (µg) per cubic meter of air (particle count), and the general construction industry's was 100 µg (gravimetric). OSHA lowered the PEL in its new rule to 50 µg as an 8-hour time-weighted average for all industries and instituted a new Action Level of 25 µg.

TRI Alliance notified the NRCA and contacted the Construction Industry Safety Coalition (CISC) to request an update from the CISC legal team. The U.S. Chamber of Commerce was contacted to ensure the silica NEP was on their radar for spring labor relations committee meetings. TRI Alliance identified a disconnect in the NEP with OSHA's Request for Information (RFI) to make the rule more practicable from a compliance standpoint. Additionally, the 2% inspection quota does not consider CISC's recommendations to the RFI, including the need for a greater hazard exception for steep slope roofing.



News from Our Members

EAGLE ROOFING PRODUCTS ANNOUNCES GRAND OPENING OF LAS VEGAS YARD

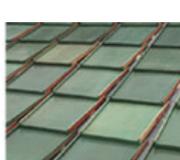
In an effort to enhance the level of service for the Southern Utah and Las Vegas markets, Eagle Roofing Products is proud to announce the opening of their newly acquired Las Vegas Stocking Yard. This new facility is staffed by experienced Eagle team members who willingly transferred from other locations to proudly service this region. Customers can begin picking up their orders starting this summer and can rest assured they will receive the same high-quality products and the friendliest, most professional service found at all of our Eagle Roofing sites.



MCA CLAY ROOF TILE COMPLETES BEAUTIFUL REROOF PROJECT

Located in Los Angeles's Griffith Park, the historic Greek Theatre is a highly recognized outdoor entertainment venue that hosts concerts, stage shows and graduation ceremonies. When the City of Los Angeles needed to reroof the theatre's existing flat and slope sections with clay roof tile, MCA Clay Roof Tile was able to provide the solution they needed.

The extent of the work and the tight construction timetable posed initial challenges for both MCA and roofing contractor Best Contracting. Tile fabrication, installation of a metal deck, seismic upgrades and tile installation had to be completed within five months. All new tiles were required for the project, and the tile was replicated to match the existing Greek tile, cap and pan system. Additionally, the glaze color was approved in three shades, which were completed throughout the construction process instead of prior to the bidding stage. Each tile was cast in a mold and fired, then glazed and fired again. And, each field pan tile weighed approximately 45-50 pounds. Best Contracting and MCA Clay Roof Tile worked closely with the architect of record, Rios Clementi Hale Studios, and the historic architect, Page and Turnbull, to ensure that a beautiful, durable new roof was installed to meet performance and design objectives.



Government and Legal News

FLORIDA PASSES E-VERIFY LEGISLATION

In late June, Florida Governor Ron DeSantis signed legislation requiring government employers to use E-Verify, a federal electronic system, to check new employees' immigration status. It is not mandatory for private employers to use the system unless they have a public employer contract or apply for taxpayer-funded incentives through the state Department of Economic Opportunity. However, private employers will be required to keep a three-year record of the documents employees use to complete I-9 forms.

U.S. DEPARTMENT OF LABOR FINALIZES OVERHAUL OF FLSA JOINT-EMPLOYER TEST

The U.S. Department of Labor (DOL) issued a final rule on January 12 updating regulations interpreting joint-employer status under the Fair Labor Standards Act, which had not been meaningfully updated in decades. The DOL's final rule is in sync with a National Labor Relations Board rulemaking yet to be finalized that will clarify the definition of "joint employer" for collective bargaining purposes.

H-2B CAP REACHED FOR FIRST HALF OF FY20 AND NEW RECRUITMENT REQUIREMENTS

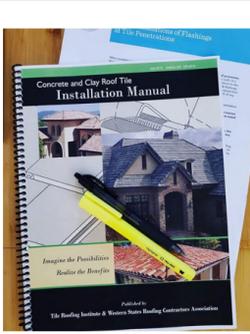
U.S. Citizenship and Immigration Services announced in December that the 33,000 cap on H-2B seasonal worker visas was reached for the first half of FY20 (10/01/19 - 03/31/20). There has been no decision yet from the Department of Homeland Security (DHS) on how many more visas in addition to the 33,000 for the second half of FY20 might be available per the omnibus budget bill rider. The U.S. Department of Labor and DHS also issued the omnibus that modify employer recruitment requirements for employers seeking to hire through the H-2B visa process. The new requirements went into effect December 16, 2019.

WAGE AND HOUR REGULAR RATE REGULATION FINALIZED

On December 12, 2019, the U.S. Department of Labor's Wage and Hour Division released the final regulation that redefines what benefits and perks must be included in the calculation of the regular rate an employee is paid, which is the foundation for calculating their overtime pay. This first major update in over 50 years clarifies what employers can exclude from an employee's regular pay rate.

From TRI Alliance

TRI ALLIANCE LAUNCHES ONLINE MANUAL CERTIFICATION



Did you know TRI Alliance is now offering an online version of the Manual Certification Training Class? The four-hour online webinar enables you to attend from wherever you like – no travel or commute required. Attendees can ask questions throughout the live online presentation, and our expert training team is available after the webinar to address additional questions. Manual Certification webinars will be scheduled every month, with registration available [online](#). A Florida webinar, based on the new December 2020 FRSA/TRIA Florida High Wind manual, will be offered beginning in the fall. The training team is also available to schedule private webinars for groups of 10 or more.

Early online attendees provided great feedback in surveys and interviews, and we will continue to refine and improve the delivery to meet our goal: To make the TRI Alliance Concrete and Clay Roof Tile Installation Manual an even more valuable tool. If you're curious about the differences between the classroom training and the online version, read more on our [blog](#). If you have any questions, contact Lisa Jensen at LJensen@tileroofing.org.

INTRODUCING THE NEW TILEROOFING.ORG



If you have visited tileroofing.org recently, you may have noticed a significant change. In June we launched a new website designed to deliver an enhanced user experience. The newly redesigned site offers simplified navigation, several ways to access training schedules and registration, a beautiful new gallery, easy-to-reach industry resources and much more.

GET SOCIAL WITH TRI ALLIANCE



For nearly half a century, TRI Alliance has been working to advocate for concrete and clay tile roofing. We serve as the industry's voice for code development, testing and installation best practices and strive to stay connected with members, contractors and industry influencers through training, technical briefs and industry resources and online through social media. According to Statista, approximately 249 million people in the United States are using social media networks. If you are one of them, you can find TRI Alliance on [Facebook](#), [LinkedIn](#) and [Instagram](#). We share TRI Alliance news and updates, information about concrete and clay tile, member updates and industry-specific news. Give us a follow.

For more information on the Tile Roofing Industry Alliance please visit our website at tileroofing.org or contact Rick Olson at (541) 954-4555.

TILE ROOFING INDUSTRY ALLIANCE

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