



Michael Kruger
GARCA President

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Presidents Message

Hello Everyone,

I know it has been said a lot recently, but we are certainly in unprecedented times. While many industries were turned upside down in the last year due to the pandemic, the roofing industry is now facing one of the largest most challenging times in its history. It has been over 40 years since we've experienced anything close to the current supply chain disruptions. We don't know how long this material shortage will last so make sure you stay updated on current conditions and continue to communicate with your suppliers and customers throughout this difficult time.

Meanwhile, many restrictions from the pandemic have been lifted and everyday life seems to be coming back to a sense of normalcy. The GARCA Board held all our meetings this past year virtually and I for one am extremely excited to get back to being with everyone face-to-face (without masks)!

The next opportunity to be together just happens to be our most important and exciting event, which is our Annual Summer Convention. This year we will be back on the beach in St. Simons Island, and we are working to make this a memorable and worthwhile experience for everyone. If you have never been, this event is the perfect opportunity to network with your roofing peers and take away some insights into what is going on with our industry. I hope that you will join us there. Make sure you don't wait too late to register as hotels are seeing a flurry of activity. Once our block of rooms fills up, places to stay will get a little harder to come by.

I am excited to announce that GARCA has awarded 19 scholarships to children of our members for the 2021-2022 school year. These students all had wonderful all submitted strong applications and we are thrilled to help them along the way to a successful future. Congratulations to the students and their parents!

President's Message (cont'd)

We are continuing to see more members participate in the Voluntary Licensing Program and we appreciate all the feedback from those who have participated. As more quality contractors sign up and take the open book test, consultants and owners are taking notice. We are starting to see more pre-qualifications for a Georgia license and since we are one of the only states in the Southeast without a mandatory licensing program, the voluntary license you can obtain through GARCA is the best option for meeting that criteria. Don't hesitate to reach out for more information if you have not taken the test yet.

The whole point of having an association like this is for companies involved in the same industry to come together and get things done as a group. I've often been asked "What is the value of joining GARCA?" The best answer I can and always will give is the relationships you will create when you get involved. Yes, we provide a service to our membership whether it is voluntary licensing, discounted safety training or industry education, but the things you learn from the other members is the true value. I am so thankful for the friendships that I have created through this organization and I learn something new each and every time we get together.

I hope to see you all at Convention in July!

Michael Kruger
GARCA President
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GARCA GEORGIA ROOFING CONTRACTORS ASSOCIATION

Get in front of Georgia roofing contractors

Support the Georgia Roofing Contractors Association and get your company noticed by placing an ad on **GARCA.org** or in **The Rooftopper**, our quarterly electronic newsletter that goes to current contractor members, association prospects and other industry professionals:

Quarter Page Ad = \$200
Half Page Ad = \$350
Full Page Ad = \$600

Large Rectangle = \$450
Middle Rectangle = \$350
Small Rectangle = \$250
Leaderboard = \$750

Contact Betsy Rahm at info@garga.org for more information including current ad specifications.



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2021 GARCA Annual Convention

We are SO ready to get back together..

Join us in St. Simon's Island July 22—24, 2021 for:

- Top-notch educational sessions
- Family-friendly pricing and activities
- Networking Events that help build long term relationships while you are having fun, meeting new people, and connecting with those you already know.

Education Sessions

While our afternoon and evening activities will offer you incredible networking opportunities, it's the interactive educational sessions that will give you information that can be immediately be applied to your business. At the 2021 GARCA Annual Convention, you will learn from

Fun Activities

Our roofing contractor and associate members are family here at GARCA. We encourage our members and guests to bring their spouse and children. Children under 12 years old can attend for free; 12 to 18 year-olds can attend for only \$50.

Registration

Each registration includes breakfast, receptions, Cornhole Tournament, Kids Beach Olympics, Saturday evening awards dinner, and the Hospitality Suite/Silent Auction. We also have a great Saturday evening planned for just the kids so parents can enjoy the reception, dinner and Hospitality Suite with fellow GARCA members and guests!

Beautiful Location

With over eighty years of tradition on St. Simons Island, Georgia's famed Golden Isles, The King & Prince warmly welcomes guests to its legendary blending of gracious Southern hospitality, historic charm, and seaside setting. From their soaring, sun-lit atrium, the center of resort activities, to their ocean front dining, swimming pools, tennis courts, and conference facilities, The King and Prince Resort is your one stop destination for an unforgettable St. Simons Island vacation.



We have created an environment where good, strong, long-lasting business relationships are built. We hope you will join us in St. Simons! **REGISTER NOW** at www.garca.org/annual-convention.

2021 ANNUAL CONVENTION JULY 22-24

KING & PRINCE BEACH AND GOLF RESORT
ST. SIMONS ISLAND, GA



THURSDAY, July 22

1:00 PM - 5:00 PM	Registration
3:00 PM - 5:00 PM	Board Meeting
5:30 PM - 6:30 PM	Welcome Reception
	<i>Open Night for Dinner</i>

FRIDAY, July 23

7:30 AM - 8:30 AM	Breakfast Buffet
8:30 AM - 8:45 AM	Welcome: Michael Kruger, GARCA President
8:45 AM - 9:00 AM	Roofing Past and Present: A Perspective - <i>Melvin Kruger, L.E. Schwartz</i>
9:00 AM - 10:00 AM	Panel Discussion: Material and Supply Chain Issues
10:00 AM - 10:15 AM	Break
10:15 AM - 11:15 AM	Education Session: "Ask the Attorneys" - <i>Philip Siegel and Stephen Phillips, HPSS Law</i>
1:00 PM - 4:00 PM	Cornhole Tournament (sign up at Registration Desk)
5:00 PM - 7:00 PM	President's Reception
	<i>Open Night for Dinner</i>

SATURDAY, July 24

7:30 AM - 8:30 AM	Breakfast Buffet
8:30 AM - 8:45 AM	GARCA Update: Carson Finney, GARCA VP
8:45 AM - 9:30 AM	NRCA Update: <i>Kyle Thomas, Thomas Roofing</i>
9:30 AM - 10:15 AM	Vertical Workforce Development: <i>Zach Fields, CEFGA</i>
10:15 AM - 10:30 AM	Break
10:30 AM - 11:00 AM	Vendor Spotlight(s)
11:00 AM - 12:00 PM	Keynote: <i>Kayleen McCabe, General Contractor, TV Host</i>
2:00 PM - 4:00 PM	Kid's Beach Olympics
6:30 PM - 11:00 PM	Kids Night Out (sign up at Registration Desk)
6:30 PM- 7:00 PM	Cocktail Reception
7:00 PM - 9:00 PM	Awards Dinner
9:00 PM - 11:00 PM	Hospitality Suite and Silent Auction

2021 GARCA Annual Convention

2021 GARCA Annual Meeting Sponsorship Opportunities

As a non-profit, the Georgia Roofing Contractors Association depends on sponsorship dollars to fund ongoing programs and member services. Thank you for your generous support!

Sponsorship Benefits	Diamond \$3500	Platinum \$2,500	Gold \$1,500	Silver \$750	Corn Hole \$600	Kids Events \$500	Silent Auction Donation \$150
Logo, Company Description, and Link on web promotions	•	•	•				
2 minutes at the podium during Convention	•	•	•				
Insert in Convention registration packet	•	•	•	•			
Complimentary Convention Registrations	(3 couples or 3 individuals)	(2 couples or 2 individuals)	(1 couple or 1 individuals)				
Logo on Convention Email promotions	•	•	•				
Listing on Convention Email promotions				•	•		
Logo on Convention Program	•	•					
Listing on Convention Program			•	•	•	•	•
Full page Convention Program advertisement	•						
½ page Convention Program advertisement		•					
¼ page Convention Program advertisement			•				
Table display during Convention	•	•	•				
Premier signage throughout Convention	•	•	•				
Recognition on signage throughout Convention				•	•	•	•
Full page advertisement in (4) Rooftopper Newsletter issues	•						
½ page advertisement in (4) Rooftopper Newsletter issues		•					
¼ page advertisement in (4) Rooftopper Newsletter issues			•				
Business card advertisement in (4) Rooftopper Newsletter				•			

We hope that you help sponsor an event, promote yourself and your business. If you have any questions or would like additional information, please contact 770-615-3751 or info@garca.org.

Kids Night Out Help Needed

We are looking for (3) babysitters for our Kids Night Out Event on Saturday, July 24th from 6:00—11:00 PM. We will provide games, movies and plenty of food and drinks. It's a great way for your teenagers to make some money. **Contact Betsy at info@garca.org or 770-615-3751.**

Kids Beach Olympics' Leaders Needed

The Kids Beach Olympics is a great opportunity to have some fun and meet all of the wonderful GARCA families. We got the games and prizes. All we need is parents to lead a game.



Contact Betsy at info@garca.org or 770-615-3751.

We need Silent Auction Items!

Here is what has sold in the past...



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If you prefer, we will shop for you! Just tell us what you would like to donate. Contact Betsy at info@garca.org or 770-615-3751

GARCA Voluntary Licensing Program

GARCA
GEORGIA ROOFING CONTRACTORS ASSOCIATION

VOLUNTARY LICENSING PROGRAM

GET STARTED TODAY.
GARCA.ORG/GETSTARTED

Georgia Roofing Contractors Association's Voluntary Licensing Program was developed to increase industry standards in Georgia by elevating roofing contractor's knowledge, skills and professionalism through voluntary self-regulation. The license is provided through and managed by GARCA and is available to both Residential (Steep Slope) and Commercial (Low Slope) contractors.

"We must all work together to raise Georgia's roofing industry standards, improve safety, increase public confidence and build a solid foundation for the next generation of workers."

-Michael Kruger, GARCA President

Questions? 770-615-3751



GARCA Voluntary Licensing Program



Join these contractors who have gone the extra mile and got licensed:

Ben Hill Roofing

Bone Dry Roofing

Coastal GA Quality Roofs

CORE Roofing

Dusty Greer Roofing

Echols Roofing

Ideal Building Solutions

J Key Commercial Roofing

KTM Roofing Co. Inc.

L.E. Schwartz & Son Inc.

MidSouth Roof Systems

Perimeter Roofing

Roof Management Inc.

Roofing Professionals Inc.

Southern Comm. Roof Tech

Specialty Roofing

Summers Roofing Co.

Tecta America Southeast

The Roof Depot

Thomson Roofing and Metal

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Total Pro Roofing

Tower Roofing

Go to GARCA.org/GETSTARTED to find out more about the program and to apply.



Promote the fact that you are **LICENSED** with these convenient rack cards:

Pack of 50 cards = \$50

Pack of 100 cards = \$85

Pack of 250 cards = \$200

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Contact Betsy at info@garca.org to order.

Can We Require Our Employees to Take the COVID-19 Vaccine? Should we?

The short answer to this question is that federal law allows private employers to require vaccinations as a condition of employment. It is anticipated that the law will not treat the adaption of a COVID-19 vaccination policy any differently.

Indeed, the EEOC has now opined that the COVID-19 vaccination itself is not a medical exam. This means employers can require the vaccination as a condition of employment, although employers need to be mindful of employees claiming an exemption from the

vaccination policy based on health-related or religious reasons.

Employers who will be administering the vaccination to their employees will also need to clear another hurdle. Consequently, the rule does come with exceptions.

ADA Concerns

For employees claiming a disability prevents them from getting vaccinated, the question becomes whether the employer can provide the employee a reasonable accommodation that would allow the employee to continue to perform the essential functions of their job without being a direct threat to the employee's own safety and the safety of others in the workplace.

The direct threat standard is a high one – there must be a significant risk of substantial harm that cannot be eliminated with reasonable accommodation. The EEOC has already opined that COVID-19 presents a direct threat. The employee claiming a health-related exemption from the vaccination policy is, in effect, asking for an accommodation in the form of a waiver of the policy as it applies to him or her. Providing this accommodation may mean subjecting this employee to other screening measures in the workplace, such as temperature taking or requiring this employee to wear a face mask in the workplace. Be careful, though, because some employees

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COVID-19 Resources (cont'd)

are objecting to wearing masks in the workplace for health-related reasons, which begins the analysis all over again.

Religious Concerns

Similarly, employers also have a duty to reasonably accommodate an employees' sincerely held religious beliefs, practices, or observances, unless doing so would cause more than a minimal burden on the operations of the employer's business. This means an employer may be required to make reasonable adjustments to the work environment that will allow an employee to practice his or her religion, such as waiving the requirements of the vaccination policy as it applies to this employee.

In either instance, if no reasonable accommodation exists that eliminates the direct threat in the workplace, the employee is without employment protection under either the ADA or Title VII.

Employers Administering the

Vaccine

For employers who will be administering the vaccine in the workplace, the EEOC notes that pre-screening vaccination questions may implicate the ADA's provision on disability-related inquiries, which are inquiries likely to elicit information about a disability. If the employer administers the vaccine, it must show that such pre-screening questions are job-related and consistent with business necessity. The invites the di-



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rect threat issue and analysis discussed above.

Other Considerations

Employers that choose to require their employees to get vaccinated

will also need to consider whether the time employees spend getting vaccinated is compensable working time under the Fair Labor Standards Act, and whether the cost is reimbursable to the employee. General-

COVID-19 Resources (cont'd)

ly, if your company determines that requiring the vaccination is job-related and consistent with business necessity, time employees spend getting vaccinated will be compensable work time. Further, the cost for the vaccine may be reimbursable, particularly if the cost of the vaccine has the effect of bringing your non-exempt employees' pay for the week below minimum wage.

What about OSHA? Under the Biden Administration, there will be efforts to publish a standard addressing the COVID-19 hazard in the workplace. Whether such a standard will impose upon employers the duty to require or administer vaccines in the workplace remains to be seen.

If the past is any indication, back in 2014, OSHA did opine that during a pandemic, employers may offer appropriate vaccines to workers to reduce the number of those at risk of infection in their workplace. At that time, OSHA did not impose upon employers the duty to require employees to get vaccinated, but only suggested employers should encourage employees to get a seasonal flu vaccination as part of its pandemic preparedness guidance.

Separate from the legal considerations discussed above, before adopting a COVID-19 vaccination policy, be sure to also consider the possible fall out in employee



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morale, particularly with employees who are against getting vaccinated for reasons other than health related or religious reasons. Indeed, Time Magazine recently published an [article](#) citing a Pew survey which suggests that as much as 39% of the population “probably” or “definitely” will not take the COVID-19 vaccine. Are you going to terminate the employee who refuses to get vaccinated without having a protected reason for doing so? You may have a group of employees that approach you in a united effort to object to a mandatory vaccine policy. That concerted activity by your employees concerning the terms and conditions of employment is protected activity under the National Labor Relations Act.

Conclusion

While very little of this is clear at this point, what is clear that in anticipation of the COVID-19 vaccine become available, employers

should implement a COVID-19 vaccination policy that addresses all of the issues raised above. Clearly, in drafting such a policy, there is a lot to consider. As they say, “Do not try this at home!” Instead, be sure to consult with your legal counsel.

About the Author

Philip Siegel is a partner and shareholder with the firm Hendrick, Phillips, Salzman & Siegel, P.C., whose practice focuses on labor and employment matters within the construction industry. Philip has an undergraduate B.B.A. from the University of Michigan, and he obtained his law degree from Emory University School of Law. Philip can be reached at either (404) 469-9197, or via e-mail at pjs@hpsslaw.com.

May/June Safety Training Classes

Safety Consultants USA (formerly Bermac) is offering the below safety classes at deeply discounted rates to our members. Classes may vary from month to month so be sure to visit garca.org for the current month's classes.

Training Class	Duration	Who Should Go	GARCA Member Price (per employee)
OSHA 30 Hour	4 Days	Supervisors	\$325
OSHA 10 Hour	2 Days	Workers	\$155
First Aid/CPR	5 Hours	Supervisors and Workers	\$95
Fall Protection	4 Hours	Supervisors and Workers	\$95
Forklift Operator	2 Hours	Workers	\$135
Mobile Elevated Work Program Aerial/Scissor Lift	2 Hours	Workers	\$95
HazCom	2 Hours	Workers	\$65
Flagger Control	2 Hours	Workers	\$95
Fire Safety	1 Hour	Supervisors and Workers	\$65
Rigger & Signal Person	6 Hours	Supervisors and Workers	\$225
New Hire Training	4 Hours	Workers	\$155

NOTE: All classes are available in Spanish

Training Packages Available

If you are interested in bundling classes to reduce workers time away from the jobsite, please contact the GARCA offices at 770-615-3751 or info@garca.org.

Where are the training classes held?

Classes are conducted at the Safety Consultant USA offices. Companies who have 8+ workers in need of training can request an onsite class.

NOTE: OSHA classes require a minimum number of students. In the event there are not enough students to hold a class, it will be rescheduled.

Visit GARCA.org for a copy of the full Class Descriptions.



2021 GARCA Scholarship Program Update

This year, GARCA received a number of great applications from student-candidates. While the selection of the 2021 recipients was challenging, it is rewarding to see so many outstanding young leaders and scholars preparing for a bright future.

As a GARCA Scholarship Award winner, each qualified applicant will receive \$1,000 to be used toward their education. Before a check can be cut, we need to receive proof of enrollment for Fall 2021, a student ID and a photo.

New this year, we asked applicants to write an essay that answers the question: *“Describe a problem you've solved or a problem you'd like to solve. Explain its signifi-*

cance to you and what steps you took or could be taken to identify a solution.” We were very impressed by the applications, support documentation and overall credentials we received.

We will also feature our Scholarship winners in the post-convention edition of the GARCA *RoofTopper* newsletter. If you have not already done so, please be sure to send us a photo of yourself.

If your student received an email saying that they qualified to receive a scholarship, **please contact us, via info@garca.org, with proof of your Fall 2021 enrollment, as soon as you have it.** As always, we will make the check out to the

school but will mail it to your home address so you can deliver it yourself.

Again, on behalf of the entire GARCA association, congratulations to all of the winners on being selected for this year's scholarship!

The Annual GARCA Golf Tournament is our primary source of funding for the Scholarship Program. Thank you to all participants, sponsors and Board Members for their support of this important event.

MARK YOUR CALENDARS! The 2021 GARCA Golf Tournament will be held at Stone Mountain on Thursday, October 7, 2021.

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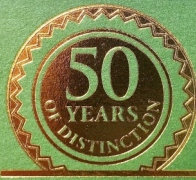
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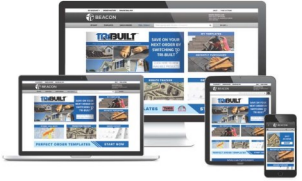
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