

WINTER 2015

OFF THE WALL **WC&C**

An Industry Publication by the Wall Ceiling & Carpentry Industries of New York, Inc.

NYC Construction Almost Fully Back To Boom Era

— New York Building Congress Report

See page 16



Photos from
**WC&C's Holiday
Party** —pages 10-13



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CALENDAR THROUGH JUNE 2015

DATE	MEETING	TIME	LOCATION
2015			
Feb 17 (Tues)	Membership	4:00 pm	Galleria Ristorante
Mar 17 (Tues)	Board	4:00 pm	TBD
Mar 17 (Tues)	Membership	6:00 pm	TBD
Apr 8 (Wed)	Board	7:30 am	WC&C Offices
Apr 11 (Sat)	DINNER DANCE	7:00 pm	TERRACE IN THE PK
Apr 15-19	CONVENTION		NAPLES,, FL
May 19 (Tues)	Board Mtg.	4:00 pm	TBD
May 19 (Tues)	Membership	6:00 pm	TBD
June 10 (Wed)	Board	7:30 am	WC&C Offices
June 15 (Mon)	GOLF OUTING.	7:30 am	NHCC/SANDS PT.

WC&C OFF THE WALL

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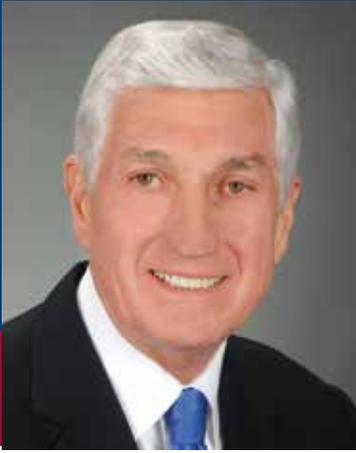
In 2013, approximately three million private sector workers in America experienced a serious injury or illness on the job. In this extraordinarily high number, it is easy to focus on the headline and miss the trend line. We are encouraged that the rates continue to decline over the past few years,

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*From the
Executive Director
John DeLollis*

The Future Looks Good – Let’s Make The Best of It

The New York Building Congress Report released late this past fall is a window to what has been happening in our construction sector and a predictor of what we may expect through 2016. The future looks good. (See the feature article on page 14.)

With \$35.6 billion in construction spending forecast for 2016 investment is poised to far outpace previous spending which topped out at \$32 billion. This will generate an estimate of 127,200 jobs for 2016, the second highest level of industry employment in at least two decades. Let’s make sure the largest part is through union contractors.

And while non-residential construction has not kept pace over the past several years, (in 2014 it was expected to dip below 2013’s \$8 billion). It is expected to grow to \$10.3 billion in 2015 and 9.6 billion in 2016.

These are impressive numbers, and we should thank the New York City Building Congress for sponsoring this report. Its analysis and projections show we’ve come a long way forward since the dark days of the past decade.

But now we have to fully live up to these positive estimates and claim our fair share in the very competitive New York City marketplace. Will that happen?

New office buildings are in various stages of being planned or built now. Hudson Yards is moving ahead as are megaprojects in four of the five boroughs — Atlantic Yards (now rebranded as Pacific Yards) and the Domino Factory redevelopment in Brooklyn, Empire Outlets in Staten Island (let’s not forget the giant wheel) and Hunters Point South in Queens. There are many new projects, albeit less spectacular, a host of single buildings are projected or commissioned nearly every day.

Recently, Crain’s New York Business offered a short but incisive analysis of a project to revamp struggling South Street Seaport. It’s a fabulous site and the Howard Hughes Corp. with the quiet support of the mayoral administration, is trying to steer it toward approval. Crain’s pointed out that much needs fixing: “the piers are crumbling, the retail and cultural components are lame, and the visitor experience is underwhelming, to say the least.” But a tower there and complete rehab of this area can be a great asset to one of Manhattan’s most spectacular spots and a place where our people can provide expert service.

When I write about these growth projections and the construction build-outs that are already moving forward I see a need for a productive dialogue among ourselves discussing pros and cons and assembling new ideas. We have our regular WC&C meetings, where we can get together for these exchanges and of course, our WC&C Annual Convention in Naples, Florida is coming up April 15th through 19th. That’s a great time for exploring ideas and comparing notes.

Let us know you are coming. Go to our website at www.wcc-ny.org. I hope to see you there.

— **John DeLollis**

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*From the
President
Michael Weber*

Compliance

We are all aware of the painful process of implementing 1 and 2 man job reporting with the New York City District Council of Carpenters. A revised policy and action plan has been put into place. The responsibility for reporting time worked is now on the contractor rather than an appointed timekeeper. Time must now be electronically reported by the contractor on pay day of every week via the electronic portal at <https://contractorhours.sdconnect.com>. This policy does not however, change the responsibility of the contractor to notify the District Council before the start of each job. The District Council will offer sufficient education of contractors and union members in order to facilitate compliance as well as accurate records. For additional information see <http://www.nycdistrictcouncil.com>.

I would like to congratulate the winners of the recent elections in New York City. Congratulations to Executive Secretary-Treasurer Joseph A. Geiger, Vice President Michael P. Cavanaugh and President Stephen C. McInnis. I look forward to working with the New York City District Council of Carpenters' new leadership.

I hope to see everyone at the upcoming AWCI Convention & Intex Expo in beautiful Long Beach, California from April 26-30. There are many reasons to attend this convention. Exhibitors will be providing the latest information on materials, equipment and cutting edge technology affecting our industry. Attending offers a unique opportunity to collaborate with colleagues across the country in the wall and ceiling industry. Not to mention a round or two of golf at some world class golf resorts. Please take advantage of the many educational opportunities such as the Hitchhikers Guide to LEED and Framing the Future of Integrated Project Delivery for Our Industry or any of the other Professional Development Meetings being held during the week. For more information or to register for this event, please visit www.awci.org/convention. — *Mike Weber*

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It's The Law

By Mark A. Rosen

Mark A. Rosen is legal counsel to the Association of Wall-Ceiling & Carpentry Industries of New York, Inc. He is a partner in the firm of McElroy, Deutsch, Mulvaney & Carpenter, LLP. Mark practices in the areas of construction and contract law, public contract law, arbitration, surety, and general commercial litigation. He can be reached at mrosen@mdmc-law.com.

Court Refuses To Issue Injunction Barring Inflatable Rat As Disruptive Activity

A Federal Court judge refused to issue an injunction prohibiting a union from stationing an inflatable rat at a job site.

An asbestos abatement contractor was signatory to a collective bargaining agreement (“CBA”) with a union. The CBA prohibited, “strikes, walkouts, picketing, work stoppages, slowdowns, boycotts or other disruptive activity of a similar nature at a job site of, or otherwise directed at any Employer”. The union claimed that the contractor had hired a non-union contractor and stationed an inflatable rat at the job site at the company’s job sites. The union conceded that its activities were designed to force the signatory contractor to discharge the non-union contractor. The company filed for an injunction claiming that the union’s activities, including stationing the inflatable rat, were disruptive and violated the terms of the CBA.

In denying the request for an injunction, the Court held that the “disruptive activity” ban in the CBA was limited to activity that had an effect similar to a strike or a work stoppage. The

court found that there was no evidence that the presence of the rat had any impact on labor at the job sites. The Court stated, “To hold otherwise would be to prohibit the union from engaging in any speech that is harmful to plaintiff’s business image.”

Company That Didn't Hire Union Workers For Ten Years Had No Further Obligations Under A Collective Bargaining Agreement

A Federal Court held that a concrete company that hadn’t hired employees covered by a collective bargaining agreement (“CBA”) for a decade could repudiate the agreement.

In 2000, the company became party to the CBA through an employer’s association. The association negotiated a series of successor agreements to which the company was bound. In January 2013, the company advised the union that it had not employed any workers covered by the CBA since April 2003. The company terminated the agreement and withdrew authority for the

employers association to act on its behalf. The union filed a grievance and a grievance committee sustained the grievance. The company then brought an action to set aside that determination and declare that it was no longer bound by the CBA.

In finding for the company, the Court relied upon NLRB precedent holding that an employer with one or fewer employees in a bargaining unit may lawfully repudiate a CBA. That rule trumps any language in the CBA purporting to bind the company indefinitely. The Court noted that other courts had allowed employers to rely on that rule even after only a few months of not employing unit workers.

Benefit Funds Trustees' Withholding Of Contributions From Workers' Home Local Violates ERISA

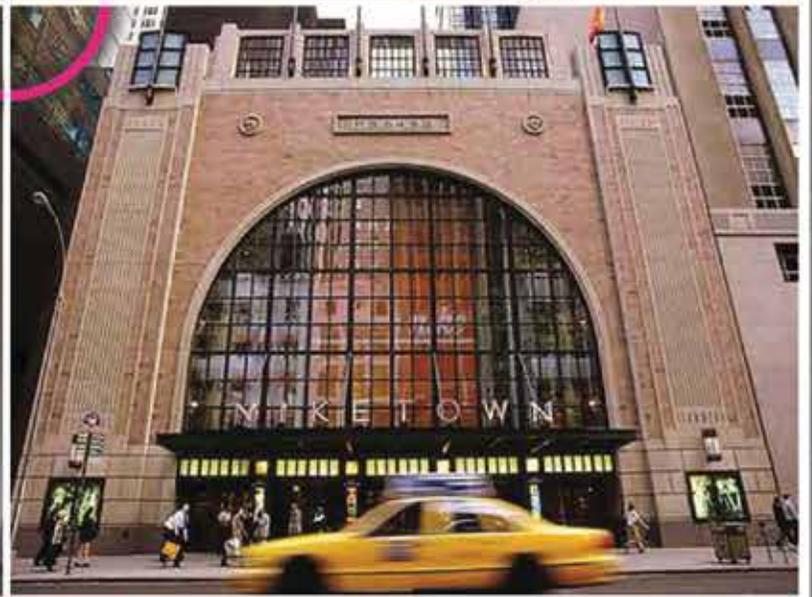
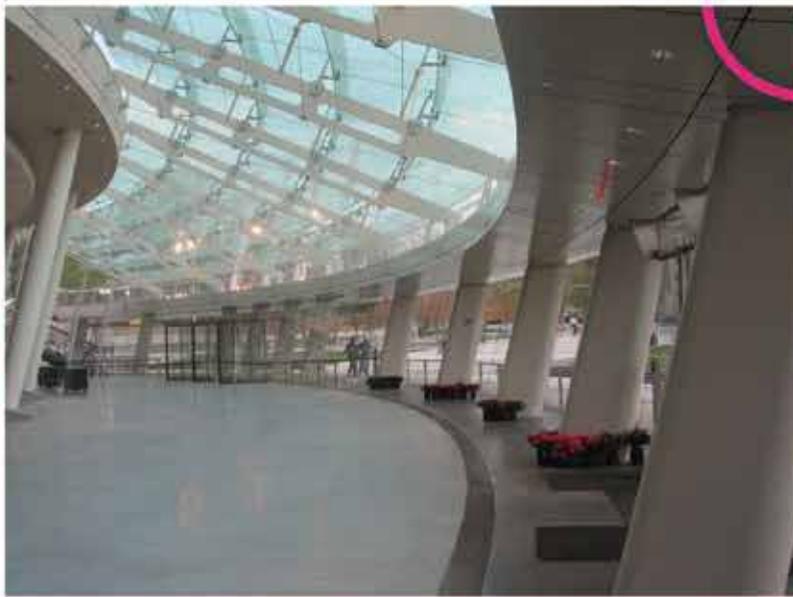
A Federal Court held that the trustees of a local multi-employer pension fund violated ERISA by failing to remit contributions back to a worker’s home local.

The plan at issue was a local IBEW fund. It was party to an agreement that required any contributions it received on behalf of an employee who was working within its jurisdiction but who was covered by a different plan to be remitted to that employee’s “home plan”. An employee from another IBEW local performed work within the plan’s jurisdiction and the plan received contributions on his behalf. The fund did remit the contributions back to the employee’s home local plan but deducted and kept the first dollar of every hourly contribution. The fund did this in an effort to cure its own funding deficiencies.

The Court found that the plan’s actions violated the terms of ERISA and a specific National Reciprocal Agreement among IBEW locals. •

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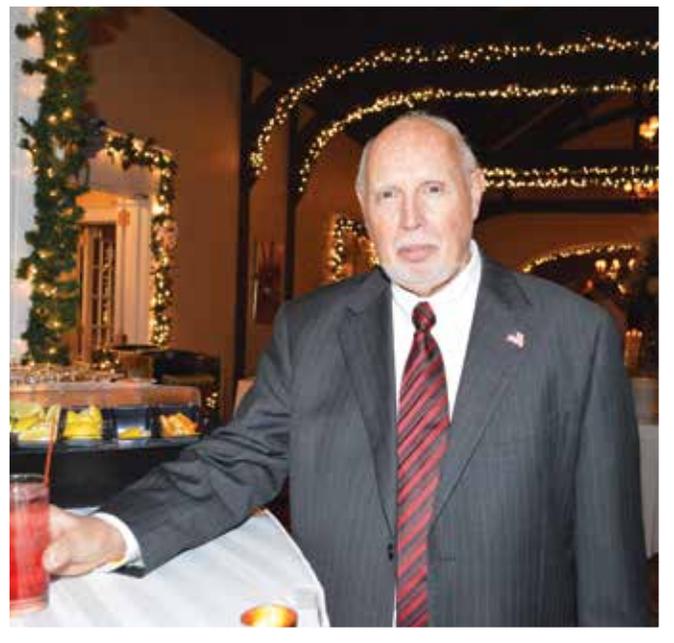


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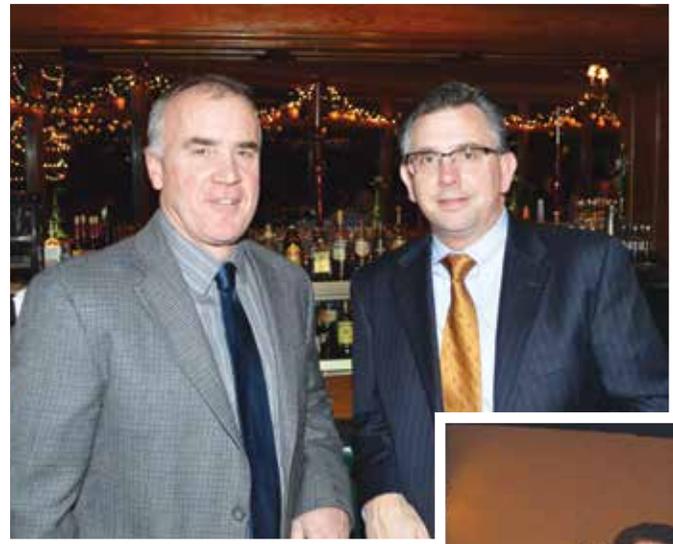
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December 9, 2014
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NYC Construction Almost Fully Back To Boom Era, According To New York Building Congress Report

Building Congress Forecasts Over \$100 Billion in Construction Spending in Three-Year Span

Driven by an unprecedented surge in high-end residential construction, as well as by continued strength in the commercial and government sectors, New York City construction activity is brushing up against the extraordinary heights experienced during the boom years of 2007 and 2008, according to New York City Construction Outlook 2014-2016, an annual forecast and analysis prepared by the New York Building Congress with support from the New York Building Foundation and released in late fall 2014.

The Building Congress forecasts \$32.9 billion New York City construction spending in 2014, a 17 percent increase from 2013, when spending reached \$28.2 billion. Construction spending is expected to increase further—to \$35.3 billion in 2015 and \$35.6 billion in 2016. If the forecast holds, it will mark the first time that construction spending has topped \$32 billion.

Once inflation in construction costs is factored in, however, overall construction activity is expected to register slightly below the levels achieved in 2007 and 2008, during the height of the previous building boom. When measured in current dollars, this year's forecasted spending of \$32.9 billion would be about 17 percent below the 2007 peak in terms of volume of work actually delivered, while 2015 would come in at 13 percent below peak activity.



“Thanks to an improving economy, increased foreign investment, and continued progress on a handful of major public and private sector initiatives, the New York City construction market has just about fully rebounded from its post-recession depths and is nearing boom territory once again,” said Building Congress President Richard T. Anderson.

Employment

The Building Congress forecasts an increase of more than 2,000 construction jobs—from 120,900 in 2013 to 123,000 in 2014. Industry employment is expected to increase further—to 125,100 jobs in 2015 and 127,300 in 2016. The 2016 jobs total would be the second highest level of industry employment in at least two decades, behind the 132,600 produced in 2008.

Residential

One area that is undeniably booming, at least in terms of overall spending, is the residential sector. The Building Congress forecasts a total of \$10.9 billion will be spent on housing in New York City in 2014 – an increase of \$4.1 billion from 2013. The Building Congress anticipates residential spending of \$11.7 billion in 2015 and \$12.4 billion in 2016.

By way of contrast, New York City managed to invest just \$8.3 billion in the residential sector during the three-year, post-recession period of 2009 through 2011. Furthermore, the 2016 forecast of \$12.4 billion represents a more than 400 percent

increase from the post-recession low of \$2.4 billion in 2010.

While residential spending is expected to rise by 60 percent this year, the number of new dwelling units produced is expected to increase by just 22 percent, from 18,400 units in 2013 to 22,500 this year. The Building Congress forecasts a total of 23,250 new dwelling units in 2015 and 24,000 units in 2016. By comparison, this sector managed to produce 33,200 housing units on only \$5.9 billion in spending in 2008.

“New York City is producing more than 20,000 housing units annually, which is the benchmark that the Building Congress believes is necessary to accommodate household growth, replace antiquated buildings, and maintain adequate housing options for New Yorkers of all income levels,” said Building Congress Chairman Thomas Z. Scarangelo. “What is concerning, however, is that the current level of production is falling far short of the more than 30,000 units that were constructed annually between 2005 and 2008.” “Such a wide disparity between spending and production is partially explained by a wave of so-called ultra-luxury condominium towers that are being planned and built in Manhattan,” added Building Foundation Chairman Frank J. Sciame. “While any and all new housing stock is certainly welcome, the key to the City’s future success will rest in part on our ability to produce a wide range of housing at multiple price points throughout the five boroughs.” —continued on following page



NYC Construction Almost Back To Boom Era

– Continued from preceding page

Government

Government spending, which includes investments in mass transit, public schools, roads, bridges, and other infrastructure, is forecast to increase from \$13.4 billion in 2013 to \$14.3 billion in 2014, before dropping back to \$13.3 billion in 2015 and \$13.6 billion in 2016.

The City of New York remains the single largest purchaser of construction services in the five boroughs. In 2014 alone, the various agencies of City government will spend approximately \$7.5 billion on design and construction services, which is 53 percent of all government spending and 23 percent of all public and private construction spending. The Building Congress estimates that the City of New York will spend \$7.7 billion in 2015 and \$6.9 billion in 2016.

This forecast for City construction spending is consistent

with the levels achieved during the final years of the Bloomberg administration, but the numbers are significantly below the \$8.6 billion average from 2007 through 2011, even prior to factoring in the effects of inflation.

The second largest construction spender in New York City is the Metropolitan Transportation Authority (MTA), which is currently undertaking a number of major expansion projects and a host of repairs and resiliency upgrades in the aftermath of Superstorm Sandy, while also continuing system maintenance and improvement projects. The Building Congress estimates MTA construction-related spending to reach \$5.1 billion in 2014, followed by \$3.7 billion in 2015 and \$4.6 billion in 2016.

Non-Residential

The Building Congress forecasts non-residential construction, which includes office space, institutional development, sports/entertainment venues, and hotels, to reach \$7.8 billion in 2014, down from \$8.0 billion a year ago. If realized, it would mark the first year since 2005 in which spending dipped below the \$8 billion mark. The Building Congress anticipates spending in this sector to rebound to \$10.3 billion in 2015 and \$9.6 billion in 2016.

The office market continues to be a considerable source of investment. As many as 13 new office buildings will be under various stages of construction between 2014 and 2016, highlighted by the World Trade Center project and the Hudson Yards district. The Building Congress also reports a positive near-term outlook for the hotel, retail, and institutional construction sectors.

Recommendations

In its report, the Building Congress identified a number of challenges the State, City, and the building industry will need to address in order to sustain and build upon the City's growing momentum and offered the following recommendations:

Mayor Bill de Blasio and the building community need to form a partnership to achieve his administration's goal of preserving and constructing 200,000 units of affordable housing over the next decade. Particular focus should be



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placed on strategic rezonings, stalled construction sites, and streamlining regulatory requirements and processes that add unnecessary cost and delay to building projects. The building community, along with transit advocates and elected officials representing downstate commuters, must form a united coalition advocating new sources of dedicated revenue and increased budgetary support from Albany. At the same time, the industry must lend its support to the New York Congressional delegation as it seeks increased federal support for urban transit systems.

All segments of the design, construction, and real estate community must analyze and adopt best practices in their areas of expertise. In addition, the industry must work together and alongside government to improve project delivery in a host of areas, including procurement, work rules, site safety, and workforce development.

The design, construction, and real estate industry must step up its efforts to educate government leaders on the multiple benefits of forward-looking private development,

such as job creation, new revenues, and enhancing the quality of life for all New Yorkers.

The Cuomo and de Blasio administrations must remain vigilant in ensuring that the billions of dollars in federal funding are put to quick and productive use in rebuilding storm-damaged neighborhoods and fortifying the City's mass transit network, electrical system, and other vital infrastructure against future weather-related disasters. •

*The New York Building Congress prepared **New York City Construction Outlook 2014-2016** with the assistance of Urbanomics, an economic consulting firm. It incorporates reviews of private construction data as well as public capital budgets and plans at the City, State, and Federal levels. The New York Building Foundation, which is the philanthropic arm of the New York Building Congress, co-sponsored the report.*

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Sound Advice on Acoustical Ceilings

BY NATHAN BAXTER

Until now, acoustics in commercial office buildings has not been a formal part of the LEED® rating systems except on a case-by-case basis with possible credits in the Innovation in Design or Pilot Credit 24 categories. The new LEED v4 criteria, however, now takes into account the value of good acoustics in enhancing occupant satisfaction and productivity.

Under LEED v4, it is now possible to qualify for two

points toward the Acoustic Performance credit in the Indoor Environmental Quality (EQ) section of the new Interior Design and Construction (Commercial Interiors) rating system, and one point in the new Building Design and Construction (New Construction) system.

OCCUPANT SURVEY RESULTS

The addition of acoustic performance to these systems recognizes the results of occupant surveys the



IMPROVING THE ACOUSTIC ENVIRONMENT OF COMMERCIAL OFFICE SPACES TO MEET NEW LEED V4 CRITERIA IS POSSIBLE WITH ATTENTION TO A KEY FINISH

At Left - Open Plan Spaces

In open plan spaces, select ceilings with a moderate to high NRC to decrease reverberant sound and a moderate to high CAC to block sound from traveling into adjoining closed spaces.

acoustics, there is little differentiation between LEED and non-LEED buildings.

CBE survey results in office buildings also show that the higher the LEED certification level, the lower the occupant satisfaction with acoustics. Acoustic satisfaction was -0.53 in Platinum buildings, -0.47 in Gold, and -0.16 in Silver. As architects strive for higher certification levels, acoustics seem to be overlooked in preference to accumulating points.

OPEN OR CLOSED PLAN SPACES

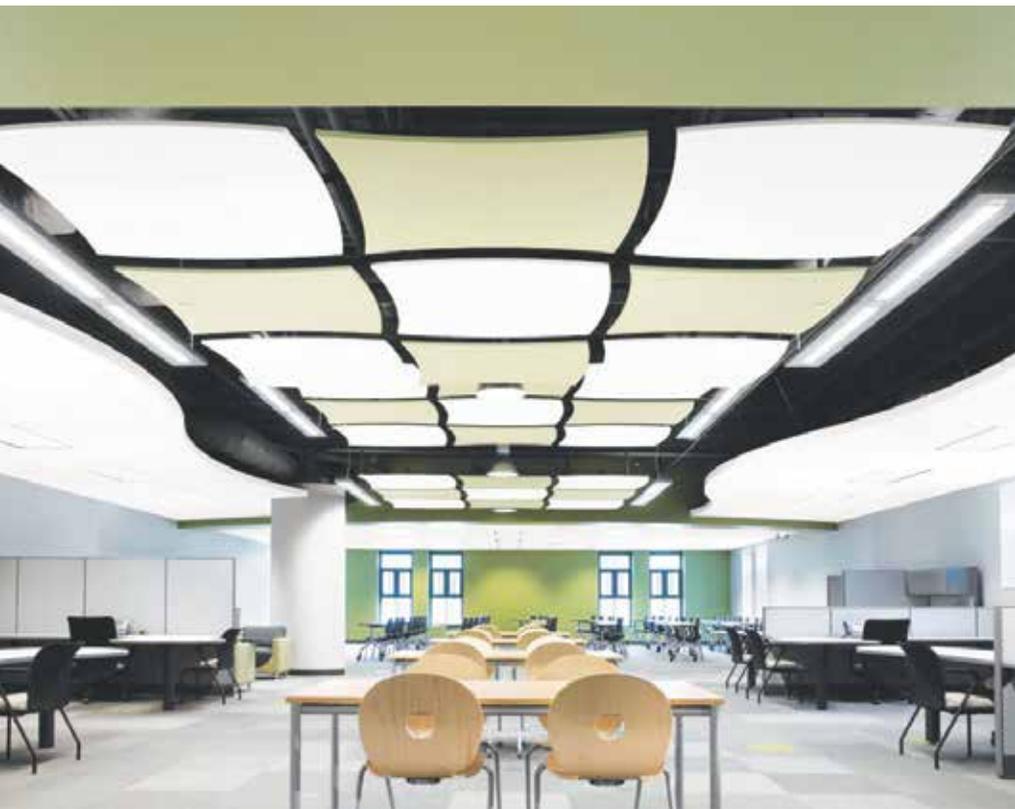
Improving the acoustic environment of commercial office spaces to meet the LEED criteria is not difficult as long as attention is paid to matching the performance features of the ceiling to the needs of the space.

One of the best solutions for keeping noise levels down and conversations private in either open or closed plan spaces is the use of high performance acoustical ceiling panels that combine the right mix of Noise Reduction Coefficient (NRC) and Ceiling Attenuation Class (CAC).

The NRC indicates the ability of a ceiling to absorb sound. It is expressed as a number between 0.00 and

Center for the Built Environment (CBE) has conducted over the years. For example, CBE surveyed nearly 22,000 occupants in U.S. commercial office buildings and found acoustic quality to be the only negative factor in terms of the indoor environment. On a scale of +3.0 (satisfied) to -3.0 (dissatisfied), acoustics scored -0.30.

Additionally, nearly 5,000 occupants were surveyed in LEED-certified office buildings, and acoustics was once again the only negative factor (-0.35). In terms of



Acoustical Clouds (above)

Acoustical clouds absorb sound on both their front and back surfaces, providing greater sound absorption than a continuous ceiling of the same surface area.



Acoustical Canopies (above)

Acoustical canopies are curved, can be installed as hills or valleys, and have the ability to provide spot acoustics in the space below them.

1.00, and indicates the average percentage of sound it absorbs. A ceiling with an NRC less than 0.50 is considered low performance, one with an NRC of 0.70 or greater, high performance.

The CAC indicates the ability of a ceiling to block sound in one space from passing up into the plenum and transmitting back down into an adjacent space that shares the same plenum. The higher the number, the better the ceiling acts as a barrier to sound intrusion between the spaces. A ceiling with a CAC of 25 or less is considered low performance, one with a CAC of 35 or greater, high performance.

The right combination of NRC and CAC values represents the best approach to ceiling selection tailored to the needs of a space. In closed plan spaces where speech privacy is essential, select ceilings with a high CAC to block sound from traveling into adjoining spaces and a moderate to high NRC to decrease unwanted sound in the space.

In open plan spaces where either focus or collaboration is key, select ceilings that have a moderate to high NRC to decrease reverberant sound and a moderate to high CAC to block sound from traveling into adjoining closed spaces.

OPEN PLENUM SPACES

Design trends often call for collaborative and focus spaces in open plenum spaces, meaning those where there are no ceilings and where building service elements such as ductwork and piping are revealed. Unless the sound control normally provided by an acoustical ceiling is replaced with an alternative system, there will be acoustical problems due to sound reflecting off the deck, resulting in excessive reverberation and noise.

Large spaces of this design will need some type of sound absorbing elements to control noise and reverberation within it. In addition, if the exposed deck is less than 15 feet high, reflections between cubicles can cause distractions for nearby occupants.

Noise issues related to open plenum designs can be addressed through the installation of several kinds of sound-absorbing elements. One option is a type

of discontinuous, high-NRC ceiling system designed specifically to provide excellent sound absorption while maintaining the look and feel of the exposed structure design.

These systems can be installed “tight” to an exposed deck to maximize ceiling height, directly onto drywall, or suspended with wires. When suspended over only 20% of an area, systems with NRC 0.90 panels may reduce reverberation up to 50%.

“FREE-FLOATING” OPTIONS

Noise issues in open plenum spaces can also be addressed through the use of acoustical clouds, canopies, baffles, and blades – four types of “free-floating” options that add sound absorption while still allowing for the exposed look.

All four options can absorb sound on both their front and back surfaces. As a result, they can actually provide greater sound absorption than a continuous ceiling of the same surface area.

Acoustical clouds provide a type of interrupted ceiling plane when suspended above work areas. As such, they help control both reflections between cubicles and distant reverberation, reducing occupant annoyance and distractions.

Acoustical canopies also reduce noise and reverberation in the space below them, but are much different in size and look compared to acoustical clouds. Acoustical clouds are available in standard sizes up to 14' x 14', while acoustical canopies are usually 3' x 3' or 4' x 6' in size. Visually, acoustical clouds are flat, while canopies are curved and can be installed as hills or valleys.

Baffles and blades are suspended vertically to impart an upscale visual while providing substantial sound absorption. Installation is easy because all the components needed to suspend a baffle or blade are contained in a hanging kit.

CONTRIBUTION TO OTHER LEED CREDITS

Acoustical ceilings can not only contribute to the new LEED credit for Acoustic Performance, but a number of other credits as well. They include:

- Materials & Resources Construction and Demolition Waste Management – Ceiling recycling programs offer an alternative to landfill disposal.
- Materials & Resources Building Product



Closed Plan Spaces (above)

In closed plan spaces, select ceilings with a high CAC to block sound from traveling into adjoining spaces and a moderate to high NRC to decrease unwanted sound in the space.

Disclosure and Optimization – Sourcing of Raw Materials – Acoustical ceilings can contain recycled content up to 80%.

- Energy & Atmosphere Optimize Energy Performance – Acoustical ceilings with high light reflectance can reduce the energy required to illuminate a room.
- Indoor Environmental Quality Daylight -- Acoustical ceilings with high light reflectance help “extend” natural daylight into a space.

SUSTAINABILITY AND ACOUSTICS

As evidenced above, by choosing appropriate acoustical ceilings, green buildings, even those with exposed structures, can be designed to meet the high performance and sustainability demands of today’s LEED criteria, while still being sensitive to the needs of those who will occupy the building tomorrow. •

(Reprinted with permission from *Walls & Ceilings* magazine)

About the Author

Nathan Baxter is associate marketing manager for Armstrong Ceiling & Wall Systems. Prior to his present position, he was a principal designer for the company’s Architectural Specialties Group where he developed new products from concept through commercialization, and provided design services for custom ceiling projects. He can be reached at nbaxter@armstrong.com.



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NLRB Requires Employers To Allow Use Of Work E-Mail For Union Purposes

Lauren A.Daming/Greensfelder Hemker & Gale PC

Reversing existing Board precedent, the National Labor Relations Board (“Board” or “NLRB”) recently ruled that employers that allow employees access to work e-mail systems must presumptively allow their employees to use those e-mail systems for union activity during non-work time. This reversal of long-standing precedent has potentially far-reaching consequences and, at minimum, will require both union and non-union employers to review their communications policies to ensure compliance with the National Labor Relations Act (“NLRA”).

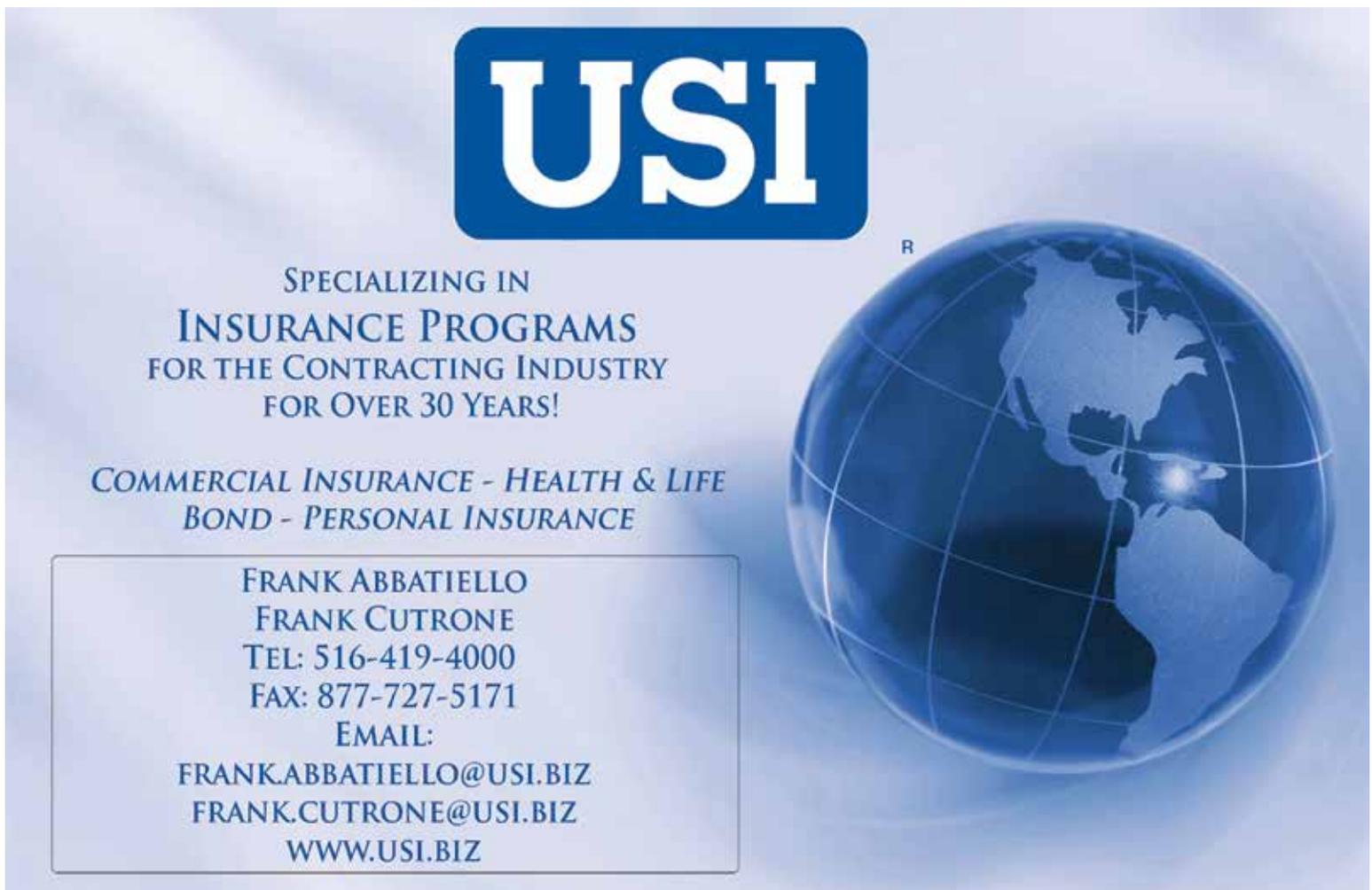
The Board based its decision in part on the increasingly pervasive use of e-mail in the workplace and determined that e-mail has become a “natural gathering place” for employees to discuss work-related matters. Consequently, the Board found it must adapt its policies to the changing technological landscape of the workplace. Under the new standard, the Board presumes that employees who have access to their employers’ e-mails systems in the course of their employment may use those e-mail systems to engage in NLRA-protected communications on non-working time. An employer may ban the right to use its e-mail systems for non-work activity only by demonstrating “special circumstances” necessary to maintain production and by establishing the connection between the restriction and the interest it aims to protect. Importantly, the decision notes that a pre-existing policy banning employee use of work e-mail for

non-work purposes does not constitute a special circumstance under the new rule. The Board anticipates that these special circumstances will only be present in “rare” cases but states that employers may nevertheless apply “uniform and consistently enforced” rules regarding use of work e-mail systems if necessary to maintain production and discipline.

This decision is limited in several important respects—chiefly in that the new rule applies only to those employees that have access to work e-mail systems. Employers are not now required to grant employees or nonemployees access to their e-mail systems where they have previously chosen not to. Furthermore, the decision does not aim to authorize employees to use work e-mail for union purposes during working time.

Despite these limitations, it is clear that this newly established rule will pose challenges for employers and will potentially open the door for subsequent challenges to restrictions on employee use of employer property for protected activities. Most troublingly, the Board’s decision expressly rejects the “supposed principle” that employers may prohibit employees from using employer equipment for non-work purposes. Furthermore, employee use of work e-mail systems for protected activities poses complications for employers that customarily monitor those communication systems for management purposes. Member Miscimarra’s dissent identifies additional consequences of the majority’s decision, including the erosion of the “work time is for work” principle, losses of productivity, and confusion regarding restrictions on access to work areas by off-duty employees.

Employers are wise to reevaluate their policies related to e-mail use. •



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Firestone's Enverge™ Cavity Wall Systems Provide Opportunity For Long-Term Energy Savings

By Chris Tobias, Business Development Manager
Cavity Wall Products, Firestone Building Products

When it comes to cavity wall products, it's all about the wall assembly. That fact was a driving force when Firestone Building Products developed and introduced its new line of Enverge™ Cavity Wall Products, which benefits everyone involved in a given commercial building project: from architects to contractors to owners.

The portfolio includes: continuous insulation (CI) exterior wall insulation, air and vapor barrier and thru-wall flashing. These individual products work together to improve thermal performance and prevent thermal bridging in commercial buildings; whether utilized with metal panels, metal composite panels or masonry claddings. The system of products also helps designers and facility owners achieve continued energy efficiency.

Continuous Insulation

The American Society of Heating, Refrigeration and Air-Conditioning Engineers (ASHRAE) defines CI as that which runs continuously over structural members. It is free of substantial thermal bridging, like rigid foam insulation above a roof deck, and aids thermal performance of a wall assembly.

Thermal bridging in metal framing is generally caused by the loss of heat that's conducted by the steel members. The issue can present itself in the form of decreased

interior surface temperatures and in more extreme cases, condensation and mold development. All of these effects can be prevented with a properly detailed CI installation.

Firestone Building Products Enverge CI Exterior Wall Insulations are available in two facer options: coated fiberglass mat facer and aluminum foil facer. Both types incorporate a proprietary foam technology that uses an HCFC-free blowing agent and does not contribute to the depletion of the ozone (non-ODP).

Additionally, the products offer low global warming potential (low-GWP) and are formaldehyde-free. Both rigid

insulation panels consist of a specially formulated fire resistant closed-cell polyisocyanurate foam core laminated to their respective facer options. Enverge CI Exterior Wall Insulations offer a Class A, FSI ≤ 25 SDI ≤ 450, ASTM E 84 performance and meet code compliance wall assembly testing under NFPA 285.

Air and Vapor Barrier

Uncontrolled air movement through a wall assembly will have negative, lasting effects not only on how a building functions, but on its energy expenditure, interior air quality and occupants' comfort levels. That's where the Enverge™ Air and Vapor Barrier comes into play. Air barriers do just what their name implies: Control the unintended movement of air into and out of a building enclosure, according to a white paper by the Air Barrier Association of America (ABAA).

"Air-barrier systems are made up of a number of materials that are assembled to provide a complete barrier to air leakage through the building enclosure," the ABAA states. "A building enclosure includes all 'six sides' of a building — exterior walls, roof and foundation floor — and may also include separations within the structure."

The Enverge Air and Vapor Barrier is an asphalt-based, self-sealing wall barrier that combats all the effects of air leakage by creating an impermeable barricade for a building's shell. Its consistent membrane thickness yields energy savings.

Before installing the product, surfaces must be primed with an Enverge primer. Other considerations to maximize installation performance include:

- Removing the release liner at a 45-degree angle in 3-inch increments to promote correct alignment and installation continuity
- Firmly rolling from the center of the membrane to its outside edge to create maximum adhesion



- Ensuring seams overlap a minimum of 2 inches for most effective coverage
- Allowing the membrane to self-seal around mechanical fasteners to minimize air leakage around open gaps
- Using foil flashing tape, if preferred, which can also be utilized to seal penetrations

Thru-Wall Flashing

Thru-wall flashing products selected by design professionals must be durable and invulnerable to degradation or general failure. They come in a variety of options, from galvanized metal to lead-coated copper flashings and drips.

Firestone Building Products Enverge™ FlashGard™ Thru-Wall Flashing, a high-performance, flexible membrane is a premier choice for masonry wall assemblies. This tough, resilient EPDM membrane has excellent thermal and dimensional stability, as well as superior resistance to weathering, ozone and ultraviolet radiation. All of



those features are necessary to ensure minimal lifetime maintenance in commercial building projects.

Not unlike other industry options, Firestone Building Products Enverge FlashGard Thru-Wall Flashing is aimed at protecting against water damage. Its superiority lies in many characteristics, including that it is puncture, tear and corrosion resistant. The material can remain exposed on a job site for an extended period of time, eliminating the need for rework or construction delays. It also allows for year-round installation in all weather conditions starting at -49 degrees Fahrenheit and conforms readily to irregular shapes and contours.

Enverge FlashGard Thru-Wall Flashing installs in the mortar bed or attaches mechanically to a variety of substrates. It can be exposed at the edge or used in conjunction with a drip-edge. All installation options require no more than standard construction tools.

Understanding the complete building envelope is crucial to even the most simplistic commercial building designs and evaluating the key elements that must be considered with a cavity wall assembly. Heat, air and moisture — both vapor and liquid — have a definite impact on how a cavity wall assembly should be designed and constructed. Once these elements have been addressed, a cavity wall assembly will increase energy efficiency, meet the required energy and fire code standards and provide cost-savings over the life of the building. •

To learn more, visit www.firestonebpc.com. •



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PRODUCT NEWS

CENTRIA Debuts Formawall® Graphix Series™ Insulated Metal Panels with Directional Reveals



Latest innovation in Insulated Metal Panels creates endless opportunities for architects to “Reimagine Metal”

CENTRIA has released its latest insulated metal panel innovation. The new Formawall® Graphix Series™ Insulated Metal Panels with Directional Reveals expands the architect’s design options by allowing them to form unique, complex patterns and designs, combining horizontal, vertical and diagonal reveals within a single panel.

“With our latest addition to the Formawall Graphix Series product line, the architect’s palette of possibilities is limited only by where they choose to draw the line,” said Greg Lusty, foam product manager, CENTRIA. “The greatest thing about this innovation is that, while it offers so much more flexibility from a visual standpoint, aesthetics are just one of the many benefits.”

A single component wall system, Formawall Graphix Series Insulated Metal Panels with Directional Reveals can achieve a complicated, custom façade without the hassle of complex installation. Furthermore, the panels feature a steel face and liner along with factory foamed-in-place insulation that fills the voids in the panel joinery and prevents a reduction in thermal values. It also features pressure-equalized horizontal joinery that provides long term protection with minimal maintenance.

Formawall Graphix Insulated Metal Panels with Directional Reveals is designed with CENTRIA’s Advanced Thermal and Moisture Protection (ATMP®) technology,

For more information visit www.centriaperformance.com.

Clip-On Ceiling Panels from Armstrong

New MetalWorks™ Clip-On ceiling panels from Armstrong® offer a quick and easy solution for renovating spaces with existing suspension systems.

Designed for renovation projects, the metal ceiling panels easily clip-on to existing 15/16” suspension systems, quickly transforming the space with a smooth, monolithic visual.

The downward-accessible MetalWorks Clip-On panels are available in standard 2’ x 2’ and 2’ x 4’ sizes with a choice of butt joint, 1/4”, or 1/8” panel



reveals. Fixture frames are available for a clean, finished look.

Made from lightweight aluminum, the easy-to-install panels come in a choice of 6 standard MetalWorks colors: Whitelume, Silverlume, Gun Metal, Satin Anodized, Lacquer Mill and Brushalume.

MetalWorks Clip-On ceiling panels provide excellent noise reduction, with an NRC of up to 0.90 on perforated options with a fiberglass infill. A choice of 6 different perforation options are available. The panels have a Class A fire rating and are seismic tested and approved.

Visit www.armstrong.com

New Bosch Flashlight Delivers Unrivaled Illumination, Versatility and Runtime

Brand expands its 12V Max breadth of line with Bosch FL12 LED Flashlight

The introduction of the new Bosch FL12 LED Flashlight guarantees more light on the job than ever before. With 10 high-intensity LED lights, five methods of hands-free tool positioning and more than six hours of runtime on a single charge, the FL12 LED Flashlight provides pros with unmatched illumination, versatility and runtime.



“A good flashlight can make all the difference on the job,” said John Rose, Bosch product manager. “And we have a good one with the FL12. It offers what pros want most, bright light and maximum hands-free flexibility.”

Best-in-Class Brightness and Illumination

The latest addition to the 12-volt Max cordless line-up, the Bosch FL12 LED Flashlight delivers best-in-class brightness and illumination at 330 Lumens to light up a broad workspace.

“Electricians, plumbers and HVAC installers who may be working before power is turned on can use the FL12,” said Rose. “It can serve as a complete light source.”

Special technology pulls heat away from the LED bulbs, so the tool remains cool to the touch even after hours of use. Use of LED lights also allow for a long tool lifetime and high durability.

PRODUCT NEWS

Unrivaled Versatility

With five ways to position the tool for the best possible illumination of the work space, the FL12 ensures users' hands are free for other tasks.

Positioning Options Include:

- Built-in tool stand to position on a flat surface
- Carabiner for hanging on conduit, small pipes or clothes
- Strong magnet to attach to ferrous surfaces
- Hook for attaching to a nail on a work wall or truck hook for transport
- A 1/4-inch tripod mount (the only 12V Max tool to offer one)

In addition, the tool articulates 200 degrees for easy adjustment to the ideal angle.

At just .65 pounds  **BOSCH** and 5.5 inches x 2 inches x 2.7 inches in size, the FL12 is one of the most compact flashlights on the market, making it ideal for getting into tight workspaces and to easily store and transport.

BOSCH
Invented for life

Superior Runtime

The FL12 is designed to put in a full day's work, just like its users. Compatible with Bosch 12V Max batteries, the FL12 delivers more than six hours of runtime on the tool's high setting with a 2.0 Ah battery and more than 12 hours of runtime on the tool's high setting with a 4.0 Ah battery. When the dim function is used, runtime doubles.

Users are not limited to jobsite pros. The FL12 is the perfect off-the-job light for camping, hunting or projects.

For more information go to: www.boschtools.com.

New IRWIN VISE-GRIP Cutting Pliers Deliver Twice the Power with Half the Effort

IRWIN® Tools has expanded the VISE-GRIP® category with a variety of

new cutting pliers that provide superior comfort, durability and cutting power. The new line features Max Leverage Diagonal



Cutting Pliers and End Cutting Pliers, which are equipped with PowerSlot Technology, for twice the cutting power and half the effort, and the ErgoMulti Long Nose Pliers, which are designed with an angled head for reduced wrist strain. The complete range of new products also includes Lineman's Pliers, Long Nose Pliers, Bent Nose Pliers and a patented Performance Lanyard system.

Providing greater power and durability, all IRWIN VISE-GRIP cutting pliers feature induction-hardened cutting edges durable enough to cut ACSR, nails, screws and even piano wire. The pliers are specially coated for superior rust resistance and longer life and feature the IRWIN Lifetime Guarantee. In addition to providing superior performance, all IRWIN VISE-GRIP cutting pliers feature industry-leading 3-Zone Comfort Grips, with three molded layers in the handle for enhanced comfort. The new VISE-GRIP line is specially engineered for trade professionals in the construction, maintenance and repair, electrician and HVAC/R industries.

The new IRWIN VISE-GRIP Cutting Pliers are designed to attach to the IRWIN Performance Lanyard System with integrated handle hooks. This exclusive lanyard system helps prevent accidental drops when working in elevated conditions. The integrated hooks also provide easy retrieval when stored in a pouch or pocket.

Go to www.irwintools.com for more information.

ZipRunner™ Ultimate Floor Protection

ZipRunner™ is better than drop cloths, runners and carpet films because

it's absorbent and leak proof. Spills won't soak through because it's backed with an impermeable plastic barrier. The non-woven material also traps dust tracked into the job site and it helps resist minor impacts.



In addition, it can be used with ZipWall double sided tape.

The tape holds the **ZIPWALL** ZipRunner

Ultimate Floor Protection material in position on smooth flooring, carpet, and other surfaces.

ZipRunner rolls are available in 2 lengths, 1 meter wide x 10 meter long (33') and 1 meter wide x 30 meter long (98')

For more information go to <https://www.zipwall.com/ziprunner™-ultimate-floor-protection>.

Werner Introduces a New Ladder to their Podium Line Specifically Designed for the Professional Channel

Innovative New Ladder Provides 375 lbs Load Capacity and Allows Users to Face Any Direction for Increased Range of Motion

Werner announces the introduction of the new heavy-duty Podium Ladder. This Type IAA ladder has a load capacity of 375 lbs and provides 4X the work zone, allowing users to face any direction while comfortably accessing the job at hand. This ladder offers an extra-large platform for all day comfort with an extended guardrail that securely wraps

Continued on following page

PRODUCT NEWS

From previous page

around the work zone while holding an arsenal of tools.

“The new heavy-duty Podium is a natural extension of our existing line of Podium products. Like all of the other ladders, it includes a standing platform vs. a traditional ladder step that creates fewer trips up and down the ladder”, said John Werner, Senior Product Manager at Werner Co. “These ladders are ideal for working

at fixed heights for long periods of time because they enable the user to work facing any direction. For professional users, the increased duty rating allows for more



industrial applications that require heavier tools or equipment.”

Safety and Convenience Benefits for the Pro Channel

Through continued focus on creating safe work environments at any height, Werner has developed the Podium Ladder, which allows professional contractors and remodelers to comfortably work at different heights, therefore maximizing productivity. The 36” high extended guardrail and the larger platform surface delivers more comfort for the professional user who is often required to stand on a ladder for prolonged periods of time.

The new features and functionality for the Werner Podium Ladder include:

- **Waist-High Guard Rail:** The 36” high extended guard rail wraps around the ladder top for more security and total freedom of movement, while providing the ability to work from any direction on the jobsite.
- **Podium Platform:** Extra-large

platform for all-day comfort, feels like you are standing on the ground.

- **Edge360™ Bracing System:** The system provides stability and drop-protection with an over-sized foot pad.

- **LOCKTOP™ Customization for the Ladder Top:** With the new LOCKTOP™ functionality, users can secure an arsenal of tools and accessories that are Lock-In Compatible. The Lock-In Accessory System allows you to customize your ladder top for the job. Whether there is a need for a Lock-In paint cup or utility bucket, professional contractors and DIY enthusiasts will have access to their tools, when needed.

- **Fiberglass Construction:** The seven-layer Werner quality fiberglass construction is non-conductive for the extra safety and peace of mind for electrical contractors.

The Podium Ladder is available in a variety of reach heights from 9’ – 14’. For more information, visit www.wernerpodium.com.

USG Releases Private Label Floor Prep Products Under Powerhold Brand

Nation's largest flooring accessories distributor network to carry five USG floor prep products

USG Corporation has entered a private-label agreement with Powerhold, the largest flooring accessories distributor network in the country.

With the advent of this new partnership, USG's distribution network in North America will be greatly expanded by the distributors represented by the Floor Covering

Distributor Alliance (FCDA).

USG's Powerhold products will be exclusively available to Powerhold's vast network of flooring distributors. In addition, distributor members will have not only the best value products, but also an experienced team that is second to none.

The five Powerhold products covered by the private label agreement include: Powerhold™ 850 Fast Finish Patch & Skim Coat; Powerhold™ 650 NE Patch Plus; Powerhold™ PC-5K Self-Leveling Underlayment; Powerhold™ LP-4K Self-Leveling Underlayment; and Powerhold™ 900P Primer.

For more information visit www.Powerhold.com.

TapeTech's MudRunner® 14TT

The TapeTech MudRunner® delivers joint compound to corners with precision control and minimal effort. A simple twist of the wrist activates the piston and creates a consistent flow of joint compound. Twist it back and the flow stops immediately. Use it with TapeTech Corner Finishers to quickly

achieve high quality, finished internal corners or



with Mud Heads to apply compound to internal and external corners when installing paper-faced corner bead to drywall. The MudRunner® holds 50% more joint compound than a standard 8” Corner Applicator and 70% more than a 7” Corner Applicator.

MudRunner® applies compound to external corners for paper faced bead application (with 16TT) Applies compound to inside corner for tape application (with 16TT90) and Finishes internal corners (with corner finishers) **NEW LOWER PRICE!**

Visit www.tapetech.com for more information.

PRODUCT NEWS

Milwaukee® M18™ Metal Shears Deliver Maximum Control

Milwaukee Tool continues to expand its M18™ LITHIUM-ION system with the introduction of three new M18™ Metal

Cutting Shears.

Delivering maximum control and

ultimate versatility, the new line is the largest and most complete cordless shear offering in the market today.

“Cordless shears are the #1 most requested tool from Milwaukee by Mechanical and HVAC professionals, but rather than quickly putting a tool on the market that mirrored competitive units, we took our time

to deliver true innovation in the category,” says Andrew Plowman, Director of Marketing for Milwaukee Tool.

“With a revolutionary in-line wrist design, users will be able to push through cuts from behind the tool for better control during use, and with the new innovative tool-free 360° rotating head, users will be able to easily adjust their tool to cut in tight spaces from any orientation.”

Available models will include an 18 gauge single cut shear (2367) for a broad range of industries including metal roofing, automotive and HVACR, an 18 gauge double cut shear (2635) for straight cuts through common sheet metal gauges, and the first-ever cordless 14 gauge double cut shear (2636) for cutting heavier gauge sheet metal.

Available since November the new tools are compatible with the entire M18™ System, now offering over 60 professional cordless solutions. Milwaukee® is committed to the ongoing development of this platform and will continue to provide innovative solutions that offer industry leading ergonomics, performance and durability.

For more information visit www.milwaukeetool.com.



SKILSAW Power Tools Builds on Heritage with New Brand Identity and Expanded Product Line

The SKILSAW® brand began with the invention of the circular saw in 1924, and for decades their worm drive SKILSAWs have been regarded as the jobsite standard by tradesmen everywhere. Capturing this rich heritage in cutting, SKILSAW Power Tools is launching a new brand identity and expanding its line of professional grade tools that will have the same unstoppable legendary performance tradesmen have come to expect from a SKILSAW. SKILSAW Power Tools will feature a new logo and introduce two new direct drive circular saws under the name SIDEWINDER™ with additional product launches planned.

“We spent a considerable amount of time in the field talking with professionals to learn more about what drives them and how to improve our brand and products to better meet their needs,” said Roger Amrol, president, SKILSAW Power Tools. “The overarching message was that tradesmen are passionate about the work they do, and they rely on their SKILSAWs to help them meet challenges on the job. Ultimately, there’s a need among trades for a line of saws that are as hard-working and reliable as our legendary worm drives.”

The new SKILSAW Power Tools logo centers around the “diamond knockout” from a worm drive saw blade. “Our logo is instantly recognizable to those that use our saws on the jobsite, further recognizing the community in which these tools are used every day,” said Amrol.

Along with the new identity, SKILSAW is bringing to market two new pro SIDEWINDER circular saws – the SPT67WM-22 with magnesium guards, foot and motor housing and SPT67WL-22 resin housing saw – each designed with SKILSAW Power Tools’ legendary performance and character



that reflects the hard-working nature of pro tradesmen.

The SKILSAW® SIDEWINDER™ SPT67WM-22 (SRP \$129 USD) is the only all magnesium circular saw available, which allows the saw to maintain strength, dissipate motor heat and increase jobsite durability, ultimately extending the tool life. The SIDEWINDER’s 15 Amp Dual-Field™ Motor uses a unique copper winding pattern with increased surface area that allows the motor to stay cooler providing best-in-class torque and power. With its worm drive inspired technology – from the motor to the ergonomic handle design and the motor housing – allowing the SIDEWINDER circular saw to stay true to the 90 year heritage of the brand. This SKILSAW SIDEWINDER includes a Freud® Diablo® 24T carbide blade.

In addition to the all magnesium saw, the brand is also releasing a saw that features resin motor housing to make it the lightest weight pro circular saw. To accompany these new products and all future SKILSAW products, SKILSAW is now providing an unmatched Stay True™ Guarantee. The guarantee pledges that users will get the same legendary performance in these new saws they have come to expect. If not, the professional has 180 days to test out the SIDEWINDER and receive a full refund on the saw if not satisfied.

SKILSAW SIDEWINDERs is available at retail and industrial distributors.

For more information, visit www.skilsaw.com

PRODUCT NEWS

CertainTeed Issues Industry-First Health Product Declarations for Fiberglass Insulation

New HPDs Raise the Bar for Product Transparency in the Insulation Marketplace and Help Builders Achieve the Highest Standards for Sustainable and Healthy Homes

CertainTeed has raised the bar for product transparency in the insulation marketplace, issuing the industry's first Health Product Declarations



(HPDs) for fiberglass insulation. The HPDs cover the company's high-performance Sustainable Insulation® batts, as well as its family of blowing wool insulation products, offering builders unprecedented insight into the chemical and material makeup of the products they choose.

The HPDs were issued in alliance with the HPD Collaborative™, a customer-led organization committed to the continuous improvement of the building industry's environmental and health performance, through transparency and innovation in the building product supply chain. HPD is an open standard that establishes a common reporting language for disclosing information about the ingredients used to manufacture a building product and their associated health information. The document helps builders and architects make more informed specification decisions when indoor comfort and occupant

health are of primary importance. HPDs also contribute to important material and resource credits under the newest version of LEED®, which places greater emphasis on product transparency.

"The green building industry has embraced product transparency as a valuable tool to ensure the built environment is as sustainable, efficient, comfortable and healthy as it can be," said Drew Brandt, vice president of marketing for CertainTeed's Insulation Group. "HPDs are a natural next step in this evolution, and we're proud that CertainTeed—long a proponent of the highest green building ideals—is helping to push the movement to the next level."

Last year, CertainTeed introduced HPDs for 24 of its ceilings product families, which represented the first such declarations in the ceilings industry. In addition to the new HPDs, the company also has Environmental Product Declarations (EPDs) for its blowing wool and Sustainable Insulation® fiberglass batt insulation. While HPDs evaluate the chemical and material makeup of a product, EPDs provide third-party verification of environmental life cycle data, including a product's production process impact, usage of raw materials and recycled content, packaging, health aspects and end of life impact.

CertainTeed Sustainable Insulation is a fiberglass batt insulation that offers superior thermal performance and is produced with a commitment to indoor comfort and environmental stewardship.

The main raw material in Sustainable Insulation is sand, an inert, abundant and naturally renewing resource. In addition, the product includes both pre- and post-consumer recycled glass and a sustainable, plant-based binder that contains no added formaldehyde, acrylics, dyes, or unnecessary fire retardants.

The company's loose-fill products—including InsulSafe® SP, InsulSafe® XC, TrueComfort®, UltraComfort® and OPTIMA®—also are made of fiberglass that contains a high percentage of recycled glass and are noncombustible, noncorrosive and odor-free. CertainTeed fiberglass insulation products are also GREENGUARD Gold Certified for low chemical emissions.

For more information, go to www.certainteed.com/insulationHPD

ClarkDietrich Expands Product Offering With Acquisition Of Trakloc®

ClarkDietrich Building Systems has become the exclusive worldwide manufacturer of TRAKLOC® products. ClarkDietrich has acquired the machinery, equipment and intellectual property necessary to produce the TRAKLOC Steel Framing System from TSF Systems, LLC., a Sacramento-based California company.

Production of the entire line of TRAKLOC products will be phased into ClarkDietrich's manufacturing facility in Sacramento, Calif.

ClarkDietrich also has future plans to expand its production capabilities in several other plants across the U.S. to meet increased customer demand.

For more information, visit www.clarkdietrich.com/Trakloc. •

This Poster Must Be Displayed In Your Workplace.

The **OSHA Job Safety and Health: It's the Law** poster, available for free from OSHA, informs workers of their rights under the Occupational Safety and Health Act. All covered employers are required to display the poster in their workplace. Employers do not need to replace previous versions of the poster. Employers must display the poster in a conspicuous place where workers can see it.

Download a copy from the OSHA Web site. Note: OSHA requires that reproductions or facsimiles of the poster be at least 8.5" x 14" inches with 10 point type.

Please see the instructions for downloading a compliant version of the poster at <https://www.osha.gov/Publications/poster.html>



Bureau Of Labor Statistics Reports Steady Decline In Workplace Injuries And Illnesses

Dr. David Michaels, assistant secretary of labor for occupational safety and health, issued the following statement on the Labor Department's Bureau of Labor Statistics' 2013 Survey of Occupational Injuries and Illnesses:

"In 2013, approximately three million private sector workers in America experienced a serious injury or illness on the job. In this extraordinarily high number, it is easy to focus on the headline and miss the trend line. We are encouraged that the rates continue to decline over the past few years, even during this period of healthy economic growth when we would expect the rate of injuries to rise. The decrease in the injury rate is a product of tireless work by those employers, unions, worker advocates and occupational safety and health professionals all coupled with the efforts of federal and state government organizations that make worker safety and health a high priority each and every day.

"But we cannot ignore those three million workers. The

severity of their injuries and illnesses varies widely; some are amputees, some suffer back injuries, while others have to struggle for each breath. Work injuries can instantly pull the rug out from a family striving for a good middle-class life. This is why the work of the Labor Department is so vital, and why the Occupational Safety and Health Administration, along with our partners in both the public and private sector, will maintain our commitment to ensuring that everyone can work in a safe, healthy place."

Change in Reporting Requirements

OSHA reporting requirements changed as of January 1, 2015. Employers are now responsible for reporting all fatal work injuries within 8 hours, and all in-patient hospitalizations, amputations or losses of an eye within 24 hours. The agency has also updated the list of industries required to keep injury and illness records. •



WC&C

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