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Cover, top photo: South Albany High School Building Number 9 Rebuild by Mid-Valley Commercial Construction, Inc.
Cover, large photo: Marcus Mariota Sports Performance Center by Performance Contracting, Inc.
Cover, right photo: Delta Sky Club by Mehrer Drywall, Inc., Photo credit: Delta Airlines
This page: Joint Base Lewis-McChord Chemical Battalion Complex by Northwest Partitions, Inc.
Photo credit: Northwest Partitions, Inc.
As this is my first President’s Letter since taking on the role in early May, let me begin by acknowledging the terrific work that Neil has done as President of the Northwest Wall & Ceiling Bureau over the past couple years. He has truly been an asset to this organization. Following in his footsteps will not be an easy task, but with the support of the NWCB Board of Directors, an amazingly talented staff and dedicated members across the region, I’m confident that we’ll pick up right where Neil left off and continue to cement the NWCB’s reputation as a first-class organization.

Thank you to everyone who has welcomed me into this new role so warmly – it is a great honor to work with such an experienced, professional, and talented team. I’m really looking forward to meeting more of our members in the coming months and working to serve you.

It’s an incredibly exciting time to be in the construction industry. Now that we’re even further away from the lows of the “Great Recession,” the market is hot and is predicted to stay that way until 2019 or 2020 (depending on who you talk to). However, this market isn’t like any one we’ve seen in recent history – the struggle to find talent is real, and that trend will likely continue into the foreseeable future. In 2006, it was possible to find reliable manpower, but 2017 is a different story. With limited manpower, this market will likely result in increased overtime or more traveling to complete jobs.

While this obviously isn’t the ideal situation, we will continue to work and develop new talent for the future. To recruit new members into our workforce, we must all promote a culture that places a high priority on safety, training and career development. The pool for talent is limited, and competition among industries is fierce, but if we can accurately sell the merits of the construction industry and the numerous opportunities available, I have no doubt we can get this ship pointed in the right direction.

Speaking of recruiting, Unions have been doing a very good job recruiting apprentices and developing manpower, which is vital to the future health of our industry. Here in the Northwest, we are lucky to have strong bonds with Organized Labor, and we see ourselves as allies, not adversaries. It is critical that we continue to maintain these positive relationships with Organized Labor to ensure mutual success.

During my 26 years in the construction industry, I have noticed that one of the most important things that can easily be overlooked is clear and consistent communication with clients. This is especially important when reviewing schedules and developing timelines. It’s frustrating to see problems arise when a phone call or meeting is put off in the name of convenience. It’s also important to remember that communication doesn’t begin and end with the client – it needs to be a standard practice with vendors, suppliers, subs, labor . . . the partners you depend on every day.

That being said, it’s important to know your company’s ability to support your customers. While it can be tempting to overpromise in an attempt to win a bid, we must strive to be honest with both our clients and ourselves. When we underdeliver, produce low quality work, or worse, put people’s safety in jeopardy, it reflects poorly on our industry as a whole. We need to maintain a strong sense of integrity each day we step into the office or the job site.

Your Bureau is committed to making our industry one that is admired across the region, and we will work with all appropriate groups to do so. Working closely with Organized Labor, keeping a keen focus on recruitment and development and maintaining a strong commitment to safety and quality are steps we all must take to keep our industry strong.

Once again, thank you for the opportunity to serve this great organization. It’s truly and honor and a privilege. I look forward to getting to meet and work with you more in the coming months!

Heath Hansen, NWCB President
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Looking to the Future but Remembering the Past

I started my career with the NWCB in July of 2007 when construction was booming. Labor was scarce and manning the projects was difficult, but the amount of work was impressive. It was the best of times. The question on everyone’s mind at the time was: “How long can this boom be sustained?” Since beginning my career in the construction industry in 1983, it seemed that the highs and lows generally followed a three to four-year cycle, with the downturns lasting no more than a year. Times have changed.

Within a year, in 2008, the country experienced the Great Recession. It was the worst of times. Seattle may have been one of the last cities in the country to experience the downturn, but it eventually caught up with everyone. Between the years 2008 and 2009, more than 60,000 construction jobs were lost. The recession lasted far too long and the recovery was slow in coming. Although the great recession officially ended in 2009, by 2010 the Washington State construction industry had lost over 70,000 jobs. In 2011, we experienced only very modest job growth, another 1,700 jobs lost, but the trend was upward. The modest growth continued through 2012 and 2013 when we began to experience relatively good growth.

If, as the saying goes, the slower and steadier the growth, the better, then this must be one of the best recoveries imaginable. In 2015, more and more projects were coming out of the ground, and we were, finally, getting very busy, but still we asked ourselves: “How long will it last?” By 2016, there was so much work that the primary question on everyone’s mind was: “How are we going to man and manage all of the work?” But in the back of our minds was that ever-looming question: “How long can this continue?” It’s now mid-2017. There are more and more projects to bid and build, and manning the current and future projects is, and will be, more difficult than ever. Times have really changed. If 2009 was the end of the great recession, we are now in our 7th year of steady growth and 2019 is looking better each day. So much for the three-year cycle.

One of the biggest changes and effects to the Puget Sound economy has been the influx of the Tech or IT industry. We are all familiar with Microsoft and what the success of Microsoft has meant for the Redmond/Seattle area. And then there is Amazon. Who among us has not worked on an Amazon project? The company’s name is synonymous with Seattle, and Seattle with Amazon. But what has been so great for the Seattle area are the other IT companies that are drawn to this region because of Microsoft and Amazon. More than 80 tech companies from around the world have opened offices in the Seattle area. Seattle currently has an estimated 6.5 million square feet of office space under construction. This is a bit concerning when we remember the over-building of 2006 and 2007, but the big difference is that the demand is current—no longer is it based on speculation. Companies are filling these spaces at a record pace.

Seattle is making its mark. When the construction industry talks about the major boom cities of 2017, Seattle is in the top five along with New York City, Chicago, Los Angeles, and San Francisco. Of the top five, Seattle ranks as the current tower crane leader in the city with a total of 62 tower cranes. Chicago and Portland are the only other two cities that show an upward trend in the number of tower cranes. According a recent Seattle Times article: “Nearly 10,000 new apartment units are set to open in Seattle during 2017. This is nearly twice as many as in any previous year. The city is on pace to see more apartments built this decade than in the previous 50 years combined – and the vast majority of the new units haven’t opened yet.” High-rise apartments will make up the majority of these rental units. And, to add more optimism to the state of our economy, the Census Bureau recently announced that Seattle is the fastest growing big city in the country.

This is all wonderful news, especially after the long recession, but it’s not all manna from heaven. Manning projects in this type of boom has always been one of our biggest problems. Our labor partners are doing everything they can to provide the contactors with qualified labor, but there is only so much to draw from. Deliveries and manufacture of materials is presented with the same challenge, a lack of qualified manpower.

As in the past, we need to remember those days, similar to these, and how we managed through them. This is a time for reflection. When labor is scarce, A-players are not available. In fact, we may be lucky if many of the new players are C- and D-players. As experienced players become scarce, productivity drops. The project that was bid at what was considered a reasonable margin and based on the ability to perform as scheduled, suddenly becomes a loser because of the inability of the new workforce to achieve productivity goals. It’s time to reflect. Be selective in the projects we bid, and the customers we serve. Be realistic when it comes to reducing production rates based on the quality of manpower available, and understand that margin is key to the success of every project. This economy won’t last forever—it never does—but it is time to take smart advantage of these best of times.

Terry Kastner
Executive Director
Northwest Wall & Ceiling Bureau
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Larry White, Vice President of Applied Restoration is pleased to announce the addition of three new team members who have joined the company’s Seattle office this spring.

Royal Robinson, long time business agent for Plasterers Local 528 and President of the Seattle Building Trades has joined ARI as Northwest General Superintendent. “It is a big job directing ARI’s NW field operations, but Royal is the right man for the job having built 30 years of relationships and respect in the NW wall and ceiling industry,” White said. “Royal is a person that really cares about the people working under him, the quality of their work and their lives. He is a really good fit on our team.”

Project Manager Carl Wiberg brings over 10 years of wall and ceiling experience to ARI as well as a fresh perspective as he is learning some of the unique systems that ARI builds. Carl had been out of the wall and ceiling industry for a few years dabbling in real estate, but when Larry White and Keith Simchuk offered him this new challenge, he jumped in without hesitation. According to White, “Carl is always looking for ways to improve process and make ARI a better company, we are really happy to have him on our team.”

Fresh out of Washington State University with a degree in Civil Engineering, Zhanna Marchuk has come on board as a Cost and Project Engineer. As her first job in the construction industry, Zhanna is learning fast, facing new challenges every day. White said, “She brings a youth and exuberant approach to work each day, and best of all she is a WSU alum like me, GO COUGS.”

To learn more about Applied Restoration, visit http://www.appliedrestoration.com/

After serving as the Executive Director of the Northwest Wall and Ceiling Bureau since September of 2011, Mark Eisenman has chosen to continue his career in the wall and ceiling industry as a sales representative at L&W Supply. Mark can be reached at Building Specialties (L&W Supply) at 425.882.3116 or mark.eisenmann@abcsupply.com.
Doug McClain, 62, of Tualatin, passed away February 21st, 2017. He was born on April 2nd, 1954, in Enterprise, Oregon, to Roy and Juanita McClain. He is survived by his wife of 35 years, Debbi, his two children Chris Kelly (Jennifer) and Kimberly Kelly (Mike Alexander). He was a Papa to his favorite grandchildren Ethan Alexander, Samantha and Caitlyn Kelly. He was a brother to three sisters, Vicky Bloom (Sheldon), Geraldine Diaz (Henry) and Markieta Hoban (Andy), three sisters in law and numerous nieces and nephews. His best friend was his dog of 14 years, Buddy.

Doug grew up in Portland, Oregon, graduating from Cleveland High School in 1972. He attended Eastern Oregon State University. Doug led an active life. As a young man, he excelled in many sports, including baseball, basketball and bowling; and later in life, he spent most of his time on the golf course. He was fortunate to have had the opportunity to play at some of the finest golf courses in the United States as well as abroad. Doug grew up an avid hunter, an endeavor he shared with his father and many family members throughout his life, spending much time all over the mountains surrounding Wallowa, Joseph and Enterprise, in Northeast Oregon.

Doug began in the drywall industry in 1973 and joined Carpenters local 2154 in 1974. During his career, he worked for a few local companies, starting at Dave Herman Drywall and then moving to Jasco for a time before joining the Harver Company in 1985, where he progressed to Estimating/Project Managing and General Superintendent. Doug worked for Harver until 2004, when he decided to start his own company, MCG Commercial. He was a member of Northwest Wall and Ceiling Bureau and served on the board of directors for many years. He was also a member of the Pacific Northwest Carpenters Apprenticeship Program.

Doug and Debbi spent much of their time the past 15 years at their vacation home at Black Butte Ranch, where they loved entertaining family and friends. They enjoyed long walks, reading and playing golf. Doug succumbed to cancer after fighting it successfully on multiple occasions over the past 20 years. Kaiser Hospice and his loving wife took exceptional care of Doug during his final days.

Doug was a truly benevolent person, always willing to help others when the need arose. He will be missed by his family, his friends and his industry colleagues. Remembrance donations in Doug’s name can be made to the Pacific Northwest Carpenters Apprenticeship.
Specialties in photography are just as important as specialties in design and construction. To become an expert in your field requires years of experience and hard work. Architects and contractors know that showing a strong portfolio of a specific building type will go a long way in helping to win a commission. Building that portfolio requires an attentive process from schematic design all the way through to final completion of construction so that clients are happy and the building is a success. Why keep it a secret? Hiring a professional photographer, one who specializes in shooting architecture and interiors will allow you to communicate your successes to those who may never have a chance to visit your project in person. How do you get started in the process of hiring an architectural photographer?

I know that, in my business, I have reached many new clients through referrals from other clients. This is always a great place to start looking for a photographer. Ask some colleagues who they have been happy with in the past. Beyond referrals, another great resource is the American Society of Media Photographers (ASMP). This trade organization was founded in New York in 1944 and now has thousands of members world-wide and many hundreds that list architecture and interiors as their primary specialty. ASMP (http://www.asmp.org) also has specific resources for non-members looking to hire a professional. The Find a Photographer module on the website (https://www.asmp.org/find-a-photographer/) is the perfect place to begin. You can search by specialty and location. This is particularly helpful if your project is in another city where you may not have any other resources. On the website, you can view a variety of photographers that may meet your criteria and then you can contact them directly to begin the process. You can even look here when you need a portrait photographer for your staff photos.

I keep emphasizing working with a specialist in architectural photography, and there is a reason for that. Architectural photography has many specific challenges, and solving those challenges is what we as architectural photographers do all day long. In fact, the problem solving is one of my favorite aspects of the job. These challenges range from the logistical, like arranging for all the lighting to be on in a building for an evening shot, or making sure we are ready to shoot when the space is perfectly full of people, to the technical like mixing various color temperatures of lighting with daylight, or mitigating the distortion from wide lenses. All of these issues must be managed all while creating compelling compositions and threading together the story of a building through a concise set of photographs. While a specialist is ideal, in some smaller markets you may not be able to find someone who shoots only buildings, but you will find someone who is quite good at it, although they may also shoot other subjects as well. Realizing that not all photographers can shoot architecture is most important.

You will find a subset of architectural photographers like me who actually used to be architects or engineers. For me, it was a great move after spending five years as an architect. Understanding the design language and business has been a tremendous help to me over the years. Now I get to visit many great projects and collaborate with other designers and engineers.

Once you have decided to work with a professional photographer, it is important to understand copyright and ownership of the photos. Any photo, as soon as it is taken, is copyrighted by the photographer (professional or amateur). Photographers working under the “rights-managed” business model license their photos for use by their clients, and the photographer retains ownership. The usage can be negotiated and will be defined by the photographer on the estimate and invoice. The more usage, the higher the fee. For most architects and designers, the usage is somewhat low compared to Mercedes Benz for instance. By excluding advertising use, and allowing the photographer to re-license (non-exclusive) the photos, you will keep the cost down. Understanding that...
you have a license to use the photos and you do not own the photos helps to explain that you cannot give or sell the photos to other parties (no third-party transfer). My clients always refer other parties who are interested in using the photos directly to me so that we may negotiate a license and appropriate fee. Simply lifting photos from the internet and using them without permission or a license is a violation of copyright law.

There is not room in this article to cover all the various details of hiring a photographer so I will refer you to another helpful resource from ASMP. Revised many times since its first incarnation, this PDF will cover many aspects of working with a professional photographer (http://ftp.asmp.org/pdfs/AIA_ASMP_BestPractices.pdf). Topics covered include selecting a photographer, understanding the estimate, controlling costs through sharing parties, more on copyright and licensing, and also a thorough checklist of items to consider prior to arriving the day of your shoot. I contributed to the current version when I was co-chair of the Architectural Specialty Group.

Hiring a photographer can be an expensive proposition, but showing poorly crafted photographs on your website or in publications has a cost of its own on your brand and your professionalism. Further, as your firm grows, you will have a consistent portfolio of the work you have created over the years, which can serve you in many ways. Quality photography is an investment in your business.

—Jeffrey Totaro is a professional architectural photographer and former architect, located near Philadelphia. He is an active member of ASMP and served as co-chair of the Architectural Photography Specialty group for several years. This article was first published in the Daily Journal of Commerce in Seattle and is reprinted here with permission. Visit www.jeffreytotaro.com or contact him at jt@jeffreytotaro.com or 215.925.3732.
2017

NW WALL & CEILING BUREAU’S

Outstanding Project of the Year Awards

South Albany High School Building Number 9 Rebuild
NW WALL & CEILING BUREAU’S
Outstanding Project of the Year Awards

Oregon
INTERIOR - COMMERCIAL

Daimler Trucks North America, NOVA
Wall & Ceiling Contractor
Western Partitions, Inc.

Suppliers
Building Specialties, Inc.
GTS Interior Supply
Spears Construction Supply

Manufacturers
Armstrong World Industries
CEMCO
Hamilton Drywall Products
HIBI
USG Building Systems

Oregon
EXTERIOR - COMMERCIAL

Ilani Resort and Casino
Wall & Ceiling Contractor
Performance Contracting, Inc.

Suppliers
CWallA
Knez Building Materials Co.

Manufacturers
CertainTeed Gypsum
SCAFCO Steel Stud Company

Oregon
SUSPENDED CEILING

Marcus Mariota Sports Performance Center
Wall & Ceiling Contractor
Performance Contracting, Inc.

Suppliers
Building Specialties, Inc.
CWallA
Service Partners
Steve Mark

Manufacturers
Ceilings Plus
SCAFCO Steel Stud Company
USG Building Systems

Oregon
LIGHT-GAUGE STEEL FRAMING

University of Portland Willamette Boulevard Student Housing
Wall & Ceiling Contractor
Western Partitions, Inc.

Suppliers
CWallA
L&W Supply

Manufacturers
SCAFCO Steel Stud Company
USG Building Systems
PEOPLE’S CHOICE AWARD

Oregon

RENOVATION/RESTORATION

South Albany High School Building Number 9 Rebuild

Wall & Ceiling Contractor
Mid-Valley Commercial Construction, Inc.
Supplier
CWalla
GTS Interior Supply
Spears Construction Supply
Manufacturer
Rustica Architectural Systems

Architectural Firm
glAs Architects, LLC

Oregon

RENOVATION/RESTORATION – EXTERIOR

United States Coast Guard Yaquina Bay Boat Maintenance Facility

Wall & Ceiling Contractor
Applied Restoration, Inc.
Supplier
Commencement Bay Construction Products
Manufacturer
Dryvit Systems, Inc.

Washington

INTERIOR - COMMERCIAL

Bellevue First Congregational Church

Wall & Ceiling Contractor
KHS&S Contractors
Suppliers
GTS Interior Supply
The Supply Guy
Manufacturer
Armstrong World Industries
CertainTeed Gypsum
HILTI
SCAFCO Steel Stud Company

Architectural Firm
aelierjones llc

Architectural Firm
United States Coast Guard
Civil Engineering Unit

Manufacturers
Armstrong World Industries
CertainTeed Gypsum
HILTI
SCAFCO Steel Stud Company
of the Year Awards

**Washington**

**EXTERIOR - COMMERCIAL**

North Edge Technology Center

**Wall & Ceiling Contractor**
Anning-Johnson

**Suppliers**
CWallA
Drywall Distributors, Inc.

**Architectural Firm**
Perkins+Will

**Manufacturers**
Award Metals
CEMCO
CertainTeed Gypsum
Georgia-Pacific
Grabber Construction Products
Hamilton Drywall Products
SCAFCO Steel Stud Company
Simpson-Strong Tie

**WASHINGTON**

**SUSPENDED CEILING**

Delta Sky Club

**Wall & Ceiling Contractor**
Mehrer Drywall, Inc.

**Suppliers**
Building Specialties, Inc.
Steve Mark

**Architectural Firm**
ECH Architecture

**Manufacturers**
Ceilings Plus
Rulon International
USG Building Systems

**WASHINGTON**

**LIGHT-GAUGE STEEL FRAMING**

Joint Base Lewis-McChord Chemical Battalion Complex

**Wall & Ceiling Contractor**
Northwest Partitions, Inc.

**Suppliers**
CWallA
Gypsum Wallboard Supply

**Architectural Firm**
United States Army Corps of Engineers

**Manufacturers**
Armstrong World Industries
CertainTeed Gypsum
Grabber Construction Products
Hilti
SCAFCO Steel Stud Company
USG Building Systems

**WASHINGTON**

**RENOVATION/RESTORATION**

University of Washington Denny Hall Renovation

**Wall & Ceiling Contractor**
Western Partitions, Inc.

**Suppliers**
Commencement Bay Construction Products
CWallA
Drywall Distributors, Inc.
GTS Interior Supply
Insulpro Projects
The Supply Guy

**Architectural Firm**
Hacker

**Manufacturer**
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Warm and sunny spring weather made the spectacular lake setting even more special as the convention activities commenced with an industry golf tournament at the world-renown Coeur d’Alene Golf Course and a sold-out fishing excursion on the glistening lake and nearby waterways.

The opening session featured keynote speaker Scott Crabtree, with Happy Brain Science LLC, who shared fascinating ideas of how businesses can leverage the principles of gaming in his program called “Level Up Your Leadership: What Leaders Can Learn from Game Developers.” The presentation of the 2017 Outstanding Project of The Year Awards followed the keynote presentation. A total of 11 winners were recognized for their excellence on a wide variety of construction projects in Washington and Oregon. Please visit the association website at www.nwcb.org for a picture gallery of the 2017 winners.

The trade show opened Friday morning with an exhibit breakfast and the latest products, tools and systems on display. The delegates had an opportunity to browse the exhibits and connect with the vendors – and many also walked away with fabulous door prizes. F-Sorb took home the 2017

continued on next page
Best Booth Award with their informative, action filled exhibit. The convention photographer was taking headshots at a popup studio in the exhibit hall. It was an opportunity for our delegates to get a free, professional photo, which could be used for any purpose calling for a professional photo, such as websites and social media channels. Also in the exhibit hall, you could watch forensic artist Carrie Stuart Parks interviewing “witnesses” and drawing a picture, which would later become a surprise gift for our outgoing president Neil O’Connor.

After breakfast and networking in the exhibit hall, the rest of the day was designated to learning and collaborating. First, Scott Crabtree took the attendees on a deep dive to the secrets of being happy and productive at work – information that all of us can use every day. After a brief break for lunch, the seminars continued and James Yand, partner at Miller Nash Graham & Dunn LLP in Seattle, presented a seminar entitled “Winning the Claim with Documentation that Tells a Story,” sharing effective claims strategies with our contractors. The final seminar of the afternoon – “Water-Testing and Other Shenanigans for Stucco Assemblies” – was presented by Albert Carrillo, a board member of the Wall and Ceiling Conference. This presentation focused
on the latest research and best practices to prevent moisture problems in stucco assemblies.

Next, it was time for the NWCB annual meeting, in which the member got an update on the activities of the association and elected their representatives to the board of directors.

While the delegates were attending seminars and meetings Friday afternoon, a group of spouses broke away for an artistic excursion to Pinot’s Palette, a local art studio offering a fun group activity featuring wine and painting, and returned at the end of the afternoon with fantastic, freshly painted lake scenes on canvas.

The rain and thunder showers cleared just in time Friday afternoon before the delegates boarded the resort’s cruise boats for a reception and a scenic ride across the lake to the Hagadone Event Center, the venue of this year’s Manufacturer & Dealer Party. The resort chefs put out a fantastic buffet of delicious food, and a lively band, Kosh, provided a musical backdrop for dinner and then got the guests dancing until the end of the event. A bonfire was glowing on the beach for those who were craving s’mores – or just a quiet moment on the beach, taking in the sights and sounds of the crackling fire and the lake.

Despite the late evening and the festivities on Friday, contractor and labor representatives convened in a joint meeting early Saturday morning to discuss the issues affecting our industry and formulating solutions and action plans. After the joint meeting, the exhibit hall hosted a breakfast event, giving the delegates one more chance to network and visit with the vendors.

After the trade show closed, the educational seminars resumed. The first program of the day was presented by Carrie Stuart Parks, a forensic

continued on next page
artist, fine artist, author, trainer and speaker. Her program “Don’t Lie to Me! Learn to Spot the Signs of Deception” drew a large audience and gave the attendees fascinating insights into the behaviors people display when they are not telling the truth. It was followed by a technical seminar “Installation of Control Joints in Stucco Claddings” presented by Darin Coats, Chief Technical Officer for the Technical Information Bureau in Orange, Calif., and Mike Nonn, Technical Advisor for the Wall and Ceiling Bureau in Pleasanton, Calif.

Although the programs on technical and business topics were now done, learning certainly didn’t stop there. In the afternoon, those who needed a good stretch after sitting at presentations could take advantage of a complimentary Yoga class instructed by Steve Etkin from AWCI. Also, a group of aspiring sushi chefs had an opportunity to immerse themselves in the art of sushi with Chef Troy at the Bonsai Bistro Restaurant.

The closing banquet Saturday evening brought the delegates together one more time. The event featured fine dining and a high-energy keynote speaker, Troy McClain, who closed the convention with a high note. The recipient of the Industry Person of the Year Award was announced at the banquet. This year, the industry’s highest honor was awarded to Bob Susee with the Pacific NW Regional Council of Carpenters for his tireless work for the betterment of the industry and the NWCB. Congratulations to Bob on this well-deserved award! At the end of the evening, outgoing NWCB President Neil O’Connor transferred the reigns to incoming President Heath Hansen, general manager for Performance Contracting Inc. in Portland, Oregon. Many thanks to Neil for his dedicated service to NWCB; we are looking forward to working with President Heath for the next two years!

Planning is well under way for the 2018 convention and trade show, which will be held May 3-5 at the Westin LaPaloma Resort & Spa in Tucson, Arizona. Please visit our website at www.nwcb.org to stay tuned to the latest developments!
INDUSTRY PERSON OF THE YEAR
BOB SUSEE WITH WIFE DELAINA

continued on next page
continued from page 23
Mark your calendar now for the 2018 Northwest Wall and Ceiling Industries Annual Convention and Trade show to be held May 3-5 at the Westin La Paloma Resort and Spa in Tucson, Arizona. We’ve held successful conventions in Tucson in the past, and we are thrilled to return to a city that always rolls out a special welcome to us and our delegates.

The event will feature a trade show, educational programs on both technical and business topics, networking social events, industry meetings, the 2018 Outstanding Project of the Year Awards and fun offsite tours highlighting the Tucson area. The convention golf tournament will be played on the Westin La Paloma Country Club course.

Nestled among the foothills of the Santa Catalina Mountains, The Westin La Paloma Resort & Spa offers the superb service and amenities expected of a four-diamond resort. The resort features a spectacular water oasis with five swimming pools, including a unique mineral pool, enriched with salts from the Dead Sea, and one of Tucson’s longest resort water slides—the 177-foot SlideWinder. To take a break, you can swim up to Sabino’s Pool Bar & Grill for a beverage and a snack.

Right on the resort’s property, you can also enjoy a round of golf on the Jack Nicklaus-designed 27-hole signature golf course or challenge your partner to a game of tennis one of the ten tennis courts. A state-of-the art workout room and the WestinWORKOUT® gear-loaner program allows you to stay on your fitness program while away from home. The Red Door Resort & Spa stands by ready to pamper our guests with services to ensure a very enjoyable and relaxing stay.

A multitude of shopping and dining options are just minutes away and accessible via the resort’s complimentary shuttle or an easy drive.

The resort is a huge playground for families, and the Tucson area offers many interesting places to explore, including the Arizona Sonora Desert Museum, Pima Air & Space Museum, Sabino Canyon, Tombstone western town, and much more. When the sun goes down, lift your gaze to the night sky. Tucson, dubbed as “the Astronomy Capital of the World, is notorious for its clear skies and minimal light pollution and offers some of the best stargazing anywhere. Serious astronomy enthusiast will want to schedule time to visit The Mount Lemmon SkyCenter or Kitt Peak on the Tohono O’odham Reservation southwest of Tucson to get a glimpse into the vastness of space through some of the most powerful telescopes in the world.

Make plans now to attend this event to build your network and your industry knowledge at a location that guarantees fun and sun – and the stars! As always, our event is family friendly, and Tucson has no shortage of fun activities for all ages. Please visit www.nwcb.org for the latest information and plan to attend the 2018 convention and trade show!
Did You Know...

Flex-C Trac

is available in 2 1/2", 3 5/8", 4", 6", 8" and 10" and all in 20, 18 and 16 Gauge

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Pick up Flex-C Trac at your local distributor and start framing

CONTACT STEVE MORK  
206.789.9500  steve@mork.com  
www.flexabilityconcepts.com  info@flexabilityconcepts.com
OSHA has reduced the permissible levels for permissible exposure limit (PEL) for crystalline silica. The new standards were to take effect June 23, 2017, but OSHA has delayed implementation until, at least, September 23, 2017. OSHA has been receiving a significant amount of push-back from the construction industry and will be accepting comments on a yet-to-be-determined date in August. It is anticipated that, once OSHA has reviewed all the comments, they will make their final ruling.

Key provisions of the revised silica standard include:

- Reduction of the permissible exposure limit (PEL) for dust from 100 µg/m³ to 50 µg/m³ over an 8-hour time weighted average (TWA) and respirable silica below 25 µg/m³ as an 8-hour time-weighted average (TWA).
- Requiring engineering controls to limit worker exposure to the PEL.
- Designate a competent person to develop and implement a written exposure control plan.
- Restrict housekeeping activities that may expose workers to respirable silica.
- Provide respirators to workers when engineering controls do not limit respirable silica below the required levels.
- Offering medical exams to highly exposed workers and training workers on silica risks and how to limit exposures.
- Provide medical examinations, including x-ray imaging, every 3 years.
- Maintain records of workers silica exposure and medical exams for 30 years.

What is Crystalline Silica?

Crystalline silica is a basic component of soil, sand, granite, and many other minerals. Quartz is the most common form of crystalline silica. Cristobalite and tridymite are two other forms of crystalline silica. All three forms may become respirable size particles when workers, chip, cut, drill or grind objects that contain crystalline silica.

Exposure to silica occurs during many different construction activities, but a few of the most common are concrete drilling, concrete grinding and concrete block cutting and sawing. For many activities, that commonly produce high levels of dust or respirable silica, OSHA has provided exactly what type of engineering controls and, if applicable, assigned protection factors (APF) respirators are necessary to protect the worker.

continued on next page
These engineering controls are found in OSHA Table 1.

For example, when workers are using a walk-behind-saw to cut concrete, the saw must be equipped with an integrated water-delivery system that continuously feeds water to the blade. If the worker is performing this work outdoors, no respirator or APF is required. But, if the worker is saw-cutting indoors, the worker must also use a respirator that will provide an APF rating of 10. Air-purifying respirators range from a half mask/dust mask or the half mask/cartridge filter-type respirator to a hood powered air-purifying respirator (PAPR). For an APF level 10, a dust mask or half mask/cartridge filter respirator must be used.

Another common activity, addressed in Table 1, is the use of a handheld grinder for uses other than mortar removal. One of the ways to comply with Table 1 is to equip the grinder with a commercially available shroud- and dust-collection system. The dust-collection system must provide 25 cubic feet per minute (CFM) or greater of airflow per inch of wheel diameter and have a filter with 99 percent or greater efficiency and a cyclonic pre-separator or filter-cleaning mechanism. If the grinding is performed outdoors, no respirator is required, but if the work is performed indoors or in an enclosed area, an APF 10 is required when the activity exceeds four hours. If the activity will last less than four hours, no respirator or APF is required.

Table 1 provides the engineering controls to manage dust and respirable silica and, if necessary, the type of respirator to be used for a number of activities. Most of these activities are related to cutting, grinding, drilling crushing, grinding, or jackhammering concrete or asphalt surfaces. When it comes to installing gypsum board, sanding joint compounds, mixing plaster materials or applying fireproofing, etc., OSHA and Table 1 do not address what engineering controls or respirator requirements must be employed.

OSHA Section 1926.1153(a) states:

*This section applies to all occupational exposures to respirable crystalline silica in construction work, except where employee exposure will remain below 25 micrograms per cubic meters of air (25 µg/m³) as an 8-hour time-weighted average (TWA) under any foreseeable conditions.*

When the PEL (dust) is less than 50 µg/m³ and the respirable silica levels are less than 25 µg/m³, no engineering controls or respirator program are required. But how do we know what the PEL level is that is generated from our activities, or how much respirable silica, referred to as the Action Level, is generated from our activities? It is the employers’ responsibility to determine if the PEL is less than 50 µg/m³ and/or the Action Level, respirable crystalline silica, is less than 25 µg/m³ for the type of work their employees perform.

OSHA Section 1926.1153(d)(1).

*Permissible exposure limit (PEL). The employer shall ensure that no employee is exposed to an airborne concentration of respirable crystalline silica in excess of 50 µg/m³, calculated as an 8-hour work day.*

The employer is responsible, but how does the employer determine whether or not our activities will exceed the PEL? Rather than implementing a respirator program for the entire workforce, there are two methods approved by OSHA to ensure that the PEL and Action Level are below established OSHA standards.

Section 1926.1153(d)(2)(ii):

*Performance Option, The employer shall assess the 8-hour TWA exposure for each employee on the basis of any combination of air monitoring data or objective data sufficient to accurately characterize employee exposures to respirable crystalline silica.*

Or, Section 1926.1153(d)(2)(iii)(A):

*The employer shall perform initial monitoring to assess the 8-hour TWA exposure for each employee on the basis of one or more personal breathing zone air samples that reflect the exposures of employees on each shift, for each job classification, in each work area. Where several employees perform the same tasks on the same shift and in the same work area, the employer may sample a representative fraction of these employees in order to meet this requirement. In representative sampling, the employer shall sample the employee(s) who are expected to have the highest exposure to respirable crystalline silica.*
In wall and ceiling construction, there are a number of activities that could be expected to result in dust levels that could exceed the PEL of 50 µg/m³ and products that contain silica that may result in employee exposure greater than the action level of 25 µg/m³. Those activities are: drywall installation, with or without the use of routers; sanding taping compounds; either by hand, pole or vacuum; floor sweeping and scrapping; mixing fire-proofing; plaster mixing; roto hammering into concrete; cutting of certain drywall products that require the use of a power saw; and chop saw activities.

Of these activities, only taping compounds list silica as an ingredient, and the level of respirable silica is generally less than .7 percent, but other products, such as fire-proofing materials and plaster, may contain quartz or may result in dust levels that exceed the PEL. Accordingly, all of these activities would require air monitoring, per OSHA guidelines, to determine that their individual PEL or Action Level were below OSHA standards.

Recently, several wall and ceiling contractors have undertaken or are undertaking air monitoring of these activities. Initial results thus far have been promising. The installation of drywall, sanding of joint compounds, chop saw activities, roto hammering with vacuum collection, sweeping and scrapping have all been reported to be below 50 µg/m³ PEL and below the Action Level of 25 µg/m³. Additional testing is being conducted on dry mix activities, but preliminary results indicate that for mixing these products, engineered controls and/or a respirator program may be necessary.

Although the majority of current air-monitoring testing has been performed in Northern California by the Wall and Ceiling Alliance (WACA) contractors, such data and future data derived from air monitoring by others in the wall and ceiling industry may be used as shared evidence, objective data, that specific activities in the wall and ceiling industry do not exceed the established PEL and Action Levels; and, therefore, for those activities, no engineering controls or respirator program is required. The NWCB, in association with members of the Northwest Wall and Ceiling Contractors Association (NWCCA), participated in air monitoring during the month of July, performed by the Washington State Department of Labor and Industries (L&I).

In its simplest form, the protocol for testing involves the worker wearing a dust/respirable silica collection device at the collar level for an eight-hour day. The collection device is then taken to an approved testing facility where the level and type of particles are determined. The results are then provided for respirable particulates, less than 50 µg/m³, and for respirable crystalline silica quartz, respirable crystalline silica cristobalite, and respirable crystalline silica tridymite, less than 25 µg/m³ PEL and less than Action Level.

Section 1926.1153(d)(2)(iii)(B)

If initial monitoring indicates that employee exposures are below the action level, the employer may discontinue monitoring for those employees whose exposures are represented by such monitoring.
Even though preliminary testing indicates that, for many activities, the workforce will not be exposed to higher than established levels of PEL dust and Action Level of respirable silica, we have to anticipate that there may be some activities that will require additional engineering controls and/or a respirator program.

The respirator program outlined by OSHA is complicated and, once again, implementation, maintaining records and training the workforce is the responsibility of the employer. In very brief form: A respirator program shall be provided to the employee, at no cost, and it will include a medical examination and x-ray for each employee that is required to use a respirator for thirty (30) or more days per year (one hour per day equals one day). The employee participating in the respirator program shall undergo a complete exam by a physician or other licensed health care professional (PLHCP) every three years.

The employer is responsible to ensure that all medical examinations and procedures are performed by a PHLCP. The employer is also responsible to ensure that the PLHCP explains the results of the medical exam to the employee. The employer is not permitted to receive the results of the examination other than to be provided with a statement from the PLHCP of any recommended limitations to the employee exposure to respirable crystalline silica or limitations to the use of respirators.

The employer must provide a written description of the exposure-control plan and the procedures used to restrict access to work areas, when necessary, to minimize the number of employees exposed to respirable silica and their level of exposure, including exposures generated by other employers or sole proprietors. The employer shall designate a “competent person,” who will make frequent and regular inspection of job sites, materials and equipment to implement the written exposure-control plan.

The employer shall include respirable silica in the program and comply with the hazard communication standard (HCS) and insure that each employee has access to labels on containers of crystalline silica and safety data sheets and is trained in accordance with the provisions of HCS, which is to include information on potential to cause cancer and affect the workers lungs, kidneys and immune system.

Air monitoring that is currently being performed will determine which of our activities will or will not require the use of respirators and/or engineering controls to meet the OSHA Silica standards. We can expect that once the results of these tests are provided to OSHA for review, OSHA will add these activities to Table 1. Based upon preliminary results, I would anticipate that drywall installations, mixing of wet joint compounds, application of joint compounds, sanding joint compounds, chop-saw activities, and scrapping and floor sweeping with a compound will not require engineering controls or respirators. I believe the use of roto-hammers will be restricted to a vacuum-attachment type, and no respirator requirement will be needed, but that mixing of dry ingredients, such as fireproofing and plaster mixes, will require the use of respirators and compliance to the respirator program.

The timeline for implementation is currently very short. OSHA will be accepting comments in August and is currently scheduled to establish standards by September 23rd. The NWCB will keep you advised if and when any changes to the current schedule are made.

—Terry Kastner is Executive Director of Northwest Wall & Ceiling Bureau.
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I would like to use my first column for the *Higher Standard* to introduce myself, give some background on the development of air barriers in the building codes and highlight a new product that streamlines the process of creating an air-tight weather-resistant exterior wall assembly.

Back in the mid to late 1970s, the nascent building-performance industry was being shaped by new tools and diagnostic techniques that focused on the impact that air leakage (air infiltration and exfiltration) was having on the heating and cooling costs of buildings. Scandinavian and Canadian researchers were experimenting with powerful fans to pressurize and depressurize buildings to measure the overall tightness of the buildings and to identify the leakage points. These experimental devices were the among the first prototype blower doors.

Here in the States, groundbreaking research work was done by a team of young building scientist from Princeton University, looking at ways to reduce the heating costs of a townhouse complex in New Jersey. They began by using traditional retro-fit insulation techniques of adding insulation to attics and walls and then tried to predict the savings from each of these measures. After a heating season, they found that their predicted savings were not realized, and they went back to the buildings to inspect the work that had been done. As legend has it, one of the researchers crawled through the attic and discovered a plumbing chase that was allowing heated air to escape the house, bypassing the thermal insulation up into the attic that was fully vented to the outside. He, essentially, found an open window that was compromising the effectiveness of the added insulation. He called it a thermal bypass and soon discovered that the freshly insulated attic was full of these open windows or bypasses. The building had no effective air barrier, and it was the air leaks in the building that were compromising the building performance.

Following the lead of the Scandinavian and Canadian researches, the Princeton team built their own prototype blower doors and purchased infrared cameras. The plan was first to quantify the building leakage with the blower doors and then use the infrared cameras to locate and document the locations of the bypasses. The attic treatment procedure was then modified to include attic bypass sealing before the insulation was added. The next spring, the winter’s energy consumption was calculated and the savings were evident. What they had done in today’s jargon was to create a sealed and continuous air barrier that was in alignment with the thermal boundary. This pioneering work was instrumental in our understanding of air movement in buildings and the foundation for the air-barrier requirements we now have in our building codes.

I arrived in Seattle this April from the Twin Cities of Minneapolis and St Paul, the land of 10,000 lakes and 10,000 Heating Degree Days. I began working in the industry in late 80’s, working for a small insulation company called Energy Outfitters. My boss and mentor was one of the first few contractors in the Twin Cities to purchase a blower door built by a Minneapolis based company called The Energy...
Building product manufacturers have traditionally provided the following types of field-installed air-barrier materials:

- interior and exterior membranes that are mechanically fastened
- fluid-applied
- self-adhered
- insulated and non-insulated sheathing
- spray foam and latex sealants

These materials can be challenging to install due to unpredictable weather conditions (cold, hot, windy and wet). In many climates or seasons, these applications may need to have enclosures built to meet the manufacturer’s application requirements. Architectural firms are also adding language to specifications, requiring third-party inspections of the installation of these field-applied or -installed materials. I have seen all these systems installed beautifully under less than ideal conditions. As with all field-installed materials, it takes training, experience and a dedication to quality to get it right.

Several manufacturers of fiberglass-mat gypsum sheathing now have product systems that are described as a combination of an air-barrier, water-resistant barrier and exterior wall sheathing system. The panels ship from the factory with the air and water-barrier already installed. Once the panels are attached to the framing, all that is left to be done in the field is to seal the bypasses. I went on to manage an insulation program for a local utility and then spent seven years covering seven states in the upper mid-west as a technical representative for an insulation manufacturer, working with over 30 installing contractors. In 2009, I began working for The Energy Conservatory, the manufacturer of the Minneapolis Blower Door. I worked as a technical representative/trainer and got to work on research projects testing the air-tightness of commercial buildings running up to 20 computer controlled fans running over a wi-fi network. In 2015, I accepted an offer to manage the commercial division of the Minneapolis Blower Door, but they really needed more of a salesman than a building science technician. I went on to performing air-tightness tests on commercial buildings, ASTM air- and water- leakage tests on commercial windows, inspecting the application of air barriers and performing forensic moisture investigations. Fun work, but spray-rack testing is tough on an old ballplayer with a bad hip.

The 2015 International Building Code (IBC) requires that buildings have the following elements:

**Chapter 14:** Weather protection, the exterior walls of the building needs to provide a weather resistant exterior envelope. It needs flashing, and it needs to be designed to prevent the accumulation of water within the wall assembly. It does that by having a water-resistant barrier behind the exterior cladding.

**Chapter 13:** This section of the IBC brings the International Energy Conservation Code (IECC) into the picture, the commercial provisions C402.5.1. It requires a continuous air barrier throughout the building thermal envelope. This means an air-tight layer that surrounds all six sides of the building’s exterior – think of a shoebox with four vertical walls, a ceiling and a slab. This layer separates the conditioned interior air space of the building from the unconditioned exterior. It can be on the exterior surface of the envelope or inboard of the exterior surface. It needs continuity and durability. Continuity means no holes, gaps or penetrations that would allow air leakage. Slabs need to be connected and sealed to vertical walls, and vertical walls need to be sealed and connected to rooflines.

---

Peter Burns is a technical consultant at the NWCB headquarters in Seattle, Wash. He has over 25 years of experience in the building enclosure industry, performing architectural tests and inspections.
The Oregon chapter continued a strong year with great participation in our spring events. For seminar content, we followed Seattle’s lead with an economic update, GC panel and social media seminars, each of which was full of great discussion and information. The program highlight was the general contractor panel discussion, which drew a maximum capacity crowd and resulted in some tremendous dialogue. Additionally, the chapter attended the convention in solid numbers.

At the start of June, we finished the spring program with a sell-out golf tournament. While the tournament is a very long-standing tradition, we renamed it this year as the “Douglas McClain Golf Invitational.” Doug passed away this spring after a very long struggle with cancer and was a well-known lover of golf. Doug was also a long-time advocate of the industry and encouraged all to participate, support and do their part to lead. The name of the tournament is a reminder for us all to be involved in our associations. Participation on the board, on a committee or at a seminar could be the key to your next success, but all our efforts are surely the key to the industry’s success.

In addition to events, staff performed a number of site reviews, architectural meetings, pre-construction meetings (with Terry mostly) and generally promoted the industry to the design community. Administratively, I switched to a more professional accounting process and found some real efficiencies, better collections and a more responsive system for members. We even netted a small profit (not counting staff or overhead) on the seminars, golf tournament and other promotional efforts. Next up for our local bureau efforts in this area is to publish an insert in the local *Daily Journal of Commerce* and deliver matching plaques to general contractors, owners and architects involved in this year’s Outstanding Project of the Year Awards. With those efforts, along with a large number of projects needing attention, it should be a busy summer.
Safety is paramount on today's projects. That's why professionals like David Smith, Division Manager-Special Projects for Marek Brothers-Dallas requests Safety Edged products from CEMCO. "Since these products have a much safer edge on them, we benefit by having safer products in the hands of our professionals, reducing injuries, worker's comp mods, and insurance rates."

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Mixing Gypsum Board Type X Products in Proprietary Fire-Rated Assemblies

Terry Kastner

Generic, fire-rated assemblies are those assemblies that permit the use of any of the Type X gypsum wallboard products. Proprietary assemblies are those fire-rated assemblies that call for a specific type or brand of gypsum board products that may be used in a specific fire-tested assembly. But can you mix products from the listed manufacturers?

This question recently came up with one of our contractors. When the contractor had chosen to use the Shaftliner from one manufacturer and the 1/2-inch Type C gypsum board from a different manufacturer, the contractor was advised by the building inspector that the products used must be from the same manufacturer. Was the building inspector correct?

For example: The GA File No. WP 7051, a 1-hour shaftwall assembly, is a proprietary assembly that permits the use of:

**CertainTeed**
- 1/2-inch CertainTeed Type C Gypsum Board
- 1-inch GlasRoc Shaftliner Gypsum Panels

**Continental Building Products**
- 1/2-inch Firecheck Type C
- 1-inch Mold Defense Shaftliner

**Georgia Pacific**
- 1/2-inch ToughRock Fireguard C
- Gypsum Board
- 1-inch ToughRock Shaftliner

**National Gypsum**
- 1/2-inch Gold Bond Brand Fire-Shield C

**Gypsum Board**
- 1-inch Gold Bond Fire-Shield Shaftliner

**PABCO**
- 1/2-inch Flame Curb Super C Type PG-C
- 1-inch PABCORE Gypsum Liner Board

The answer is: Yes, you can use any of the manufacturers gypsum board products together, listed for that assembly.

For example, you can use the CertainTeed 1/2-inch Type C with the Georgia Pacific 1-inch shaft liner. In fact, you can use any of the products in combination with each other. In other words, you could use all of the different 1-inch shaft liner panels in a single assembly as well as all of the different 1/2-inch Type C products together, when constructing the WP 7051 assembly.

The same is applicable to standard 1-hour, 2-hour or 3-hour proprietary assemblies. For example, the GA File No. WP 1520 is a proprietary assembly that permits the use of 1/2-inch Type C products from American Gypsum, CertainTeed Gypsum, Continental Building Products, Georgia-Pacific, National Gypsum and United States Gypsum. Any combination of these products may be used together in the WP 1520.

This would also apply to generic assemblies, e.g. GA File No. WP1350, with a single layer of 5/8-inch Type X applied to each side of a partition, as long as the fire-resistive products were comparable. For example, any 5/8-inch Type X fire-resistant gypsum board products, from any manufacturer, may be used together in a generic assembly specifying 5/8-inch Type X gypsum board, and any 1/2-inch Type C gypsum products may be used together in a Generic assembly specifying 1/2-inch Type C gypsum board. **Note, you may not mix 5/8 Type X with 1/2-inch Type C products.**

This scenario is important during renovations to existing partitions when the architect must upgrade an original 1-hour assembly to a 2-hour assembly and is unsure of the manufacturer of the Type X gypsum board used in the original assembly. In this case, the architect may specify the new partition as the GA File No. WP 1522, which is a Generic 2-hour assembly, with two layers of 5/8-inch Type X on each side of the partition. Any 5/8-inch Type X gypsum board may be installed over the original 5/8-inch Type X to achieve the 2-hour fire-resistance rating.

—Terry Kastner is Executive Director of Northwest Wall & Ceiling Bureau.
Hello Good Times, My Old Friend
It has been a long time . . .

John Killin

The number of industry hours worked per month are up – way up. We have more wall and ceiling carpenters than we have ever had. We have hundreds of apprentices coming in. In fact, total construction employment is nearly what it was in 2007. The only construction niche not peaking is heavy highway, which seems to be what is keeping us from surpassing 2007 levels. It seems the main constraint on adding jobs is the foreseeable retirements and the unforeseen challenge of finding journey-level talent from other areas. The entire country is booming. The total workforce unemployment is the lowest on record, and we have an administration pushing for even more jobs. But, we have been here before.

For me, the last time was ten years ago while I was the executive director of a trade association charging forward with new initiatives, filled with good projects, overflowing of apprentices—and funding that seemed easy. I had several years under my belt through what I thought were the lean times, and suddenly, it seemed like we could take on any new challenge. I had it all figured out. I won’t get into the details of how the next several years went for me, but we can all remember the economic downturn which turned out to be a horrible time to start massive new efforts.

This is not at all to say you shouldn’t reach for the bigger and better projects or that you shouldn’t take on new and exciting opportunities. To the contrary: you survived the last downturn and you are smart enough to handle your strategic planning, but be conscientious.

You reap what you sow . . .

This “new new” economy of cheap money and fast development and its accompanying workforce shortage won’t last forever. So consider how you would like your competitors to treat you when the industry is down and your projects have dried up. Maybe you should be treating them with the same respect while the times are good. Right now, it would be easy to steal, scavenge and swipe their best people, but this is a very (I mean very) small industry sector. All the key principals and key employees either know each other or at least know of each other. I dare say that over the years, these people become friends through the bureau, finding common interests and motivations. And, I dare say we can all agree that it is hard enough to run a construction company, and no one needs a friend coming along behind them and loosening the screws of their organization. Maybe instead, it would be better to recruit someone with a great work ethic from outside the industry than to take someone unethically from your friend’s business. The high ethic would be to communicate with your counterparts and discuss how you can help each other make it through the good challenges just like you would the hard challenging moments. Chances are, they are having the same challenges you are, and there is a chance that by working together you can smooth out everyone’s needs.

—John Killin is the NWCB Oregon Representative and Executive Director of Associated Wall and Ceiling Contractors of Oregon and SW Washington.
**NWCB NORTHWEST CHAPTER**

Wednesday, September 13  
NWCB Seattle Annual Golf Tournament  
Druids Glen  
Covington, Washington  
11:00 am Shotgun Start

Thursday, October 12  
Seminar: “Understanding the New Silica Standards”  
Washington State Convention Center  
Seattle, Washington  
9:00 am to 11:00 am (Check-in starting 8:30 am)

Wednesday, November 8  
Seminar: “Suspended Proprietary Drywall and Acoustical Ceilings”  
Washington State Convention Center  
Seattle, Washington  
9:00 am to 11:00 am (Check-in starting 8:30 am)

Saturday, December 16  
NWCB Seattle Holiday Party and Toys for Tots  
Washington State Convention Center/Skybridge  
Seattle, Washington  
6:00 pm

For more information on the events of the NWCB Northwest Chapter, please visit www.nwcb.org or call 206.524.4243.

**NWCB OREGON CHAPTER**

September 28th  
Seminar: “Legislative Update: What the Session Means for You”  
The Grand Hotel at Bridgeport  
Tigard, OR  
11:30 am to 1:30 pm

October 26th  
Seminar: “Understanding the New Silica Standards”  
The Grand Hotel at Bridgeport  
Tigard, OR  
11:30 am to 1:30 pm

November 9  
Seminar: “Suspended Proprietary Drywall and Acoustical Ceilings”  
The Grand Hotel at Bridgeport  
Tigard, OR  
11:30 am to 1:30 pm

December 7th  
Christmas Party  
The Chart House  
Portland, OR  
6:00 pm to 9:00 pm

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