



NATIONAL  
COIL COATING  
ASSOCIATION

# Coil Lines

A Publication for the National Coil Coating Association

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## ALSCO Wins 2004 Best Safety Practices Award

ALSCO Metals Corporation of Roxboro, N.C., received NCCA's annual safety award at the Fall Technical Meeting in Chicago on Oct. 1. Nicole Wincek of Material Sciences Corporation, chair of NCCA's Safety Committee, presented the award to Sam Woods and Bowman Harvey of ALSCO.

This year, more than 40 U.S. coater facilities competed for the award by submitting their safety data. The NCCA Safety Committee reviewed all data then selected the top four coil-coating plants with the best safety practices.

### Award Criteria

The committee judged all entries based on employee injury and illness incidence rate, lost workday cases, lost-time cases, and the total hours worked in their office and plant. Each of the four finalists also received a telephone interview and a personal visit and inspection by the committee.

After receiving the award, Sam Woods (plant manager) and Bowman Harvey (environmental health and safety manager) explained the details of their award-winning safety program. They said the firm created a Safety Task Force Team in the fall of 2002. Since then, ALSCO's OSHA-recordable injury rate revealed a dramatic decrease between 2001 and 2003.

### Communications

The company launched a spirited communications campaign to all 245 ALSCO employees, stressing plant safety. Using channels such as newsletters, new-hire orientations, pre-shift meetings, bulletin boards, posters, videos, demonstrations, and voice mail, the safety message penetrated the entire ALSCO culture.

### Incentives

A Safety Incentive Program rewarded employees with \$10 points for strong safety performance. At the end of the quarter, all points were doubled if a department/shift had a perfect safety record. ALSCO discouraged safety violations with a strict zero



Nicole Wincek presents the 2004 Safety Award to Sam Woods and Bowman Harvey (right) of ALSCO. (Photo by [www.panayiotou.com](http://www.panayiotou.com))

tolerance policy with the possibility of suspensions or terminations.

### Shift Changes

Another key safety strategy was ALSCO's change from 12-hour shifts to 8-hour shifts. A safety analysis revealed that half of all accidents occurred during the last four hours of a 12-hour shift.

Woods and Harvey also attributed their safety success to an emphasis on protective equipment for personnel and machinery. Employees were equipped with items such as safety vests, hearing protection, and cut-resistant sleeves and gloves. Dangerous machine areas were protected with light curtains, barriers, and physical guarding.

### Other Finalists

This is the second year for this new annual award. The three other finalists for the 2004 safety award were Amerimax Coated Products of Anaheim, Calif., NAPCO of Valencia, Pa., and Precoat Metals of McKeesport, Pa.

Steelscape's facility in Kalama, Wash., received the 2003 award. Amerimax Coated Products was also a runner-up in 2003. ☺

## Mark Your Calendars

May 7-10, 2005  
2005 Annual Meeting  
Sanibel Harbor Resort and Spa  
Ft. Myers, Fla.

Sept. 21-23, 2005  
2005 Technical Meeting  
Renaissance Chicago Hotel  
Chicago, Ill.

April 21-25, 2006  
J. W. Marriott Desert Springs  
Palm Desert, Calif.

**Mission:** To promote the growth of coil coated products.

**Vision:** NCCA is a unified organization providing the resources and leadership for coil coated materials to be the product of choice.

## President's Message

### Hands Across the Water

Charles Parks, President



Two hands are better than one.

In our case, the two hands are NCCA and ECCA, the European Coil Coating Association. And we're both reaching across the Atlantic to join hands in areas of common concern.

From Nov. 21-23, I represented NCCA in Brussels at the Annual Congress of the ECCA. Addressing the group, I shared our strategic plan to double our efforts to promote our products and the advantages of coil coated metals. I also spoke about our strategic efforts on the hex chrome issue.

#### The Good News

More on all that in a minute. But here's the good news.

ECCA is eager to work closer with NCCA on projects that mutually benefit both associations. For example, both associations could collectively address our common challenges on environmental issues. And we can work together on penetrating new markets for our products.

Their meeting theme, "Toward 2010: Technology Changing the Future," shows that they are thinking for the long term. And, hexavalent chromium and expanding markets are two of their top concerns.

#### Hex Chrome Progress

Realizing that we both shared concerns about the hex chrome issue, I outlined ways that NCCA is staying on top of the issue.

For example, I noted that our upcoming spring meeting will feature a panel discussion on Hex Chrome Alternatives. Our panelists will discuss chrome-free products and their experiences with alternatives to hex chrome.

Our spring meeting will also bring an OSHA representative and an EPA representative to present the latest information on hexavalent chrome. We will also provide an update on hex chrome developments in Europe.

#### Strategic Plan Update

I also shared some details of our Strategic Plan, noting that we have committees that are actively working on hex chrome issues and our overall marketing efforts. We know that our plan looks good to NCCA members. But it's good to know that our strategic plan also looks good from "across the pond" as well.

The next major event, for NCCA and ECCA, is our big 2005 Annual Meeting. From May 7-10, we will convene at the Sanibel Harbour Resort near Fort Myers, Fla. (see details on page 6). So, mark your calendars now.

I know that ECCA will be there. I urge you to be there, too. ☺

# NCCA Keynote Attracts C-SPAN

“Best luncheon speaker in several years.”

That’s how one NCCA member described the keynote speaker for the Fall Technical Meeting at the Westin O’Hare Hotel in Chicago. Bill Sammon, senior White House correspondent for the Washington Times, spoke at our Sept. 30 luncheon.

## Lights, Camera ...

Judging from the dozens of evaluations of the fall meeting, NCCA members clearly rated Sammon as a top highlight of the meeting. Apparently, C-SPAN knew it before we did.

C-SPAN’s camera crews dropped in on our luncheon to videotape Sammon’s speech and our subsequent question and answer period. At the time, Sammon was speaking only five weeks before the presidential election.

## The NCCA Prophecy

Starting his presentation, Sammon took a poll of the almost-200 NCCA members present. He asked, “How many of you think that John Kerry will win the presidential election?”

Even though the nationwide polls showed Kerry and Bush in a statistical dead heat, not a single NCCA hand went up. However, most hands shot up when he asked if Bush would win.



Bill Sammon

Photo by www.panayiotou.com

## Presidential Insider

Sammon is said have gained unprecedented access and spent more time with the president than any other journalist. He was even nominated for a Pulitzer Prize for his investigative reporting.

Quoting the president, Sammon said Bush has been “misunderestimated” and that the liberal media has failed to appreciate President Bush and his leadership abilities.

Most NCCA evaluations of his speech offered rave reviews, though Sammon’s political leanings seemed apparent. As one member wrote, “Is this guy a Republican?”

C-SPAN broadcast Sammon’s NCCA speech on Sunday, Oct. 10, at 4:00 p.m. and again on Monday, Oct. 11. They noted that NCCA is “an association of more than 100 manufacturers committed to the efficiencies and value of precoated sheet metal.”



Photo by www.panayiotou.com

# The NCCA Fall Technical Meeting

## A Photographic Review

John Henderson's special workshop on the DJH Boring Device attracted many participants.

Ron Beebe of Consolidated Metal Products (left) discusses the Metal Topography presentation with speaker Dr. Larry Crawford of ISG. *Evaluation comment: "A very bright guy and a great presentation."*



Diane Kun of GE Water & Process Technologies revealed some of the latest "Developments in Passivation Technology." *Evaluation comment: "Good information on a new potential market."*

The Steel Industry Panel Discussion, moderated by Michelle Martinez of Modern Metals magazine, was among the most highly praised presentations. From left: Jerry Nelson of ISG, Rick Blume of Nucor, Angelo Capo of U.S. Steel. *Evaluation comments: "This was an excellent session and I'm glad you allowed plenty of time for it." "Moderator was excellent."*

The Annual Trade Show and Reception on Sept. 29 provided ample opportunity to increase product knowledge and build relationships.



NCCA President Chuck Parks of BASF Corporation presided over Wednesday's and Friday's general sessions.



Doug Robbins of Roll Coater listens intently to the ALSCO Safety Award presentation. (Photo by [www.panayiotou.com](http://www.panayiotou.com))



John Mitchell of Nichols Aluminum, NCCA vice president, emceed all of Thursday's presentations.

## ASSOCIATION NEWS

### NCCA Hotel Renovating After Hurricane

The Sanibel Harbour Resort and Spa, the site of the NCCA 2005 Spring Meeting, is now undergoing a major transformation after being hit with the full force of Hurricane Charley in August 2004. The resort plans to re-open on Feb. 1, 2005, after extensive upgrading and renovation.

Key areas of the scenic resort are being completely redesigned to enhance the tropical ambiance of its seaside setting. Its signature grand hotel is also being redesigned with luxurious furnishings and a renovation of its two grand staircases.

The resort is nestled on a private peninsula overlooking Sanibel and Captiva islands on Florida's Gulf Coast. The eye of Hurricane Charley, a Category 4 hurricane, made landfall on Aug. 13, just a few miles north of the resort.

#### The Proposed Schedule

"Success Through Association" has been selected as the theme for the 2005 NCCA Spring Meeting, May 7-10.

**Saturday, May 7:** NCCA Committee meetings will dominate the day. A new-



*Sanibel Harbour Resort and Spa*

member orientation meeting is scheduled for 5:30 p.m., followed by the Welcome Reception at 6:30 p.m.

**Sunday, May 8:** A General Session of presentations is planned for the morning hours, along with our keynote speaker. The afternoon will be open.

**Monday, May 9:** The morning will be devoted to General Session speakers. The

afternoon will again be open, followed by an evening reception at 6:00 p.m.

**Tuesday, May 10:** The meeting will close after a morning General Session.

The NCCA office will begin taking reservations in early 2005. For more information, visit [www.coilcoating.org](http://www.coilcoating.org) or call 216-241-7333. ☎

### Strategic Plan Advances

The Marketing Committee, charged with advancing our new 2004 strategic plan, has selected a public relations (PR) firm to develop a marketing campaign to promote the use of coil coated metals.

The committee recently met with representatives from Vilocity Interactive, a PR firm that has been selected to partner with NCCA on the campaign.

The committee is now fine-tuning the campaign proposal. They will present it at the Board of Directors' January 2005 meeting. The campaign will be in progress by April. An update on the campaign will be provided at the Spring Meeting in May. ☎

### Two New Board Members Fill Unexpired Terms

In late September, the NCCA Board of Directors appointed Tom Wynn of Ryerson Tull and Mike Perkins of Henkel to fill the unexpired terms of two resigning board members.

Dan Koenig of SOS Metals resigned because he was no longer with the company. Don Findley of Henkel resigned because his position had changed within Henkel.

Tom Wynn will fill Koenig's unexpired term, which concludes in 2005. Wynn may be considered for re-election at the spring meeting. Mike Perkins fills the unexpired term of Don Findley. His term concludes in 2007. ☎

## Hex Chrome: Government Relations and Technology Join Forces

At the fall meeting, the Technology Committee decided to join forces with the Government Relations Committee to tackle the hexavalent chromium strategic initiative. Their work promises to benefit NCCA members and the industry.

Their new joint subcommittee will develop objectives in three areas: product performance, health and safety, and environment. The group will then develop a plan, identify necessary resources, and set a timeline for completion of all key tasks.

If the NCCA Board approves the subcommittee's plan, work will begin.

Three new subcommittees are expected. One will address regulatory matters, one will develop alternatives and evaluation protocols for paint, and a third will develop alternatives and evaluation protocol for chemicals. ☺

## Coalition Proposes Color Family Ratings

The Cool Metal Roofing Coalition, of which NCCA is a member, has proposed that the Cool Roof Rating Council (CRRC) rate color families as opposed to specific individual colors. Our Technology Committee is assisting with the proposal.

The Cool Metal Roofing Coalition believes that rating color families would save a significant amount of money by dramatically reducing the number of required tests. CRRC has accepted the proposal, and work is now required to identify the families.

The NCCA Technology Committee is developing an industry color characterization and minimum solar reflectance value for each family. The committee held its first meeting on Dec. 2, 2004. ☺

## California "Cool Roof" Code Coming in 2005

California's new building energy code takes effect in October 2005, placing a new emphasis on "cool" roofing. Cool roofs are expected to reduce utility bills by 3–10 percent.

The new energy code, known as Title 24, applies to low-slope roofing installations on new commercial buildings and most major commercial re-roofing projects. Low-slope commercial roofs must have an initial reflectance and emittance of at least 0.70 and 0.75, respectively, as rated by the Cool Roof Rating Council (CRRC).

In 2002, the NCCA and four other industry associations established the Cool Metal Roofing Coalition to promote cool metal roofing systems. CRRC Chair Peter Turnbull addressed the NCCA Spring Meeting in April 2004.

### CRRC, Not Energy Star

"The State of California's selection of the CRRC's rating system as part of its code compliance

protocol underscores the growing need for independent rating for promoting the radiative properties of roofing materials," says Turnbull.

Turnbull notes that EPA Energy Star ratings are not being used to establish energy code compliance in California. "Title 24 currently recognizes only the CRRC's rating system for purposes of determining the radiative properties of roofing materials," he explains.

### Product Rating Process

He also urges manufacturers to begin the product rating process now in order to be prepared for the new Title 24 requirements. CRRC ratings can be obtained in less than a month, but it can take several months for manufacturers to label their products and move the labeled products into the distribution channels.

Currently, 197 roofing products are listed in the CRRC Rated Products Directory (found at [www.coolroofs.org](http://www.coolroofs.org)). Both initial and aged performance ratings (as they become available) will be displayed on product labels and the online directory.

More information on the CRRC is at [www.coolroofs.org](http://www.coolroofs.org). ☺



## Coil Lines

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It All Starts With The Finish®

## LEGAL NEWS

# Q&A: The New Overtime Regulations

By Naomi R. Angel, NCCA Legal Counsel

On Aug. 23, 2004, the Department of Labor issued new regulations for overtime pay. If your company has not taken steps to comply with the new regulations, you must act immediately to do so.

The changes, the first since 1949, clarify who is entitled to overtime pay and who is not. Here are some questions that you may be asking.

**We have dozens of managers who are all paid a salary. Since they are paid by salary and not by the hour, are they automatically exempt from overtime pay?**

Not necessarily. To be considered exempt, the employee must pass three eligibility tests:

- (1) The employee must be paid on a salary basis which means a fixed amount paid on a regular basis without regard for the quality or quantity of work.
- (2) The employee's job duties must primarily involve executive, professional, or administrative duties as defined in the regulations.
- (3) The employee's salary level must exceed a minimum of \$455 per week or \$23,660 annually (or \$100,000 annually for certain highly compensated employees, or \$27.63 per hour or \$57,470.40 annually for computer specialists). Employees paid below these minimums must be paid for overtime, regardless of their job titles, duties, and responsibilities.

**If we pay an employee by the hour, is that employee automatically eligible for overtime pay?**

Yes. Hourly employees are "nonexempt employees," that is, they are not exempt from being paid overtime. If a nonexempt employee works more than 40 hours in a work week, he or she is entitled to overtime pay, which is time-and-a-half of the employee's pay rate.

**Can an employer occasionally change the "work week" to avoid paying overtime?**

No. A "work week" can run from Monday through Sunday or any continuous 168-hour period. However, the designated work week must be followed consistently.

**We have nonexempt employees who take 30-minute lunch breaks, but eat lunch at their desks. They will typically answer the phone if it rings during that period.**

**Is that time considered part of their 40-hour work weeks?**

Yes. If an employee is still "on duty," that time is "work time."

Other examples of "work time" include: rest periods, training periods, work site preparation and clean-up, time spent at employer-required meetings, most travel time (other than commuting to and from work), and meal periods if doing the employer's work.



Naomi Angel

**If an hourly employee needs to work weekends out of the office, we sometimes give such employees an extra day or two off. Can we grant days off instead of paying overtime?**

You can grant extra days off to these nonexempt employees, but you cannot do that to avoid overtime pay. If a nonexempt employee works more than 40 hours in his/her normal work week, you must pay time-and-a-half for those overtime hours.

**We have considered granting "bank time" or paid time off to compensate an employee for time worked out of the office. Can we do that instead of paying overtime?**

Generally, no. If "bank time" is used to offset overtime hours, then that bank time must be used in the same week in which the overtime was accrued, and it must be provided at the rate of time-and-a-half for each overtime hour. The practice of "banking time" derived from overtime hours for use at some future date is contrary to federal law.

**Is it possible that my state has different overtime regulations than these new federal rules?**

Yes, but the federal regulations establish the minimum requirements. States may impose more-stringent requirements. Currently, 18 states such as California and Illinois have overtime rules that are different from the federal regulations.

You need to be aware of overtime laws in your state. As always, check with your attorney if you have any questions.

The new regulations include other special overtime rules that are outside the scope of this article. For more information, go to [www.dol.gov](http://www.dol.gov).

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