

FOUNDATION *news*

www.nawsrc.org

August 2009

NAWSRC Annual Convention
August 23-25, 2009
Fort Lauderdale, Florida

Sail Aboard the H2O Vessel . . . Visit Island "W"

Early Arrivals**

Saturday, August 22, 2009

Sunday, August 23, 2009

12:00 p.m. - 5:00 p.m.
1:00 p.m. - 5:00 p.m.
4:00 p.m. - 7:00 p.m.
7:00 p.m. - 9:00 p.m.
7:00 p.m. - 9:00 p.m.

Monday, August 24, 2009

8:00 a.m. - 10:00 a.m.
10:00 a.m. - 12:00 p.m.
12:00 p.m. - 1:30 p.m.
1:30 p.m. - 3:00 p.m.
3:00 p.m. - 5:00 p.m.
5:00 p.m. - 7:00 p.m.
7:00 p.m. - 9:00 p.m.

Board of Directors Meeting with Lunch
Certification Seminars, CWS, CSR
Vendors Set-Up
Registration
WELCOME RECEPTION
Casual Dress - Ahoy M

Continental
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Fort Lauderdale
FLORIDA

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Are you ready? Annual Convention August 23-25, 2009

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NATIONAL ASSOCIATION OF WATERPROOFING AND STRUCTURAL REPAIR CONTRACTORS, INC.™

On the Cover



The NAWSRC Annual Convention is August 23-25, 2009 in Fort Lauderdale, Florida. Three days of education seminars, round table discussions and awards. For a full schedule see page 4.

Need to earn re-certification credits?

Write an article
for the newsletter.

Send your articles to Claudia Clemons at
nawsrc@managementalliance.com.

NAWSRC Board of Directors 08-09

President Dan Jagers, CSRS CL Support Services, LLC (281) 664-8443	Alan Chandler, CWS, CSRS All-Dry, Inc. (615) 360-7000
Vice President Andrew Rehner, CWS The Basement Guys of Toledo (419) 866-9379	Michael Hogenson, CWS Standard Water Control (763) 537-4849
Secretary/Treasurer Brandon Smith, CWS Smith's Waterproofing (810)798-2371	Mark McAlpin, CWS ACM Waterproofing Islip, NY (631) 581-0600
Executive Director Claudia Clemons (410) 931-3332 ext 108	Rafael Rivas, CAWS Citadel Building Maintenance Services, Inc. (512) 465-2280
Michael Trotter, CWS, CSRS Trotter Company (770) 458-0810	Richard Young, CWS, CSRS Young Waterproofing (716) 893-1939
Stephen Andras, CWS, CSRS Pioneer Basement Waterproofing, Inc. (508) 674-5121	Supplier Liaison Tim Schluter Richtech (800) 677-7791

FOUNDATION news August 2009

A Newsletter for the Waterproofing and Structural Repair Industry

National Association of Waterproofing
and Structural Repair Contractors (NAWSRC)TM
8015 Corporate Drive Suite A
Baltimore, MD 21236

PHONE: 800-245-6292; FAX: 410-931-2060

nawsrc@managementalliance.com

www.nawsrc.org

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'09 NAWSRC Convention in Florida

Annual Meeting set for August 23-25 at the W Fort Lauderdale

The NAWSRC Annual Meeting is scheduled for August 23-25, 2009 in Fort Lauderdale, Florida. The Welcome Reception will start on Sunday at 7 p.m.

If you are planning to take the Certification tests at the Annual Meeting, the Certification Seminars will be on Sunday from 1-5 p.m. with testing Monday at 1:30-3:30 p.m.

On Monday, educational seminars will start at 10 a.m. to noon. After lunch the non-compete roundtables will be in session from 1:30-4:30 p.m.

The Educational Seminars on Tuesday will start at 9 a.m. with roundtables at 1:30-4:30 p.m. The Awards Dinner will be from

6-9 p.m. on Tuesday. The NAWSRC will announce the winners of the STAR Award and hold elections for open board of director positions. They will also honor those newly certified members.

To register for the meeting, use the registration form on Page 8 and fax it to 410-931-2060. You can also scan it to Claudia Clemons at nawsrc@managementalliance.com.

For more information or if you are interested in serving on the board or showcasing your products at the Annual Meeting, contact the NAWSRC at 800-245-6292 ext 108. For more information, see www.nawsrc.org.

See Full Schedule on Page 4



GET IN FREE WITH NAWSRC CODE A-15
WORLD OF CONCRETE
LAS VEGAS
FEBRUARY 1-5, 2010



NAWSRC Annual Convention
August 23-25, 2009
W Fort Lauderdale
Fort Lauderdale, Florida

Sail Aboard the H2O Vessel . . . Visit Island “W”

Saturday, August 22, 2009

Early Arrivals**

Sunday, August 23, 2009

12:00 p.m. - 5:00 p.m.	Board of Directors Meeting with Lunch	
1:00 p.m. - 5:00 p.m.	Certification Seminars , CWS, CSRS, CAWS	4.0
4:00 p.m. - 7:00 p.m.	Vendors Set-Up	
7:00 p.m. - 9:00 p.m.	Registration	
7:00 p.m. - 9:00 p.m.	WELCOME RECEPTION	
	Casual Dress – Ahoy Mate!	

Monday, August 24, 2009

8:00 a.m. - 10:00 a.m.	<u>Continental Breakfast</u> /Registration & Visit with the Vendors	
10:00 a.m. - 12:00 p.m.	GENERAL SESSION Educational Seminars	2.0
12:00 p.m. - 1:30 p.m.	LUNCH on your OWN	
1:30 p.m. - 3:30 p.m.	Certification Testing	
1:30 p.m. - 4:30 p.m.	Non-Compete ROUNDTABLES	3.0

ENJOY Fort Lauderdale ~ DINNER on your OWN

Tuesday, August 25, 2009

8:00 a.m. - 9:00 a.m.	<u>Continental Breakfast</u> & Visit with the Vendors (Spotlights)	
9:00 a.m. - 12:00 p.m.	GENERAL SESSION Educational Seminars	3.0
12:00 p.m. - 1:30 p.m.	LUNCH on your OWN	
1:30 p.m. - 4:30 p.m.	Non-Compete ROUNDTABLES	3.0
6:00 p.m. - 9:00 p.m.	AWARDS DINNER Annual Meeting & Elections Business Attire	

Wednesday, August 26, 2009

Departures**

** The **W Fort Lauderdale** will honor our \$179 room rate 2 days before and after our Convention.
ENJOY this Newly-Opened Hotel (4/30/2009) incurring **NO Resort Fees**.

Crawlspace debate continues

Concrete versus plastic liners on the war against radon, indoor gases

By Douglas Glenn Clark

At first glance, pumping concrete into a crawl space may seem logical to homeowners. After all, concrete slabs work well in the garage and basement, and it creates a nice finished look. But sealing and insulation experts say – look again. The cosmetic slab of concrete pumped in a crawl space after new home construction is different than for a basement poured during construction. It is actually worsening the indoor air quality problems it was meant to fix. The result may be the onset of “sick” house syndrome.

The number one reason a homeowner seals a crawl space is simple: it is a wet, musty breeding ground for mold. If left unchecked, mold will migrate upward into a home’s living space and create a costly health hazard. Nasal and sinus congestion, coughing, wheezing, sore throat, headaches, fatigue and eye irritation are among the common symptoms.

“Indoor air quality is something you can’t take lightly. There are over 16 million people in the United States who suffer from asthma alone. About 7 million of them children,” says Tim Wilkerson, a crawl space expert and technical consultant for Emecole, a provider for basement waterproofing contractors and crawl space sealing and insulation professionals.

The fact is, choosing wet, porous concrete to seal a crawl space is like hiring a wolf to guard the chicken coop. Why? A typical mix contains over 300 lbs. of water per cubic yard of concrete.

A homeowner who agrees to have concrete pumped into a crawl space is unknowingly saturating the entire area with mold-friendly moisture.

And don’t think the environment improves after the concrete dries. In a spacious basement, it is easy for finishers to hard trowel, or close, the concrete



PHOTO CREDIT: Emecole

Tim Wilkerson, Emecole, Romeoville, Illinois, installs a plastic liner encapsulation, insulation system.

surface. But crawl spaces are too small and tight for that technique. So finishers merely top off the poured mass with a hand float. As a result, the slab dries with a chalky finish that disperses dust into the air when scraped by boxes or contractors – or children at play. Unfortunately, the dust contains silica which can cause serious lung damage. So much for the “finished” look.

Installing a vapor barrier – an absolute necessity – before pumping concrete also creates problems. Since the barrier prevents concrete water from seeping into the soil beneath the house, it can only escape upward. That’s a lot of moisture, when you consider that the concrete required for a 1,000 square foot crawl space with a 4-inch slab contains 500 gallons of water (which will be entrapped within the floors and walls of the home).

Also, since concrete does not provide a thermal break, a temperature difference between the air and the concrete surface will cause condensation. And that

See CRAWLSPACES, Page 12



“Sail Aboard the H2O Vessel”
2009 CONVENTION REGISTRATION FORM
FORT LAUDERDALE, FL
August 23-25, 2009

COMPANY INFORMATION

Company Name _____
 Address _____
 City _____ State _____ Zip _____
 Phone (_____) _____ - _____ Fax (_____) _____ - _____
 E-mail _____

REGISTRANT INFORMATION *Only registrants admitted to educational programs (seminars and roundtables).*

Primary Company Member: _____
 Spouse / Guest _____




Additional Company Members: _____ Additional Company Member Guests: _____

REGISTRATION FEES

Member:	Primary Company Member	() @ \$375.00	\$ 375.00
	Additional Company Members	() @ \$275.00	\$ _____
	Spouse/Guest	() @ \$250.00	\$ _____
	“Dinner Ticket” ONLY	() @ \$ 88.00	\$ _____
	Meeting Credits Applied	Less \$ _____	\$ (_____)
Non-Member:	Registrant	() @ \$795.00	\$ _____
TOTAL AMOUNT PAID			\$ _____

Check which **Certification Seminar** you will be attending: CWS CSRS CAWS

PAYMENT

Payment by: **CHECK**   

Credit Card Account # _____

*Card Security Code _____ (Required) Expiration Date ____/____

Billing Address _____ (Required)

Billing City, State, Zip Code _____ (Required)

Signature _____

*Do not know where to find your Card Security Code: Visit <http://registar.com/cvv2.html>

Cancellations: All cancellations must be received in writing on or before July 31, 2009. A \$50 processing fee will be charged against each cancellation.
 All refunds will be processed after the convention. No refunds will be made for no shows or cancellations after July 31, 2009.
 Return to NAWSRC ♦ 8015 Corporate Drive ♦ Suite A ♦ Baltimore, MD 21236 ♦ Phone (410) 931-3332 ♦ Fax (410) 931-2060 ♦
NAWSRC@ManagementAlliance.com ♦ www.nawsrc.org

NAWSRC Annual Convention
August 23-25, 2009

W Fort Lauderdale
Fort Lauderdale, Florida

Convention CHECKLIST

Make Your **AIRLINE** Reservation

Airport - **FLL** (Fort Lauderdale, FL)

Make Your **HOTEL** Reservation Deadline: **July 28, 2009**

W Fort Lauderdale
401 N. Fort Lauderdale Beach Blvd.
Fort Lauderdale, FL 33304
On Site Phone: (954) 414-8200
www.starwoodhotels.com

Toll Free: **1-800-228-3000**

MUST Mention: NATIONAL ASSOCIATION OF WATERPROOFING AND
STRUCTURAL REPAIR CONTRACTORS (NAWSRC)

Room Block: August 22-26, 2009
Room Rate: **\$179.00** Single/Double

Complete Convention **Registration Form**

Go to Website: www.nawsrc.org

Contact HQ: **1-800-245-6292, ext. 108**
nawsrc@managementalliance.com



Exhibitor Showcase Space Reservation Form

VENDOR SPOTLIGHTS RETURN

30 Minute Vendor Spotlights on Tuesday, August 25, 2009
for Product Demonstrations

(Additional fee of **\$75.00** Required - Limited to First **6** Registrants)

YES, our company wants to Exhibit at the **NAWSRC Annual Convention** to be held at the
W Fort Lauderdale, Ft. Lauderdale, FL from August 23-25, 2009.

6' Table Top Exhibit Space Fee: **\$450.00 - Member** **\$650.00 - Non-Member**

Register me for the Vendor Spotlight: **\$ 75.00 - Member** **\$ 75.00 - Non-Member**

\$100 - Credit towards Exhibitor's Space (Members only w/credits available)

Exhibitors Showcase registrants are entitled to **one** attendee. (For each additional attendee, please add **\$250.00**). All Registrants will then be included in the **Sunday** Evening Welcome Reception, attendance at all Seminars and the **Tuesday** Evening Awards Dinner & Annual Meeting. Exhibitors will be recognized during the Convention and will receive identification badges and ribbons. In addition, you will receive a 1/4 page ad in the **NAWSRC Convention Program**.

REGISTRATION:

Name of Principal Attendee: _____ Nickname: _____

Name of Second Attendee: _____ Nickname: _____

Name of Additional Attendee: _____ Nickname: _____

Company Name: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____ E-mail: _____

Type of Product/Service to be Exhibited: _____

If you require any Audio Visual needs, please contact **Miguel Paucar** at the hotel **(954) 414-8212**.

Email: mpaucar@southernav.com

PAYMENT METHOD:

Our **check** is enclosed payable to **NAWSRC** in the amount of \$ _____.

OR

Please **charge** my credit card in the amount of \$ _____.



Account #: _____ * Card Security Code: _____ (Required)

Expiration Date: ____ / ____ Billing Address _____ (Required)

Billing City, State, Zip Code _____ (Required)

Signature of Card Holder: _____

No refunds for cancellation of this space order unless a written request is postmarked by July 31, 2009.

Full payment of the Exhibit Space Fee is due with this reservation form. Send completed form to:

NAWSRC, 8015 Corporate Drive, Suite A - Baltimore, MD 21236-4977

or for fast pre-registration, you may **FAX** a copy of this form to:

(410) 931-2060. Questions, please call (410) 931-3332 x108

Space is Limited * Register TODAY!**

Five unethical selling practices

Honest and ethical selling is sometimes hard to come by. In its Canon of Ethics, the NAWSRC prohibits five basic sales practices that are worth mentioning again. It may be time to review your company's sales practices to ensure you are not being unethical with your customers.

Prohibited Sales Practices

1. Model Home Scheme

No selling practice shall be used which states or implies that the prospect will receive a commission, special price or any other form of compensation for allowing the structure to be used as a "model waterproofing or structural repair job," "advertising showplace," etc., or for "before and after" photography.

2. "Par" Selling

"Par" is the price set by a contractor in order to assure a profit on that job. "Par Selling" is when someone other than the contractor obtains earnings from a job by selling the job to a customer at a price greater than "Par."

Examples: The contractor establishes "par" at a specific price for a particular amount of square feet and then advises the independent contractor that his profit will amount to whatever he can sell the job for over "par."

Contractor established "par" and agrees to split any amount the employed sales person can obtain over such "par" according to an agreed-upon percentage.

Contractor establishes "par" and sets sliding scale for subcontracts or employees to share in over "par."

Basically, the price should be the same for the same services for every customer. A seller should not be

motivated by par selling to gauge a customer just because he can talk the customer into a higher price. That is unethical selling.

3. Referral selling

Referral selling shall not be used wherein a prospect is induced to sign a contract under the representations that a part or all of the cost of a waterproofing or structural repair job can be earned through commissions which the seller will pay for each and every prospective customer or buyer referred to the company by the purchases.

4. Sales Discount

No contractor shall misrepresent the basis for offering sales discounts.

Don't make increase the price just so you can make it look like you are giving them a discount.

5. Sales Tactics

No contractor shall use any representations that may have the effect of soliciting business through false intimidations (e.g., "Your walls show signs of serious decay and will cause you great problems when the rains come," or "The condition of your floor has created a very serious threat to your safety").

Homeowners buy on emotion. But there is a difference between evoking emotion in your buyer and falsely intimidating them to buy.

Be honest about the dangers of not fixing their property but don't intimidate them by promising them that their foundation will crumble by next year if they don't fix it now!

For more information on the NAWSRC's Canon of Ethics see www.nawsrc.org.

Welcome Back Members

Intermountain Foundation Repair, Inc.
31 N. 700 E. - #263
St. George, UT 84770
1-877-452-2587

Timbertown Restoration
P. O. Box 2466
Saginaw, MI 48605
1-800-832-7060

Software options to organize your biz

Most contractors are not in-the-office-all-day-long-type business men. Typically, payroll is daunting and accounting is a necessary evil. Estimating, project management and work orders mean paperwork which means more time spent filtering through it all. Only if the business would run itself, then you could go back to working the parts of the business that are more fun.

Construction management software could increase your productivity and organize your office while digitizing the paperwork.

Systemates Inc.

Projectmates Online Construction Management Software

Projectmates provides an intuitive web based project collaboration interface and online project management suite created to aide in the complete life cycle development of design and construction projects. From the initial design phase thru the final punch list, Projectmates offers robust document management, bid distribution, complete construction management modules and everyday workflow processes. Project portfolio management and automated reporting helps executives manage the project budget, progress, and catch the red flags.

VirtualBoss

Construction Scheduling & Project Management
VirtualBoss is an affordable, easy to use job scheduling, and task management software solution designed for Home Builders, General Contractors, Remodelers, Trades persons, Developers, Real-Estate Property Managers, & Related Businesses. VirtualBoss streamlines your scheduling and project management functions without wasting any time with setup or learning how to make it work. Setup is a snap, and no training is necessary. You could be up and running today. Works with MS Windows or any Palm/PocketPC device. Comes with a 30 day money back guarantee.

PrioSoft

Priority One Plus: Construction Management Software. Whether you call it Construction Software, Construction Contractor Software, or Handyman Software, Priority One Plus manages the entire business process for general contractors, contractors, installers, all trades, Handyman or home repair businesses, remodelers and custom builders in residential and light commercial construction. Priority One Plus combines complete Contact Management and Business Administration capabilities with everything you need to manage the jobs all the way through their life cycle.

Magsoft MAG e Partner

Mag sales is designed from the ground up to efficiently integrate subsupplier and subcontractor information across your organization. e Partner provides a unique environment for managing relationships with your business partners to complete complicated bids within schedule and with minimum cost. e Partner also provides the ability to track/control all purchasing & project statuses for subsuppliers and subcontractors.

Dexter + Chaney Forefront

Our Forefront Construction Management Software consists of integrated construction accounting software, construction project management software, document imaging software, human resources software, and more.

BuildStar Technologies, Inc. BuildStar

With BuildStar you will save time and money, increase sales, improves client confidence and trust, and facilitates coordination, collaboration, communication and control. BuildStar handles the life cycle of any project from beginning to end, delivering timely accessible information online and on demand with tools for all of your construction management needs including: estimating, bidding,

See SOFTWARE Page 11

Engineer serves repair industry

Usually when you go to an engineering firm with a residential structural repair project, you are put on the bottom of the list. Most engineers are busy with commercial projects and only help residential clients on the side.

But the problem is more and more inspectors and code officials require an engineered-stamped drawing in order to do structural repair work even on single-family homes.

Engineer Paul Hayman noticed this trend and saw a need. That is when he started Hayman Engineering, a national engineering firm specializing in drawings for residential structural repair projects. With 20 years of experience, a network of hundreds of home inspectors, and with the help of the internet, he took his residential engineering company national. They are now licensed in 49 states and working on being licensed in Hawaii.

Hayman noticed that there are typically three kinds of structural repair contractors who come to him for drawings. The first one is the one who is mandated to do so. This contractor is forced by the building inspectors and code officials in his area to provide engineered-stamped drawings of his foundation repair system before he can move forward. This contractor usually comes to Hayman because they are less expensive than commercial engineering firms

(Hayman's standard charge is \$350-\$450) and they can provide drawings in 24-48 hours.

The second kind of structural repair contractor is new to the business, usually a waterproofer who has decided to add structural repair work to his services. This contractor wants the piece of mind that they are not over- or under-installing the system. He trusts the manufacturer's recommendations but an engineer backing his system gives him and his new customer more confidence. With official drawings he knows his bid is accurate and he won't be back next year to re-install another pier on the other side.

Then there is the forward-thinker, structural repair contractor who wants an edge on his competition. This contractor using the engineered-stamped drawings as a marketing tool to prove his system is legitimate. He uses the fairly inexpensive drawings as an extra service for his clients. This way if his clients are getting multiple bids he can be the one in the bunch who can offer them engineered-stamped drawings. This contractor can stay competitive and force an engineered design to become the standard among his competition—therefore, bettering the industry as a whole.

If you are interested in more information about Hayman Engineering, visit www.hayman-res.com or contact them at (417) 831-5550.

SOFTWARE *(continued from page 10)*

budget management, scheduling, change order management, document management, online photos, integration with QuickBooks, and more.

Turtle Creek Contractor Software

The Goldenseal general contractor software is an integrated package that includes construction estimating, job cost accounting, contract writing and project management. It is designed for small to medium-sized contracting businesses with 1 to 50 employees.

www.nawsrc.org

Maxwell Systems

American Contractor

American Contractor gives construction executives the tools to monitor and control the profitability and the productivity for construction and service jobs of any size. The package includes Takeoff, estimating, and proposal management, project management, financial management, workforce management, equipment management, service management, inventory/procurement management and more.

**WANT TO
SPONSOR THE
NEXT NAWSRC
REGIONAL
MEETING?**

**Atlantic City
November 12-13, 2009**

For Suppliers interested in sponsoring:

- Platinum Level (Limited to first six Suppliers) - Admission for two representatives to all seminars and luncheons. 10-minute Product Showcase at the Regional Meeting, Logo ad on all printed marketing literature advertising NAWSRC Regional Meeting, Web Banner on the NAWSRC Website (front page advertising the Regional Meeting for 3 months) Product literature added to seminar packet. \$395.00
- Gold Level - Logo ad on printed marketing literature advertising NAWSRC Regional Meeting. Web Banner (front page NAWSRC Website advertising the Regional Meeting for 3 months) and product literature added to seminar packet. \$195.00
- Silver Level - Web Banner (front page NAWSRC Website advertising the Regional Meeting for 3 months) and product literature added to seminar packet. \$125.00
- Bronze Level - Product Literature added to seminar packet \$ 95.00

CRAWLSPACES (continued from page 5)

“I realized pumping concrete into the crawl space was actually a disservice to the homeowner. Cosmetically it may look great, but we all need to take a closer look.”

-Tim Wilkerson

leads to more mold.

Wilkerson knows the downside of pumping concrete. For years he too thought it was an acceptable solution for crawl space remediation. But when he discovered the moisture problems, he began experimenting with everything from water reducers to light weight concrete with the hope of developing a drier mix. Although he succeeded in lowering the 350 lbs. per cubic yard requirement to 300 lbs., moisture and mold problems continued to persist.

“I realized pumping concrete into the crawl space was actually a disservice to the homeowner. Cosmetically it may look great, but we all need to take a closer look,” he says.

Encapsulation systems became Wilkerson’s mission.

Fortunately, Emecole has been innovative in this area, creating sealing and insulation components that are comprehensive and environmentally friendly.

The alternative to pumping concrete is a liner encapsulation system of the crawl space. The advantages of this solution are many:

- Permanently seals walls and floors.
- Excess moisture is remediated and therefore mold can’t grow.
- Liners stop radon and other natural but deadly gasses from rising and endangering indoor air quality.
- Saves energy costs because the aluminum heat shield reflects warm air into the home, while keeping cold air out.
- Federally approved tax credits are available to most homeowners.

“Either we take the easy way out and just pour concrete, or we take a more educated approach. A little education can save lives.”

Have a safe, drug-free company

Ten to 20-percent of deaths on the job test positive for drugs or alcohol

When it comes to workplace substance abuse, small businesses have big disadvantages. They are less likely than large companies to have programs in place to combat the problem, yet they are more likely to be the “employer-of-choice” for illicit drug users. Individuals who can’t adhere to a drug-free workplace policy seek employment at firms that don’t have one, and the cost of just one accident caused by an impaired employee can devastate a small business.

Of the 17.2 million illicit drug users aged 18 or older in 2005, 12.9 million (74.8 percent) were employed either full or part time. Furthermore, research indicates that between 10 and 20 percent of the nation’s workers who die on the job test positive for alcohol or other drugs. In fact, industries with the highest rates of drug use are the same as those at a high risk for occupational injuries.

The good news is that small businesses have enormous power to improve the safety and health of their workplaces and employees by implementing drug-free workplace programs. These programs educate employees about the dangers of drug abuse and encourage individuals with related problems to seek help. Such programs help reduce occupational injuries and illnesses and send a clear signal that employers care about the safety and health of their employees.

Some small businesses do not effectively address the

issue due to a lack of resources, such as staff to seek information about it and provide assistance to employees who have related problems. This reluctance may be reinforced by confusion over the cost of running drug-free workplace programs and what action can be legally taken, particularly regarding drug testing and disciplinary procedures.

A comprehensive drug-free workforce approach includes five components—a policy, supervisor training, employee education, employee assistance, and drug testing. Such programs, especially when drug testing is included, must be reasonable and take into consideration employee rights to privacy.

To help small businesses benefit from being drug-free, the Department of Labor and OSHA’s Working Partners for an Alcohol- and Drug-Free Workplace program offers small businesses a range of free and easy-to-use tools to help them maintain safe, healthy and drug-free workplaces. To start a drug-free workplace program or to get your questions answered see www.osha.gov.

Also, the Substance Abuse and Mental Health Services Administration (SAMHSA) Division of Workplace Programs provides guidance for employers on workplace drug-testing issues, and its GetFit.SAMHSA.gov website provides a range of information about workplace wellness issues, including drugs and alcohol.

New Members

Ayers Basement Systems, LLC
3193 Lansing
Charlotte, MI 48813
519-645-2013

Hayman Foundation Engineering
205 Park Central East
Room 412
Springfield, MO 65806
417-931-5550

www.nawsrc.org

Thomas/Thompson Waterproofing Co.
1305 Rickard Drive
Knoxville, TN 37912
865-689-0127

White Fields, Inc.
dba: Rite-Way Waterproofing Co.
9035 12 Ave. NW
Seattle, WA 98117

NAWSRC™



Annual Meeting
Fort Lauderdale, Florida
August 22-26, 2009

NAWSRC



Service and
Technicians
Assessment
Report

Star Award

FOUNDATION NEWS
ONLINE DEBUT
AUGUST 2009

NAWSRC
Regional
Atlantic City
Nov. 12-13, 2009



8015 Corporate Drive Suite A
Baltimore, Md. 21236