



FCIA e-News

Volume 18, Issue 5



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FCIA in Canada?!? Oh Yeah. We're Baaack!



Clear your schedule. Mark your calendar. Make your plans, because FCIA is returning to Canada!

FCIA heads to Edmonton, AB this September with the [Firestop & Effective Compartmentation 'DIIM' Symposium Canada](#).

This **September 20-22**, join FCIA at the [Delta Edmonton Centre Suite Hotel](#) in Edmonton, AB for

the [FM & ULC Firestop Exams](#), educational sessions, exhibitors, networking and more.

Firestop and Effective Compartmentation systems that are properly installed to the tested a listed system specs save lives, but that is not the only critical step in the process. Following the ['DIIM' of Firestopping](#) provides greater reliability of installed firestop systems for improved Fire- and Life-Safety in buildings around the globe.

On September 21-22, those who Specify, Design, Install, Inspect, Maintain or Manage buildings with installed firestop and effective compartmentation systems in Canada

will find value in visiting with exhibitors and attending educational sessions like:

- Firestopping for Integrity and Continuity of Fire Separations – Design, Testing & Code Requirements with Don Falconer, Falconer Engineering;
- The Hospital Accreditation Process with Alex Rosé, Accreditation Canada;
- Fire-Testing with QAI with Lawrence Gibson, QAI;
- Interpreting the UL Guide and the UL's Standards Technical Panel Issues with Luke Woods, UL;
- Building a Growth Driven Organization in a Volatile Economy with Chad Banman, Sandler Training;
- And More!



Contractors interested in pursuing the FM 4991 Accredited or ULC Qualified Contractor Programs can arrive a day earlier, September 20, to attend FCIA Education for the Firestop Exams education sessions and can write the FM or ULC Firestop Exams.

For Conference Registration:

REGISTER NOW



For Hotel Reservations:

Click Here to
Make a Reservation

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Firestopping Education Opportunities Coming to the Middle East

High-profile fires around the globe have highlighted the importance of properly installed firestopping and effective compartmentation. Education is always the key to ensuring qualified individuals to Design, Install, Inspect and Maintain these installed systems. The Middle East and Asia are areas that are experiencing a significant amount of development, much of which is trending skyward instead of out, requiring a growth in the knowledge about these highly specialized fire- and life-safety systems.

FCIA returns to the region with TWO programs – [The Fire & Smoke Barrier Firestop & Effective Compartmentation 'DIIM' Symposium Doha](#) and The International Building Code Firestop & Effective Compartmentation 'DIIM' Symposium Dubai – to help bridge the information gap and provide valuable training for professionals in the region.

Join FCIA this **4-6 October 2016** at [The Oryx Rotana](#) in Doha, Qatar for [The Fire & Smoke Barrier Firestop & Effective Compartmentation 'DIIM' Symposium Doha](#).

Then, FCIA will head to [Le Meridien Dubai Hotel & Conference Centre](#) in Dubai, UAE for [The International Building Code Firestop & Effective Compartmentation 'DIIM' Symposium Dubai](#) on **11-13 October 2016**.

At each event, delegates will attend a varied array of presentations addressing each of the elements of the 'DIIM' of Firestopping – Design, Installation, Inspection and Maintenance/Management – as well as a session focused on the code and standards updates.

Register for these key events today!

<p>Fire & Smoke Barrier Firestop & Effective Compartmentation 'DIIM' Symposium Doha</p> <p>4-6 October 2016</p> <p>Click Here To Register</p>	<p>The IBC Firestop & Effective Compartmentation 'DIIM' Symposium Dubai</p> <p>11-13 October 2016</p> <p>Click Here To Register</p>
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NFPA Fire Protection Features Committee – Working to Get Things Done

FCIA's Executive Director, Bill McHugh, worked with Bill Koffel of Koffel Associates and others on the NFPA Fire Protection Features Committee Meetings in Ft. Lauderdale June 21 to get to work on the 2018 versions of [NFPA 101, The Life Safety Code](#), and [NFPA 5000, The Building Construction and Safety Code](#).



The big accomplishment we had was adding quantified "L" Ratings to NFPA 101 and 5000 during this round of face-to-face committee meeting. FCIA was able to motion from the committee and help make a case for the addition of "L" Rating, <50cfm/100sf/wall area or <5cfm/penetration....similar to language from the International Building Code. International Firestop Council's consultant, Tony Crimi, submitted the proposal, which FCIA supported. FCIA also involved supported a proposal that barriers need to be marked by type of barrier. This means that a fire barrier, smoke barrier, etc. would be labeled by their code defined type.

Over the past 2 years, FCIA worked with Cathy Stashak, Illinois State Fire Marshal's office and Kristin Bigda, NFPA Staff, Kurt Roeper from Assa Abloy, and others to help bring consistency to the same sections of both NFPA 101 and NFPA 5000. We also moved that something is required to restrict the passage of smoke where a wall penetrates a drop ceiling but does not go all the way to the next barrier, for example in the case of smoke partitions, in new construction and existing buildings.



While these were big "wins", this is only one stage of the NFPA 101 and 5000 development process. There is still a letter ballot process that takes place over the next few months. After ballots, the last thing to take place is the final action where Notices of Intent to Make a Motion at the Annual meeting are heard, which takes place in Boston in June 2017.

Therefore, none of the items above are required yet in NFPA 101 or 5000, but we remain optimistic that they may become part of the codes for the 2018 version of the code.

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New Overtime Regulations Coming

On May 18, 2016, President Obama and Secretary of Labor, Thomas Perez, announced the publication of the final rule from the [Department of Labor updating the overtime regulations](#).

The new rule focuses primarily on updating the salary and compensation levels needed to qualify employees for the Executive, Administrative, and Professional exemptions. Under the current rule, the minimum salary level needed to qualify for these exemptions was \$455.00 per week. Under the new rule, the salary level is set at the 40th percentile of full-time salaried workers in the lowest-wage Census Region, which is currently \$913 per week or \$47,476.00 annually.

The total annual compensation requirement for highly compensated employees was also adjusted upward from the current requirement of \$100,000.00 to the 90th percentile of full-time salaried workers nationally, currently \$134,004.00.

Lastly, unlike current overtime rules, the new rule does provide a mechanism for the salary and compensation levels to be adjusted every three years, in order to maintain the levels at the percentiles provided above. The new rule also allows employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level, which is not permitted under the current rule.

In response to the new rules, contractors may consider raising salaries to keep employees exempt, or contractors may reclassify workers as non-exempt and pay for overtime hours. Employees that will be reclassified as non-exempt may be paid an hourly rate, and the rate can be set such that, when overtime hours are factored in, the employee compensation is comparable to that of when the employee was paid a salary.

The new overtime rule becomes effective on December 1, 2016. The first update to the salary and compensation levels will occur on January 1, 2020, and every three years thereafter.

OSHA Fines Increasing?

Last December, the President signed into law the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015 to improve the effectiveness of civil monetary

penalties and to maintain their deterrent effect. The Act requires agencies to adjust the level of monetary penalties with an initial "catch-up" adjustment. The Act also requires agencies to make subsequent annual adjustments for inflation.



In particular, penalties under the [Occupational Safety and Health Act \(OSHA\)](#), which were previously excluded from the Inflation Adjustment Act, are now subject to the 2016 "catch-up" and annual inflation increases thereafter. OSHA will need to adjust "the maximum civil monetary penalty or the range of minimum and maximum civil monetary penalties, as applicable, for each civil monetary penalty by the cost-of-living adjustment."

What does this mean for contractors and the construction industry in general? It means higher fines for OSHA violations. The new maximum fine for a repeat or willful violation could climb from the current \$70,000 all the way to \$124,709, while the maximum penalty for a serious and other-than-serious violation could move from \$7,000 up to \$12,471.

In accordance with the Act, OSHA is required to publish interim final rules with the initial penalty adjustment amounts by July 1, 2016, and the new penalty levels will take effect no later than August 1, 2016. As such, fines for OSHA violations assessed after August 1, 2016 will reflect the higher fines.

It is possible that OSHA could set lower maximum fines those suggested, but this would happen only if there is strong evidence that the new maximums would have a negative economic impact or that the social costs would outweigh the benefits. Additionally, OSHA would need approval from the budget agency before a lower figure could take effect. To date, OSHA officials have not indicated that they intend to seek any amount other than the largest figures allowed by the law, so the industry can anticipate that OSHA will likely raise its fines to the upper limits of those allowed by the Act.

Additionally, while the increase in fines will not take place until August 1, 2016, the Act will affect fines for violations occurring earlier than the August 1st deadline. Pursuant to the 2015 Act, in the event a violation took place prior to the effective date of the new penalty level, and the agency assesses a penalty after the effective date, the new penalty level shall be assessed in a manner consistent with applicable law. Consequently, contractors that have outstanding OSHA violations, but have not yet received the Citation, are at risk of incurring higher-than-anticipated

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finest if the Citation is received after August 1, 2016. The new law does not affect Citations that have already been issued, since the Act does not retrospectively change previously assessed or enforced penalties that the agency is actively collecting or has collected.

Bottom line: the penalty for OSHA violations moving forward is likely to be quite steep in an effort to deter future violations.

OSHA Summer Heat Safety Campaign Begins



OSHA has kicked off its summer campaign, [Water. Rest. Shade.](#), to inform employers and employees about the dangers of working in the heat. The campaign will continue its annual outreach to highlight how heat-related worker fatalities are entirely preventable. In 2014 alone, **2,630 workers** suffered from heat illness and **18 died** from heat stroke and related causes on the job.

On May 26, Kelly Schnapp, who directs OSHA's Office of Science and Technology Assessment, joined four other experts on a [White House webinar](#) highlighting the risks of extreme heat to four vulnerable populations: the elderly, athletes, emergency responders and outdoor workers. Schnapp noted that a majority of recent heat-related deaths investigated by OSHA involved workers on the job for three days or less - highlighting the need for employers to ensure that new workers become acclimated to the heat when starting or returning to work.

OSHA also provided heat safety tips for workers in a [blog](#), Twitter posts and an updated [heat campaign webpage](#) that now includes illustrations of heat exhaustion and heat stroke, an animated video, training resources and links to an updated heat safety phone app. [#WaterRestShade](#) is the official hashtag of the campaign, encouraging employers to provide their workers with drinking water, ample breaks and a shaded area while working outdoors. OSHA also continues to partner with the National Oceanic and Atmospheric Administration to raise awareness on the dangers of working in the heat through its [Weather-Ready Nation](#) campaign.



OSHA Electronic Record Keeping Final Rule

In November 2013, OSHA issued a proposed rule to require certain employers to electronically submit injury and illness records to OSHA on an annual and/or quarterly basis. The proposed rule would also create a [web portal](#) where OSHA would make these injury and illness records available to the public, minus any information that could be used to identify the employee. OSHA believes that making this information public will force employers to put an increased focus on workplace safety, as well as enable OSHA to better target enforcement resources toward workplaces where workers at the greatest risk.

On May 11, 2016 OSHA issued the final electronic rule, ["Improve Tracking of Workplace Injuries and Illnesses"](#), and the rule was released in the Federal Register on May 12, 2016.

The final rule contains two main parts. The first part of the final rule concerns the electronic submission of injury and illness data, and the second part of the rule directs employers to develop injury and illness reporting policies that meet certain criteria.

With regard to electronic submission of injury and illness records, the final rule requires the following:

- Employers with 250 more employees in each establishment must electronically submit their 300, 300A, and 301 forms to OSHA on annual basis;
- Employers with more than 20 to 249 employees in certain industries (such as construction) are required to submit only the 300A form on an annual basis; and
- Employers must also electronically submit their 300, 300A, and 301 forms whenever they are specifically requested by OSHA.

According to OSHA's Injury and Illness Recordkeeping regulations, an establishment is defined as a "single physical location where business is conducted or where services or industrial operations are performed." As a result, the final rule requires a location-by-location determination of whether it meets the threshold requirement for employees (based on peak employment at any time during the year, including temporary, seasonal and part-time workers) to trigger the data submission requirements.

The second part of the rule requires employers to inform employees of the following:

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- Employees have a right to report work-related injuries and illnesses;
- Employers are prohibited from retaliating or discriminating (i.e., termination, pay reduction, or re-assignments) against employees who report work-related injuries or illnesses; and
- Company procedures for reporting work-related injuries and illnesses. According to the final rule, a procedure is not reasonable if it would discourage employees from reporting as required.

In the proposed rule, OSHA raised concerns that post-accident drug testing and safety incentive programs could discourage employees from reporting work-related injuries and, therefore, could be considered discriminatory practices.

Regarding drug testing, the final rule states that it prohibits employers from using drug testing (or the threat of drug testing) as an adverse action against employees who report injuries or illness. It also warns employers that they should "limit post-incident [drug] testing to situations in which employee drug use is likely to have contributed to the incident, and for which the drug test can accurately identify impairment caused by drug use."

OSHA also warned against the use of safety incentive programs that, in some cases, might encourage under-reporting of injuries and illness. Safety incentive programs could come in many forms, but programs that are not properly designed could potentially discourage the reporting of actual work-related injuries and illnesses or may lead to employer liability for inaccurate recordkeeping.

The provisions of the final rule regarding employer injury reporting policies, and OSHA's ban on retaliatory measures, take effect on August 10, 2016 (states that have their own state OSHA plans must adopt policies that are substantially similar to the final rule within six months). The requirements for electronic submissions of illness and injury records take effect in phases after January 1, 2017. Establishments with 250 or more employees are required to submit their 2016 300A form by July 1, 2017. In 2018, establishments with 250 or more employees will be required to submit all 2017 forms (300A, 300, and 301) by July 1, 2018. Beginning in 2019, all required OSHA forms must be submitted by March 2. Establishments with 20 to 249 employees in certain industries (such as construction) must submit their 2016 form 300A by July 1, 2017, and their 2017 form 300A by July 1, 2018. Like establishments with 250 or more employees, they will also have to submit their information by March 2, beginning in 2019.

Working in MA? Might Have to Brush Up On Your BIM Skills

Recently, the [Massachusetts Port Authority \(Massport\)](#), the body that runs Boston's Logan Airport, issued a series of documents for integrating BIM into new construction, substantial renovation and major maintenance and improvement projects.



The release of the guidelines is part of the Massachusetts Integrated BIM Initiative, an effort that is evaluating the feasibility of establishing a single BIM protocol for all MA agencies and authorities. The documents include Guidelines for [Vertical and Horizontal Construction](#), an [Appendix A: BIM Uses Guideline](#) and a [BIM Roadmap poster](#).

The higher the estimated construction costs of a project, the higher the level of BIM required. The guidelines also apply to tenant alteration application projects.

Massport incorporated the 2014 Level of Development Specification published by the AIA and AGC into its guidelines. Prime designers and contractors will be required to designate BIM managers who will work with Massport's Design Technologies Integration Group to ensure that the BIM guidelines are followed throughout each phase of a project.

Have Questions About Gypsum? Get Answers this July

EDUCATIONAL
WEBINAR
SERIES



Announcing the July chapter in the [FCIA Educational Webinar Series](#), '[Shining the Light on Gypsum: What Is It, How Do You Repair It and More](#)', this **July 19**.

Gypsum board is the generic name for a family of panel-type products consisting of a noncombustible core, primarily composed of gypsum with a paper surfacing on the face, back and long edges. Its noncombustible core contains chemically combined water which, under high heat, is slowly released as steam, effectively retarding heat

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transfer. Even after complete calcination, when all the water has been released, it continues to act as a heat insulating barrier. In addition to its natural fire-resistive properties, Gypsum board walls and ceilings have a number of other advantages, including being sound minimizing, durable, economical and versatile.

So, what happens when there is a penetration in a gypsum board? Does that affect the fire-resistive properties of the material? How does one patch it to maintain fire-resistance?

Find out all this and more in this month's FREE webinar.

[Register today for the session.](#)

<p>When: Tuesday, July 19 Time: 10:00am CDT</p> <p>Register here</p>	
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FCIA Exhibits at Festival of Architecture in Nanaimo, BC



This June, architects from around Canada came together in Nanaimo, BC for the [Royal Architectural Institute of Canada \(RAIC\) annual 2016 Festival of Architecture](#). In addition to the four-day festival which celebrated the theme of Connexions, delegates were able to connect with one another and attend a series of events that were also open to the public. The entire event celebrated a common theme of how architectural design shapes the places where we live and work while responding to the social and cultural heritage and the environment.

FCIA was pleased to partner with this incredible event with a trade show booth and Publication Bins for *Life Safety Digest*. Staffed by Bill McHugh, the FCIA booth had lots of traffic and answered lots of questions from the group about firestopping and effective compartmentation. Relationships we started last year during our FCIA Firestopping 'DIIM' Presentation were renewed and new friendships built. It was great to hear people state, "We implemented what you spoke about at last year's RAIC Convention into our specs...."

We look forward to 2017 and continuing to build upon the partnership we have with RAIC and their membership.

FCIA Presents at NFPA

Every year, fire safety professionals from around the world come together for the [NFPA Conference & Expo](#).



CONFERENCE & EXPO

THE PREMIER EVENT IN FIRE AND LIFE SAFETY

13-16
JUNE
2016

LAS VEGAS
Mandalay Bay Convention Center

This year, held at The Mandalay Bay Convention

Center in Las Vegas, NV, conference attendance was strong for those interested in matters of fire- and life-safety.

FCIA was honored to be invited to present our 'Barrier Management, an Executive Summary' program to the attendees. Barrier Management faculty members Jonathan Flannery (ASHE), Anne Guglielmo (TJC), Bill Koffel (Koffel Associates) and Bill McHugh presented the session, while FCIA moderated the program. The session showed strong attendance with over 100 in the room, leaving less than a handful of empty seats, and invited a round of interesting and thought-provoking questions from the group. Keith Pardoe, NFPA 80's Chair and a former DHI Employee, fielded some questions as well.

FCIA was also represented with our trade show booth and Publication Bins for *Life Safety Digest*. Traffic at the booth included members, prospective members, Fire Protection Engineers and others from around the world spending time with, getting information from and asking questions of us. Additionally, all 400 copies of *Life Safety Digest* were distributed to interested readers.

The work NFPA does to promote matters of fire- and life-safety is important work, and FCIA is proud to partner with the group and the event.



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BOMA International Conference Brings *Life Safety Digest* to Attendees

Building owners, managers and associates convened in Washington, DC for [BOMA International's Annual Conference & Expo](#) this June 25-28. For the first time ever, FCIA was represented there with Publication Bins for *Life Safety Digest*. The event boasted solid numbers for the event and featured inspiring keynote sessions, a variety of targeted education sessions, a trade show featuring the newest products and trends and networking sessions designed to make introductions and connections.

We sent 200 copies of the publication to be distributed to interested attendees, and we are happy to report that all 200 copies were picked up. This is a great sign for FCIA as we look towards the future and developing the partnership with BOMA International and their membership.



Are You Ready for ASHE? FCIA Is!

The booth is packed. *Life Safety Digest* is printed and boxed. FCIA leadership has their travel plans and is ready to head to Denver, CO for the [53rd ASHE Annual Conference & Technical Exhibition](#).

The ASHE Annual Conference is the trusted national conference and exhibition for health care facility management and engineering professionals. More than 3300 industry professionals attend the four-day event to share perspectives on optimizing the health care built environment.

FCIA is always present at this integral industry event with our trade show booth to make connections and answer questions. We enjoy meeting professionals from health care facilities nationwide who always come with a ready interest in learning more about the 'DIIM' of Firestopping, FCIA members and the services they provide.

[Find out more today!](#)



OFSEC Returns this September

[OFSEC 2016](#), the [Oman Fire, Safety & Security Expo](#), will bring together local and international exhibitors who will showcase their avant-garde solutions, specific transverse and latest technologies, cutting edge innovations, cost-effective products and services to meet the needs of governments, businesses, industrial & commercial entities, aviation, construction, infrastructure, transportation, manufacturing, oil and gas and utilities sectors.



Dynamic economic and infrastructure development in Oman and the region has made the middle east one of the most vibrant safety and security markets in the world, with a growth rate of over 10% annually, since 2012, according to a recent research by G4s. There is a diverse demand for fire, safety and security equipment, ranging from the smallest of businesses to large corporations and home-users.

OFSEC is designed to meet the needs of the local, regional and international markets by linking practitioners, suppliers, distributors and manufacturers from the fire, safety and security industry. With key decision makers from the government and private sectors in attendance, this makes OFSEC a definitive networking platform, where new projects and partnerships are initiated and visionary objectives are implemented. This event also aims to create synergy and strengthen the collaboration between the authorities and the industries.

The 3-day exhibition will attract participation from a large number of exhibitors and representation from over 30 countries, with a slew of product and service launches, to the trade visitors and potential buyers from the region and beyond. OFSEC has collaborated with government bodies, leading industry associations, research partners and specialists to establish the exhibition that caters to the entire fire, safety and security sectors, making it an imperative convergence point. The expo is aligned with the demand and supply of the market across the board of industries to share best practices, tackle challenges and explore breakthrough methods for the integration of safety and security technologies.

The exhibition will lay foundation and be the gateway to the current and future market trends in the fire, safety and security sectors for industry professionals to communicate, share ideas, identify solutions, to operate effectively and efficiently and stay abreast with the latest global trends.

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OFSEC will converge and strengthen local and international business engagement and encourage investment.

FCIA and *Life Safety Digest* are happy to partner with this integral Expo. We will be represented there with a trade show booth and copies of *Life Safety Digest* present at the registration tables and dispersed throughout the trade show floor.

To learn more about OFSEC, visit <http://muscat-expo.com/ofsec/>.

CONSTRUCT and FCIA Partner Again in 2016

[CONSTRUCT](#) is your most cost effective strategy for combining educational opportunities with practical, real-world product and service solutions for your business success. This event is dedicated to the institutional, industrial and commercial building industry. If you design, build, specify, engineer, renovate or operate in the built environment, this is your event. CONSTRUCT is headed to Austin aka the Live Music Capital of the World for its 2016 show at the Austin Convention Center.

Attendees at CONSTRUCT will be able to pick-up copies of the most recent issue of *Life Safety Digest*, as well as stop by the FCIA trade show booth to have their questions answered and learn more about the 'DIIM' of Firestopping, how it applies to them and more. We have partnered with CONSTRUCT for several years, and this event always proves to be an invaluable event for FCIA and the industry. Good friends, old and new, are always present, and good conversation is had. We look forward to this year's event.

[Plan now to attend this power-packed event.](#)



Life Safety Digest Coming Soon

The next issue of [Life Safety Digest](#) will be hitting mailboxes soon. Look for articles like:

- Why the Life Safety Code?
- CMS Adopts the 2012 Edition of NFPA 101

- Hospital Work and Infection Control - What's the Risk?
- Decoded: Delayed Egress vs. Controlled Egress
- Fire-Resistance is a Technical Sport
- And More!

Not a subscriber?



FCIA Welcomes New Members

FCIA works hard to spread the word of the '[DIIM](#)' of [Firestopping](#) around the world, encouraging interested Contractors, Consultant Firms, Associates, Manufacturers, Manufacturer Rep Firms and more to become involved to grow the industry's call for better Fire and Life Safety.

When a connection is made, FCIA proudly welcomes new members, and **we thank them for their support and commitment to the Firestop industry.**

Thank you to all current members, as well, for helping to grow FCIA and the Specialty Firestop trade, resulting in improved Fire and Life Safety Systems.

FCIA New Contractor Members

- BEK Inc. - Aiea, HI
- Daharpro Construction - Levis, Quebec
- On-Cite Solutions - Ajax, ON
- Vesta Firestopping - Blaine, MN



FCIA New International Contractor Members

- NAFFCO - Doha, Qatar
- Nizar Bakharji GC NBTC - Khobar, Saudi Arabia

FCIA Members: Do you have more than one Branch location? Make it easier to be found worldwide with a '[Branch Membership and Listing](#)' at www.FCIA.org. Questions? Email cathy@fcia.org and we'll fill you in.



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STAY CONNECTED

