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A Message from the President

Where does all of our time go?

Is there anyone out there who has the secret to slowing down time?

Is retirement any slower than pre-retirement? If not, then what's the hurry to get there? These days it seems like time is rushing forward. I don't travel much by anything but car or bike, but it sure feels like I just unpacked from last year's *Total Solutions Plus* and this year's event is just around the corner.

Speaking of TSP, hopefully you all have made your reservations to attend this year's big event taking place October 22nd – 25th in Indian Wells, California. This event continues to grow each and every year and is quickly becoming the premier event for the tile installation community. The sponsoring organizations have done a great job in providing excellent and informative speakers and seminars that will take your business to the next level. In addition, they continue to work very hard at making this a destination that provides plenty of extra-curricular activities that make this trip feel much more like a vacation than just another convention.

In contrast to my life seemingly flying by, some things move at a more reasonable pace. Specifically, Thin Porcelain Tile (TPT) continues to attract a lot of attention from both the sales and installation worlds. While the manufacturers continue to push TPT to the architectural and design world, the installers continue to try and adopt the standards by which to install it.

The price on the TPT continues to fall, and the reluctance to install them continues to wane. More and more manufacturers are sponsoring seminars for contractors and installers to increase our knowledge and understanding of the potential applications. With more and more companies getting their feet wet with instal-

lations, more and more information is becoming available about what we can and can't do with these products.

TCAA was well represented by Brad Trostrud (East Coast) and Rich Papapietro (West Coast) at the TCNA Handbook Committee meeting that took place earlier this year. I look forward to talking with them and the other committee members while at TSP and hearing everything that was discussed pertaining to large thin porcelain tile installations. Hopefully the committee has progressed much closer to the point where we'll finally see an actual "handbook approved" method which will enable the installation community to embrace these products with complete confidence.

In the meantime, I'll just keep watching the sands of time slip quickly through the hour glass in hopes of somehow slowing down what none of us ever seem to have enough.

Until next time, see you all in California.

Brian Castro
TCAA President
DTI of Illinois





TCAA Labor Report

John Trendell, TCAA Labor Committee Chair
Trendell Tile, LLC



Pilgrimage and Passion

I have always loved to travel. So, now that I am no longer responsible for the day to day operations of the company, I have decided to take an extended trip. I will be walking El Camino de Santiago (The Way of St. James) early this Fall.

The Way is a pilgrimage through northern Spain. It is 500 miles long and takes about 5 weeks. Each day usually ends at a hostel with a church service and a meal offered by the local church. I look forward to contemplating on life's journey and the spiritual aspects of life. But, to be honest, I will also be looking at and contemplating all the wonderful tile and stone work found in the many churches I will be stopping at.

You see, I have a passion for visiting churches and cathedrals. I have stopped by churches literally all over the world. From Bangkok, to Sydney, to most of the great Gothic Cathedrals of Europe. I even stop by beautiful churches here in Ohio as I travel from jobsite to jobsite.

I not only stop for their spirituality but to try and understand their sense of purpose and permanence as expressed to me in the design of the tile and stone work. I try to imagine the passion and skill each craftworker might have put into their work to communicate the glory of the spirit in each of these places of worship.

Our industry, like all things today, seems to be changing ever more rapidly. But the permanence of ceramic tile and the passion of our installers still shines through when a project is done with a dedication and skill that shows the magnificence of our materials and our labor.

Buen Camino! ◆



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Storytelling in Tile

Over 7,000 years ago, early civilizations discovered that clay material could be dug up from river banks, formed into crude “bricks” and hardened in the sun to build structures, decorating the bricks by adding pigments for color and carving low-relief designs into the surfaces. By 4000 BC, the Egyptians discovered that they could create interior surfaces to decorate their living spaces using this same material formed into thinner and more uniform “tiles”. They were also the first to discover that firing clay tiles at high temperatures in a kiln made them stronger and more water resistant.

Over time, variations in pigments created new colors for the tiles which could be assembled into colorful mosaics and the discovery of glazes allowed the tiles to be hand painted with color, detail and precision, protected by the glaze from distortion during firing. Individual tiles could be grouped together to create murals and to tell a story. Ceramic tile murals were used to tell told stories of great battles, portray the wealth and riches of a person or people, or depict some other event important to the time and/or the place.

Technological innovations have changed much in the way tile is created, decorated and installed. Flat silk screens once used to decorate tiles gave way to roller screens that moved randomly, applying the pattern with greater variance from tile to tile. Rotor screens were replaced by laser screens and laser screens then gave way to today’s digital ink jet technology that uses photography to capture images and different surface appearances on tile. But while the technology has changed how the face of tile is created, what hasn’t changed is the desire to use that face to tell a story in tile.

Citi Field Jackie Robinson Rotunda Flushing Meadows, NY Port Morris Tile & Mable

Visitors to Citi Field (home of the New York Mets) enter the stadium through the Jackie Robinson Rotunda. Along the curved walls of the rotunda are engraved the words Excellence, Citizenship, and Commitment and under each



Jackie Robinson Rotunda

is a “larger than life” mural depicting scenes from the life of the legendary Jackie Robinson. The murals were created from old photographs that were digitized, transferred to the ceramic tiles and then assembled in order and installed on the walls to recreate the photos.

F Street Underpass
Las Vegas, NV
Superior Tile & Stone

Since late 2014, motorists and pedestrians using the F Street underpass in Las Vegas have enjoyed seeing the city’s history brought to life with a series of tile murals. Computer-generated

collages of photographs and hand-painted images were applied to glazed ceramic tiles, creating 12 interactive murals installed along the underpass.



Moulin Rouge Wall Mural

Latham & Watkins, Chicago, IL, Trostrud Mosaic & Tile

Inside the law offices of Latham & Watkins in downtown Chicago, visitors can view two murals that recreate the 1893 Chicago World’s Fair. Each mural stands 16 feet high and measures 56 feet in length. Combined, the two murals contain approximately 1.6 million individual glass mosaic tiles measuring 10mm x 10mm. ◆

Chicago World’s Fair Mural





TILE: It's the go-to finish when you're looking for high fashion and high function. But you might not get either if you leave it to just anyone to install. Unlike plumbing, electrical, and structural masonry trades, tile installers and the tile contractors that employ them are not generally required to meet minimum trade craft criteria to be in business.

The difference between trained, experienced installers and inexperienced installers is noticeably reflected in their work, and the difference between a quality contractor and a deficient one is reflected in their service and business operations.

Together, contractor and installer transform your concept into reality. Whether you're a design/build professional selecting tile contractors on a regular basis or a homeowner with a single tile project, it's just not possible to overestimate the importance of finding qualified contractors and installers.

THE REPUTABLE TILE CONTRACTOR

- ✓ **Operates a legitimate business**, with responsible business practices and a policy of standing behind their work.
- ✓ **Invests in continuing education** necessary to stay up to date on current building codes, regulations, standards, and best practices. On-the-job training is the most popular way to learn a construction trade, but formalized training is a must for ensuring correct installation methods are being taught to and used by installers on your project.
- ✓ **Carries all required business licenses and insurances**, and doesn't push liabilities for property damages or worker injuries onto others.
- ✓ **Does not misclassify workers** to avoid paying into social security, unemployment, workers' compensation, and other employee programs.
- ✓ **Has a traceable business location** so customers can be sure post-installation questions and issues are addressed and resolved.
- ✓ **Has a track record for quality and service:** Good contractors can easily produce references and verifiable documentation of their commitment to quality and service.

ARCHITECTS AND SPECIFIERS

Include language in job specifications requiring qualified labor and enforce it with the GC. See the *TCNA Handbook* for a list of industry recognized prequalification programs for installers and contractors such as the CTEF Certified Tile Installer Program, the ACT (Advanced Certifications for Tile Installers) Program, the NTCA 5-Star Contractor Program, and the TCAA Trowel of Excellence Program.

GENERAL CONTRACTORS

Deliver a quality tile installation by fulfilling contractor qualification requirements in job specifications. When not included, utilize internally developed qualifications. Require proof of qualifications to be included with all project bids. Thoroughly compare estimates from bidding contractors before awarding contracts. Often, higher estimates reflect better materials and additional necessary components and tasks, like substrate preparation and movement joints.

HOMEOWNERS

Don't hesitate to ask contractors for proof of insurance, their license (where required), and their installation qualifications. Thoroughly interview bidding contractors and check several references. Utilize consumer resources available from your state on the internet and from the Ceramic Tile Education Foundation.

“Because tile is a permanent finish, the lowest bid should not be the driving factor, but rather who is the most qualified to perform the scope of the work specified.”

— *TCNA Handbook*





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The **Importance** of a Quality Training Program



By Robert Arnold
IMTEF National Director of Apprenticeship
and Training Bowie, Maryland

In 1999 I became an apprentice instructor for the Chicago Job Corps program which gave me my first glimpse at the importance of educating our future craftworkers. My next step on that journey led me to become the Director of Training for the Illinois District Council in Addison, IL, where I became acquainted with all of the BAC trades and worked with the union and the contractors to develop a first class training center. And, finally, just when I thought I had reached the top of the training ladder, I became the National Director of Apprenticeship and Training for the International Masonry Training and Educational Foundation (IMTEF).

I describe this journey because it represents the many levels of training and crafts that our training system serves. IMTEF itself is funded by the International Masonry Institute (IMI) and provides curriculum, training courses and instructor training at the national level at our National Training Center, but we also provide programming at the local level. We work with contractors and suppliers to facilitate the training of BAC members which in turn, maximizes their employability and hopefully maximizes profits for their contractor employers.

The Advanced Certification for Tile Installers (ACT) is a good example of the collaboration of all parts of the industry to raise the bar through training. There were a number of industry leaders involved in that effort but at the end of the day, the unifying theme was providing a quality training program that would enable our members to pass the rigorous tests we developed setting standards for various installations.



*Dean Gottschalk
from Bourbon
Tile & Marble
performing the ACT
Thin Porcelain Tile
test at the 2016
Covering show.*

Last year, BAC's Apprenticeship and Training Taskforce completed almost two years of work with union leaders and contractors focusing on ways to improve and expand apprenticeship and training within our trades. We are now implementing the final recommendations which include the following:

- All locals must participate in the Training Management System which tracks and documents all training received by BAC members;
- New, standardized curriculum for all crafts (tile is currently in the development stage and will include complete apprenticeship program as well as many upgrade courses for experienced tile setters);
- A new certification program for all local union training programs that will involve a thorough examination of all aspects of training in order to standardize the training process by evaluating facilities, instructional staff, safety and equipment and apprentice services, as well as making sure adequate numbers of apprentices are being admitted into the program.

And, finally, safety training which is so much a vital part of IMTEF has now expanded to include four OSHA master trainers on staff along with over 100 qualified safety trainers across the U.S. to serve BAC members and contractors.

IMTEF is here to assist in the growth of your business as a TCAA contractor which in turn expands the opportunities of BAC members. We have not only worked with you to build a strong apprenticeship program but we also have expanded upgrade programs for your journeymen and have provided cross-craft training to allow your entry into new markets. We look forward to continuing to build on that strong foundation for the future. ◆

Why Join TCAA?



To put it simply, TCAA gets it. We understand your challenges in today's economy. We recognize that you face an uphill climb in selling the proposition of quality tile craftsmanship over price. And we know there's a gap between the reality of what's involved to ensure that craftsmanship and the public's perception of it.

But even more importantly, TCAA has the resources to do something about the challenges you face. Our **educational programs** keep you up-to-date on new products and technologies. Our technical resources can save you time and money by avoiding costly mistakes. Our networking opportunities help members share best practices and solve common **business** problems. Our certification programs set you apart from the competition. And when it comes to being heard on setting industry standards or addressing labor issues, we speak with one voice – that of the union tile contractor.

TCAA stands for the future. We also stand with your peers. Will you stand with us—and your industry—today?

For more information on why TCAA membership is right for your company, call us at 800-655-8453 or visit www.tcaainc.org.

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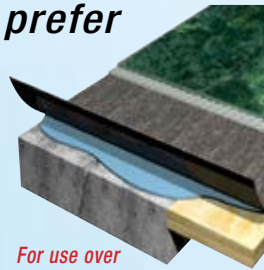
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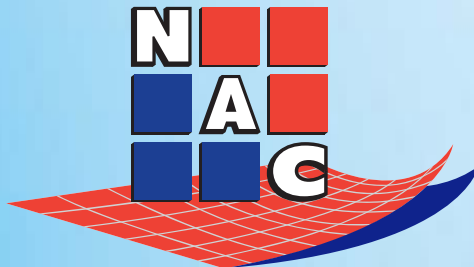
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Congratulations to the TCAA 2016 Architectural Scholarship Recipient



Kathleen Chambers

Kathleen is in her final year at the University of Notre Dame working toward her Master of Architecture degree with a concentration in Classical Architecture. She is ranked #1 in her class.

According to Kathleen, her educational focus is on the design and principles of classical architecture and traditional urbanism. She believes it promotes healthy, inclusive communities that use architecture to encourage civic interaction and the development of cultural heritage. She also said her time at Notre Dame has been focused on sustainability in the holistic sense, by using durable materials, designing for flexibility and growth, and creating designs that will be treasured and cared for by the clients and the community.

Kathleen has been very involved in studio projects that deal with building on all scales, from the urban environment down to the construction details. She was also involved as a researcher for the Historic Urban Environment research group at Notre Dame. The group researches changes in the urban environment over time and engages in discussions about how to learn from the past in order to create a better future.

According to her professor in the graduate Architectural Studio at Notre Dame, Kathleen “demonstrated a mature urban and architectural vision with a keen eye to the regional architectural characters. Her drawings had an exquisite quality and discipline resulting from her artistic sense as well as her methodical organization”.

Kathleen’s professional goals are ultimately in the practice and teaching of architecture. ◆

2016 TCAA Family Scholarship

Congratulations to the 2016 TCAA Family Scholarship Recipient



Matthew Cardia



Matthew is the son of John M. Cardia, a long time employee of Trostrud Mosaic & Tile Co., Inc. located in Wood Dale IL

Matthew was ranked #1 in a class of 126 students and holds a 5.09 GPA. He is a member of the National Honor Society, the Sociedad Honoraria Hispanica (Spanish National Honor Society) and the Mu Alpha Theta (Math National Honor Society). He was selected to be a Nolan Scholar (an honor program for top scorers on the entrance exam) and was awarded the two-year Nolan Scholar Scholarship 2012-2014.

In 2013 and 2015, Matthew participated in the Gold Paper Session and Gold Project Session at the State Science Fair. And in 2015, Matthew achieved 1st place in Computer Science at the Worldwide Youth in Science & Engineering.

According to his Math Department Chair, in addition to being an outstanding student, Matthew has been involved in many extra-curricular activities. He was Vice President of the Technology Club his sophomore year and served as President during his junior and senior years. During this time, he built a network within the school, built a computer and created a video game. As a member of Mu Alpha Theta, he helped organize Pi Day events for the school and as a member of the National Honor Society, he helped organize two blood drives each year.

Matthew is an exceptional student in the classroom as well as a strong committed leader. He is highly respected by both the faculty and students at his high school and he plans on attending the University of Illinois Urbana-Champaign this fall. ◆

Please **Consider Donating** to the Architectural/Interior Design Scholarship Fund!

The TCAA Scholarships are 100% donation based. If you would like to help outstanding architectural students or those working on their Interior Design education, please consider donating to the scholarship fund.

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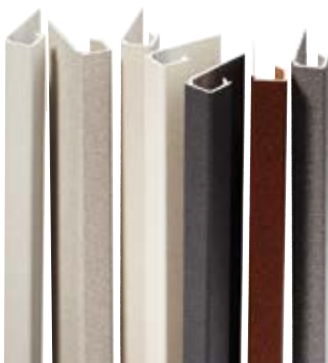
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