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*The Cathedral Church
of St. Paul*

TCAA News: Industry Reports

*Tech Corner:
Barrier-Free Tile Showers*



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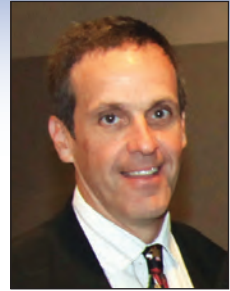
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A Message from the President

Welcome to 2016! It seems like just yesterday that I received a call from Jerry Leva, asking me to become more active with the TCAA and serve as a board member. Jerry certainly has had a very positive influence on me. These days he's busy chasing grandkids and pursuing the good life in a warmer climate for much of the year. But like so many others before him, and the few that have followed, Jerry continues to contribute to the TCAA. In many ways, the TCAA becomes your second family.

Like many of my peers, I grew up in the tile business and have worked in it since I was a kid playing Little League. Starting in the warehouse filling orders and loading trucks, I clearly remember trying not to get caught napping in the rolls of carpet pad when no one was around. From there I graduated to driving the delivery trucks and working in the office, mainly the payroll department because I really liked getting a pay check. I learned how to do take-offs with a ruler and calculator. In college I studied business at Oklahoma State University and tried out for the golf team. Well fortunately for me, I only failed at one of those. But not cracking the starting lineup with the likes of Bob Tway, Willie Wood and Scott Verplank led me to a new challenge: competitive bike racing. After 10 years of competition and two Olympic Trials, I hung up the bike to raise two sons and now I ride for fun, just faster than most. Through it all, the one thing that's been a constant in my 55 years has been our family business.

The business of tile however has been anything but constant. Long gone are the days of the ruler and calculator. Technology has had a big impact on the tile industry and continues to challenge us. It wasn't that long ago that 12x12 tile was thought to be a very "large format" tile. Today, it's no longer considered large format. Who would have thought that our installers would have to learn to carry sheets of tile that are 5' x 10' and worry greatly about what happens when

they mishandle one of those \$1,000 sheets. Likewise, the advances in the mortars and grouts seem to happen daily. There's a lot more to consider than just the color of grout these days.

The TCAA can help us stay current and on the cutting edge in our industry. Our Trowel of Excellence Certification provides accreditation that your firm is experienced and qualified. The ACT certification program reinforces your firm's commitment to quality by providing your installers the opportunity to hone their skills and develop the new ones needed for today's ever changing products. Our 9300 Contractor quarterly publication is filled with articles about the latest trends in tile. And *Total Solutions Plus* is an opportunity to network with fellow contractors from across the country to learn about best practices in the industry from the best contractors in their craft.

So it becomes our challenge to use these technological changes to continue to drive our industry forward. This means staying current on the latest news and trends in order to be successful. Equally important will be insuring that our installers continue to update their skills to stay current with the product advances to justify their use as qualified journeyman for all dynamic tile installations.

Until next time,

Brian Castro
TCAA President
DTI of Illinois

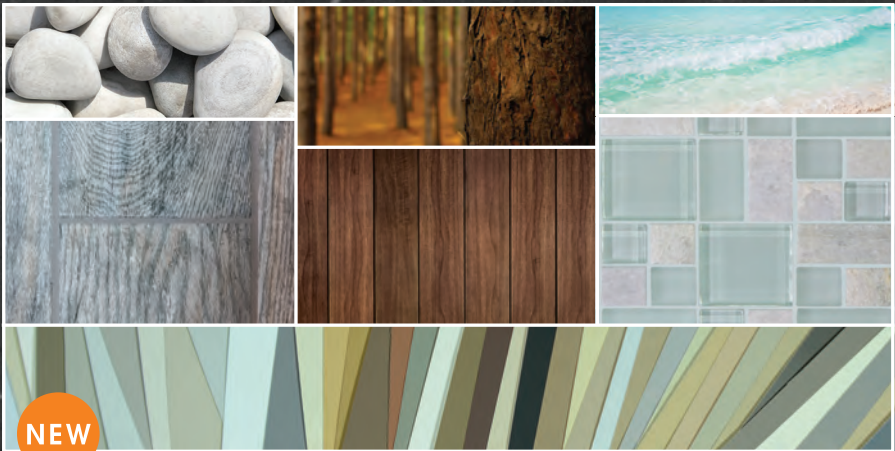


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Chancel Area

Historic Church Becomes New

After five years of dreaming and more than a year of work, the Cathedral Church of St. Paul re-opened and was officially rededicated at a celebratory public service on Nov. 13, 2015.

Designed and built in 1819-20, the old Church of St. Paul was Boston's fourth Episcopal church and established by a group of wealthy and influential Boston patriots who wanted to found a distinctly American Episcopal parish. A list of the original St. Paul's Church founders includes such famous names as Amory, Revere, Winthrop, Pickering, Tudor, Bowdoin, Tyng, Hale, Greene, Reynold, Gerry and Hancock. Daniel Webster served on the building committee, along with William Appleton, Francis Wilby and others.

The Church of St. Paul was once the largest structure in its downtown Boston neighborhood. It was also the first church to be erected in New England in the Greek revival style, constructed of sandstone and with a bold temple-type pedimented portico. In 1912 St. Paul's parish transferred its church property to the Cathedral Chapter and on October 7, 1912, the church was dedicated to the service of the Episcopal diocese as the Cathedral Church of St. Paul. It was placed on the U.S. National Register of Historic Places in December, 1970.



Chapel Area

doorways providing views into the church and back out into the world. A new chapel is visible from the street and offers an intimate setting for prayer and reflection. Fixed pews were replaced with chairs that offer flexible worship and gathering space and a variety of seating configurations. A new elevator and ramp into the Chancel makes all levels of the historic building accessible and the reconfigured lower level featured dividable space for meetings and events, as well as new accessible restrooms and a foot washing station. Renovations also included numerous applications of stone, ceramic, glass and mosaic tile.

Port Morris Tile & Marble L.P. was selected to perform installation of the new tile work consisting of 11,300 square feet of new stone tile in the Nave, Chancel and Chapel as well as other areas throughout the building. The largest feature was a 31' diameter water-jet cut labyrinth installed on the floor in the Nave area. Each stone tile used to create the labyrinth was water-jet cut, mapped out and installed individually. In all, 2,000 stone tiles were cut and installed using Laticrete Hydroban as an anti-fracture membrane and Laticrete #254 Platinum thinset adhesive.

According to Christopher Beliveau, Port Morris project manager, "One of the highlights of the project included 244 sandblasted tiles with the names of all present and past parishes in the Episcopal Diocese of Massachusetts. These tiles were installed randomly throughout the Nave in the field of the stone tiles. Along with the sand-



Sandblasted tiles with names of all present and past parishes in the Episcopal Diocese of Massachusetts

When it reopened last fall, the Cathedral Church of St. Paul featured renovations that made the old building new, more open and flexible to accommodate the congregation's diverse ministry. The once dark sanctuary is now flooded with natural light streaming in from skylights and new glad



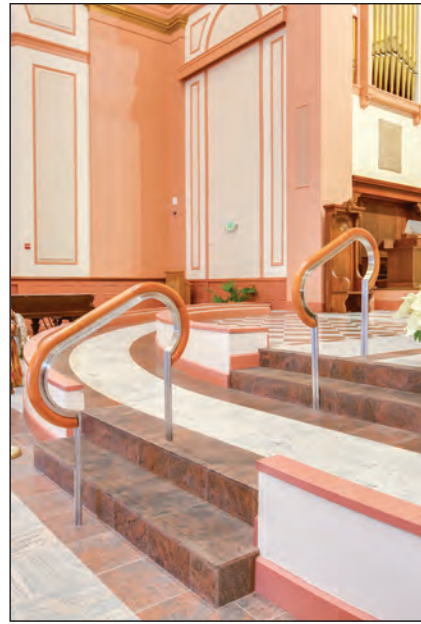
Nave Area

blasted tiles, 14 tiles inset with brass roman numerals were positioned on the floor at each of the Stations of the Cross”.

Flamed stone tiles are featured on stairs leading from the Nave to the Chancel and at the back of the Cathedral connecting the lower level with the mid and upper

levels, fabricated with three slots and nosing. On the lower level, the new foot washing station features a Bible verse, “A House of Prayer for all” sandblasted into the wall tile. In the new public restrooms, Daltile 2”x2” mosaic floor tile was installed with 4-1/4” wall tile in a two color pattern. And the small chapel behind the Nave features waterjet cut tiles and a stone and glass mosaic water fountain.

A challenge presented to the Port Morris installation team involved installation of tile in a two color checkerboard pattern that formed a cross in the middle of the Chancel floor. “The cross formed by the checkerboard pattern had to be centered with the building and the floor needed to be self-leveled with concrete that would work with floor radiant heating,” said Beliveau. With the help of a



Stairs with flamed stone tiles



Lower level features a "Foot Washing" area

Cathedral Church of St. Paul received LEED certification for its use of sustainable materials and reduced carbon footprint.

Port Morris Tile & Marble Corp. has been providing quality union tile installation throughout the Boston area and surrounding suburbs since 1999 and specializes in the installation of ceramic, dimensional stone and terrazzo.

The Port Morris expert management team and installation crews have amassed a lengthy portfolio of superior installations that includes the Sports Club/LA, Gillette Stadium, State Street Financial, University of Massachusetts School of Medicine, Boston Children's Hospital Lobby, Novartis Pharmaceutical, US Headquarters, Boston Harbor Hotel, Parthenon Capital and the Four Seasons Hotel. Port Morris achieved TCAA's Trowel of Excellence certification in 2006. ◆

To learn more about this project or Port Morris, visit www.portmorrstile.com or call 617-265-7585.

The Cathedral Church of Saint Paul
138 Tremont Street
Boston, MA

Architect:

Chris Logan, Donham & Sweeny Architects, Inc.

General Contractor:

Larry McHugh, Delphi Construction, Inc.

Tile/Stone Contractor:

Chris Beliveau, Port Morris Tile & Marble L.P.

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TCAA Labor Report

John Trendell, TCAA Labor Committee Chair
Trendell Tile, LLC



Responsibilities

All of us have many responsibilities. We have responsibilities to our families, to our work, and to our businesses. As we travel through our lives and careers many of us take on volunteer responsibilities. Quite often as part of our businesses we take on the responsibility of becoming trustees on pension, health and welfare, and apprenticeship boards. I have taken on such responsibilities and just recently realized how important this work is.

In January I attended a conference sponsored by the International Foundation of Employee Benefit Plans. The theme of the conference was apprenticeship, training, and education. The programming was excellent and really opened my eyes to the importance of knowing what my responsibilities are as a trustee.

There are fiduciary and regulatory responsibilities. There are administrative and business responsibilities. But most importantly, there is a responsibility to the men and women who enter these apprenticeship programs to provide them with the best education and training available.

We are at a critical point in the construction industry. Our workloads are picking up but we are experiencing a dearth of qualified tile setters. It is imperative that we, as management, work with labor to bring new people into the industry and provide them with the skills they need to enjoy a rewarding career in ceramic tile.

Thanks to the great speakers and program content at the conference, I will be going to my trustee meetings more engaged. All of us should want to make a difference in our industry. The future of our craft depends on the training we provide our workers. So get involved in your local training programs. It is the responsible thing to do! ◆



Barrier-Free Tiled Shower Installation Materials and Methods

By Arthur Mintie, Senior Director of Technical Services
LATICRETE International, Inc.

Barrier free shower installations are gaining popularity for several reasons. First, an aging population in the US makes these shower applications desirable and necessary. Americans aged 65+ numbered over 40 million in 2010 (a 15% increase since 2000). Americans aged 45-64 (who will reach 65 in the next two decades) increased 31% in the decade of 2000 to 2010. With the increase in age comes difficulty with dressing, eating, getting in and out of beds and/or chairs, walking, using toilets and bathing and showering. Second, for aesthetic purposes, their clean looking tile lines and zero entry profiles makes these installations desirable purely from a design standpoint.

In order to properly execute these installations without the benefit of a traditional curb placed at the shower entry; the use of high tech installation materials and drains can be implemented. Possibly the best current installation methods/ options for barrier free shower applications are the Tile Council of North America's (TCNA) B-421 C and B-422 C (see Figure 1). This installation provides a complete waterproof connection between the waterproofing membrane and the drain placed at the surface of the tile

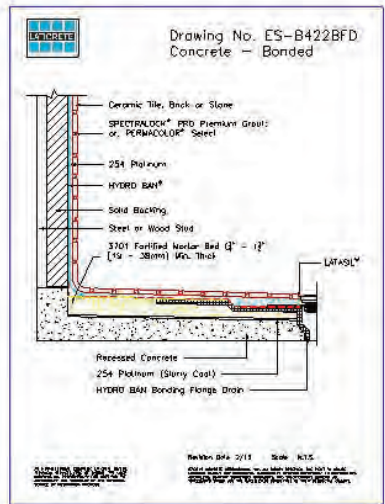


Figure 1. TCNA method B422C depicting the use of LATICRETE Systems Materials including LATICRETE® HYDRO BAN® Linear Drains.

installation – which minimizes the height of the overall installation. Therefore, there is no need for the full bulky 1¼” to 2” (31mm to 50mm) thick mortar bed and curb that is required in traditional shower pan installations.

This barrier free installation places the waterproofing membrane underneath the tile or stone finish versus the bottom of the mortar bed in traditional shower pan applications. These methods allow water to shed right at the surface through an integrated bonding flange type drain system or a linear drain with a bonding flange or lip, which receives the waterproofing membrane.

The slope in the shower assembly can be started from a much lower profile while still maintaining a ¼” per foot (6mm per 300mm) slope. These assemblies provide a dramatic improvement when compared to the traditional bulky thick bed mortar installation systems.

Bonding Flange Drains (e.g. LATICRETE HYDRO BAN Bonding Flange Drains) and Linear Drains (e.g. LATICRETE HYDROBAN Linear Drains) are perfectly suited for these applications. In addition, Linear Drains allow for a single slope application, which makes the finish shower floor even more aesthetically pleasing and easy to navigate without having to fuss with multiple slopes (see *Figure 2*).

ANSI A118.10 compliant waterproofing and crack isolation membranes (e.g. LATICRETE HYDRO BAN and LATICRETE HYDRO BAN Sheet Membrane) integrate into both drain types to ensure a complete waterproof system. When using a complete installation system from a single manufacturer source, an extended comprehensive systems warranty can apply.

LATICRETE INTERNATIONAL, Inc., a world leader in tile, stone and construction materials is committed to providing cutting edge technology and solutions for the construction industry. ◆

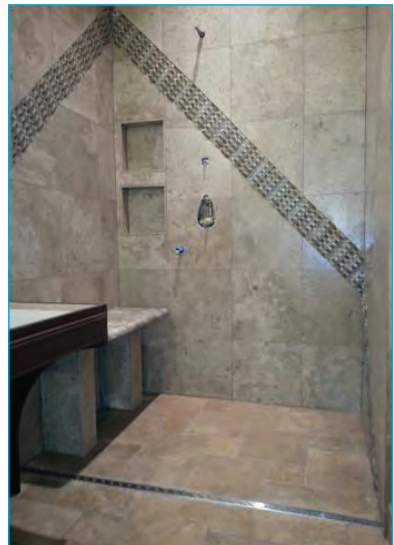


Figure 2. Finished barrier free tiled shower installation executed per TCNA B422C utilizing the use of LATICRETE Systems Materials including LATICRETE® HYDRO BAN® Linear Drains.

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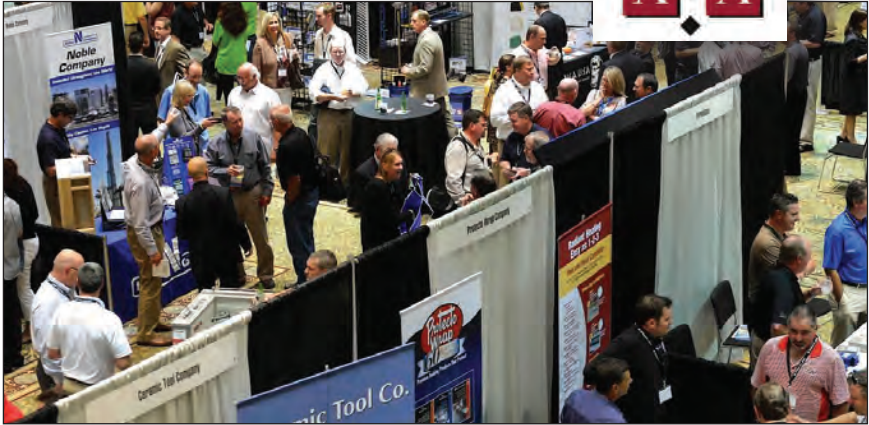


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To put it simply, TCAA gets it. We understand your challenges in today's economy. We recognize that you face an uphill climb in selling the proposition of quality tile craftsmanship over price. And we know there's a gap between the reality of what's 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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Industry Reports Bring Mixed Bag of News

So far, 2016 is delivering some good news for tile/stone installation contractors. In a report released in mid-January, construction consultancy group FMI Corporation revised its 2016 construction growth projections upward to 6% with notable improvements in growth for lodging (up 23%), office construction (up 19%), amusement and recreation (up 16%), and manufacturing (up 25%). And in February, Associated General Contractors of America (AGC), reported data showing that construction firms added 18,000 workers in January, as the industry's unemployment rate declined to a 17-year low of 8.5 percent.

But the news came in a mixed bag with AGC officials observing that the number of construction jobs added in January was down compared to the last three months of 2015. "While the construction industry continues to add jobs, the January figures mark a significant decline in the rate of growth compared to the end of last year," said Ken Simonson, the association's chief economist. "It will take a few months to evaluate whether firms are running out of people to hire or if broader economic uncertainty is leading to a decline in demand for many types of construction services."

Although the jury is still out on how economic uncertainty may impact the industry for the rest of the year, there is consensus that labor shortages among skilled craftworkers are real and potentially threaten to slow down recovery. Although shortages appear more prevalent in the South and Southwest regions of the country, contractors in other regions also indicate increasing difficulty finding enough skilled craftworkers. In a 2014 survey conducted by AGC, 86% of contractors in the South and Southwest regions complained about a shortage of skilled craftworkers. Dr. Dale Belman of Michigan State University School of Labor and Industrial Relations points to four factors he believes contribute to the shortages in the South and Southwest: lower construction wages; limited union presence; lack of training systems; and lack of labor standards. But even in the Northeast with its higher construction wages,

larger union presence, better training systems and enforced labor standards, well over half (67%) of contractors surveyed voiced the same concern.

How does an industry forced to lay off two million workers during the last recession suddenly find itself facing a potentially critical shortage of skilled craftworkers? The answer is twofold: (1) this is not a sudden development but one that experts have warned about for over 20 years; and (2) a number of changing trends have combined to cripple what was once a robust education pipeline for new construction workers.

Baby boomers formed the backbone of the construction industry for the last 30+ years. That backbone is now aging out with 10,000 baby boomers reaching age 65 every day. When the last of the boomers retire in 2030, the construction industry alone will have lost a whopping 1.1 million workers and experience what's been called a "boomer brain drain" that impacts both the quantity and the quality of available workers. In addition, the number of workers aged 35 to 44 will decrease, causing a potential widespread shortage of middle managers, and the youth demographic (ages 18 and younger) will shrink in size compared to the adult population. With the Construction Labor Research Council (CLRC) predicting that the industry will need to add 185,000 new skilled craftworkers annually over the next decade just to replace the boomers, the construction industry faces fierce competition for the attention of young people entering the workforce.

While baby boomers and their predecessors (the traditionalists) came to their craft from a robust educational pipeline, increasing focus on college preparatory programs at the high school level has resulted in decreased funding for public vocational and technical education and dismantling of those programs. Add to that declining participation in union apprenticeship training and the once robust pipeline is now a trickle.

Despite the fact that skilled craftworkers often earn more than their counterparts with college degrees, get paid while they learn and construction is one of the few jobs that can't be off-shored, young people have come to view a career in the skilled crafts as an "un-cool" alternative to college. Changing that perception requires that the industry rebrand itself as a first choice career path. It requires convincing federal, state and

local officials to reinvest in vocational and technical education programs that once showed students the satisfaction of building something with their own hands. And it calls upon contractors to learn new ways to recruit and retain a younger and more racially diverse workforce that will arrive with different work ethics, attitudes, outlooks and behaviors. ◆

Information for this article came from:

Craft Workforce Development 2013 and Beyond

National Academy of Construction, National Construction Forum, Workforce Development Team and NCCER

Construction Labor Shortages and Immigration (2014)

Dr. Dale Belman, Michigan State University School of Labor and Industrial Relations

Preparing the Next Generation of Skilled Construction Workers:

A Workforce Development Plan for the 21st Century (2014)

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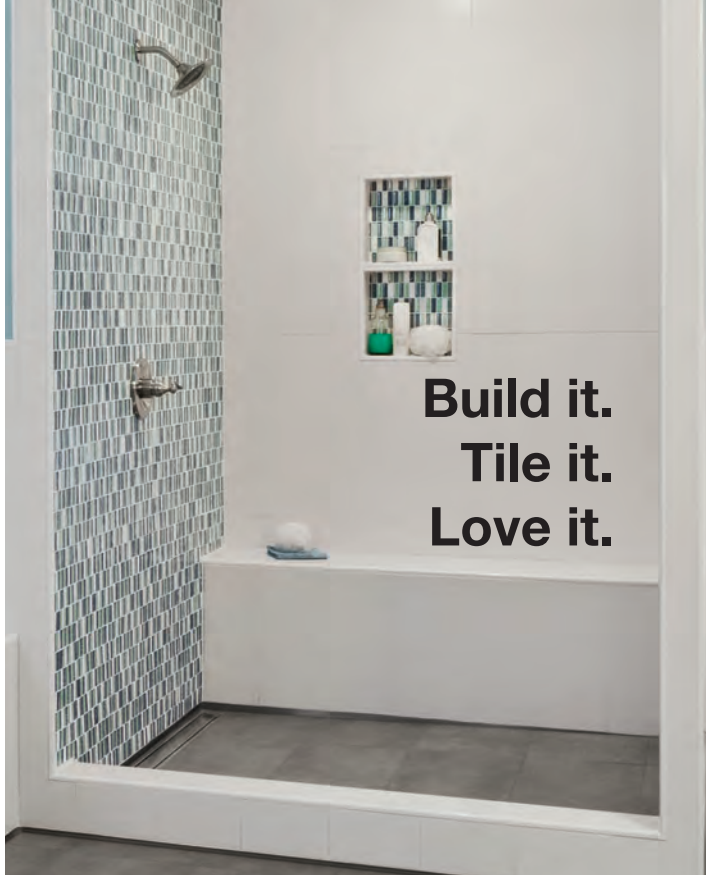
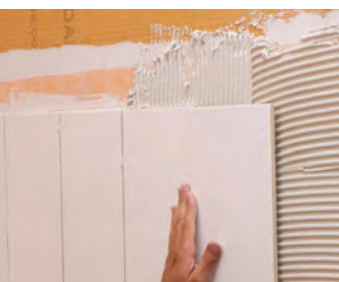
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