



## New Online Certification Website

All AAADM Certified Inspectors renew their certifications annually. This helps us keep in touch so we can provide the latest information. The first step in the renewal process is successful completion of a renewal exam. This is followed by payment of the renewal fee at the [www.myaadm.com](http://www.myaadm.com) certification site. We will issue a reminder in late November with specific instructions for all certified inspectors who must renew.

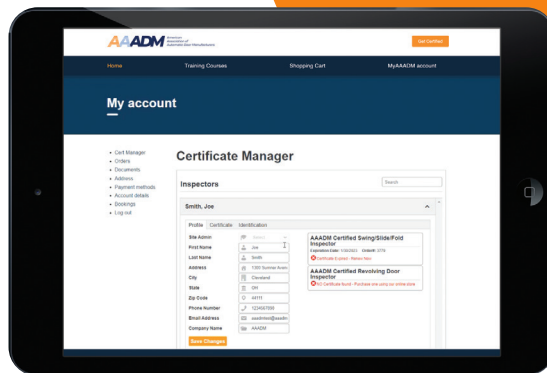
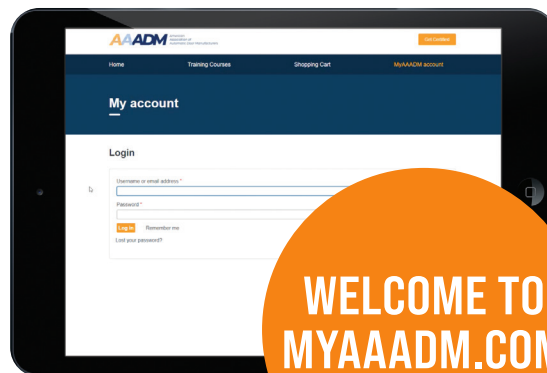
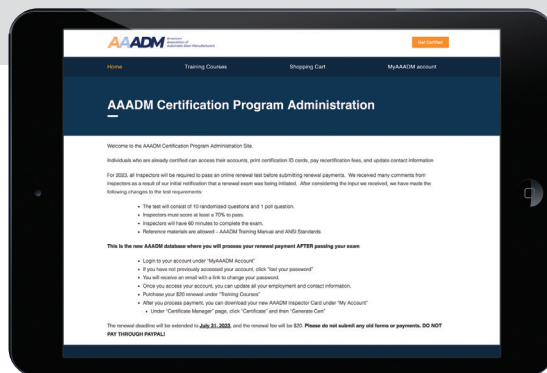
Since we use the e-mail address you provide, we recommend all inspectors logon to the site to verify their e-mail address and other contact information is correct.

We expect renewals to start in early December, with a January 31 deadline for completion.

Earlier this year, AAADM launched its new online certification website – MyAAADM. The online portal allows individuals who are already certified to access their accounts, print certification ID cards, pay recertification fees, and update contact information.

It's a highly intuitive site that we were excited to launch. To access your account, simply log onto [myaadm.com](http://myaadm.com), click on the "MyAAADM Account" tab, and follow the prompts. You will be able to update your contact information and order renewal certificates and ID cards. These can be printed directly from the site.

To help get you started, we have prepared a demonstration video that shows you how to use the new site. You can view it [here](#). If you have any questions or need assistance with your account, please contact AAADM.



WELCOME TO MYAAADM.COM

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TAKE OUR SURVEY

WE WANT TO HEAR FROM YOU



# PRESIDENT'S MESSAGE

We recently hosted a Train the Trainer event covering swing, sliding, and folding doors. It featured revamped programming that honed in on practical techniques for teaching the information and administering a training session, rather than a simple content review.

Trainers have many responsibilities when conducting their AAADM Certified Inspector Training, even beyond imparting the knowledge. This year's Train the Trainers delved into this with a new PowerPoint dedicated solely to these finer points. It covered how to sign up participants, request the appropriate number of training binders, vet applicants to make sure they are eligible to become inspectors, and more.

My hope is that this approach will help trainers be better prepared for sharing knowledge with their classes. Up next will be a similar event covering revolving doors.

*"In this issue, you can read my first article covering the ANSI standard on breakout doors."*

We're ramping up for the next renewal test for AAADM Certified Inspectors. It will be an online test like last year. Our goal with the renewal test is a simple one: to help ensure that our Inspectors understand the current ANSI standards to which they are inspecting. It's a necessary step to maintain quality and consistency in the field, which strengthens the performance and brands of all our member companies.

Information on the next round of testing will be coming soon, as a major wave of expirations will be happening in January 2024. Also, please note that some of the renewed certificates that were able to be self-printed online after completing the previous test had the incorrect expiration date of December 31st. The correct date is January 31st.

In my letter to you in the previous issue of the newsletter, I mentioned that I would periodically be answering questions related to ANSI standards. In this issue, you can read my first such article, covering the ANSI standard on breakout doors. You can find it on [page 5](#).

Dave Timmerman.  
AAADM President

# AAADM COMMITTEE UPDATES

AAADM has formed committees to oversee and develop various projects. Following is a summary of some recent committee activity:



## Certification Committee

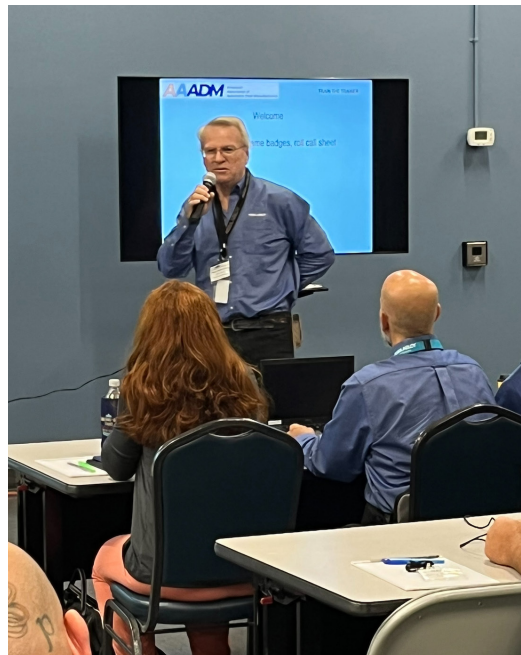
CHAIR: DAVE TIMMERMAN

### Train the Trainer Recap

ASSA ABLOY Entrance Systems hosted the annual Train the Trainer event for swing, slide, and fold doors on September 20-21. The purpose of this event is to educate new trainers and refresh existing trainer skills. Over fifty individuals were in attendance with a total of 1,220 years of experience in the automatic door industry.

The two-day training included classroom teaching and hands-on instruction of automatic doors. New to this year was a breakout session where new trainers were paired with experienced trainers to allow for small group discussion to ask questions about the automatic door industry, build relationships with industry professionals, learn training tips and tricks, and more.

Thank you to ASSA ABLOY Entrance Systems for hosting. We are looking forward to coming back in December for the Train the Trainer session on revolving doors.



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## Marketing Committee

CHAIR: KAREN MASLOW

The Marketing Committee continues to strategically release informative content across our various platforms, with a regular schedule of blogs and news items, legislative updates, and, of course, social media. We're steadfast in our mission to reach building owners, facility managers, architects, and general contractors through messaging that focuses on automation and equal access, modern aesthetics, and AAADM members' safety and maintenance leadership.

In Q3, our press release efforts alone garnered nearly 87,000 impressions in online pickups, based on published reach or page view data. Social media reached tens of thousands more.

All members can aid in our mission to foster engagement and awareness by **LIKING AND SHARING** AAADM content. Following our blogs and sharing new postings is also important. Our blogs always include links so members can push out content via their own socials.

When members band together to share

content, it amplifies the work the association is doing to shine a light on automatic doors and our industry. Many of our messages cover important topics, such as the ADA, school access, voting access, and others. A more engaged membership helps make real change. We encourage everyone to help us get the word out!

## Government Affairs Committee

CHAIR: TIM BLANKE

### 50 Years Of The Rehabilitation Act

*1973 precursor to ADA was first to take disability civil rights seriously*

This year marks 50 years since the Rehabilitation Act, a landmark federal law that extended unprecedented civil rights to people with disabilities. Going into effect Sept. 26, 1973, it broke down barriers on multiple fronts. First, it outlawed discrimination on the basis of disability in programs and activities receiving federal funding. Next, it acknowledged and sought to remedy the systemic barriers people with physical differences encountered to employment, education, and full participation in society.

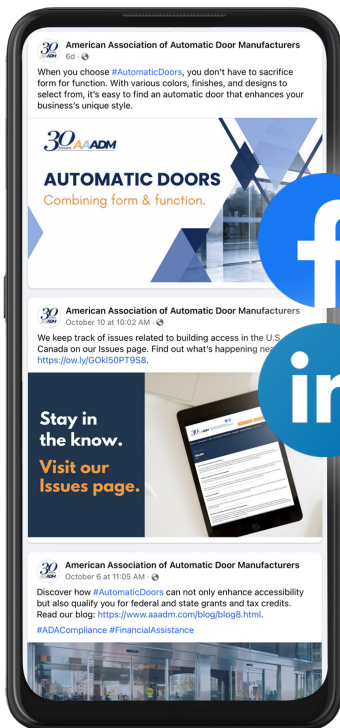
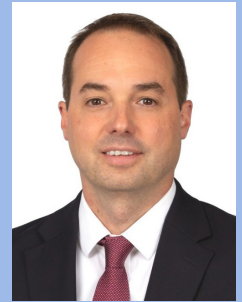
It had a profound impact, but perhaps its greatest legacy is found in the far-reaching initiatives it spearheaded that reverberate still today. It created the Access Board and eventually led to creation of the Americans with Disabilities Act (ADA) in July 1990.

The ADA remains one of the most comprehensive pieces of civil rights legislation, guaranteeing equal access and opportunities for people with disabilities in employment, public accommodations, transportation, and more. It expanded reasonable accommodations to all public buildings – not just federal buildings – making them accessible to everyone. This includes adding access tools like ramps, wider doorways, and automatic doors.

The American Association of Automatic Door Manufacturers (AAADM) is a longtime advocate for safe and easy access to buildings. We were pivotal in championing changes to the International Building Code (IBC) that carry on the tradition of the ADA and address accessibility issues in building construction. The IBC update for 2021 included a provision long sought by accessibility advocates: the mandated inclusion of automatic doors for entrances to public buildings.

Both the Rehabilitation Act and ADA were the result of tireless efforts on the part of many advocates, organizations, and allies who fought to ensure the next generation of people with disabilities had greater access and equity across all sectors of society, including the workplace.

As we celebrate the 50th anniversary of the Rehabilitation Act of 1973, we honor the pioneers of disability rights who fought tirelessly for a more inclusive society. This landmark legislation paved the way for the Access Board's crucial work and the subsequent passage of the ADA. While there is still work to be done to achieve full accessibility and inclusion, we recognize the progress that has been made and remain committed to building a more accessible and equitable future for all.



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## Tips For AAADM Certified Inspectors: Breakout Requirements

BY DAVE TIMMERMAN, AAADM PRESIDENT

Many AAADM trainers report they regularly receive questions from inspectors about breakout requirements for automatic sliding doors. With this article, we hope to clear up any confusion.

### ANSI/BHMA A156.10-2017, SECTION 10.1.4 READS:

Sliding doors provided with a break away device shall require no more than a 50 lbf. [222 N] applied 1 inch [25 mm] from the leading edge of the lock stile for the breakout panel to swing open. Break away devices for doors that slide on the egress side of an opening shall be equipped with a self closing swing panel or interrupt automatic operation when used in the breakout mode. Break away devices incorporating swing out side lites shall interrupt automatic operation when used in the break out mode.

Inspecting a sliding door's breakout function is only required when it is provided with a break away device. If it is not designed to break out, the door would not be marked non-compliant (X) for this portion of the inspection. It would be marked not applicable/ NA (non-panic door, for example).

Not designed to breakout	
Emergency Breakout	
Force	NA
Cut-Off Switch -Or-	NA
Door Closer	NA

If the door is designed to breakout, then you would inspect accordingly.

Is the breakout force 50 lbs. or less? Always check breakout force with a spring gauge.

Does the door swing open to 90 degrees? Although not specifically stated in 10.1.4 of the standard, it is clarified in Table 1, SYMBOLS USED FOR POWER OPERATED SLIDING DOORS.

	<b>O-SX</b> The swing-slide panel 'SX' shall be installed to slide along the outside of the fixed sidelite 'O'. 'SX' panel shall be capable of swinging out 90 degrees from any point of slide travel.
	<b>SO-SX</b> The swing-slide panel 'SX' shall be installed to slide along the inside of the swing-out sidelite 'SO'. 'SX' panel shall be capable of swinging out 90 degrees from any point of slide travel.
	<b>O/SO-SX</b> The swing-slide panel 'SX' shall be installed to slide between the fixed sidelite 'O' and the swing-out sidelite 'SO' panel. 'SX' panel shall be capable of swinging out 90 degrees from any point of slidetravel.
	<b>P-SX</b> Unit is surface applied to outside face of the wall. The swing-slide panel 'SX' panel shall swing out 90 degrees from any point of slide travel.

The breakout requirement is based on International Building Code, Chapter 10 Means of Egress, section 1010.1.4.2 Power-Operated Doors, which in part states *"The door shall be capable of swinging open from any position to the full width of the opening in which such door is installed when a force is applied to the door on the side from which egress is made."* If the force to break out the door exceeds 50 lbs. or is not able to swing open fully due to an obstruction, it is non-compliant.

Emergency Breakout	
Force	✓
Cut-Off Switch -Or-	
Door Closer	

OR

Emergency Breakout	
Force	X
Cut-Off Switch -Or-	
Door Closer	

When breakout occurs, does the door have a spring closer to return the door to the normal operating position when released or a breakout switch to interrupt automatic operation?

Fixed Side Lite (FSL) doors can have either option.

FSL Emergency Breakout	
Force	
Cut-Off Switch -Or-	✓
Door Closer	NA

OR

FSL Emergency Breakout	
Force	
Cut-Off Switch -Or-	NA
Door Closer	✓

Full breakout (FBO) doors may have spring closers, but **must** interrupt automatic operation (breakout switch).

FBO Emergency Breakout	
Force	
Cut-Off Switch -Or-	✓
Door Closer	NA

# LEGAL NEWS

By Nathan J. Breen, Esq., AAADM Legal Counsel

## Changing Rate of Pay to Avoid Overtime Expenses Not an Option

The Eleventh Circuit Court of Appeals recently found that a security company's reduction of an employee's pay corresponding with the employee's being required to work overtime was a violation of the federal Fair Labor Standards Act ("FLSA"). The FLSA requires that non-exempt employees be paid at 1½ times the employee's regular hourly rate for any time worked over 40 hours in a week. The security guard in question typically worked 40 hours a week. However, after the employer started scheduling him to work overtime, it reduced his hourly rate from \$13.00 to \$11.15. The result of this was that his effective hourly rate for all hours worked, including overtime, ended up being roughly the same as his prior, higher hourly rate. About a year later, the company stopped scheduling the guard for overtime work and restored his hourly pay rate to \$13.00. The guard sued, alleging that the employer had adjusted his pay to avoid paying the required overtime rate at his actual rate of pay. Noting that the FLSA regulations contain a provision stating that an employee's regular rate cannot vary from week to week inversely with the length of the workweek, the Eleventh Circuit noted that this provision "prevents an employer from playing with an employee's hours and rates to effectively avoid paying time-and-a-half for an employee's overtime hours. Otherwise, an employer could use simple arithmetic to lower an employee's rate and increase his hours so that he could never earn time-and-a-half pay – no matter how many hours he worked."

While employers can reduce an employee's pay rate for legitimate business-related reasons such as a loss of business or a downturn in the economy, they cannot do so simply to avoid paying the overtime premium. This is a high stakes situation for employers, as age and hours claims typically involve not only claims for backpay but for the plaintiff's attorneys' fees as well. Also, depending upon the circumstances, an employer's reduction of an employee's pay may provide a compelling basis for a discrimination claim.



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**"An employer's reduction of an employee's pay may provide a compelling basis for a discrimination claim."**

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## Graphic Music Can Serve as Basis for Harassment

The Ninth Circuit Court of Appeals has recently held that the owners of a warehouse who let workers blast "sexually graphic, violently misogynistic" music may have permitted harassment to occur on its premises. According to court filings, some employees and managers in a warehouse allegedly blasted rap music that contained offensive language denigrating women. Other workers objected to the songs, which were streamed from "commercial-strength speakers placed throughout the warehouse" and sometimes put on forklifts and driven around, making it unavoidable, according to the suit. In addition to that, some workers "frequently pantomimed sexually graphic gestures, yelled obscenities, made sexually explicit remarks, and openly shared pornographic videos." Despite frequent complaints from offended workers, the employer allowed employees to keep playing the music because managers felt it motivated employees to work harder.

The lower court dismissed the employees' lawsuit based on its finding that both men and women were offended by the music and that "no individual or group was subjected to harassment because of their sex or gender." The appellate court held that "harassment, whether aural or visual, need not be directly targeted at a particular plaintiff in order to pollute a workplace" and that the "conduct's offensiveness to multiple genders" does not automatically bar a case of sex discrimination.

Hostile environment claims can arise not only from what an employer does but also from what it allows to occur. This case serves as a reminder that an employer should monitor the conditions in the workplace to ensure that a reasonable person would not be offended by the environment within which they work. Turning a deaf ear to such conditions can have costly consequences.

*These articles are provided solely for informational purposes and do not constitute legal advice. If you have specific questions or concerns about a legal issue, consult your company's legal counsel for guidance.*