President Nathan Heilman and his wife, Amanda, wish to extend a warm MICA invitation to you to join them as our association engages in “Think Safety”. One of the key benefits of belonging to MICA is your ability to work with fellow members to improve your business acumen and to better your industry. Come and participate as we share ideas at our annual convention this June 20 – 23, 2016, at one of Missouri’s finest resorts and conference centers; the Chateau on the Lake Resort & Spa. Located just outside of Branson, Missouri, in the midst of the Ozark Mountains and on the shore of Table Rock Lake, this picturesque and stately home-away-from-home presents a stunning view all unto itself. With 301 newly refurbished guestrooms that feature upscale amenities like Gilchrist & Soames toiletries, free Wi-Fi, 37” flat-screen HDTVs with satellite programming, coffeemakers, room service, granite countertops and plush bedding, the resort offers accommodations perfect for our annual convention.

Our 59th Annual Spring Convention will be a special event, and one that you do not want to miss! The convention will follow a Monday to Thursday pattern that we have used the past three years. Based on feedback from our members, we have moved the arrival date from Sunday of Father’s Day to Monday. This will allow our members to possibly spend Father’s Day at home with family and friends.

The location of this year’s meeting is designed to allow those of you who would like to extend the meeting into a vacation time for the entire family to do so. At the Chateau, you have both Table Rock Lake and the city of Branson, Missouri, with its many attractions in your back yard. Recreation activities are diverse. Branson is an Ozark town in southwest Missouri known as a family vacation destination. Its 76 Country Boulevard is famously lined with theaters, which once hosted mostly country music performers but today present diverse entertainment. Also along the strip are Silver Dollar City, an 1800s-themed amusement park with live music, the landmark Marvel Cave and Dolly Parton’s Wild West-style Dixie Stampede dinner theater.

With tree-lined shores, crystal clear water and hidden beaches, it’s little wonder Table Rock Lake is one of the Ozark’s top destinations. Enjoy boating, fishing, sailing, waterskiing, wakeboarding, camping, hiking and sightseeing in this beautiful vacation spot. With almost 800 miles of shoreline, Table Rock Lake has many beautiful spots for taking a dip in its crystal clear water. Moonshine Beach, adjacent to the Dewey Short Visitor Center Recreation Area, is the most popular and offers a spacious, sandy beach where you can swim, dive, sunbathe, picnic, hike, play volleyball or just view the wildlife. If you want to escape larger crowds and boat traffic, the Beaver area located on the southwest corner of the lake is a favorite swimming spot. Cape Fair, just off Highway 75, offers wide-open water for plenty of swimming.

Table Rock Lake is nationally renowned as a top fishing spot. Large numbers of Kentucky spotted bass and white bass thrive in its diverse underwater structure and immense forage base. Crappie and large bluegill are caught in abundance. Catfish of all sizes also roam the lake bottom.

We have reserved a block of rooms at the resort. Our convention rate for resort rooms is $159 per night plus tax, single or double occupancy. It is highly suggested that you book your resort reservations now! Call the reservations office at 888-333-5253 and reference the Midwest Insulation Contractors Association Meeting. Please note that we have blocked a lim-
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Hello MICA!!!

I hope everyone has been having a good spring. April went by in the blink of an eye, which obviously means that May is right around the corner. My kids are excited that there are just about 5 weeks of school left before summer vacation starts. I guess I’m ready for school to be out for the summer as well. It will be nice to change up our family routine for a few months.

Did you know that May is “Better Hearing and Speech Month”? It started back in May of 1927, but it was President Ronald Reagan that issued a formal proclamation designating May as the official month to “heighten public awareness” about hearing loss and speech disorders.

Here are a few statistics about hearing loss from the American Speak-Language-Hearing Association:

- 1 in 3 people over age 60 have hearing loss.

According to OSHA, noise related hearing loss has been listed as one of the most prevalent occupational health concerns in the United States for more than 25 years. Thousands of workers every year suffer from preventable hearing loss due to high workplace noise levels.

Noise-induced hearing loss is permanent and is almost always preventable. Make sure that proper hearing protection is worn in noisy environments at work and at home.

The 59th annual MICA Spring Convention is only 2 months away. This year, it will held at the Chateau on the Lake Resort & Spa in Branson, MO. The MICA Board of Directors, along with Tom & Cindy Shimerda, have worked diligently to put together a great program. Please join us in June.

Go Hawkeyes!!!!!

Nathan Heilman
MICA President


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FUTURE MICA MEETING DATES

59th Annual Spring Convention — June 20 — 23, 2016, Chateau on the Lake, Branson, Missouri.

Fall 2016 Annual Fall Business Meeting — October 19 & 20, 2016, Embassy Suites Downtown, Omaha, NE.

60th Annual Spring Convention — June 19 — 22, 2017, Kona Kai Resort, San Diego, CA.

Fall 2017 Annual Fall Business Meeting — October 18 & 19, 2017, Omaha, NE.

61st Annual Spring Convention — June 18 — 21, 2018, In region. The Board of Directors is open to suggestions.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.

(Continued from page 1)

The Board of Directors is most excited about the technical topics and speakers for the spring convention. The topics and speakers were selected to help educate and inform you on a variety of industry topics pertinent to our current business climate. We are going to have presentations that cover a wide array of topics that will help you grow your knowledge as a business professional. We will have an opening presentation on home and Internet security issues. Our keynote speaker, Mr. Jared Wolthuis, with Flynn's quickED Contractor's Continuing Education School in Salt Lake City, Utah, has been working with contractors for over 10 years providing quality continuing education, support and help with licensing issues. Jared strives to provide fun and informative seminars, and is a proponent that continuing education doesn't have to be dull or boring. Jared will provide a second session just for members on more technical security issues in business.

Gary Auman will provide an extended update on OSHA requirements that will include a presentation on potential liability to contractors for their employees who use company vehicles and take them home with them, as well as for contractors who bring in travelers from outside the contractor's state to work on a project. We will hear from Peter Gauchel as he provides an enlightening presentation on the newly published 8th edition of the National Commercial & Industrial Insulation Standards manual. MICA's own, Mr. Steve Luse, NIA President for 2016 – 2017, will give us an update on our industry activities at the national level. Mr. Brock Ramey from Industrial Info Resources in Minneapolis, will give us his company’s perspective on the construction industry and where it may be headed during this election year and beyond.

We will have a union contractor forum, an open shop contractor forum, and an associate member forum all running simultaneously. This approach allows more of the members to participate in craft issues without being part of a formal committee. This spring, neither the labor committee nor the merit shop committee will formally meet during the convention. This format will give each of you the opportunity to interact with other MICA members with similar business concerns. The associate member forum will discuss several issues of interest to our associate members regarding their membership status in MICA.

In June, we will recognize those companies that participated in our tenth annual “Best Practices in Safety” Award. This award was established to formally recognize our member firms’ (Continued on page 9)
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efforts in safety and safety practices. This year, we again will use the grading system that recognizes each applicant’s achievement in developing a quality safety program. With this system, companies are not competing against each other for awards. Instead, each applicant will try to achieve the highest award level where multiple applicants can receive the same award level. On our second day of meetings, representatives of the participating firms will meet in a roundtable discussion on safety. They will share with us their efforts in promoting safety and establishing best practices in safety.

The Board of Directors feels that each presentation will add value to your understanding of the technical topics discussed. You will come away from the convention more informed and better prepared to successfully manage your business. It is the Board’s intent to make this convention attractive to our membership in its location, cost and program content. In this light, our registration fee has been adjusted to encourage additional member participation. The registration fee is $515.00 for the first attendee from a member company. Registration for all additional attendees from a given company is reduced to $490. The registration fee is $925.00 for the first member and spouse registered from a member company. Registration for all additional registered couples from a given company is reduced to $900. This year we have included a children’s registration for the Welcome Reception and Farewell Brunch events only. The fee is $50.00 to $100.00 per child. The Board is delighted to offer this incentive for multiple attendees from member companies. The benefit of joining an association comes from participating in association activities.

The eighteenth annual “Mick Van Horn Memorial Golf Tournament” is set for Tuesday afternoon, June 21, 2016, at The LedgeStone Golf Course in Branson West. We have a shotgun start set for 1:00 p.m. Described by Golf Digest as a “masterpiece of mountain golf architecture,” LedgeStone’s 18-hole championship layout offers the kind of golfing experience where “players don’t want the round to end.” With panoramic vistas of the ancient Ozark Mountains and the spectacular natural beauty of serene water, faultless Bent Grass greens and tree-lined Zoysia fairways, LedgeStone inspires golfers and non-golfers alike. The course is about a 15 minute drive from our host hotel, and a shuttle will be provided. This year’s fee is $125.00 per golfer, which includes a shuttle to and from the course, a burger buffet, cart, green fees, complimentary use of practice and range area, and, of course, prizes.

The program also affords you ample time for fun and relaxation and to interact with your fellow contractors and distributors. We have the traditional opening evening Welcome Reception. This year’s reception is sponsored in part by the contributing associate members. We will feast on hors d’oeuvres, libations, and renew friendships. Our gala dinner and dance will be on Wednesday evening. This year’s gala is Ozark casual, but no shorts please.

A packet of registration material was mailed out to you in early March. Make plans to bring your family to the MICA conven-

(Continued from page 5)

FMI FORECASTS 6 PERCENT GROWTH IN CONSTRUCTION FOR 2016

Raleigh, N.C. April 14, 2016- Construction had a busy year in 2015, adding 11% growth to reach nearly $1.1 trillion in construction put in place. In current dollars, that is the highest total since 2008 and the highest growth rate since 2005. Signs that the rate of growth for the industry is slowing have caused us to forecast a slower 6% rate of growth to reach $1.6 trillion in 2016. In nonresidential construction, highway and street construction will be the volume leader, in part thanks to a new highway bill and the fact that this is always a top sector.

Forecasts for some key sectors:

Manufacturing – Manufacturing construction took a heavy hit during the Great Recession, but it has more than caught up as of 2015, with a whopping growth of 44% for the year and a more modest 9% growth expected for 2016. In either case, new records are being set for manufacturing construction investment. While, at 76.1 for February 2016, manufacturing capacity utilization is still below the long-term average of 87.5, there are signs that new capacity is being well utilized.

Lodging – Lodging construction continued to rise above even increasingly optimistic forecasts for 2015 to end the year with 31% growth. At this point, FMI again expects the rate of growth to cool, but, at 15% for 2016, it will still be the fastest-growing construction market. With an expected value of $24.3 billion for 2016, this market is well below its high of $35.8 billion in 2008, but we expect these numbers to be more sustainable with a mix of new venues and refurbishing established locations.

Office – After a strong show of growth in 2015 (22%), we expect office construction to cool in 2016 to a still respectable rate of 9% growth. Much of the growth has come from an increase in employment, especially in high-tech job markets. These high growth rates will taper off to more sustainable rates in 2017 and beyond. Continued growth in the technical sector and in larger metropolitan areas like New York City will keep rents and absorption of new space high.

Power – After a strong year in 2014, power construction declined sharply in 2015, losing 14%. FMI expects another 4% drop in 2016, thus giving up the gains realized since 2012. The
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The third annual National Safety Stand-Down will take place from May 2 to 6, as employers across the country pause during the workday to engage workers in discussions, demonstrations, and training on how to recognize hazards and prevent falls. The event is part of OSHA’s effort to remind and educate construction employers and workers of the serious dangers of falls, which remain the leading cause of death in the industry.

Please visit OSHA’s Stand-Down webpage to learn how to participate as an employer or find an event in your area. All attendees will be eligible to receive a certificate of participation.

Two large-scale events are planned for the D.C. area: On May 3, all work will be suspended on the construction site of the MGM National Harbor Resort while OSHA and construction company representatives give presentations and training on fall prevention. On May 5, local construction companies and associations will host a stand-down event at The Fairgrounds at the Nationals baseball stadium that will include vendor exhibits, safety demonstrations and other interactive events.

In addition, OSHA Training Institute Education Centers will offer free fall protection training courses across the country.

OVER 10K SEVERE WORKER INJURIES REPORTED IN FIRST YEAR OF OSHA REQUIREMENT

In the first year of a new reporting requirement, employers notified the U.S. Department of Labor’s Occupational Safety and Health Administration of more than 10,000 severe work-related injuries, creating the opportunity for the agency to work with employers to eliminate hazards and protect other workers.

Since Jan. 1, 2015, employers have been required to report any severe work-related injury - defined as a hospitalization, amputation or loss of an eye - within 24 hours. The requirement that an employer report a workplace fatality within eight hours remains in force.

In the first full year of the program, employers reported 10,388 severe injuries, including 7,636 hospitalizations and 2,644 amputations. In a majority of those cases, OSHA responded by working with the employer to identify and eliminate hazards,
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rather than conducting a worksite inspection.

“In case after case, the prompt reporting of worker injuries has created opportunities for us to work with employers we wouldn’t have had contact with otherwise,” said Assistant Secretary of Labor for Occupational Safety and Health David Michaels, who authored the report. “The result is safer workplaces for thousands of workers.”

OSHA found some employers exceeded the agency’s requirements to protect workers from future incidents. Unfortunately, a few responded with callous disregard. One manufacturer tried to hide an entire room full of machinery from OSHA inspectors.

The evaluation of 2015 results, which breaks out the top 25 reporting industries, notes that by instituting the requirement, the agency can better target resources where needed, and engage employers in high-hazard industries to identify and eliminate hazards. The evaluation finds the reporting requirement is meeting both goals.

“OSHA will continue to evaluate the program and make changes to improve its effectiveness,” Dr. Michaels wrote in the report. “We are also seeking new ways to make sure that small employers know about their reporting obligations and the resources available to them.”

<table>
<thead>
<tr>
<th>Injuries</th>
<th>RRI</th>
<th>Inspection</th>
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<tbody>
<tr>
<td>Amputation</td>
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<tr>
<td>Hospitalization</td>
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<tr>
<td>Total</td>
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<td>37.87%</td>
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ASA AND CONSTRUCTION INDUSTRY GROUPS FILE SUIT OVER OSHA SILICA RULE

WASHINGTON, D.C.—The American Subcontractors Association of Texas and several other construction industry organizations filed a petition for review of the Occupational Safety and Health Administration (OSHA)’s final crystalline silica rule with the U.S. Court of Appeals for the Fifth Circuit. The other petitioning groups were the Mississippi Road Builders’ Association, Pelican Chapter of Associated Builders and Contractors, Louisiana Associated General Contractors, Associated Masonry Contractors of Texas, Distribution Contractors Association, Mechanical Contractors Associations of Texas, and Texas Association of Builders.

The affiliated national organizations of these groups—the American Subcontractors Association, the American Road and Transportation Builders Association, Associated Builders and Contractors, the Associated General Contractors of America, Mason Contractors Association of America, Mechanical Contractors Association of America and National Association of Home Builders—will move to join the petition.

The construction industry raised numerous concerns regarding OSHA’s proposal, but the agency failed to address many of these issues when promulgating the final rule. In particular, the industry presented substantial evidence that OSHA’s proposed permissible exposure limit (PEL) was technologically and economically infeasible.

The petitioning groups are concerned that the agency failed to take into account this evidence and moved forward with the same infeasible PEL in the final rule. This and other final rule provisions display a fundamental misunderstanding of the real world of construction. The construction industry petitioners continue to be active participants in the rulemaking process and are dedicated to promoting healthy and safe construction jobsites.

WHISTLEBLOWER INVESTIGATION PROCESS CLARIFIED IN UPDATED OSHA MANUAL

OSHA has updated its Whistleblower Investigation Manual to help employers, workers and their representatives understand the investigative process and how to request documents from OSHA during and after an investigation. The new material affirms that the standard for all whistleblower investigations is whether there is "reasonable cause to believe" that a violation occurred. The manual also provides guidance on disclosure requests under the Freedom of Information Act and the Privacy Act.

OSHA enforces the whistleblower protection provisions of the OSH Act and 21 other statutes protecting workers who report violations of laws in various industries. In fiscal year 2015, OSHA helped award more than $25 million to whistleblowers across the country—a reminder to employers that workers have a right to speak up, without fear of retaliation, when they believe that their safety and health is at risk.
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