Please note that we have blocked a limited number of rooms. If you wait until the last minute to reserve your room, you run the risk that our block will be filled, and the resort will not have any additional rooms available. As we have stated in the past, if you reserve your hotel room now, you can always cancel it later, but you may not be able to reserve a room if you wait too long. We will be monitoring our block and making room adjustments accordingly. Our block of rooms will be released on May 18, 2017, but if you wait until May 18th, the block of rooms will be filled, and we may not be able to accommodate your needs.

The Board of Directors is most excited about the technical topics and speakers for the spring convention. We will open the convention with our breakfast session for members and spouses. Our keynote speaker is Eric McElvenny. Eric is an endurance athlete living in San Diego, California. He earned a mechanical engineering degree from the United States Naval Academy while preparing for his service as a Marine Corps Infantry Officer. Eric deployed three times as a Marine and on his final tour, an incredible experience in Helmand Province, Afghanistan, was wounded after stepping on an IED. Eric suffered the amputation of his right leg below the knee, a life-changing opportunity that began his next journey. Faced with a physical challenge and an uncertain future, Eric made a promise to himself to run an Ironman Triathlon. On his journey from the hospital bed in southern California to the finish line in Kona Hawaii, he realized that the challenge and adversity he was up against and the techniques he used to reach the finish line could be used against the challenges we all entertain.

The other 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 leadership skills and traits. Gary Auman will (Continued on page 11)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Because I am struggling with this month’s article, I am pulling a Bill Keane of Family Circus and allowing my substitute(s) to write the article, beware!

“Knock, knock. Who’s there? Europe. Europe who? No, you’re a poo! Potty humor is so funny!!”

“Daddy’s articles are WAY more interesting to read if you read them out loud, each paragraph in a different voice. We use Redneck, Australian accent, British accent, gangster, Valley Girl, and our favorite Sesame Street character, Elmo voice. We read his articles every month at lunch the day it comes. They are so boring!”

“When we go to San Diego, we want to go to the zoo, the ocean, Sea World, the ocean, eat sushi, the ocean, the beach, have an adult beverage or two, the ocean, shop, the ocean, the beach.”

“Why does Dad always talk about Ocean (OSHA) Safety? Does he wear a life preserver, snorkel, and fins with his hard hat? Doesn’t that look funny?”

“We know what Dad does for a living. When he works at home, he spends all day yelling at people on the phone!” (I’ll break in here for a moment; I do NOT yell at people on the phone all day. I raise my voice so they can be heard at the job sites. That’s my story and I’m sticking to it.)

“Daddy, you said we could write this article!” Ok, Ok… back to them.

“Ok, Dad, we’re done now. You can have this back to write the boring stuff.”

And there you have it…

George Shimada’s Family for George Shimada
MICA President

Extended Overtime Inefficiency (aka: the boring stuff)

You know the scenario: the project you are working on has been delayed for a myriad of reasons, none of them caused by you. You bid the work for a straight time schedule, you’ve barely started work, and what was supposed to be a six-month job now needs to be completed in three. Your client comes to you and asks for you to switch to working six days a week and to work ten hour days. The client makes the typical, “we’ll write you a change order for the premium portion of the overtime,” statement and all is good, right????… Um, wrong!

There are various studies done throughout the years, many of them conducted by the Department of Labor as well as the military, on what working an extended overtime schedule does to overall productivity. You can do an internet search and find various articles and charts showing you the effects. The point is, after working so many days (the data I have says after a few weeks) of working longer days or working 6 to 7 days per week, your workers get tired. Over time, every hour they are working is getting less than optimum productivity and remember; this is every hour worked, not just the overtime hour(s). You need to factor this into your calculations, either at bid time when you know the job is going to be worked in an overtime setting or when calculating a change request to go to an overtime schedule.

The loss of productivity amount is obviously dependent on what the original productivity schedule the work was calculated and what severity of the new schedule is. Again, there are different charts available to tell you how much. For example, the data I have states that going from a 40 hour/week schedule to a 50 hour/week schedule can drop overall productivity by 10%-15%. Going from a 40 hour/week schedule to a 60 hour/week schedule can drop productivity by 20-40%. A 70 hour/week is even worse on productivity.

(Continued on page 6)
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In our example above, don’t forget about all the other productivity factors ON TOP of the overtime inefficiency. Based on the example, don’t forget crew size inefficiency. I would bet that you are going to have a much larger crew on site than originally anticipated. Don’t forget that you are also going to have trade stacking; because the job is delayed, you are probably going to be working on top of the other crafts not normally in your way. There are all the other factors that I’ve written about over the last year; factor them all in.

One last thing regarding schedule change or jobs that you know will be on a 7 day per week schedule. I highly recommend that you not allow yourself to be pressured into switching to a 7 day per week schedule. I know the workers like it because of what it does to their paychecks. However, the loss of productivity just doesn’t make it worthwhile. However, a more important factor with 7 day per week schedules is safety. The workers over extended periods of this schedule get mind-numbed and safety accidents become a much higher risk. Even if you are forced into a 7 day per week schedule, especially a 7 day per week with 12 hours per day, consider putting your workforce on a rotation where after 2-3 weeks of working 7 days per week, they are required to take one day off. This will help, but not eliminate, to keep your workers somewhat rested and safer.
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FUTURE MICA MEETING DATES

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

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

Winter Board and Committee Meetings — January 2018, TBD.

61st Annual Spring Convention — June 18 — 21, 2018, Mystic Lake Casino Hotel, Prior Lake, MN.

Fall 2018 Annual Fall Business Meeting — October 17 & 18, 2018, Omaha, NE.

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.
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provide an extended update on OSHA requirements that will include a presentation on the ever changing landscape of OSHA. We will hear from Peter Gauchel as he provides an enlightening presentation on the newly developed promotional slide presentation on the 8th edition of the National Commercial & Industrial Insulation Standards manual. This slide presentation will be used to promote the use of the manual to the engineering community. Mr. Darrel Bailey, NIA President for 2017 – 2018, will give us an update on our industry activities at the national level. Nate Brink will present the results of the MICA Contractor Survey on Product Selection. The survey results will be of great interest to our associate members, and Nate is anxious to share these findings with the entire membership. He and Chip Dorsey will present the second survey that the Promotions and Membership Committee will be conducting in 2017. We are working with Dr. Charles Cartwright for an extended presentation. Dr. Charlie spoke at our fall business meeting this past October and left those in attendance wanting more. He is a consultant, author and entrepreneur. He has recently developed a series of training modules centered on improving culture and morale in the workplace. He has accumulated 20 years of Fortune 100 leadership experience and identifies himself as a communicator. Charlie has a passion for bringing out the best in others through personal engagement and vibrant communication, motivating his clients to excel in their respective roles.

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 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.

We will recognize those companies that participated in our eleventh annual “Best Practices in Safety” Award. This award was established to formally recognize our member firms’ efforts in safety and safety practices. This year, we 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 $625.00 for the first attendee from a member company. Registration for all additional attendees from a given company is reduced to $600. The registration fee is $1,200.00 for the first member and spouse registered from a member company. Registration for all additional registered couples from a given company is reduced to $1,175. 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 nineteenth annual “Mick Van Horn Memorial Golf Tournament” is set for Tuesday afternoon, June 20, 2017, at The Riverwalk Golf Club in San Diego. We have a shotgun start set for 1:00 p.m. Located in the heart of San Diego's Mission Valley, Riverwalk Golf Club’s 27 holes of magnificent golf, superb amenities and outstanding service have earned it recognition among the region’s premier semi-private golf courses. As one of San Diego’s top golf courses, it has become a premier destination for San Diego and visiting golfers. There will be plenty of water for you to vie for the coveted “fish” award! This year’s fee is $150.00 per golfer, which includes a shuttle to and from the course, a burger & brat buffet, cart, green fees, complimentary use of practice and range area, and of course, prizes.

The entire 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.

We sent convention registration packets to the membership in March. Your cooperation in completing the pre-registration material early and making your hotel reservations early is most appreciated. Your promptness helps us to plan a better, more efficient and effective convention for you. We ask that you complete and mail your registration material along with payment to the MICA office no later than May 18, 2017.

Make plans to bring your family to the MICA convention and extend your business to include some quality family time. Now is the time to plan for your participation at MICA’s 60th annual spring convention. Make your hotel reservations today by calling The Kona Kai Resort reservation line at 800-866-2524 (Code 617MICA). Please join George, Angela, the entire Board of Directors and fellow MICA members in San Diego, June 19 – 22, 2017, for our annual spring convention and be a part of “Project Management”.

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 $625.00 for the first attendee from a member company. Registration for all additional attendees from a given company is reduced to $600. The registration fee is $1,200.00 for the first member and spouse registered from a member company. Registration for all additional registered couples from a given company is reduced to $1,175. 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.
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OSHA TO DELAY ENFORCING CRYSTALLINE SILICA STANDARD IN THE CONSTRUCTION INDUSTRY

The U.S. Department of Labor's Occupational Safety and Health Administration announced a delay in enforcement of the crystalline silica standard that applies to the construction industry to conduct additional outreach and provide educational materials and guidance for employers.

The agency has determined that additional guidance is necessary due to the unique nature of the requirements in the construction standard. Originally scheduled to begin June 23, 2017, enforcement will now begin Sept. 23, 2017.

OSHA expects employers in the construction industry to continue to take steps either to come into compliance with the new permissible exposure limit, or to implement specific dust controls for certain operations as provided in Table 1 of the standard. Construction employers should also continue to prepare to implement the standard's other requirements, including exposure assessment, medical surveillance and employee training.

MIDWEST FASTENERS PROMOTES STEPHEN GRUSHETSKY

Midwest Fasteners, Inc. (Miamisburg, Ohio) is pleased to announce the promotion of Stephen Grushetsky to the position of National Sales Manager.

Effective March 1, 2017, Steve will operate from his home in Cleveland, OH, and travel the U.S. domestic markets for the Insulation Fastening and Stud Welded products of MIDWEST. Steve will coordinate Sales operations for MIDWEST through our U.S. network of Sales-personnel, Representatives, Agents and Distributors.

Steve’s career with MIDWEST began in 1994, and he has operated in the capacities of Salesman, as well as District and Regional Sales Manager. His Sales background includes positions in cast metals, as well as coil, rod and sheet Sales of metals materials. Educationally, Steve holds a Political Science degree (1991) from Ohio State and in 2011 completed his MBA with the Executive program at Baldwin-Wallace University, Berea, OH.

Residing in an eastern suburb of Cleveland, Steve and his wife, April, have 2 children: Steve Jr. (23) and Anna (21). All 4 Grushetksys are graduates of THE Ohio State University, and Steve is a Life Member of the OSU Alumni Association. Additionally, Steve is a Ward Councilman for his local City government.
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DODGE MOMENTUM INDEX SPRINGS FORWARD IN MARCH

The Dodge Momentum Index increased by 0.9% in March to 144.4 (2000=100) from its revised February reading of 143.2. The Momentum Index is a monthly measure of the first (or initial) report for nonresidential building projects in planning, which have been shown to lead construction spending for nonresidential buildings by a full year. The Momentum Index has now risen for six consecutive months, with much of the gain being driven by institutional projects entering planning while commercial projects so far in 2017 have receded slightly. The institutional portion of the Momentum Index rose 3.7% in March, and is 23.0% higher than the end of 2016. Commercial planning meanwhile fell 1.2% in March and is down 2.9% from December 2016. However, the overall Momentum Index, as well as the commercial and institutional components, are well above their year-ago levels. This continues to signal the potential for increased construction activity in 2017 despite the short-term setbacks that are inherent in the volatile month-to-month planning data.

In March, eight projects entered planning each with a value that exceeded $100 million. For the commercial building sector, the leading projects were the $200 million Universal Orlando Resort in Orlando, FL and a $150 million office building in Clayton, MO. The leading institutional project was a $500 million medical complex in Chicago, IL.

GENERAL SAFETY ISSUES

This article was written by Gary Auman, MICA Legal Counsel, Dunlevey, Mahan & Furry

This is going to be a general safety issues month. I want to cover some very important issues that impact your safety program and performance.

Hazard Recognition

This is a very important issue for all employers in the construction industry. No, I am not talking about Hazard Communication; that is a completely different topic. I am talking about the recognition of hazardous conditions on the worksite. We conduct new employee safety orientation of one kind or another. In this orientation, we cover a variety of topics ranging from fall protection to PPE to distracted driving. One topic most employers miss in their orientation training is hazard recognition. Hazard recognition is basically teaching situational awareness. In other words, pay attention to what you are doing, where you are and what is around you at all times. Evaluate every action you are going to take before you take it to be sure that you are not going to be in danger.

For example, you are going to perform work on a low sloped roof with the available fall protection of warning lines and a safety monitor. Based on the OSHA standards, this fall protection is in compliance with the OSHA standards for fall protection on low-sloped roofs. As your employees ascend to the work area on a fall morning, the first person on the roof may notice that it is very slippery with a heavy dew and patchy frost. He has just recognized a potential hazard in that an employee might slip on a patch of frost; slide under the warning line and off the edge of the roof. He is aware of a new hazard, one that the warning line system may not provide adequate protection. This is hazard recognition. The employee should be trained to raise that issue to you and request protection from this new hazard which was not contemplated when the warning lines were installed.

Another example is a situation in which your employee will be exposed to a hazard, which is not a hazard under normal operating conditions. For example, an employer is working in a manufacturing facility. There is an exhaust fan twenty feet up an outside wall. It is not a hazard to anyone because it is more than seven feet above the floor. But if your employee was given a job to perform that he determines will bring him into close proximity to the fan, he should, if he was trained in hazard recognition, identify the potential hazard and bring it to the attention of his supervisor.

Training employees in hazard recognition is required by 1926.21(b)(2). This standard requires you to train your employees in hazard recognition and avoidance. This standard is cited frequently in cases where the compliance officer is performing an investigation following an
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employee injury. A citation may be issued alleging that if the employee had been properly trained under this standard, they would have identified the hazard and take action to avoid exposure to it.

Coming full circle, the training for hazard recognition is for your employees to:
1. Always be aware of where they are.
2. Always be aware of what is around them and what is going on around them.
3. Always give 100% attention to what they are doing.
4. Always consider the task they are about to perform and what exposures they might have while performing it.
5. Whenever they feel that they might be exposed to a hazard, consult with their supervisor before proceeding.

**Job Safety Analysis (JSA)**

The Job Safety Analysis should be performed by the crew leader or foreman every day before any employee enters the work area. The supervisor should take time before work begins to walk the entire job site, but especially the area in which work is to be performed on that day. He should note any changes in the work area that may have occurred between the time work was completed the day before and that morning walk around. He should note any hazards that the crew may confront as they complete the tasks for the day. I always suggest that as soon as the crew arrives and before they begin their work, the supervisor who did the JSA should go over his findings with them. He should also make sure that there is adequate PPE on site for any hazards identified and that any guards required are in place and functional.

You cannot do enough training, but I do not consider the JSA morning briefing training. You are assisting your employees with hazard recognition, and you are training them in a very important concept. I have been seeing more and more citations, especially following an on the job accident, for failure to train employees in hazard recognition. The morning JSA performed by the crew leader or foreman is intended to evaluate the worksite in light of the work to be performed that day and to acquaint all employees on the job with the supervisors observations.

Part of the JSA should have the supervisor performing it confirm the integrity of all working and walking surfaces his employees will be using that day. As I have discussed before, there is a section of the fall protection standards, Section 1926.501(a)(2) that requires the employer to determine that all surfaces on which employees will walk or work have the structural integrity to support the weight of employees safely. The employer shall only permit employees on those surfaces that are able to support their weight safely. This is a requirement before the start of any shift on the project and should also be done any time anything occurs that could, in any way, affect the integrity of a walking or working surface an employee will work on. I strongly recommend that a written record of the daily (at least) determination be maintained for the duration of the project.

**We Have to Get Past Our Macho Mindset**

Within the past week, something occurred to me that spurred me on to write this next section. While this ties in loosely with what I have been discussing, I must ask your indulgence for a few paragraphs to get this behind me.

Like many of you, I am on linked in. A few days ago a safety professional I know forwarded a post to me to review. This was a photograph of about 50 men erecting what appeared to be a pole barn somewhere in the Midwest. I entered into a positive exchange with the safety professional discussing how, in today’s society, with what we know about safety such a thing could occur. You see, it was obvious to me that not one of these people was wearing fall protection and, as was obvious from the photo, they were all more than ten feet above the ground. We discussed whether this was a volunteer project (no OSHA compliance required), or perhaps it was some other group erecting the structure. As we were posting our comments, a gentleman, much wiser than we are, commented that he felt that we “safety hacks” do nothing but slow down progress and generate income for ourselves and the government with our “bull___”. He went on to challenge that if we were too scared to get up there and work, we should move over so a “man” could take our spot. He concluded by saying that that is how “stuff” gets done.

As most of you know, I defend employers for OSHA citations received by them. I use every defense available to me to be successful. But that does not mean that I am not a strong champion for safety in the workplace. Do not forget the people you hire to work for you are hired to assist you to accomplish the tasks assigned to them, NOT to risk their lives because you still champion the long outdated and Neolithic belief that a person who wants to work safely has no place in the construction industry.
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The narrow minded person who responded as I indicated in the preceding paragraph either has his head in the sand or, maybe has never had anyone working for him get hurt. I would say that – let him have to visit the surviving spouse of one of his employees and explain to her why her husband and the father of her children is dead because Mr. Macho man refused to require his employees to wear fall protection. Or, perhaps he has never had an on the job injury that cost so much in increased insurance premiums that he cannot compete any longer. Whatever the case, this kind of attitude has no place in the twenty-first century in construction, and I can only hope that those who read this article do so because they want to do everything possible to protect the people who work for them.

A Few New Rules

First, effective January 17, 2017, OSHA has adopted a long list of new rules, which already exist in the construction industry and now are effective in general industry. These are now also found in Subpart D of the general industry standards. They cover a host of activities which include the integrity of walking and working surfaces, scaffold safety, ladder safety, fall protection, stairways, dock boards and training. All of the requirements the construction industry has been living with for many years now apply to general. All of our members who are manufacturers, distributors, fabricators, lumber yards, and those post frame contractors who have a shop area to manufacturer any of the components used in your construction, take note.

On April 6, 2017, OSHA announced a delay in the enforcement of the new respirable silica standard for the construction industry. The enforcement deadline has been moved back to September 23rd, 2017, from July 23rd. At this point, we still anticipate that the standard will become effective on September 23rd, but stay tuned.

Finally, Congress passed a resolution and President Trump signed it into law overturning the Volk decision. This action now restricts OSHA to going back only six months or 182 days to issue a citation on a record keeping violation. In the case noted, OSHA was given the ability to cite an employer for a record keeping violation one or more years before the date of an inspection based upon OSHA 300 logs produced at OSHA’s review of records obtained during the inspection.

As of the date I am writing this article, the OSHA electronic record keeping standard and its anti-retaliation provisions are still in effect. The electronic filing requirements for the OSHA 300a forms is still on track for July 1, 2017, but also, as of the date I write this article, OSHA has not yet identified a web address to be used to file the 300A’s or a procedure for doing so. Again ----- stay tuned!

U.S. INSULATION INDUSTRY GENERATES $20 BILLION

The U.S. insulation industry contributes $20 billion annually to the U.S. economy and supports nearly 400,000 jobs throughout the United States, according to a new report published by the American Chemistry Council, The Contributions of Insulation to the U.S. Economy in 2016. The report was released recently during the joint insulation industry national policy and advocacy meeting sponsored by the American Chemistry Council, Cellulose Insulation Manufacturers Association, Insulation Contractors Association of America, Polyisocyanurate Insulation Manufacturers Association, and North American Insulation Manufacturers Association. It is the most recent analysis of the significant economic contribution of the U.S. insulation industry to the American economy.

The use of insulation in U.S. homes and businesses saves energy, putting more money in the pockets of American households and business owners. Moreover, as the new administration tackles its legislative and regulatory agenda, the U.S. insulation industry has direct and positive impacts in three specific areas that intersect the administration's stated priorities and warrant attention: health/healthcare, energy and infrastructure.

Health/Healthcare Costs

Studies show a correlation between energy efficiency/home performance activities, such as adding insulation, and occupant health. Most recently, a U.S. Department of Energy report found that energy efficiency work can create healthier living environments, improved general health, reductions in some asthma symptoms and fewer cases of hypertension and respiratory attacks. Further, the Institute for Healthcare Improvement cites improving patient experience, improving health and cutting the per-capita cost of care as three critical elements necessary to transform the U.S. healthcare system. With the healthcare debate far from over, policymakers should consider how improving our nation’s buildings can actually be a form of low cost, preventative care that supports the overall goal of improving health, in addition to its more well-known benefits such as reducing energy bills.

Infrastructure

Infrastructure is about more than roads and bridges; it includes buildings too. As the Administration and Congress consider actions to revitalize America's infrastructure, buildings need to be a part of the conversation. Sustainable buildings (incorporating the use of integrated design, sustainable materials and efficient building envelope design, including insulation) offer economic benefits and reduced costs from air pollution damage and lower infrastructure costs, e.g. for avoided landfills, wastewater treatment plants, power plants and transmission/distribution lines, according to the U.S. Department of Energy.

"As we look at the totality of benefits attributable to the use of insulation in homes and businesses, it's clear that insulation is a readily available technology that serves the needs of consumers, businesses and the environment," said NAIMA President and CEO Curt Rich. "As legislative and regulatory policies of the administration begin to take shape, the U.S. insulation industry will be advocating for the use of insulation to tackle some of America's most pressing priorities not just today, but in the years to come."
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THE PASSING OF PAUL HELMER

The MICA office was informed of the death of Paul Helmer. Paul was a member of MICA and served as the 16th President in 1972 – 73. Cindy and I met Paul and his wife, Mary, when we first became involved with MICA. Paul was not actively involved with MICA during my time with MICA, but we did keep in touch with him periodically. He has been retired and living in Indian Wells, California. Paul was 90 when he died this past January 6, 2017, surrounded by his loving family. Paul was born in Toledo, Ohio, on July 5, 1926 to Andrew Helmer and Edna Schoen. He is survived by his devoted wife of 65 years, Mary Jane (Krez) Helmer and their seven children: Christine Freas, John Helmer, Mary (Tom) Grant, Paul (Betsy) Helmer, Jane (Kelly) Keilwitz, Anne (David) Adam, and Liz (Phil) Cone, as well as 13 grandchildren who all love their Boppa dearly. Paul was a loyal and devoted husband, a man who loved his family intensely, and a person whose Catholic faith guided all that he did. When asked what was most important to him, he immediately responded, "God, my wife, my children, and work. And in that order!" Paul made each individual he met feel like the most important person in the world. His warmth and the twinkle in his eye gave all who knew him great joy. Paul had a gift of remembering people and stories that entranced everyone. His connection with people of every age and walk of life came from his firm belief that we are all God's children. Paul was loved, respected, and admired by so many people, and the world is a better place because of him.

Cards of support may be sent to Mary Jane and the Helmer family at the following address:

45665 Pueblo Road
Indian Wells, CA 92210-8969

THE PASSING OF DICK ADAIR

It is with sadness that I inform you of the death of Richard (Dick) Adair. Dick served as MICA’s 36th President in 1992 – 93. Cindy and I have very fond memories of our relationship with Dick and his wife, Marlene. During his year as MICA President, we held our winter Board and committee meetings in Las Vegas at one of Dick’s favorite hotels, the Showboat. The hotel and casino was also home to a 106 lane bowling alley. It was one of our more “memorable” winter meetings. After Dick’s retirement, his son Jeff, would keep us up to date on his Mom and Dad’s retirement years. The following is taken from our 50th anniversary brochure; Dick started in the insulation business as an apprentice insulator beginning in 1950 with Local #34 in Minneapolis, Minnesota. He gained experience in all facets of the mechanical industry beginning with his initial apprenticeship with the A.H. Bennett Company in 1950. Dick worked for the Hayes Insulation Company in 1970 as an estimator. In 1981, he joined KW Insul., Inc., as general manager. He later became part owner in the company. Dick officially “retired” in 1993, and timed his retirement with his last year on the MICA Board of Directors and as MICA’s President. We culminated Dick’s presidency in his then favorite town, “Las Vegas”.

Richard A. Adair age 85, of Brooklyn Park, passed away on April 8th, 2017. He is preceded in death by his wife, Marlene; son, Richard "Rick" Adair; sister, Gail Modrow. He will be deeply missed by his children, Susan Almquist (David), Michael Adair (Brenda Janisch), Jeffrey Adair (Diane); 12 grandchildren, Jared, Matthew, Derrick, Christine, Kaitlyn, Callie-Jo, Lindsay, Luke, CJ, Wesley, Kelsey, Hailey; 8 great grandchildren, Brooke, Jayden, Kaydence, Jett, Aryanna, Levi, Penelope, Rory; many relatives and good friends.

Cards of sympathy for the Adair family may be sent to his son Jeff at the following address:

Jeff Adair
KW Specialty Services
1290 Osborne Road NE
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Cindy and I have a special place in our hearts for each of the Past Presidents of MICA with whom we had the pleasure to serve.

Both Paul and Dick gave so much of their talent to the insulation industry and our association. We thank them both.
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