This year’s fall business meeting will include updates and discussions on several topics crucial to your business operations. The technical sessions will include presentations on valuing a company for sale or purchase, what you need to know for successful negotiations, cyber security and its impact on your company, ethics in the workplace, and an update on OSHA regulations during the Environmental and Safety Committee’s meeting. We will focus on providing the membership with new insights on these issues as we continue to help you to improve in your industry and in your businesses.

Ethics in the workplace is a serious matter, but talking about it doesn’t have to be “business as usual”. Chuck Gallagher learned a lesson about ethics, choices and consequences the hard way – but now he shares his experience so that others don’t have to. In the middle of a rising career, Chuck lost everything because he made some bad choices. He has since rebuilt his career and his life back to immense success. With more vulnerability than the average keynote speaker, Chuck shares with his audiences his life journey, the consequences of his unethical choices, and how life gives you second chances when you make the right choices.

Chuck will open the business meeting on Wednesday afternoon with his presentation, as he offers a “real world” practical approach to improving your understanding of how to achieve ethical choices!

MICA’s legal counsel, Gary Auman, will provide an extended update on the OSHA rule changes that will be affecting our members during our Environmental and Safety Committee meeting on Wednesday morning. He will then provide an abbreviated update to the general membership on pertinent OSHA regulations that will have a direct impact on our businesses. The Safety Committee meeting is a “do not miss” session for you and your key safety professionals.

(Continued on page 7)
A Product of MC&I

RIDGLOK®
TANK INSULATION PANELS

MCI-RIDGLOK.com

- Labor Savings
- Small Crew Size
- Minimal to NO Welding
- Minimal Specialty Tools
- No Scaffolding
- Pre-Fabricated Panel
- High Wind Designs
- Longest Lifespan
- Easy Repairs
- Minimum Maintenance
- Freeze Protection
- Strong Weather Barrier

ALL INDUSTRIES—ALL TANKS

Heated/Cold • Large/Small | Welded • Bolted • Concrete • Plastic
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

The MICA Board held its summer planning meeting on August 11th at the Omni Interlocken Resort located in Broomfield, Colorado. The Omni will host our June 2019 convention, and this will be our third stay at the resort. This is a very nice facility with two pools, on site golf, and activities for the children. It should serve our members well during the convention.

We use the summer planning meeting to set the agenda of speakers for our fall business meeting. I think the Board identified a fantastic list of speakers for the fall meeting and came up with some great ideas for the spring meeting as well.

My daughter, Heather, and her family live in Frisco, Texas. It is next door to Plano, where the new world headquarters for Toyota is located after its move from California. Over the past several years, while the facility was being built, I have had a chance to see several of the buildings being built, covering over 100 acres. When fully staffed, the headquarters will have 6,500 employees working in 2.1 million square feet of office space.

The headquarters is the largest private solar non-energy company in the state of Texas. It provides 33% of the complete campus electricity, and 99% of the construction waste was diverted from landfills. The water retention is made up of 4 cisterns that can capture 400,000 gallons of rain water; enough to supply water for the landscaping for four months.

The Japanese have been the front runners of preparing their employees for work with a stretching program that only takes 10 to 12 minutes to complete. Their office workers are required to complete this stretching routine twice a day and construction workers only in the morning, but highly suggest that they do again after lunch.

Now, I know what you’re thinking, “I will never be able to convince my crew, let alone my foreman, to do that.” It could have some real cost savings; way above the cost of the 10 to 12 minutes. During these stretching sessions, you might be able to spot the guy who hurt his back, ankle, hip, neck or leg at that soft ball game or during a home construction project where he fell off a ladder (one of one of your ladders that he might have at home). Or you might spot the guy that might not be ready, physically or mentally, to be back on the job.

Athletes spend a good 20 minutes stretching before competing. Some doctors and especially physical therapists think that the strain on the construction worker’s spine, hips, knees, wrist and shoulders from working 8 hours a day, sometime doing very repetitive motions, puts more stress on the body than on athletes.

U.S. Health Works has trained over 2,000 construction workers on the Toyota project. This was the idea of Toyota and Liberty Mutual, the Workers Comp provider. Liberty Mutual did not release any numbers on the reduction of claims other than using the word substantial. Remember the morning stretching session was mandatory, and it was recommended for them to complete a second stretching session after lunch. These stretching sessions help establish a healthier, safer workplace and a stronger workforce.

The workers will have fewer injuries, especially back and shoulder problems; the most common injuries in construction, and the overall workplace. According to U.S. Department of Labor, more than 1 million employees suffer back injuries every year, which translates to about one in five of workplace-injuries.

U.S. Health Works shares some helpful tips for an effective-and relatively quick - Stretch and Flex Program.

Abdominal Bracing: Tense your abdominals before starting the following exercises, much like if someone was going to punch you in the stomach.

(Continued on page 7)
Our commitment for insulation

DUNA-USA
FOAMS & CHEMICALS
4210 FM 1405
Baytown, Texas 77523 USA
T.+1 281 383 3862

www.dunagroup.com/usa

Chemicals for Spray insulation, injection and pouring
Bunstock Site Production
Polyurethane pre-formed items for LNG insulation
One and two parts adhesives
Polyurethane supports

BRALCO INCORPORATED

FABRICATED PIPE
• Isocyanurate
• Extruded Polystyrene
• Foamglas®

INSULATION SUPPLIES
• PVC Jacketing
• Fittings
• Metal Jacket
• Rubber & fiberglass

EASY ORDERING • FAST TURNAROUND • SUPERIOR CUSTOMER SERVICE

816-756-2000 • Fax 816-756-2002 • Toll Free 1-800-882-0110
3327 Roanoke Rd • KCMO 64111
The NEW Revolutionary
Fast and Easy Way to Seal Butt Seams on Elastomeric Insulation

Cel-Link II™
with SSPT

$ Eliminate job failure and repair to cut and keep project costs competitive
$ No fumes – no operational interruptions in odor-sensitive environments
$ Food processing areas
$ Flammable areas
$ Perfect for low VOC installations – lower costs, fast and easy
$ Install faster in any environment – even in cold weather

More jobs won, more jobs done, more jobs billed.

Get your FREE SAMPLE of Cel-Link II™

Just visit www.aeroflexusa.com/cel-link2 TODAY!

Aeroflex USA Cel-Link II™ works when and where standard contact adhesives can’t.

Done once. Done fast. Done right.

Contact Aeroflex today: 1-866-237-6235 (1-866-AEROCEL) | www.aeroflexusa.com

Industry leading customer service
Quickest turn around time
White indoor/outdoor UVR
E-84 low smoke approved
No up charge for color
18 Colors

PIC Plastics, Inc
2232 North Garrison Ave
Carthage, MO 64836

phone 800-654-0409 • fax 417-359-9899 www.pic-plastics.com
Hip Circles: Stand with your feet hip-distance apart, hands on your hips. Circle your hips in on direction for a count of ten. Relax. Then go the other way for a count to ten.

Trunk Rotation: Stand with your feet shoulder-width apart. Twist gently side to side. Let arms swing freely. Make sure you stand straight. Repeat 10 times.

Calf Stretch: Stand with one foot out with the front leg bent. Step the other leg back, keeping the front foot straight forward and the leg straight. Place both of your hands on your front thigh. Hold for a count of 10. Then switch legs.

Hamstring Stretch: Place one foot in front of the other, alternate between lifting the toes and heel off the floor. Keep the front leg straight. Bend over slightly from the waist and place hands on both thighs. Hold for a count to ten. Then switch sides.

Side Bend with Arms Up: Stand with your feet hip distance apart. Bend your trunk to one side by lowering your shoulder. Remember to tighten those abs at the same time. Run your hand down the outside of your thigh and reach up with the opposite arm overhead. Hold for a count of ten. Slowly straighten up. Now repeat on the opposite side.

Back Extension: Stand straight with your feet shoulder-width apart. Place your hands above your hips with your elbows pointing back. Bend back slightly from the waist and return upright. Repeat 10 times.

Shoulder Circles: Bring your shoulders up to your ears and gently roll your shoulders back. Repeat 5 times.

Shoulder Stretch: Stand straight with your feet hip-distance apart. Bring the right hand to the left shoulder, elbows elevated just about in line with your chin. Using your left palm, press into the right elbow, stretching the shoulder. Hold for a count of 10. Repeat on the other side.

OK, you’re done. I challenge every one of you to try this at home, or in your office. Try it for a week and see how you feel.

Now the big challenge; take it to your crew.

Hope you all enjoy the Labor Day weekend. Be safe out there.

Scott Weekley,
MICA President

Tom Cherioli is a Commissioner with the Federal Mediation and Conciliation Service. Tom joined the Federal Mediation and Conciliation Service in August 2005 as a Field Mediator in the Minneapolis Office. He works as a neutral third party within the labor management community. Tom actively participates in the collective bargaining process, relationship development/training, grievance mediation and outreach efforts, sound and stable labor management relations between the parties. He has developed a set of negotiation skills that serve him well in any type of negotiation setting. Whether you are negotiating with your boss, your spouse, your kids, the skills that Tom has developed through his work will serve you well. Tom will share his unique way of breaking down barriers that arise in any bargaining situation. You will come away from his presentation with a sense of how to be successful in your next negotiation setting.

Cyber Security continues to be of concern to all businesses and organizations. It is no longer a discussion of using appropriate password protection protocols. It is a global information security issue. We will have a representative from Kudelski Security, an international cybersecurity company providing innovative, independent and tailored security solutions for large enterprise and public sector clients. He will speak to us about establishing technology strategies that will address information security solutions.

Our industry seems to be in a constant state of transition; transition in the workforce, transition in ownership, and transition in legacy ownership. What is a fair market value of an insulation contracting firm or a fabrication or distribution company? How do you identify the assets to value and to establish a fair market value? We will have a presentation by an investment banker who will address these issues and more as we take a look at mergers and acquisitions within the insulation industry.

The fall business meeting will address the above issues and more. We will once again have three concurrent forums dealing with member issues. We will have a union contractor forum, an open shop contractor forum, and an associate member forum, all running simultaneously. The associate member forum will discuss several issues of interest to our associate members regarding their membership status in MICA.

Last year, our associate members classified as manufacturer member firms were invited to display their products at our fall business meeting. The table top displays were available for viewing by our membership during our extended welcome reception. We will continue with such displays again this year for our fabricators, distributors or independent reps. These table top displays will be open for viewing during this year’s Wednesday evening reception. In order to accommodate earlier dinner reservations, our reception will begin at 5:00 p.m.
FUTURE MICA MEETING DATES

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

Winter Board and Committee Meetings — January 24 — 27, 2019, Omni Amelia Island Plantation Resort, Amelia Island, FL.

62nd Annual Spring Convention — June 17 — 20, 2019, Omni Interlocken Resort, Broomfield, CO.

Fall 2019 Annual Fall Business Meeting — October 16 & 17, 2019, Embassy Suites Downtown, 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.
FyreWrap Butt Joint
installation technique for
grease duct enclosures.

- Butt joints - all material seams
- Saves space, materials; simple, effective technique
- Less material - no bulky overlaps
- Thin 3” profile - flat finish surface
- No pins* - reduces equipment and labor
  *(Except for bottom of horizontal ducts > 24”)”
- Zero clearance to combustible items
- Listed ASTM E2336 system - code compliant

Local Unifrax Contacts:
Alan Finley - OK, MO, KS, NE, CO 918-640-2459
Scott Marker - IN, IL, IA 630-235-4352
Mark Sullivan - WI, MN, Dakota 414-915-3156
Tim Walter - South/Central Region 281-203-7553

www.unifrax.com  716-788-6500

Thermal Energy Products INC.
Reusable Thermal and Acoustical Insulation Covers

North Dakota Office
2702 7th Ave South
Fargo, ND 58103
Phone (701) 237-0071
Fax (701) 232-0400

California Office
114 Viking Ave
Brea, CA 92821
Sales@tepinc.com
www.tepinc.com

Thermal Energy Products is a Fabricator specializing
in the Engineering, Design, Fabrication, and Installation
of Removable/Reusable Insulation Systems since 1986.
LIGHT & DURABLE
APPLICATION-DRIVEN INNOVATION

XSPECT™ ISOfoam APF
XSPECT ISOfoam APF is a durable, lightweight board designed to simplify fabrication and installation while maximizing versatility.

- Closed-cell polyisocyanurate foam board with 2-sided foil facer
- Used to make lightweight, tightly sealed systems that are moisture resistant
- Delivers exceptional R-value per inch
- Variety of hot and cold and mechanical and OEM applications

Johns Manville
A Berkshire Hathaway Company

JM.com/XSPECT
and conclude at 6:30 p.m. This will still leave you with plenty of time for dinner and socializing with your fellow MICA members.

The discounted room rate at the Embassy Suites is $162.00 per night, single or double occupancy. Included in this rate is complimentary wireless internet in your guestroom and complimentary self-parking for those of you driving to the meeting. **Room reservations are to be made directly with the Hotel.** You should call the hotel reservations department at (800) EMBASSY (362-2779) to make your individual room reservations. To receive the contract rate, you need to identify that you are with the Midwest Insulation Contractors Association group; code AMW. **Please reserve your room as soon as possible, but no later than September 15, 2018.** This is our cut-off date for reducing our room block without any penalty. I will monitor our block of rooms and adjust our block accordingly **but once our block is full, we will not be able to accommodate your rooming needs at the discounted rate.** In order to help assure yourself a room at the hotel at the discounted rate, we encourage you to make your room reservation as early as possible [NOW]! Once our block is full or once we reach the cut-off date, any remaining rooms in our block will be released. Any room reservations made after that date, will be honored on a space and rate available basis. You will not be guaranteed the $162.00 a night rate. Your cooperation in making this advance registration call as soon as possible is most appreciated.

This year’s program is a must attend for you and your key employees. We have tiered this year’s registration fee to encourage more participation by individual firms. The Board has also voted to keep the registration fee the same as last year. The registration fee is $215.00 for the first attendee from a member company. Registration for a second attendee from a given company is reduced to $205. Registration for all additional attendees is $195 per attendee. Please complete the fall business meeting registration form and e-mail/mail/fax it to the MICA office by **October 5, 2018**. Your prompt response helps us to plan a more efficient and effective meeting for you. Please note that you can pay the registration fee by credit card or by check.

Your Board of Directors is very conscious of meeting costs and again has attempted to make this meeting most affordable. Your Board wants this meeting to be an educational and informative meeting that is cost effective for you. We look to the fall meeting as an opportunity for you to bring one or two key employees to this meeting. It is an excellent chance for you to expose your key people to the benefits of participating in MICA activities. We hope that you take advantage of this low-cost, educational experience.

The Board of Directors is asking for your help in promoting MICA to potential new members. The Board is providing one complimentary registration to any first time potential contractor member firm who attends the fall business meeting. **Please make a concerted effort to inform one or two potential member firms about the fall business meeting. Invite them to attend and let them know about the complimentary registration.** Share your registration material with them and

(Continued on page 15)
encourage them to join. The cost is minimal and the first-hand look at MICA is the best way to promote the benefits of belonging to MICA.

The fall business meeting is designed to help you to become a better, more educated business professional. We have designed a program that not only addresses problems but also provides you with solutions. Do not miss this opportunity to come together to share business concerns with your fellow MICA members. Make your plans now to attend the 2018 Annual Fall Business Meeting this October in Omaha!

MICA PRE-MEETING EDUCATIONAL SEMINAR

In past years, MICA has combined an educational seminar with the fall business meeting. This combination of business meeting and seminar was designed to keep your travel costs to a minimum, yet allow you to participate in both educational activities. This year, the Board decided to sponsor a free half-day educational seminar on “An OSHA Inspection from Start to Finish”. The Board is sponsoring this seminar as one of the many benefits that come with your membership in MICA. This half-day seminar will be held on Tuesday, October 16, 2018, from 1:00 p.m. until 4:45 p.m. at our fall business meeting hotel, the Embassy Suites Downtown, in Omaha. Separate registration and hotel material has been emailed to MICA members. If you are interested in registering for this educational seminar and need registration material, please contact the MICA office. Space is limited, and registration will be taken on a first-come, first-served basis. The number of attendees per company may have to be restricted depending on the overall interest shown by the membership.

President Scott Weekley is keenly aware of the importance of being prepared for the expected and unexpected events in business operations. The educational process for being prepared to handle an OSHA inspection from start to finish will be the key focus of the half-day seminar.

Our seminar leader this year is Mr. Doug Carlson. Doug is Principal at Empowered Safety Training, LLC in Omaha, Nebraska. Doug provides practical training for workplace health and safety. Doug’s background is in civil engineering technology.

The following summarizes what will be covered during the seminar:

- How to be Properly Prepared for an OSHA Inspection from Beginning to End.
- Pre-inspection Best Practices & Employee Awareness.
- What to do During the Inspection.
- What is Needed on Site.
- What Information Should be Shared.
- What Should You Say and What Should be Offered.
Custom fabrication of rigid insulation into shapes and sizes for all kinds of pipes, fittings, valves, vessels and specialty heads.

- STYROFOAM®, TRYMER®, PHENOLIC, & FOAMGLAS®
- Accessories for all insulation jobs
- We stock cut-to-fit aluminum SE.016
- We specialize in ammonia refrigeration
- We stock RG-2400LT™ and RG-2400NP™

For questions, quotes and orders, email us at sales@cookbro.com
For pricing, product and other important information, visit us at www.cookbro.com

(800) 624-3043
Cook Brothers Insulation, Inc.
1405 St. Louis Ave. / Kansas City, MO 64101
K.C. (816) 421-6300 / Fax: (816) 842-4031

Insulation Systems That Set The Standard — Since 1983
EEOC FILES SEVEN MORE SUITS AGAINST HARASSMENT

Agency Challenges Harassment and Retaliation Across the Country

WASHINGTON -- The U.S. Equal Employment Opportunity Commission (EEOC) filed seven lawsuits this week against various employers across the country, charging them with harassment, and also announced a major resolution of a harassment lawsuit. This multi-state action by the EEOC should reinforce to employers that the consequences of not preventing or stopping harassment – on all bases – are significant.

"Workplace harassment causes serious harm to women and men in all kinds of jobs across the country," said EEOC Acting Chair Victoria A. Lipnic. "These lawsuits allege harassment based on race, national origin and sex and involve workers at country clubs and cleaners, sports bars and airlines, in health care and grocery stores. When employers fail to protect their employees from harassment, the EEOC may bring legal action to stop the harassment and prevent future harm."

Lipnic continued, "I commend our investigative and trial teams and our Office of General Counsel for their work on these important cases. I also commend the individuals who came forward and, in many cases, also suffered retaliation for reporting the harassment. Their employers should have rewarded them, not punished them for speaking up."

Of the seven lawsuits filed, five alleged sexual harassment, two alleged racial harassment and one also alleged harassment based on national origin. Five of the seven also included claims that the employees were retaliated against for reporting the harassment, demonstrating that the fear of reporting is real and justified.

Acting Chair Lipnic pointed out that roughly one-quarter of the EEOC's litigation filed in recent years has included an allegation of workplace harassment. Almost fully one-third of the 80,000 to 90,000 discrimination charges the EEOC receives each year include an allegation of harassment.

That is the tip of the iceberg. Studies show that more than 80 percent of individuals who experience harassment never file a formal complaint. Nearly three out of four individuals who experience harassment never even raise the issue internally as documented in the 2016 final report by Commissioner and now-Acting Chair Lipnic and Commissioner Chai R. Feldblum of the EEOC’s Select Task Force on the Study of Harassment in the Workplace. The report includes recommendations and resources regarding leadership, accountability, policies and procedures, training, and developing a sense of collective responsibility.

U.S. DEPARTMENT OF LABOR EXTENDS SOME COMPLIANCE DATES FOR GENERAL INDUSTRY BERYLLIUM STANDARD

WASHINGTON, DC -- The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) issued a final rule to extend the compliance date for specific ancillary requirements of the general industry beryllium standard to Dec. 12, 2018.

This extension affects provisions for methods of compliance, beryllium work areas, regulated areas, personal protective clothing and equipment, hygiene facilities and practices, housekeeping, communication of hazards, and recordkeeping. This compliance date extension does not affect the compliance dates for other requirements of the general industry beryllium standard.

OSHA has determined that the extension will maintain essential safety and health protections for workers while the agency pre-
Mechanical Insulation
Pipe
Board
Wrap

Insulation
for process
piping &
industrial

PVC & Metal
fittings

Rubber tubing
& sheet

Tapes &
Accessories

MacArthur Co.
Building Materials • Employee Owned
WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) announced that new frequently asked questions (FAQs) and training videos on the Agency’s standard for respirable crystalline silica in construction are now available online.

Developed by OSHA in cooperation with industry and labor organizations, the FAQs provide employers and workers with guidance on the standard’s requirements. In addition, a series of six new videos instruct users on methods for controlling exposure to silica dust when performing common construction tasks, or using construction equipment. The videos cover topics including handheld power saws, jackhammers, drills, and grinders.

Visit OSHA’s silica standard for construction page for more information and resources on complying with the standard.
Providing Moisture Control Solutions for over 60 Years

Long known for its weatherproof cladding and vapor barriers, Polyguard’s Mechanical Division now offers superior insulation systems (including corrosion protection for CUI) targeting below ambient and chilled water applications.

- Alumaguard
- RG-2400
- Styrofoam XPS

- PolyPhen
- Insulrap / ZeroPerm

- Weatherproof Jacketing
- CUI protection
- Vapor Barriers
- Insulation

214-515-5000  Mechanical Division

For a complete list of products, visit www.Polyguard.com/mechanical
FIT TIGHT FITS RIGHT

• Custom-designed to fit all mechanical systems and equipment
• Reduce energy costs
• Simplify access to components
• Can be measured, fabricated, and shipped globally

Calvin Brasel, General Manager

Calvin and his team respond to all inquiries within 24 hours. Call 812-492-3370 or email cbrasel@fittightcovers.com.

Visit our website for a video and sample specs: www.fittightcovers.com
Sometimes the best amenities are the ones you don’t see.

For nearly 30 years, our fire-rated enclosure systems have been providing peace of mind, while quietly protecting our customers’ lives and investments. From our DryerWrap™ products - extensively used throughout multi-family housing ductwork - to our FastWrap™ XL products - ideal for commercial kitchen exhaust and ventilation ducts - more people trust the FireMaster™ family of products to hold the line.

FastWrap™ XL

Fire rated up to 2192°F (1200°C)
1 to 2-hour UL rated for kitchen exhaust ducts
Won’t age, become brittle, or shrink
Zero clearance to combustibles
Meets ASTME84 smoke/ flame rating
FastDoor™ XL panel provides liquid-tight grease duct access for easy maintenance

DryerWrap™

UL and ULC listed for 1-hour protection inside rated wood frame construction
Flexible, 1/2-inch thick optimizes installation costs and space
Tested on 30 gauge, 7-inch round and 26 gauge 10- x 4-inch rectangular duct
Improved safety with applications specific testing

North America
Morgan Advanced Materials
Thermal Ceramics Inc.
2102 Old Savannah Road, Augusta, Georgia 30906, USA
p: +1 (706) 796-4200
marketing@ Morganplc.com

www.morganthermalceramics.com
WHAT IF YOU COULD PROVIDE BETTER SAFETY AT NO EXTRA COST?

- Boost your safety rating
- Reduce costly injury claims
- Retain skilled labor
- Attract more work
- Improve project timelines
- Increase profit margins

SafetyJacs™ are a new innovation in cut & roll jacketing, that are safer, quicker and easier to install... and all at no extra cost. It's our new standard.

Let us help you become an even SAFER employer.

SCHEDULE A PRESENTATION TO LEARN HOW: 888.877.7685 USA • 800.299.0819 CAN • WWW.IDEALPRODUCTS.CA
I Haul Extra Miles of Service by the Truckload.

We stock warehouses full of can-do.
Wherever, whenever and however you operate, Distribution International is always ready to deliver. From industrial insulation to the accessories you didn’t even know you needed, we load it up and head your way so you get your material right on time. Just give us a call and we’ll start hauling.

INSULATION DISTRIBUTION AND FABRICATION
• Industrial Insulation • Commercial Insulation • Fabrication • Marine Outfitting
• Fire Protection • Metal Building Insulation • Residential Insulation • HVAC
• Abatement Supplies • Safety & Contractor Supplies • Removable Pads
• Refractory • Tools & Equipment • Engineered Head Segments

Calvin Wilson
Columbia, SC

For a full list of locations, please visit DistributionInternational.com/contact-us

800-231-3454
© 2019 Distribution International
compares a Notice of Proposed Rulemaking to clarify certain provisions of the beryllium standard that would maintain the standard’s worker safety and health protections, and address employers’ compliance burdens.

OSHA began enforcing the new permissible exposure limits for general industry, construction, and shipyards, and the general industry provisions for exposure assessment, respiratory protection, medical surveillance, and medical removal on May 11, 2018. Those requirements are unaffected by this rule. Any provisions for which the standard already establishes compliance dates in 2019 (change rooms and showers) or 2020 (engineering controls) are also unaffected by this rule.

**DODGE MOMENTUM INDEX INCREASES IN JULY**

The Dodge Momentum Index moved 1.4% higher in July to 169.8 (2000=100) from the revised June reading of 167.3. 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. In July, the commercial component of the Momentum Index grew by 3.3%, while the institutional component fell 1.5%. The headline Momentum Index has risen steadily since its slippage during the third quarter of 2017. Stronger economic growth and the support from still-healthy real estate market fundamentals (occupancies and rents) have contributed to these gains for construction projects at the planning stage, which have yet to be restrained by the uncertainty arising from higher material costs and higher interest rates.

In July, 17 projects each with a value of $100 million or more entered planning. The two leading commercial projects were a $295 million data center in Sterling VA and a $225 million warehouse/office building in Ontario CA. The leading institutional projects were the $325 million MUSC Health Community Hospital in Summerville SC and the $150 million Texas Acute Care Hospital in Mansfield TX.

<table>
<thead>
<tr>
<th>Dodge Momentum Index</th>
<th>Jul-18</th>
<th>Jun-18</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dodge Momentum Index</td>
<td>169.8</td>
<td>167.3</td>
<td>1.4%</td>
</tr>
<tr>
<td>Commercial Building</td>
<td>191.6</td>
<td>185.5</td>
<td>3.3%</td>
</tr>
<tr>
<td>Institutional Building</td>
<td>142.7</td>
<td>144.9</td>
<td>-1.5%</td>
</tr>
</tbody>
</table>

Source: Dodge Data & Analytics
HOT — BUT NOT BOthered
CONSISTENT THERMAL PERFORMANCE

InsulThin® HT Hydrophobic Blanket

InsulThin HT is a thin, high-temperature blanket that has been proven through data and testing to offer consistent thermal performance for industrial applications.

- It does not undergo thermal shift, allowing for optimized process control and personnel safety
- Hydrophobicity helps prevent water intrusion and CUI
- Low profile and flexibility make InsulThin HT ideal for applications with space constraints

JM.com/InsulThin-HT
When Performance and Quality Matter Most.

“Proto products are engineered and designed to the highest performance and quality standards in the industry.”

- Billy G.
Product Engineer, 28 Years

Uncompromising Quality. Reliable Performance. That’s the Proto Way.

At Proto, every product we manufacture stands up to rigorous testing and delivers consistent performance, day in and day out. Couple that with the outstanding care you’ll receive from our customer service team and you’ll see why so many companies choose Proto as their vendor of choice. When it comes to PVC products for the insulation industry, nobody does it better.

Contact us today to experience the Proto difference.
FOR PEOPLE INVOLVED IN THE SHARING ECONOMY: DO A ‘PAYCHECK CHECKUP’ NOW, AVOID A SURPRISE YEAR-END TAX BILL

The Internal Revenue Service urges anyone working in the sharing economy to perform a Paycheck Checkup now to avoid an unexpected tax bill when they file their return next year.

Many people working in the sharing economy are employees, in which case their employers should be withholding taxes from their wages. Many others are not working as employees, so they need to make sure they pay their taxes either through withholding from other jobs they may have, or through estimated taxes.

Either way, because of the far-reaching tax changes taking effect this year, IRS urges taxpayers, including those in the sharing economy, to perform a Paycheck Checkup now. The easiest way for most employees to check their withholding is through the Withholding Calculator available on IRS.gov.

The U.S. tax system operates on a pay-as-you-go basis, so taxes must be paid as income is received rather than at the end of the year. This includes anyone involved in the sharing economy.

People who participate in the sharing economy but do not have an employer, usually need to make quarterly estimated tax payments to cover their tax obligation. In this case Publication 505, Tax Withholding and Estimated Tax, and the worksheet in Form 1040-ES, Estimated Tax for Individuals, can help people check their withholding and figure their payments correctly. IRS Direct Pay is the fastest and easiest way to pay.

In recent years, the IRS has seen the number of taxpayers who paid the estimated tax penalty jump from 7.2 million in 2010 to 10 million in 2015, an increase of nearly 40 percent. Using the Withholding Calculator or Publication 505 and following the recommended steps can help avoid this underpayment penalty.

The IRS’s Pay As You Go web page and Publication 505 can help people understand withholding and estimated payments.

People with more complex situations may need to use Publication 505
Taxpayers with more complex situations might need to use Publication 505 instead of the Withholding Calculator. This includes employees who owe self-employment tax, the alternative minimum tax or tax on unearned income from dependents. It can also help those who receive non-wage income such as dividends, capital gains, rents and royalties. The publication includes worksheets and examples to guide taxpayers through these special situations.

In some of these situations, a household may make estimated tax payments but also have tax withheld by an employer. It’s important to account for both amounts when figuring how much tax to have an employer withhold. Publication 505 helps taxpayers include estimated tax payments; the Withholding Calculator does not.

Do a ‘Paycheck Checkup’ soon
Taxpayers need to adjust their withholding as soon as possible for an even, consistent amount of withholding throughout the rest of the year. Waiting means there are fewer pay periods to withhold the necessary federal tax – so more tax will have to be withheld from each remaining paycheck.

Whether someone uses the Withholding Calculator or Publication 505, it’s helpful to have their completed 2017 tax return handy to help estimate the amount of income, deductions, adjustments and credits to enter. They’ll also need their most recent pay stubs to help compute their withholding to date.

Employees can use the results from the Withholding Calculator or Publication 505 to help determine if they should complete a new Form W-4, Employee’s Withholding Allowance Certificate, and what information to include on the form.

Though primarily designed for employees who receive wages, the Withholding Calculator can also be helpful to some taxpayers receiving pension and annuity income. Recipients of pensions and annuities can change their withholding by completing Form W-4P and submitting it to their payer.

All taxpayers should remember that if their personal circumstances change during the year, they should re-check their withholding.

Taxpayers who change their withholding for 2018 should re-check their withholding at the start of 2019. This is especially important for taxpayers who reduce their withholding sometime during 2018. A mid-year withholding change in 2018 may have a different full-year impact in 2019. If taxpayers don’t submit a new Form W-4 for 2019, their withholding might be higher or lower than intended. To help protect against having too little withheld in 2019, taxpayers should check their withholding again early in 2019.

Adjusting withholding
If an employee determines they should adjust their withholding, they should complete a new Form W-4 and submit it to their employer as soon as possible. Some employers have an electronic method to update a Form W-4.

If an employee has a change in personal circumstances that reduces the number of withholding allowances they can claim, they must submit a new Form W-4 within 10 days of the change with the correct number of allowances.

As a general rule, the fewer withholding allowances an employee enters on the Form W-4, the higher their tax withholding will be. Entering “0” or “1” on line 5 of the Form W-4 means more tax will be withheld. Entering a bigger number means less tax withholding, resulting in a smaller tax refund or potentially a tax bill or penalty.
SureShot II changes your concept of pin welding...times TWO. Be it Cupheads, Weld Pins, or even Weld Studs -- SureShot II can deliver. With updated Hybrid Technology and Dual Operating Power, SureShot II uses the best of all worlds to provide Capacitor Discharge fastener welding second to none. In the lightweight and rugged packaging you’ve come to expect from SureShot (weighing in at 18 lbs.) this Welder has the power to weld virtually any Stud fastener known to the CD application market: with only 110 volt (or 220 volt incoming power). User-friendly, the system offers multi-level safety and operational designs to get the job done quickly, safely and reliably --- truly delivering the power of “II”.

Your SINGLE SOURCE
Insulation Fastening StudWelding Specialists

1-800-852-8352  •  450 Richard Street  •  Miamisburg, Ohio 45342  •  midwestfasteners.com
REASONS TO INSTALL
AP ARMAFLEX® BLACK LAPSEAL™

Fast & Easy
Wider release tab, quick installation

Unique
Lap seal closure, greater seam security

Size Range
3/8” to 6” ID
3/8” to 2” Wall

The easy-to-install, fiber-free, closed cell pipe insulation with a unique lap seal for greater seam security and increased protection against condensation, mold and energy loss.

The angled cut and low profile lap seal deliver a superior bond that installs quicker than ever before.

AP/Armaflex®
Black LapSeal™

INSTALL IT. TRUST IT.

© 2017 Armacell LLC. Made in USA.

www.armacell.us | 800.866.5638 | info.us@armacell.com