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FALL BUSINESS MEETING AND SEMINAR

Registration forms and room reservation information for the 2019 Fall Business Meeting of MICA has been mailed to the general membership. This year's meeting is scheduled for Wednesday, October 16, and Thursday, October 17, 2019, at the Embassy Suites Downtown, in Omaha, Nebraska.

The past several years, we have combined an educational seminar with the fall business meeting. This year, the Board decided to host a half-day educational seminar on “Best Practices for Estimating and Project Controls” on Tuesday, October 15, 2019. Registration information regarding this free seminar was included as a separate item in the earlier mailing. Mr. George Shimada, Past President of MICA and a regional insulation manager with Gagnon, Inc., will lead the seminar. During George's presidency, his newsletter messages read as a best practices primer to the insulation industry. George will expand on some of these topics as well as discuss best practices in estimating and project hand-off from estimators to project staff during this half-day seminar on "Best Practices for Estimating and Project Controls". This seminar is designed for those members in the industry who would like to get a better understanding of the issues that are involved in bidding and managing an insulation project, and for those members who are moving into an estimating or project management role within a member company. If you wish to attend this seminar, you need to register as soon as possible. Space is limited, and registrations are taken on a first come, first served basis.

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 workplace violence, the potential impact that changes in the trucking industry may have on our industry, a presentation on mobile time keeping and technology, a panel discussion on industry challenges from a manufacturers’ perspective, 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 continue “Moving Forward” in your industry and in your businesses.

Are you and your company prepared to handle an active shooter or terrorist attack? As everyday citizens, we seem to be under a constant siege of active shooter incidents. These events are no longer isolated to the workplace, but can happen at any social or commercial event. Violence against employees occurs in a variety of circumstances and situations including: robberies and other crimes, actions by frustrated or dissatisfied clients and customers, acts perpetrated by disgruntled co-workers or former co-workers, and domestic incidents that spill over into the workplace.

Vaughn Baker is President of Strategos International, a Kansas City, MO-based firm that provides safety & security training, consulting and executive protection services. Vaughn has 20 years of experience in law enforcement including patrol, investigation, SWAT and special operations. He has trained thousands of school, health care, government, law enforcement and (Continued on page 7)
PRESIDENT’S MESSAGE
TO: THE MICA MEMBERSHIP

We just finished up the summer planning meeting held at Lodge of the Four Seasons on Lake of the Ozarks. I think it went well. We have a start on several good topics for our October meeting, a chance to review the facilities in a bit more detail, and a couple of memorable evenings on the lake. In my book it’s hard to beat a nice evening on the boat with friends, perhaps a cranberry Vodka (or two), and good food!

As I mentioned in my first letter, my theme for this upcoming year is, “Moving Forward”. As most of us can attest by working in the construction industry either as a field employee, superintendent, supervisor or owner, this adventure called life can be HARD! Life is not always a joyful ride. It can treat you just downright bad sometimes. Before you even realize, it drags you away from the sunny side of life and into a dark storm. Headwind will oppose every one of your movements. Trials and tribulations will rain down upon you like hailstones. Setbacks and failures accompany every one of your steps. When the going gets tough, people usually start looking for something to blame. Admittedly, this is a relatively easy thing to do and we are ALL guilty of it. There will always be someone or something to blame. For this reason, it’s always easier to play the victim in difficult situations. But none of this will lead you anywhere. Playing the victim will not help you to move on with your life. All it does is to immobilize and discourage you from ever attempting to break free. The world can be quite a tough place. Life beats you up and knocks you to the ground, over and over again. What is worse, life will give its very best to keep you permanently down on the ground. But only if you let it do so.

“Around here, however, we don’t look backwards for very long. We keep moving forward, opening up new doors and doing new things, because we’re curious… and curiosity keeps leading us down new paths.”

Walt Disney

There are many who complain about how hard life has hit them. They think about each individual punch over and over again, deeply despising the pain that came with it. Regret, anger, and sadness about what happened take turns. These people feel sorry for themselves and wish that it had never happened. They cannot stop thinking about how it all happened and what they could have done in order to prevent it. In short, they simply cannot accept that they’ve got beaten by life. Their inability to accept what happened centers all their attention on the problem. This, in turn, limits them from finding a solution that allows them to gradually break free.

The great problem with all of this is that not moving on is not going to help you in any way, shape, or form. For this reason, life is not about counting how often and measuring how hard it has hit you. It’s all about finding ways to get back up again, no matter how often or how hard it hits you. It’s about moving forward despite the greatest difficulties and obstacles.

We are all guilty of becoming complacent or just feeling like you are stuck in a rut with no way out. It’s a very easy trap to fall into. Next month, we will dive deeper into some steps to help you understand what’s holding you back and use that knowledge to, “Move Forward”!

Again, if you have any topics for the October meeting you would like to see discussed, feel free to call me at any time.

Sincerely,

Matt Hymer
MICA President
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military personnel in security practices. Vaughn will open our fall business meeting with a discussion on the importance of training an organization on the risks of workplace violence and provide you with some preventive measures that you can implement in your businesses.

Everyday it seems that a new app has been created to help us with some aspect of our business. Do these apps really work as advertised? One of our member firms, Colorado Mechanical Insulation in Englewood, CO, has implemented the use of mobile time cards in its payroll function. Lisa Bennetts, Vice-President of Finance and Human Resources with CMI, will share her company’s experience in implementing this type of technology into the workplace.

Abigail White with Auman, Mahan & Furry will be sitting in for Gary Auman this year, and 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. She 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.

Transportation is a crucial link in both the supply side and delivery side of products and services for our industry. We continually hear of the potential impact of manpower shortages in this industry. We will have a representative speak on challenges that the trucking industry is facing currently including new regulations that cause customers headaches with shipping delays, and the driver shortage that is so crucial for the industry.

We will end the fall business meeting with a panel discussion on “Industry Challenges from a Manufacturers’ Perspective”. Robert Thompson, President of the associate members, and Matt Hymer, President of MICA, are putting together a panel of associate members who will participate in this most informative session.

We will continue with the table top displays again this year for our manufacturer member firms. These table top displays will be open for viewing during this year’s Wednesday evening reception. We will continue with the earlier start for the Wednesday reception. In order to accommodate earlier dinner reservations, our reception will begin at 5:00 p.m. 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. Room reservations are to be made directly with the Hotel. Please reserve your room as soon as possible, but no later than September 15, 2019.

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
FUTURE MICA MEETING DATES

Fall 2019 Annual Fall Business Meeting — October 16 & 17, 2019, Embassy Suites Downtown, Omaha, NE.

2020 Winter Board and Committee Meetings — January 23 — 26, 2020, DoubleTree by Hilton Grand Key Resort, Key West, Florida.

63rd Annual Spring Convention — June 22 — 25, 2020, Lodge of the Four Seasons, Lake Ozark, Missouri.

Fall 2020 Annual Fall Business Meeting — October 20 & 21, 2020, Downtown Omaha, NE.

64th Annual Spring Convention — June 21 — 24, 2021, Out of Region. Site TBD.

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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company is reduced to $205. Registration for all additional attendees is $195 per attendee. Please complete the enclosed fall business meeting registration form and e-mail/mail/fax it to the MICA office by October 4, 2019. 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.

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 2019 Annual Fall Business Meeting this October in Omaha!

**OSHA UPDATE**

Below is an update on three OSHA items of Interest to our members from our legal counsel, Gary Auman:

**Electronic Filing**

In May we reported a change by the Occupational Safety and Health Review Commission (OSHRC) concerning the electronic filing on Notices of Contest. The notice from the OSHRC made it appear that all Notices of Contest filed after June 10, 2019 would have to be filed electronically if the employer or the employer’s representative had already established itself under the electronic filing procedures of the OSHRC. At first I hesitated to bring this to our members attention because in the forty plus years I have been counseling and representing employers in OSHA and workplace safety matters it has been clear that the OSHRC does not have jurisdiction of a case until after the Notice of Contest has been filed. But, so as to be sure that our members and my other clients made timely filings of their Notices of Contest, I advised that they continue to mail the Notice of Contest (NOC) to the Area Director who issued the citations but also electronically file the NOC with the OSHRC, if they had established an electronic filing profile with the OSHRC. In this way the employer would make sure it effectively filed its NOC. Recently, after more digging, we have determined that the NOC does not have to be electronically filed with the OSHRC to be effective. As I felt at the outset, the OSHRC does not get jurisdiction of an NOC until after the Area Director has forwarded the NOC to the Solicitor for the Department of Labor and the OSHRC. So, we can all go back to the past practice we employed to file an NOC. Electronic filing will come into play now on all contested cases. The OSHRC will no longer as if the parties agree to electronic filing as a case moves forward; it is now required.

**Safety Enforcement**

As any of you who have heard me speak on safety and OSHA compliance have heard me say, enforcement of your safety rules is essential to demonstrating that you have an effective safety culture and that safety is a cornerstone of your business. I have repeated these same comments to those of you who have participated in our safety recognition program. As I continue to get involved in one way or another with the defense of OSHA citations received by my clients I am finding that many of you are still giving “lip service” to safety enforcement. While you continue to take a very “soft approach to safety enforcement OSHA is stepping up its enforcement activities and increase the amount of the fines and penalties they are levying against companies for safety and health violations. Recently Fuyao, an auto glass manufacturer in my own backyard, Dayton, Ohio, was fined $724,389 for “exposing employees to multiple safety and health hazards. That is bad enough and there were reasons for the number of citations and the amount of the fines. But, having said that the Acting Regional Director of OSHA’S Region V which is headquartered in Chicago drilled in on the responsibility of employers to make sure their employees understand ALL safety rules and comply with them. Bill Donovan, the Acting Regional Administrator stated that “This company’s repeated failure to implement and enforce safety and health programs at the workplace is unacceptable. Employers must continually evaluate their facilities for hazards, and train employees and managers to use proper safety controls and equipment to keep their worksites safe and healthful.” (emphasis added). When you couple this with the language used by OSHA on October 11, 2018, when it slightly relaxed the existing prohibitions against mandatory post-accident drug testing and rate based incentive programs you can clearly see that OSHA believes a strong safety culture with an employer is evidenced by effective training and consistent and objective enforcement of safety rules. I think Mr. Donovan’s comments send a clear message to employers in Region V that OSHA will be looking at training and safety enforcement when it considers how to effectively deal with an employer following an inspection during which safety compliance violations were noted.

Having said all I did in the preceding paragraph I want to remind you that my comments in this article and others I have written and will write in the future are focused on employee safety, not on avoiding citations and/or keeping fines and penalties low. However, having an effective enforcement program in your company is essential to defeating citations based on unpreventable employee misconduct and demonstrating your commitment to safety to regulatory authorities. Having interviewed many employees in various industries in the past forty plus years, I can assure you that if you only orient your employees on your safety rules when they are hired and perform weekly toolbox talks and nothing more you could randomly select twenty-five percent of your employees on any job site and interview them and, in most cases, fewer than fifty percent of them would be able to correctly respond to ten questions about your safety program and rules. I am pretty sure that with many if not most of you if I were to take a look at your safety
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enforcement program (presuming you have one) I would find inconsistent enforcement, at best. Remember to be complete your enforcement program must contain retraining along with any disciplinary action.

Regulatory Activity

I have two items to report concerning regulatory activity. First, H.R. 3668 has been introduced in the House by Representative Judy Chu of California. This bill is titled the Asuncion Valdivia Heat Stress and Fatality Prevention Act for 2019. The bill, if it becomes law, will require OSHA to promulgate a final rule within two years of the Bill’s enactment. The Bill would require employers to develop procedures and methods for initial and regular monitoring of employee exposure to assess whether they are exposed to excessive heat. Beyond this, the Bill has requirements that mirror the 2012 NIOSH criteria document on heat illness prevention, although it does provide a requirement for hazard prevention, including engineering controls, administrative controls or PPE. The Bill is named after a California farm worker who died from heat stroke in 2004. As I have advised in the past, it was only going to be a matter of time before OSHA would move to promulgate a rule to address the heat stress issue. Apparently, OSHA was not moving fast enough for Congress. In addition to the 130 organizations which have signed on to a petition to OSHA to move on this issue, climate change has also been drawn into the mix. While I hesitate to predict what will happen to this bill, heat illness is a topic with a high level of interest. The bill sends a message that at least one member of Congress does not feel that OSHA is moving quickly enough to address this problem. So, I think we can assume that the issue is now going to move forward, either at the Congressional level or through OSHA rule making.

Finally, on July 29 OS extensive rule making, and OSHA is seeking comments about whether to revise paragraph (a)(3) of the Respirable Crystalline Silica Standard for General Industry to broaden the circumstances under which general industry and maritime employers would be permitted to comply with Table 1 of the silica standard for construction.

Information submitted will allow OSHA to consider new developments and enhanced control methods for equipment that generates exposures to silica, and provide additional data on exposures to silica from equipment and tasks using a variety of control methods under different workplace conditions. Expanding Table 1 to include additional engineering and work practice control methods, equipment, and tasks could provide employers with more flexibility and reduce regulatory burdens while maintaining protections for employees.

If information submitted in response to this request indicates that revisions to the silica standards are needed, the agency will then publish the proposed revisions in the Federal Register for public comment.

Comments must be submitted by October 14, 2019. Comments and materials may be submitted electronically at http://www.regulations.gov, the Federal e-Rulemaking Portal, or by facsimile or mail. See the Federal Register notice for submission details.

U.S. DEPARTMENT OF LABOR REMINDS EMPLOYERS ABOUT SUBMITTING INJURY AND ILLNESS DATA TO OSHA

WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) is reminding employers who have not already done so to submit their 2018 OSHA Form 300A (Summary of Work-Related Injuries and Illnesses).

Who is required to submit Form 300A?
- Establishments with 250 or more employees that are required to keep OSHA injury and illness records, and
- Establishments with 20 to 249 employees in certain industries. For the list of designated industries, visit https://www.osha.gov/laws-reggs/regulations/standardnumber/1904/1904.41AppA.
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Tim Blanch  
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Submit injury and illness data electronically at www.osha.gov/300A.

For questions about submission requirements, complete the Help Request Form at www.osha.gov/injuryreporting/ita/help-request-form.

U.S. DEPARTMENT OF LABOR LAUNCHES REDESIGNED OSHA WHISTLEBLOWER PROTECTION PROGRAM WEBSITE

WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) announced the recent launch of a redesigned website for its Whistleblower Protection Program. The interactive, streamlined design highlights important information and data on more than 20 statutes OSHA enforces.

The redesign includes a new homepage with a video that showcases industries the program covers, and menu options that allow employers and employees to easily find information about their rights and responsibilities. Users can access information on protected activities, filing deadlines, and resources based on subject/industry or statute. OSHA used feedback received at recent whistleblower stakeholder meetings to inform the redesign.

Under OSHA’s Whistleblower Protection Program, employees may file whistleblower complaints with the Agency if they believe they have been retaliated against for engaging in protected activities related to workplace safety and health, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, motor vehicle safety, healthcare reform, nuclear, pipeline, public transportation agency, railroad, maritime, and securities laws.

For more information on whistleblower provisions, visit the Whistleblower Protection Program webpage at www.whistleblowers.gov.

USING LEADING INDICATORS TO IMPROVE SAFETY AND HEALTH OUTCOMES

Leading indicators can play a vital role in preventing worker fatalities, injuries, and illnesses and strengthening other safety and health outcomes in the workplace. Leading indicators are proactive and preventive measures that can shed light about the effectiveness of safety and health activities and reveal potential problems in a safety and health program.

Many employers are familiar with lagging indicators. Lagging indicators measure the occurrence and frequency of events that occurred in the past, such as the number or rate of injuries, illnesses, and fatalities. While lagging indicators can alert you to (Continued on page 26)
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DODGE MOMENTUM INDEX DECENDS IN JULY

NEW YORK – August 7, 2019 – The Dodge Momentum Index retreated 4.6% in July to 138.9 (2000=100), down from the revised June reading of 145.6. The Momentum Index, issued by Dodge Data & Analytics, 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 lower reading for the Momentum Index in July was due to a 10.2% pullback by its institutional segment following a 6.0% increase in June. The commercial segment in July was basically flat, slipping a slight 0.3%.

After peaking in July 2018, the Momentum Index has generally receded, with the latest month’s drop consistent with that trend. Compared to a year ago, the Momentum Index in July 2019 was down 11.6%, with its commercial segment down a steep 17.4% while its institutional segment was down a relatively modest 1.8%. Much of the decline for the Momentum Index over the past year took place during the latter half of 2018, as December was reported 10.6% below the July 2018 peak. Since then, the descent for the Momentum Index has been more gradual, with the July 2019 reading down just 1.2% from last December.

In July, there were 13 projects each with a value of $100 million or more that entered planning, made up of nine commercial projects and four institutional projects. The leading commercial projects were a $370 million warehouse and cargo facility at the Anchorage AK International Airport and a $290 million mall redevelopment in Raleigh NC. The leading institutional projects were both healthcare facilities – a $230 million hospital in Albuquerque NM and a $200 million hospital in Pensacola FL.
The NPRM proposes replacing

The NPRM proposes returning

amendments: As detailed in the NPRM, the Board majority is proposing three

amendments to Part 103 of its Rules and Regulations. The

the NPRM (NLRB) will publish a Notice of Proposed Rulemaking

OSHA website at https://www.osha.gov/leadingindicators/

Leading indicators are a valuable tool regardless of whether you have a safety or health program, what you have included in your program, or what stage you may be at in your program. Leading indicators are proactive, preventive, and predictive measures that provide information about the effective performance of your safety and health activities. They measure events leading up to injuries, illnesses, and other incidents and reveal potential problems in your safety and health program. A good program uses leading indicators to drive change and lagging indicators to measure effectiveness.

For example, one good leading indicator might be the amount of time it takes to respond to a safety hazard report. A decrease in the response time may demonstrate an increased awareness in safety and managers’ commitment to workplace safety. Conversely, an increase in response time could signal a lack of management concern, which could mean that hazards are likely to remain uncontrolled, and incidents are more likely to occur. OSHA encourages employers to get started today.

Leading indicators can improve organizational performance in a variety of ways. Employers may find that leading indicators can:

Prevent workplace injuries and illnesses.
Reduce costs associated with incidents.
Improve productivity and overall organizational performance.
Optimize safety and health performance.
Raise worker participation.

You may download the OSHA Guidance document from the OSHA website at https://www.osha.gov/leadingindicators/

NLRB PROPOSES RULEMAKING TO PROTECT EMPLOYEE FREE CHOICE

WASHINGTON, DC — The National Labor Relations Board (NLRB) will publish a Notice of Proposed Rulemaking (NPRM) on August 12, 2019, in the Federal Register proposing amendments to Part 103 of its Rules and Regulations. The Board believes, subject to comments, that the proposed amendments would better protect employees’ statutory right of free choice on questions concerning representation.

As detailed in the NPRM, the Board majority is proposing three amendments:

• **Blocking Charge Policy**: The NPRM proposes replacing the current blocking charge policy with a vote-and-

impound procedure. Elections would no longer be blocked by pending unfair labor practice charges, but the ballots would be impounded until the charges are resolved.

• **Voluntary Recognition Bar**: The NPRM proposes returning to the rule of Dana Corp., 351 NLRB 434 (2007). For voluntary recognition under Section 9(a) of the Act to bar a subsequent representation petition—and for a post-recognition collective-bargaining agreement to have contract-bar effect—unit employees must receive notice that voluntary recognition has been granted and a 45-day open period within which to file an election petition.

• **Section 9(a) Recognition in the Construction Industry**: The NPRM proposes that in the construction industry, where bargaining relationships established under Section 8(f) cannot bar petitions for a Board election, proof of a Section 9(a) relationship will require positive evidence of majority employee support and cannot be based on contract language alone, overruling Staunton Fuel, 335 NLRB 717 (2001).

In announcing the proposed amendments, Board Chairman John F. Ring stated: “There are few more important responsibilities entrusted to the NLRB than protecting the freedom of employees to choose, or refrain from choosing, a labor organization to represent them, including by ensuring fair and timely Board-conducted secret ballot elections. We believe that the changes we propose today further the goal of protecting this vital freedom. Our proposals are, however, subject to comment, and we look forward to reviewing the public’s input with an open mind.”

Chairman Ring was joined by Board Members Marvin E. Kaplan and William J. Emanuel in proposing the amendments. Board Member Lauren McFerran dissented.

The NPRM, including majority and dissenting opinions, as well as relevant statistical appendices cited in those opinions, can be accessed on the Board’s public website.

Public comments are invited on all aspects of the proposed rule and should be submitted within 60 days of the Notice’s publication in the Federal Register, either electronically to www.regulations.gov, or by mail or hand-delivery to Roxanne Rothschild, Executive Secretary, National Labor Relations Board, 1015 Half Street S.E., Washington, D.C. 20570-0001.

Any person wishing to comment on any ongoing rulemaking by the National Labor Relations Board must do so in accordance with the applicable Notice of Proposed Rulemaking. Communications submitted in any other manner, including comments on this website, will not be considered by the Board.
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- 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

- 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 ASTM E84 smoke/flame rating
- FastDoor™ XL panel provides liquid-tight grease duct access for easy maintenance

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WASHINGTON — The Internal Revenue Service is automatically waiving the estimated tax penalty for the more than 400,000 eligible taxpayers who already filed their 2018 federal income tax returns but did not claim the waiver.

The IRS will apply this waiver to tax accounts of all eligible taxpayers, so there is no need to contact the IRS to apply for or request the waiver.

Earlier this year, the IRS lowered the usual 90% penalty threshold to 80% to help taxpayers whose withholding and estimated tax payments fell short of their total 2018 tax liability. The agency also removed the requirement that estimated tax payments be made in four equal installments, as long as they were all made by Jan. 15, 2019. The 90% threshold was initially lowered to 85% on Jan 16 and further lowered to 80% on March 22.

The automatic waiver applies to any individual taxpayer who paid at least 80% of their total tax liability through federal income tax withholding or quarterly estimated tax payments but did not claim the special waiver available to them when they filed their 2018 return earlier this year.

“The IRS is taking this step to help affected taxpayers,” said IRS Commissioner Chuck Rettig. “This waiver is designed to provide relief to any person who filed too early to take advantage of the waiver or was unaware of it when they filed.”

Over the next few months, the IRS will mail copies of notices CP 21 granting this relief to affected taxpayers. Any eligible taxpayer who already paid the penalty will also receive a refund check about three weeks after their CP21 notice regardless if they requested penalty relief. The agency emphasized that eligible taxpayers who have already filed a 2018 return do not need to request penalty relief, contact the IRS or take any other action to receive this relief.

For those yet to file, the IRS urges every eligible taxpayer to claim the waiver on their return. This includes those with tax-filing extensions due to run out on Oct. 15, 2019. The quickest and easiest way is to file electronically and take advantage of the waiver computation built into their tax software package. Those who choose to file on paper can fill out Form 2210 and attach it to their 2018 return. See the instructions to Form 2210 for details.

Because the U.S. tax system is pay-as-you-go, taxpayers are required by law to pay most of their tax obligation during the year, rather than at the end of the year. This can be done by having tax withheld from paychecks, pension payments or Social Security benefits, making estimated tax payments or a combination of these methods.

Like last year, the IRS urges everyone to do a “Paycheck Checkup” and review their withholding for 2019. This is especially important for anyone who faced an unexpected tax bill or a penalty when they filed this year. It’s also an important step for those who made withholding adjustments in 2018 or had a major life change. Those most at risk of having too little tax withheld include those who itemized in the past but now take the increased standard deduction, as well as two wage earner households, employees with nonwage sources of income and those with complex tax situations.
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- **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.

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