HOLIDAY GREETINGS

ON BEHALF OF THE OFFICERS AND BOARD OF DIRECTORS OF THE MIDWEST INSULATION CONTRACTORS ASSOCIATION, WE WISH TO EXTEND TO ALL OF YOU A MERRY CHRISTMAS, HAPPY HANUKAH, AND A MOST JOYOUS AND PROSPEROUS NEW YEAR!
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

We are in the crazy, busy Holiday season; shopping, celebrating with family and friends, Christmas concerts and, of course, eating (my favorite). I don’t know how the rest of our MICA Family likes Christmas, but in our house we love to decorate the outside and the inside of our house. It’s a lot of work but well worth it. We don’t go quite as far as Rich and Judy – Only 1 tree in our house called the “garbage tree”. We have collected an ornament from every city we have been to with MICA and on our family vacations. It’s not always easy to find an ornament in June, but the search has become part of our spring ritual and something Renee, Nick and I look forward to each June. We have fun pulling them out each Christmas and remembering where we found them - it always brings back some great memory of the trip.

I didn’t have much growing up, but Mom always managed to have something that each of my 7 sisters and 2 brothers wanted under the tree, and Santa did finds us each year. Not sure how, but he did. This upbringing has given me an appreciation for what I do have and instilled in me the desire to do what I can to help others, especially this time of the year.

The Insulation industry has afforded me the opportunity to “get involved” to help others not so fortunate. I go out on Black Friday for 1 reason – Menards has a huge sale on toys and I fill a cart full to donate for our local Toys for Tots drive. I normally wait and let the crazy shoppers clear out first. Our Church packages shoe boxes for Operation Christmas Child. Renee, Nick and I love doing this every year. The Local food shelves always need help especially during this time of the year. It’s great to be able to return these blessings to those less fortunate.

By the time you are reading this, we will already be into 2015; hard to believe 2014 has come and gone. It’s true, the older you get, the faster the year seems to fly by.

Your board of directors and committee members will be meeting this January 23/24 in Savannah to continue working on the plans for our June Meeting at the Blue Harbor Resort in Sheboygan, WI. If you have an interest in attending the January meeting or have ideas for a topic you would like us to consider for an upcoming MICA meeting, let one of the BoD or Tom and Cindy know. We are always looking for ways to add value for your membership and appreciate any suggestions you can provide.

Hope to see everyone in Savannah.

Wishing you a Merry Christmas and a Prosperous New Year.

Be safe this holiday season!

Thanks for reading.

Respectfully,
Lance Pickerign
MICA President
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FUTURE MICA MEETING DATES

58th Annual Spring Convention — June 22 — 25, 2015, Blue Harbor Resort, Sheboygan, Wisconsin. [Please note that the convention will begin on the Monday after Father’s Day. This slight change in the schedule is the direct result of member feedback to the Board].

Fall 2015 Annual Fall Business Meeting — October 21 & 22, 2015, Embassy Suites Downtown, Omaha, NE.

59th Annual Spring Convention — June 22 — 25, 2016, Chateau on the Lake, Branson, Missouri. [Please note that the convention will begin on the Monday after Father’s Day. This slight change in the schedule is the direct result of member feedback to the Board].

Fall 2016 Annual Fall Business Meeting — October 19 & 20, 2016, 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.
EMPLOYERS CAN NOT PAY FOR
INDIVIDUAL HEALTH POLICIES

The following article is provided by Paul Routh with the law firm of Dunlevey, Mahan & Furry. Paul is a partner with Gary Auman and helps provide timely updates for our industry on healthcare issues.

Many small employers were unable or reluctant to sponsor group health plans. So, instead, they reimbursed or paid for all or part of the premiums for the employees’ individual health policies. Often times the carriers even sent the bills to the employers. The employer would then pay all or a portion of the premiums and then withhold the employee’s share of the premiums on a pre-tax basis. The government is really cracking down on this practice. In the latest of a series of rulings, the government has said that employers can no longer pay any portion of the premiums on individual health plans or policies on either a pre-tax or post-tax basis. Here is the link to the government’s guidance plus a couple of articles that explain the rules.

http://www.dol.gov/ebsa/faqs/faq-aca22.html


The government is saying that employers cannot even pay the premiums on a post-tax basis. So, for example, the employer cannot terminate its group health plan and then give additional taxable compensation to the employees so that they can buy individual health policies. The employer could, however, provide the same additional compensation to all the employees. In short, there can be no link between the additional compensation and the employee getting individual health coverage. So the employer could not give the additional wages to only those that buy health coverage or vary the amount of the additional compensation based on the amount the employee is paying for his or her health coverage. The penalty for violating this rule is $100 per day or $36,500 per year for each violation (i.e. each employee).

Employers Need to Prepare for Health Care Reform Reporting Requirements

Almost all large employers (i.e. those with 50 or more full time and full time equivalent employees) are aware of the employer mandate or pay or play rules that require them
to offer quality/affordable health coverage to the full time employees (i.e. those that work 30 hours or more per week) or pay a penalty. Also, most employers know that the rules apply next year for employers with at least 100 full time and full time equivalent employees and that employers with between 50 and 99 full time and full time equivalent employees do not have to comply until 2016. However, employers with 50 or more full time and full time equivalents and all employers regardless of size that sponsor self funded health plans have to comply with complex reporting requirements starting January 1, 2015, regardless of the employer’s group health plan year.

The reporting rules will help the government enforce the individual mandate that requires most Americans have health coverage or pay a penalty as well as the employer play or pay rules. The IRS has issued Form 1094 and Form 1095 that employers will use to submit the data to the government. The forms are extremely complicated and, depending on the employer’s size and whether the health plan is self-funded or fully insured, dictate which forms and what part of the forms the employer must complete. The following contains a chart that shows which forms the employer has to complete.

The forms are similar to the IRS Form W-2 and Form W-3. That is, Form 1094 is a transmittal form that gets filed with the IRS along with Form 1095 with another copy of Form 1095 going to the employee. Gathering the information for the forms is going to be a daunting task and employers need to prepare now!!!!!!! We urge employers to contact their payroll vendor or review their payroll systems to ensure the information is being gathered. It will be almost impossible to gather the data after the fact. In other words, the information needs to be collected during the year and tying the process into the payroll system makes the most sense.

Should You Consider Self-Funding

Health care reform imposes a number of requirements and restrictions on group health plans as well as various taxes and assessments. Additionally, small employer group health plans will be subject to community rating which many people believe will substantially increase the premiums for most small employers. Therefore, more employers are looking at self-funding as a way to reduce the increases and avoiding some of the rules that only apply to fully insured health plans. This article talks about things to consider when thinking about self-funding
Traditionally, self-funding only made sense for larger employers. However, with health care reform the carriers are developing products that make self-funding feasible for smaller employers. Therefore, you may want to consider self-funding your group health plan when reviewing your options.

Can You Discriminate With Respect to Health Insurance

Some people are under the impression you have to treat all the employees the same when it comes to the group health plan. However, that may not be the case. There have been discrimination rules applicable to self-funded health plans under the Internal Revenue Code for some time. Basically, those rules preclude the employer from disproportionately benefitting the higher paid employees with respect to eligibility and benefits. The rules impose an affirmative obligation on the part of the employer sponsoring a self-funded health plan to test the plan each year to ensure the self-funded health plan does not discriminate. Although the rules have been around for some time it has not been a high enforcement area for the IRS. Health care reform imposed discrimination rules on fully insured health plans. However, those rules applicable to fully insured health plans have been postponed until the IRS issues the regulations.

So where we are today is (1) self-funded health plans are (and have been) subject to discrimination rules under the Internal Revenue Code but they have not been given a lot of attention from the government and (2) fully insured health plans currently are not subject to discrimination rules but that will change when the IRS issues the regulations and no one knows when that will be. So, at least for the time being, you can charge employees different amounts for the coverage under a fully insured health plan.

Can the Government Speak with One Voice

More and more employers are adopting wellness programs as a way to control health cost and to encourage employees adopt a healthier life style. Health care reform adopted new rules governing wellness programs. That is, the wellness program has to comply with some pretty detailed rules laid out under health care reform. However, there is a dispute between Federal statutes. What has happened is employers have adopted wellness programs that comply with health care reform BUT the EEOC has filed lawsuits against a couple of employers saying the programs violate the Americans with Disability Act (“ADA”) and Genetic Information Nondiscrimination Act (GINA).

2015 Checklist

As this year comes to a close, everyone is taking a deep breath and getting ready to enjoy the Holiday season. However, there is no rest for the weary. The following is a checklist applicable to welfare benefit plans for next year.

We at Dunlevey, Mahan & Furry wish everyone a safe and happy Holiday season and a prosperous New Year.

NEW STANDARD MILEAGE RATES NOW AVAILABLE; BUSINESS RATE TO RISE IN 2015

WASHINGTON — The Internal Revenue Service issued the 2015 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on January 1, 2015, the standard mileage rates for the use of a car, van, pickup or panel truck will be:

- 57.5 cents per mile for business miles driven, up from 56 cents in 2014.
- 23 cents per mile driven for medical or moving purposes, down half a cent from 2014.
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14 cents per mile driven in service of charitable organizations.

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile, including depreciation, insurance, repairs, tires, maintenance, gas and oil. The rate for medical and moving purposes is based on the variable costs, such as gas and oil. The charitable rate is set by law.

Taxpayers always have the option of claiming deductions based on the actual costs of using a vehicle rather than the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after claiming accelerated depreciation, including the Section 179 expense deduction, on that vehicle. Likewise, the standard rate is not available to fleet owners (more than four vehicles used simultaneously). Details on these and other special rules are in Revenue Procedure 2010-51, the instructions to Form 1040 and various online IRS publications including Publication 17, Your Federal Income Tax.

Besides the standard mileage rates, Notice 2014-79, posted on IRS.gov, also includes the basis reduction amounts for those choosing the business standard mileage rate, as well as the maximum standard automobile cost that may be used in computing an allowance under a fixed and variable rate plan.

**TIPS FROM IRS FOR YEAR-END GIFTS TO CHARITY**

WASHINGTON — The Internal Revenue Service reminded individuals and businesses making year-end gifts to charity that several important tax law provisions have taken effect in recent years. Some of the changes taxpayers should keep in mind include:

**Rules for Charitable Contributions of Clothing and Household Items**

Household items include furniture, furnishings, electronics, appliances and linens. Clothing and household items donated to charity generally must be in good used condition or better to be tax-deductible. A clothing or household item for which a taxpayer claims a deduction of over $500 does not have to meet this standard if the taxpayer includes a qualified appraisal of the item with the return.

Donors must get a written acknowledgement from the (Continued on page 18)
Guidelines for Monetary Donations
A taxpayer must have a bank record or a written statement from the charity in order to deduct any donation of money, regardless of amount. The record must show the name of the charity and the date and amount of the contribution. Bank records include canceled checks, and bank, credit union and credit card statements. Bank or credit union statements should show the name of the charity, the date, and the amount paid. Credit card statements should show the name of the charity, the date, and the transaction posting date.

Donations of money include those made in cash or by check, electronic funds transfer, credit card and payroll deduction. For payroll deductions, the taxpayer should retain a pay stub, a Form W-2 wage statement or other document furnished by the employer showing the total amount withheld for charity, along with the pledge card showing the name of the charity.

These requirements for the deduction of monetary donations do not change the long-standing requirement that a taxpayer obtain an acknowledgment from a charity for each deductible donation (either money or property) of $250 or more. However, one statement containing all of the required information may meet both requirements.

Reminders
The IRS offers the following additional reminders to help taxpayers plan their holiday and year-end gifts to charity:

Qualified charities. Check that the charity is eligible. Only donations to eligible organizations are tax-deductible. Select Check, a searchable online tool available on IRS.gov, lists most organizations that are eligible to receive deductible contributions. In addition, churches, synagogues, temples, mosques and government agencies are eligible to receive deductible donations. That is true even if they are not listed in the tool’s database.

Year-end gifts. Contributions are deductible in the year made. Thus, donations charged to a credit card before the end of 2014 count for 2014, even if the credit card bill isn’t paid until 2015. Also, checks count for 2014 as long as they are mailed in 2014.

Itemize deductions. For individuals, only taxpayers who itemize their deductions on Form 1040 Schedule A can claim deductions for charitable contributions. This deduc-

(Continued from page 17)

(Continued on page 26)
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The deduction for a car, boat or airplane donated to charity is usually limited to the gross proceeds from its sale. This rule applies if the claimed value is more than $500. Form 1098-C or a similar statement, must be provided to the donor by the organization and attached to the donor’s tax return.

If the amount of a taxpayer’s deduction for all noncash contributions is over $500, a properly-completed Form 8283 must be submitted with the tax return.

**BOARD SETS DUES AND ADVERTISING RATES FOR 2015**

At its October meeting, the Board of Directors of MICA approved MICA’s operating budget for 2015. In its deliberations, the Board voted a **zero** increase in the annual membership dues for contractor and associate member firms. Advertising rates for 2015 will remain the same as in 2014. The Board is very cognizant of the current state of the economy and wants to keep MICA affordable to all current and prospective members. Annual dues have remained constant for the past three years.

Contractor member annual dues for 2015 are $675.00. The annual dues for associate members is $475.00. The 2015 membership renewal notices have been mailed to the member firms. The advertising contracts will be sent out during the last week in December. If you do not receive one, please contact the MICA office for a copy of the 2015 advertising rates. Advertising in the MICA Messenger continues to be an excellent forum to reach the membership on a monthly basis.

We are anticipating 100% renewals and look forward to your continued participation in MICA in 2015.
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