President Lance Pickering and his wife, Renee, wish to extend a warm MICA invitation to you to join them as our association engages in “Getting Involved”. One of the key benefits of belonging to MICA is your ability to work with fellow members to improve your business acumen and to better your industry. Come and participate as we share ideas at our annual convention this June 22 – 25, 2015, at one of the Midwest’s most unique resort and conference center; the Blue Harbor Resort & Spa. Nestled on the western shore of the always-majestic Lake Michigan, this picturesque and stately home-away-from-home presents a stunning view all unto itself. With 180 hotel rooms and 64 villas, Blue Harbor offers a wide variety of accommodations perfect for our annual convention.

Our 58th Annual Spring Convention will be a special event, and one that you do not want to miss! The convention will follow a Monday to Thursday pattern that we have used the past three years. Based on feedback from our members, we have moved the arrival date from Sunday of Father’s Day to Monday. This will allow our members to possibly spend Father’s Day at home with family and friends.

The location of this year’s meeting is designed to allow those of you who would like to extend the meeting into a vacation time for the entire family to do so. At Blue Harbor, you have both Lake Michigan and the Sheboygan River in your back yard. Recreation activities are diverse, whether it’s a rollicking visit to the year-round indoor waterpark and mini-golf course or a relaxing stroll on one of the eco-friendly lakeshore trails. When you’re at The Blue, relaxation, fun and comfort are intertwined. The resort restaurants include the premier Latitude 43 or casual Beacon, all with extraordinary views. Treat yourself to the expertise and personalized care available at Reflections Spa.

Shopping, golf, watersports and charter fishing are just a few minutes away on foot or by car. Make a sand castle at the beach, take a long nature walk along the shoreline or try a real water adventure by sailing, kayaking or stand-up paddleboarding. If fishing or golf is your game, you’re in luck: The resort has partnered with local charter fishing services as well as The Bull, a Jack Nicklaus course that’s just 10 minutes away. For those that love to shop, Blue Harbor offers some unexpected, delightful choices at The Boutique and its other retail stores. More shops — as well as an assortment of bars and restaurants — are a short walk away at Sheboygan’s quaint Harbor Centre. Deeper into this family-friendly city, a wide range of museums and entertainment awaits.

We have reserved a block of rooms at the resort. Our convention rate for resort rooms is $145 per night plus tax, single or double occupancy plus a resort amenity fee of $10.00 per day. It is highly suggested that you book your resort reservations now! Call the reservations office at 866-701-2583 and reference the Midwest Insulation Contractors code — 7AL45L. Please note that we have blocked a limited number of rooms. If you wait until the last minute to reserve your room, you run the risk that our block will be filled, and the resort will not have any additional rooms available. As we have stated in the past, if you reserve your hotel room now, you can always cancel it later, but you may not be able to reserve a room if you wait too long. We will be monitoring our block and making room adjustments accordingly. Our block of rooms will be released on May 21, 2015, but if you wait until May 21st, the block of rooms will be filled, and we may not be able to accommodate your needs.

The Board of Directors is most excited about the technical topics and speakers for the spring convention. The topics and speakers were selected to help educate and inform you on a variety of industry topics pertinent to our current business climate. We are going to have presentations that cover a wide array of topics that will help you grow your knowledge as a business professional. We will have an opening presentation on dealing with the generational diversity in society and the work-
GOOD DAY MICA FRIENDS

HAPPY VALENTINE’S DAY

I hope your New Year has gotten off to a prosperous start; I know mine has been busy. The Bidding has picked up again and spring outage season is right around the corner and that means busy season.

The drop in Oil prices has had both positive and negative effects with our customers. But overall 2015 should be a very good year for the Insulation industry.

February is typically a slower month for MICA activities. We have just completed our winter planning meeting, so the main activity over the next few months is to get our preparation done for the June Convention. We have many great topics for the convention. As we secure our presenters, we will provide you with more details.

I would like to personally thank all those who are “getting involved” with the June Convention planning, especially those of you who volunteered to make personal contacts with our potential speakers and presenters. A tremendous amount of time and energy goes into planning the spring and fall business meetings. As you know, Tom and Cindy keep these meeting running like clockwork. However, it would be a lot harder for them to do so if it wasn’t for the help from those of you “getting involved” leading up to the meeting. Our organization becomes stronger through member participation.

MICA is run by industry leaders who have a passion for the insulation industry. MICA has a continued need to bring in new leaders. If you are interested in becoming more actively involved in MICA and are willing to take on a leadership role within MICA, let us know. Just contact Tom or me and tell us that you are interested. I would love to personally discuss with you the benefits of “getting involved”. We need you on the Board! I am looking forward to hearing from you.

Did You Know: During Leap Year, February is the only month to start and end on the same day of the week.

Renee and I are looking forward to seeing you at The Blue Harbor Resort in June.

I hope to see everyone in June.

Thanks for reading and be safe!

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 20 — 23, 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.

(Continued from page 1)

place. As the baby boomers age and the younger generation of people move into the workplace, the need for understanding generational differences is crucial for business survival. Our keynote speaker will address this topic in an entertaining and educational morning session. Dr. Linda Goldenhar, Director of Research and Evaluation at CPWR: The Center for Construction Research and Training, will give us her insight on improving our company’s safety culture with her presentation on, “Making a Positive Difference in Construction Safety and Health by Improving Safety Culture, Safety Climate, & Safety Leadership”. Gary Auman will provide an extended update on OSHA requirements that will include a discussion on how to document recordables properly as well as other recordkeeping and reporting issues. We will hear from Alec Rexroat as he provides an enlightening presentation on the efforts of the Labor Management Trust to promote the mechanical insulation industry to a national audience. You will be updated on the new MICA plates that have been added to the 7th edition of the National Commercial & Industrial Insulation Standards manual in 2015. Mr. J. Kenneth Freeman, NIA President for 2015 – 2016, will give us an update on our industry activities at the national level.

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

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

The Board of Directors feels that each presentation will add value to your understanding of the technical topics discussed. You will come away from the convention more informed and better prepared to successfully manage your business. It is the Board’s intent to make this convention attractive to our membership in its location, cost and program content. In this light, our registration fee has been adjusted to encourage additional attendance.

(Continued on page 7)
member participation. The registration fee is $515.00 for the first attendee from a member company. Registration for all additional attendees from a given company is reduced to $490. The registration fee is $915.00 for the first member and spouse registered from a member company. Registration for all additional registered couples from a given company is reduced to $890. This year we have included a children’s registration for the Welcome Reception and Farewell Brunch events only. The fee is $50.00 to $100.00 per child. The Board is delighted to offer this new incentive for multiple attendees from member companies. The benefit of joining an association comes from participating in association activities.

The seventeenth annual “Mick Van Horn Memorial Golf Tournament” is set for Tuesday afternoon, June 23, 2015, at The Bull Golf Course at Pinehurst Farms. We have a shotgun start set for 1:00 p.m. The Bull is a Jack Nicklaus designed Signature Course, and was Ranked #70 Public Golf Course in America (Golf Digest 2015-2016). The course is about a 30 minute drive from our host hotel, and a shuttle will be provided. This year’s fee is $140.00 per golfer, which includes a shuttle to and from the course, The Bull’s Wisconsin Burger & Brat Buffet, cart, green fees, complimentary use of practice and range area, and of course, prizes. Please read the golf registration carefully. Payment for golf must accompany the registration fee. Please complete the golf portion of the registration form as fully as possible, especially the handicap information. This is essential for us to properly match the foursomes. You need to register for the golf tournament by May 22, 2015.

The program also affords you ample time for fun and relaxation and to interact with your fellow contractors and distributors. We have the traditional opening evening Welcome Reception. This year’s reception is sponsored in part by the contributing associate members. We will feast on hors d’oeuvres, libations, and renew friendships. Our gala dinner and dance will be on Wednesday evening. This year’s gala is semi-formal dress. We will honor Alec Rexroat, Past President and long-time member of MICA, with the “William R. Heaston Outstanding Member” award. Alec is an ambassador extraordinaire for MICA and the insulation industry. He truly exemplifies the virtues reflected in Bill Heaston of selfless service to MICA and the insulation industry. The recognition ceremony will take place during our Wednesday evening gala.

A packet of registration material will be mailed out to you early next month. Make plans to bring your family to the MICA convention and extend your business to include some quality family time. Now is the time to plan for your participation at MICA’s 58th annual spring convention. Make your hotel reservations today by calling The Blue Harbor Resort reservation line at 866-701-2583. Please join Lance, Renee, the entire Board of Directors and fellow MICA members in Sheboygan, June 22 – 25, 2015, for our annual spring convention and be a part of “Getting Involved.”
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U.S. LABOR DEPARTMENT PROPOSES CRITICAL UPDATES TO SEX DISCRIMINATION GUIDELINES FOR FEDERAL CONTRACTORS AND SUBCONTRACTORS

The U.S. Department of Labor announced a proposal to clarify federal contractors' requirements to prohibit sex discrimination. The recommended changes would revise the Office of Federal Contract Compliance Programs' guidelines to align with laws, court decisions and societal changes since they were originally issued in 1970.

"Our sex discrimination guidelines are woefully out of date and don't reflect established law or the reality of modern workplaces," said OFCCP Director Patricia A. Shiu. "We owe it to the working women of America — and their families — to fix this regulatory anachronism so there is no confusion about how federal contractors must comply with their equal opportunity obligations."

OFCCP's sex discrimination guidelines implement Executive Order 11246, which prohibits companies with federal contracts and subcontracts from sex discrimination in employment. The proposed rule would update these guidelines to reflect demographic developments such as the increased presence of women in the workplace, as well as legal developments — including a Supreme Court ruling recognizing that a sexually hostile work environment is a form of sex discrimination and the Pregnancy Discrimination Act, which strengthened workplace protections for pregnant women. The agency's notice of proposed rulemaking addresses a variety of barriers to equal opportunity that too many women face in the workplace today, including pay discrimination, sexual harassment, failure to provide workplace accommodations for pregnancy and gender identity and family caregiving discrimination.

"A person's gender should never determine whether or not she gets, keeps or advances in a job," said Latifa Lyles, director of the department's Women's Bureau. "The rule we are proposing will protect workers from losing out on job opportunities because of antiquated stereotypes, nonconformity with gender norms or pregnancy."

In addition to Executive Order 11246, OFCCP enforces Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. Collectively, these three laws require contractors and subcontractors that do business with the federal government to prohibit discrimination and ensure equal opportunity in employment on the basis of race, color, religion, national origin, sex, disability and status as a protected veteran. For more information, please call OFCCP's toll-free helpline at 800-397-6251 or visit http://www.dol.gov/ofccp/.

DODGE MOMENTUM INDEX INCREASES IN DECEMBER

The Dodge Momentum Index fell 4.8% in January to 121.1 (2000=100), down from a revised 127.2 in December, according to Dodge Data & Analytics. 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. During the final three months of 2014 the Momentum Index had jumped 11.7%, so while January’s 4.8% drop showed decreased activity relative to December, it was still in line with the moderate if at times hesitant upward trend that’s been present over the past three years. Compared to the same month a year ago, January’s Momentum Index was up 5.8%.

January’s decline for the Momentum Index relative to December was the result of decreased planning activity in both the commercial and institutional sectors. The institutional sector fell 10.2%, while the commercial sector edged down 0.4%. There were three commercial building projects exceeding $100 million that entered planning during the latest month – the $150 million Park District Office Building in Dallas TX, a $149 million office building in New York NY, and the $100 million Union Place mixed-use development in Mahopac NY. There were four institutional projects over $100 million that entered planning during January, notably the $210 million UCF Downtown Campus (Creative Village) in Orlando FL.
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CELEBRATING NIA’S 60TH ANNUAL CONVENTION

March 25–28, 2015
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San Antonio, Texas

The National Insulation Association (NIA) invites you to join us in the beautiful Texas Hill Country to celebrate NIA’s 60th Annual Convention! This year’s theme, Amazing Results Driven by Vision, is meant to inspire us all to embrace the vision we have for long term success and as leaders of our industry, allow our vision to motivate our actions to ensure that we achieve our goals. At the 2015 Convention, we’ll celebrate the success of how far NIA has come since our first Convention and the vision of countless men and women in the insulation industry who have contributed their time and talents to NIA, all the while remaining focused and committed to building NIA into the outstanding organization it is today.

NIA’s 60th Annual Convention will include many of the networking, educational, and entertainment events that you look forward to each year, with a few unique additions. This year, we have a special event to honor NIA’s Past Presidents, all of whom have directly contributed to the success and vision of our association. In addition, the Valero Texas Open—one of the PGA TOUR’S most popular golf events—will be held onsite at the hotel's golf course during the Convention. Guests will enjoy complimentary admission to the Valero Texas Open during their stay at the JW Marriott San Antonio Hill Country Resort & Spa.

Your hotel keycard will act as your pass to access the tournament grounds, should you choose to attend. Whether it will be your first Convention or your 30th, please plan to take part in a fun-filled event celebrating NIA’s Amazing Results Driven by Vision!

What to Expect

At NIA’s Annual Convention, expect to learn the latest industry trends, share with colleagues, and take home valuable industry knowledge. In a survey of the 2014 attendees, 75% said they made new business contacts and 77% gained new industry knowledge.

Who Should Attend

Convention attendees represent all segments of the mechanical insulation industry: merit and union contractors, distributors, fabricators, laminators, and manufacturers. Last year, 68% of the attendees were contractors, distribu-
tors, fabricators, and laminators, and 25% were manufacturers. This broad representation of the industry allows attendees opportunities to gain new business contacts, network, and build relationships.

What You Will Learn

At NIA’s 60th Annual Convention, we have secured industry experts to address issues affecting our members and industry, including how to build, train, and retain a workforce in the face of historic retirement numbers and fewer young people choosing careers in construction. Attendees will also learn about safety best practices and the latest regulations, and the current legislation working its way through Congress that supports the increased use of mechanical insulation. Members will convene to vote upon matters related to the direction and leadership of NIA, and will then recognize winners of the 2014 Theodore H. Brodie Distinguished Safety Award.

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During 2014 and now early 2015, the month for the full year 2014, the Dodge Index averaged 122. short of the most recent high of 143 reached in November. (2000=100), compared to 120 for December although still up 18% from the same month a year ago. The January statistics raised the Dodge Index to 131 construction starts climbed 9% in January to a seasonally adjusted total construction starts. For the non-building construction sector, which benefitted from the start of a massive liquefied natural gas terminal facility in Texas. Meanwhile, nonresidential building lost momentum for the second month in a row and residential building pulled back due to a slower pace for multifamily housing. On an unadjusted basis, total construction starts climbed 9% in January to a seasonally adjusted NEW YORK – February 20, 2015 – The value of new construction starts climbed 9% in January to a seasonally adjusted annual rate of $621.0 billion, according to Dodge Data & Analytics. The increase for total construction was the result of an especially strong performance by the non-building construction sector, which benefitted from the start of a massive liquefied natural gas terminal facility in Texas. Meanwhile, nonresidential building lost momentum for the second month in a row and residential building pulled back due to a slower pace for multifamily housing. On an unadjusted basis, total construction starts in January were reported at $43.2 billion, up 18% from the same month a year ago. The January statistics raised the Dodge Index to 131 (2000=100), compared to 120 for December although still short of the most recent high of 143 reached in November. For the full year 2014, the Dodge Index averaged 122. “During 2014 and now early 2015, the month-to-month pattern for construction starts has often reflected the presence or absence of exceptionally large projects,” stated Robert A. Murray, chief economist for Dodge Data & Analytics. “For much of 2014, a substantial share of this work was petrochemical-related, such as a $3.0 billion Exxon petrochemical plant expansion in Texas. Towards the end of last year, a pickup in liquefied natural gas-related facilities emerged, led by the start of the $3.6 billion Dominion Cove Point Liquefaction Project in Maryland, and January included $6.0 billion estimated for the start of two segments of a huge liquefied natural gas export facility in Texas. The month-to-month variation for overall construction starts is taking place around what is still a rising trend. For nonresidential building, the continued improvement by its commercial and now its institutional project types should enable this sector to register more growth in 2015, notwithstanding a sluggish January. For residential building, the strengthening job market and some easing of lending standards for home mortgages are expected to help single family housing see moderate improvement relative to a flat 2014.”

Nonresidential building, at $159.3 billion (annual rate), fell 17% in January. Much of the decline was related to a low volume for the often-volatile manufacturing plant category, which plunged 61% for the month. The largest manufacturing project entered as a January start was a $180 million tile plant in Tennessee, a smaller-scale project than the $500 million-plus projects that were frequently reported during 2014. The commercial categories as a group retreated a more moderate 13% in January. Although new hotel construction starts were down a steep 31%, both stores and offices registered only modest slippage. Store construction, down 5%, still included the start of a $200 million retail project at the South Street Seaport in New York NY. Office construction, down 3%, still included the start of three projects valued at $100 million or greater – the $190 million office portion of a $215 million mixed-use building in Charlotte NC, a $122 million corporate headquarters in New Hyde Park NY, and a $118 million office expansion in Hollywood CA. Warehouse construction, up 4%, was the one commercial project type that reported a January gain, supported by the start of a $70 million distribution center in San Antonio TX.

The institutional categories as a group were also down 13% in January. Educational facilities construction, the largest nonresidential building category by dollar volume, dropped 12% as it receded from the improved activity reported during the latter half of 2014. Even with this decline, there were still several large high school construction projects that began in January, including a $77 million high school in Olathe KS and a $76 million high school in Houston TX. Healthcare facilities construction in January was down a more substantial 31%, despite the start of a $170 million hospital tower expansion in Detroit MI. Of the smaller institutional categories, similar declines were reported for public buildings, down 18%; and transportation terminals, down 19%. On the plus side, amusement and recreational work increased 29% with the boost coming from the $350 million expansion of the Moscone Convention Center in San Francisco CA and a $115 million casino in Glendale AZ. Church construction improved 57% from a very low December amount, due to the start of a $60 million church in New Canaan CT.
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