WINTER BOARD AND COMMITTEE MEETINGS

The Board of Directors of MICA and committees held their winter meetings on January 23 & 24, 2015, in Savannah, Georgia. The committees that met on January 23th were the Merit Shop, Labor, Promotion & Membership, Safety & Environmental, and the Past Presidents’ Planning Committee.

The Merit Shop and Labor committees reviewed the workloads within the MICA region. They discussed business issues that the insulation contractor is dealing with including the manpower needs and training.

The Promotion and Membership committee discussed several ways to promote MICA and the insulation industry to the business community. The committee recommended to the Board to expand the table top display session at the Fall 2014 Business Meeting to include safety products. The Board was very supportive of this initiative and will begin the planning process to implement the initiative at the Fall Business Meeting.

The Safety & Environmental committee reviewed the application process for the 10th annual “Safety Best Practices” award. The committee agreed to continue to use the grading process that was implemented two years ago. The committee also agreed to make some changes to the application questions for both the contractor and associate applications. It was noted that the two groups have some unique safety issues that need to be addressed in the application process. Notice of the award application process will be sent to the members in March of this year.

The Past Presidents’ Planning committee met and reviewed MICA’s Vision Statement and Strategic Initiatives. The past presidents are asked to identify and discuss emerging issues facing the insulation industry and the MICA members. As new issues are identified, the past presidents review the vision statement to see if a new strategic initiative needs to be added or existing initiatives removed. No new initiatives were added at this meeting.

The Board of Directors met on Saturday, January 24, 2015. Part of the agenda was to approve the technical programs for the 58th annual spring convention of MICA. This convention will be held June 22 to 25, 2015, at the Blue Harbor Resort & Spa in Sheboygan, Wisconsin. The Resort provides a picturesque view of Lake Michigan. This is one of those unique experiences that you should not miss.

The spring meeting schedule has changed to accommodate those members who wish to be home on Father’s Day. We have moved the convention to begin on Monday, June 22, 2015, instead of on Sunday, Father’s Day. Please note this change and begin now to plan your participation at our 58th annual spring convention.
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

It’s hard to believe that 2015 is already here. Renee and I, along with your BOD and Committee members, have just returned from our winter planning meeting in Savannah. The weather was a little cool for the area and rained the first day, however, great food, great location and great friends from our MICA family always trumps the weather. I hope ya-all had a great time. I know we did.

I would like to thank everyone who made the trip to help with this planning meeting. Fifty members and spouses were in attendance. It’s great to see so many “Get Involved” to ensure that MICA is providing our membership the best value possible. We can’t do it without your involvement.

If you haven’t attended a winter meeting before, you should plan to in the future. This meeting is open to ALL our Members who wish to participate in the planning for the spring meeting, and it’s another great opportunity during the year to network with your MICA family.

We had a very productive meeting, and I believe your BOD outlined a great set of topics and potential speakers for June that will offer every member; associate or contractor, with important information to benefit your companies. More information will follow as we get closer to our spring convention.

In addition to lining up a great spring meeting, your BOD also committed to offering another free seminar prior to the fall business meeting. This format has been a success based on your continued involvement and interest in these seminars. It shows our BOD that we are offering great value to our members, and we hope for this to continue.

If you or someone within your company have topics of interest that you would like MICA to consider for an upcoming meeting or possibly a half or full day seminar, let us know. We are always looking to add value to our members and keep MICA the industry leader in mechanical insulation.

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.
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 and advertising contracts have been mailed to the member firms. If you did 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.

DODGE MOMENTUM INDEX INCREASES IN DECEMBER

The Dodge Momentum Index rose in December, increasing 4.0% from a revised 123.8 in November to 128.7 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. The Index is currently at its highest reading since February 2009 and is 17% higher than one year ago. The increases seen in the Index in 2014 are a signal that the construction recovery will continue into 2015.

The December rise in the Momentum Index was the result of greater planning activity in both the commercial and institutional sectors. The commercial sector rose 4.1%, while the institutional sector increased 3.8%. There were nine commercial building projects exceeding $100 million that entered into planning during the month: the $150 million phase 1 of the Google campus in Boulder, CO, a $150 million retail complex in New Brunswick NJ, the $135 million Monarch Hotel in Black Hawk CO, a $100 million dollar office tower in Chicago IL, a $100 million office tower in Sunnyvale CA, and the four phases of the Cannon House office renewal in Washington DC (each phase valued at $100 million).
Roxul is pleased to announce a new strategic direction for the North American Industrial, Marine & Offshore business. Effective January 1, 2015 the ROXUL Industrial & Marine team will integrate into a global platform with ROCKWOOL Technical Insulation (RTI). The North American Industrial, Marine & Offshore division will be known as ROXUL Technical Insulation.

In 2014, the ProRox and SeaRox brands were introduced to North America, joining with RTI in offering a global brand identity for Industrial, Marine & Offshore customers throughout the world. The integration of the ROXUL team into RTI is the next logical step in linking the North American business to a global community.

“With our existing expertise and combined resources, ROXUL Technical Insulation can provide improved support to its North American customers by leveraging our global influence, ultimately bringing greater value to our local response,” said Mike Kozokowsky, Vice President Industrial, Sales.

The North American team will continue to be headquartered out of the Milton offices in Ontario. A continuation of the customer service and support that ROXUL customers have become accustomed to under the ROXUL organization can still be expected. ROXUL believes this new alignment will be well received and will provide businesses with a new level of service by providing the performance driven solutions and the technical expertise required in today’s business environment.

For more information on this integration, contact a ROXUL Technical Insulation sales representative or visit www.roxul.com.
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CELEBRATING NIA’S 60TH ANNUAL CONVENTION

March 25–28, 2015
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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-

(Continued on page 18)
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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Metro-North's actions against an injured worker have resulted in the largest punitive damages ever in a retaliation case under the Federal Railroad Safety Act. A recent investigation by the U.S. Labor Department's Occupational Safety and Health Administration uncovered these details and revealed that the worker, who is employed as a coach cleaner for the commuter rail carrier, was retaliated against after reporting the knee injury he suffered on Nov. 17, 2011. As a result, the company has been ordered to pay the employee a total of $250,000 in punitive damages, $10,000 in compensatory damages and to cover reasonable attorney fees.

While driving the injured employee to the hospital, a Metro-North supervisor also intimidated the worker, reportedly telling the worker that railroad employees who are hurt on the job are written up for safety and are not considered for advancement or promotions within the company.

Unofficial reports from other employees appear to corroborate the supervisor's claims. For instance, one worker smashed her foot with a barrel while on the job, yet she did not file an accident report and showed up to work every day using crutches in hope of keeping her injury record clean. Another worker was injured when her hand was caught in a broken door but, like her coworker, she did not fill out an incident report for fear of reprisal.

Shortly after the Connecticut employee reported the work-related injury, Metro-North issued disciplinary charges against him. The employee filed an initial Federal Railroad Safety Act anti-discrimination complaint with OSHA on April 19, 2012. An amended complaint was filed on April 9, 2013, after the railroad issued additional disciplinary charges against him.

"When employees, fearing retaliation, hesitate to report work-related injuries and the safety hazards that caused them, companies cannot fix safety problems and neither employees nor the public are safe," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "In this case, the Metro-North's conduct was deliberate and discrimina-
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