The 58th Annual Spring Convention of MICA is now history. The setting was awesome, our attendance reached 210, and the speakers and technical programs were superb. The following is a summary of attendance:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members &amp; Spouses</td>
<td>186</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>7</td>
</tr>
<tr>
<td>Children</td>
<td>32</td>
</tr>
<tr>
<td><strong>Total Attendance</strong></td>
<td><strong>225</strong></td>
</tr>
</tbody>
</table>

This convention marked MICA’s 58 years of serving the insulation industry. The Board of Directors worked long and hard this past year to make this convention an educational experience. This year we started the convention on Monday, one day after Father’s Day. This starting date was greatly appreciated, especially by the associate members, who were able to spend Father’s Day with their families. This pattern will continue in 2016.

The welcome reception was sponsored by 61 of the 84 associate member firms. The hors d’oeuvres were tasty and the libations flowed freely; like the rain that fell during the Monday afternoon registration period. This forced the reception indoors, but it did not dampen the fun.

The opening session included a plated breakfast and a keynote address by Ms. Karrie Landsverk. Karrie provided an enlightening presentation on “Sifting Through the Generational Drama...Reviving the Fascination We Once Had for Our Differences”. Karrie highlighted the generational differences in the current workforce and what that means for those who have to manage such diversity.

During the opening session, we recognized the tenth-year recipients of the “Safety Best Practices Award”. This award was initiated by the Environmental & Safety Committee of MICA. We congratulate these companies for their efforts in safety. Please see the complete article on this most prestigious award on page 22 of this newsletter.

We concluded the morning with three concurrent forums dealing with member issues. There was a union contractor forum, an open shop contractor forum, and an associate member forum, all running simultaneously. Each of the three sessions were well attended. There was some lively discussions in each of the forums.

Our seventeenth annual “Mick Van Horn Memorial Golf Tournament” was held on Tuesday afternoon. Ninety-one golfers participated in the tournament. The Bull at Pinehurst Farms provided a unique and challenging setting. The course provided a picturesque view with plenty of water. The course provided ample opportunities for “water balls” as the players vied for the coveted ‘fish’ award. A complete summary of the tournament results is provided later in this newsletter.

The Wednesday session began with a presentation by Mr. Kenny Freeman, current president of NIA. He provided an update on the activities of the NIA in its efforts to promote the insulation industry nationally. He stressed the need for all members to become more active in supporting regional and national initiatives, and to get involved in the national or regional association activities.

Dr. Linda Goldenhar, Director of Research and Evaluation at CPWR: The Center for Construction Research and Training, provided the members with her insight on improving a company’s safety culture. Her presentation on, “Making a Positive Difference in Construction Safety and Health by Improving Safety Culture, Safety Climate, & Safety Leadership” was well received and her handout summarized eight ways to strengthen jobsite safety climate.

Alec Rexroat, Past President of MICA, provided an enlightened presentation on the efforts of the Labor Management Trust to promote the mechanical insulation industry to a national audience. He shared the audio and video clips of the advertising snippets that are being broadcasts nationally.

(Continued on page 5)
Hello MICA!!!

What a pleasure to see such a great turnout for the 58th Annual Spring Convention of MICA at The Blue Harbor Resort in Sheboygan, WI, on the beautiful shores of Lake Michigan. I hope everyone enjoyed themselves and were able to relax and enjoy the sites. My family and I had a great time. The kids loved the waterpark, playing on the beach and exploring Bookworm Gardens. The perfect weather paired with the panoramic views of the lake made this year’s Annual Spring Conference one of the highest attended conferences in MICA’s recent history.

I would like to thank the Board of Directors, Tom & Cindy Shimerda, associate members, and everyone else responsible for planning, leading, and directing the Spring Convention. The diversity of topics presented this year was in line with what the industry is facing in our daily work environment. Amanda and I really enjoyed the presentation by Karrie Landsverk at the joint member/spouse business session. For those that were not there, she presented differences between Traditionalists, Baby Boomers, Generation X’ers and Millennials. The presentation included ways to incorporate the generational differences into a positive working environment. We also found ourselves saying “that describes me exactly”.

Amanda and I would like to thank current NIA President Kenny Freeman and his wife Mary Ann for attending as well. The collaboration between NIA and MICA shows that we are working towards the same goal, to move the insulation industry forward.

One of the biggest highlights of the Spring Convention was honoring Al Rexroat for his lifetime of leadership by awarding him the William R. Heaston Outstanding Member Award. He is an exemplary leader, mentor, father, friend and model for our industry. Congratulations to Al and thank you for your years of service.

I am honored to be the 59th president of MICA and look forward to the year ahead. Amanda and I are very fortunate for the friendships we have made over the years at MICA and our children, Adeline and Nolan, have always enjoyed themselves. I would also like to thank all the past presidents that have given me words of encouragement. MICA truly is a family. I am blessed to be surrounded by so much support.

My theme for this year is Think Safety. One of our biggest challenges in the industry is making sure we promote, provide, and improve the working environment while accomplishing our goals. We should also be working on ways to make employees as safe as possible. Many of our customers are using 3rd party companies such as ISNetworld to grade us on all things safety from safety plans to OSHA recordables. This puts challenges in front of us such as more stringent safety standards, but also improves our bottom line, providing the best product for our customers. As we look forward to the year ahead, I hope you will also look at your safety program and work towards providing the best and safest environment possible.

Your faith in me, support, and friendship through the years means the world to me, and I look forward to working with and seeing all of you soon.

Wishing you all a happy 4th of July,

Nathan Heilman
MICA President
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Gary Auman, MICA’s legal counsel, provided his usual update on OSHA requirements. As part of his presentation, Gary reviewed the requirements of what constitutes a reportable vs. a recordable accident for the OSHA 300 log. His slide presentation is available from the MICA office.

Peter Gauchel, Chairman of the Manual Committee of MICA, provided an update on the revisions that were made to the electronic version of the manual. Eleven new plates were added to the manual for 2015. These new plates are part of the annual subscription for those individuals that purchase the electronic version of the manual. The committee will be making annual revisions to the manual.

Our final speaker of the session was Ben Pfister, Past President of MICA and Chairman of MICA’s Past Presidents’ Planning Committee. Ben gave a quick tour of the newly revised MICA website and demonstrated how the newly created “Classified Ad” section of the website can be used by the contractor members.

The social activities complimented the technical sessions. The spouses enjoyed the presentation on the Kohler Arts in Residence program Tuesday morning. Wednesday morning they made their own personal facial cream and lip balm during their tour of Olivu, a skin care business. During Wednesday evening’s gala celebration, the members honored Alec Rexroat with the “William R. Heaston Outstanding Member” award.

The convention concluded on Thursday morning with a farewell breakfast buffet. The Board of Directors and new officers were introduced, golf awards were presented and those in attendance even had a chance to win some nice attendance prizes. The 58th annual spring convention was truly a most enjoyable event.

Plans are already being made for next year’s convention. The 59th annual spring convention will be held June 20 - 23, 2016, at the Chateau on the Lake Resort in Branson, Missouri. President Nathan Heilman and the entire Board of Directors have already begun to plan an exciting year of member involvement in MICA.
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For the past 51 years, Al has been associated with the insulation industry. From the time he began to learn the trade while working for the Luse Stevenson Company to his total immersion in the insulation industry today, Al has developed a deep passion and love for his calling. This deep passion and love for the insulation industry began to take shape and grow when he began working full time as a project manager and estimator in 1969. Since that time, Al’s devotion and service to the insulation industry has flourished beyond measure. His record of commitment and service to the insulation industry is beyond exemplary.

During his formative years in the industry, Al was heavily involved in “learning” how to own and run a business, sell a business, and create joint ventures. But during this time, he never lost sight of the need to serve and to give back to the industry that steadily became his passion. His first exposure to association involvement began when he joined the Illinois Regional Insulation Contractors Association (IRIC). Under the tutelage of Danny Culberg, Al was encouraged to serve not only at the local level, but to get involved with MICA. Another mentor, Larry McNabb with Insulation Fabricators, ignited the passion in Al to serve nationally as well. His career of service to MICA, to NIA, and the industry as a whole, has been, and continues to be non-stop.

Al served 9 years as a member of the Board of Directors of MICA and as the 51st President of the Association in 2007 – 2008. Al has not limited his participation to Board activities. He is actively involved in the Safety & Environmental, Marketing & Membership, Union Labor, Past Presidents, and Technical Committees of MICA. Al was a member of the manual revision committee for the 7th edition of the National Commercial & Industrial Insulation Standards manual, and is currently serving on the 8th edition revision committee.

His service to the National Insulation Association has paralleled his service to MICA. He served on the NIA Board of Directors for eight years and served as President of the Association in 2011 – 2012. Al was instrumental in establishing the Ambassador Program as an integral part of the NIA Membership Committee’s function and served on the Union Contractors Committee and the Convention Committee. During his presidency, Al actively participated in the NIA’s Capitol Hill Initiative to promote the benefits of insulation to a national audience.

Al’s love and passion for his industry is best reflected through his service as Executive Director of IRIC. During his tenure as Director, Al championed the need for, and importance of, educational development programs for the insulation contractors. He helped develop seminars on safety, firestop, project management, and insulation installation standards. But the highlight of his service to the industry was in his efforts to bridge a

(Continued on page 9)
positive working relationship with management and organized labor. Al was an integral part in the creation of the National Union Insulation Contractors Alliance. He helps administer the Labor Management Trust which sponsors educational and labor training seminars and programs. Al is a vocal advocate for the Insulators’ Tissue Bank which is a tissue bank of high quality, asbestos-related-tumor tissue specimens and fluid samples, in order to support research that either aims to better understand the mechanisms of asbestos-induced cancers.

Al’s service and commitment is not limited to his work and his industry. He is actively involved in his church. He has served as a senior warden, the highest rank for a lay person in his church. But his passion resides in his involvement with the Illinois High School Track and Field Association. Al was the head referee and official starter for the Illinois High School State Track Meet for 25 years. He was inducted into the Illinois Hall of Fame for Track and Field.

His devotion to his wife of 45 years, Jeannie, and his three daughters, Michele, Jennifer, and Megan, and nine grandchildren, is without a doubt his true passion and love. Al lives his life with passion and integrity. His commitment to his family and his God is unwavering. Al’s service to the insulation industry and to MICA is genuine. His willingness to serve is true. Throughout his life, Al has exemplified the ideals of Bill Heaston; service to others and a genuine love of his family and his God. It is truly fitting that we honored him with this most prestigious award. It was with great pride and honor that the Board of Directors of the Midwest Insulation Contractors Association conferred upon Mr. Alec J. Rexroat the “William R. Heaston Outstanding Member Award”.

(Continued from page 7)
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MICA MESSENGER                Volume 49 Issue 04
Page 13

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Ted McNabb, President and CEO
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SAFETY BEST PRACTICES AWARDS

The Safety and Environmental Committee of MICA has initiated a strategic objective that recognizes the importance of sound safety practices. Safety is recognized by MICA as a vital part of the insulation industry and a key success factor in any organization. The committee, in keeping with this notion, requested that the Board of Directors establish the “Safety Best Practices” Award. The Board did approve such an award to be given in conjunction with our annual spring convention.

This is the tenth year that we honored the recipients of this noteworthy award for our members. The participating companies were recognized at our opening breakfast meeting for members and spouses Tuesday morning. They also set aside a “Safety Roundtable Discussion” session on Wednesday morning, at which time the participating companies shared their “Safety Best Practices” with the general membership.

The grading process for the “Best Practices in Safety” Award Program uses a grading system that recognizes each applicant’s achievement in developing a quality safety program. With this system, companies do not compete 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. We feel that this is a way of encouraging greater participation so more members can reap the benefits of the awards program. The award levels are:

Platinum: 95 to 100%
Gold: 88 to 94%
Silver: 80 to 87%
Bronze: 70 to 79%

Achieving platinum status were Amerisafe, F & H Insulation Sales and Services, Fit Tight Covers, ITW Insulation Systems, Iowa-Illinois Taylor Insulation Contracting, and QCI Thermal Systems, Inc.


Achieving silver status were Diamond Insulation, Insco, Inc., Pro Insulation, Proto Corp., TGB Insulation, and Unifrax 1 LLC.

Achieving bronze status was Cook Bros. Insulation, Inc.

Education of our members in good safety practices is a strategic initiative of MICA. The safety award is MICA’s way of recognizing the efforts of our membership in implementing good safety practices. Safety is not a one year effort. Safety is not for select companies only. Safety is vital for every company, every year!

We extend a special “thank you” to Gary Auman and his graders, who so tirelessly grade the safety applications. Gary gives his expert feedback, in writing, to each participating firm.
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OSHA'S REVISED HAZARD COMMUNICATION REQUIREMENTS IN EFFECT AS OF JUNE 1

Starting June 1, 2015, chemical manufacturers, importers, distributors and employers are required to provide a common approach to classifying chemicals and communicating hazard information on labels and safety data sheets. Chemical manufacturers and importers must provide a label that includes a signal word, pictogram, hazard statement, and precautionary statement for each hazard class and category. Beginning in December, distributors may only ship containers labeled by the chemical manufacturer or importer if the labels meet these requirements.

The June 1 deadline was established when OSHA aligned its Hazard Communication Standard in 2012 with the global standard for chemical product labeling. The provisions for labeling offer workers better protection from chemical hazards, while also reducing trade barriers and improving productivity for American businesses that regularly handle, store, and use hazardous chemicals. The updated standard also provides cost savings for American businesses that periodically update safety data sheets and labels for chemicals covered under the standard, saving businesses millions of dollars each year.

The new format for Safety Data Sheets requires 16 specific sections to ensure consistency in presentation of important protection information. For more information, see OSHA's Hazard Communication webpage.

OSHA PUBLISHES GUIDE TO RESTROOM ACCESS FOR TRANSGENDER WORKERS

The Occupational Safety and Health Administration today published a Guide to Restroom Access for Transgender Workers.

The publication provides guidance to employers on best practices regarding restroom access for transgender workers. The guide was developed at the request of the National Center for Transgender Equality, an OSHA Alliance partner that works collaboratively with the agency to develop products and materials to protect the safety and health of transgender workers.

OSHA's Sanitation standard requires that all employers under its jurisdiction provide employees with sanitary and available toilet facilities, so that employees will not suffer the adverse health effects that can result if toilets are not available when employees need them.

"The core principle is that all employees, including transgender employees, should have access to restrooms that correspond to their gender identity," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "OSHA's goal is to assure that employers provide a safe and healthful working environment for all employees."

Many companies have implemented written policies to ensure that all employees—including transgender employees—have prompt access to appropriate sanitary facilities. The core belief underlying these policies is that all employees should be permitted to use the facilities that correspond with their gender identity. For example, a person who identifies as a man should be permitted to use men's restrooms, and a person who identifies as a woman should be permitted to use women's restrooms.

The publication includes a description of best practices and also makes employers aware of federal, state and local laws that reaffirm the core principle of providing employees with access to restroom facilities based on gender identification.
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SPORTS AWARDS

This year’s golf tournament marked the seventeenth annual “Mick Van Horn Memorial Scramble Golf Tournament” of MICA. The golf tournament drew 91 golfers. The Bull at Pinehurst Farms was the site of this year’s tournament. The course was as challenging as it was unique. Twenty-two associate member firms sponsored holes and eight firms sponsored the special events at this year’s golf outing. The sponsorship signs were placed on the appropriate holes throughout the course. We want to extend a special thank you to the twenty-eight associate member firms for their added financial support of MICA. Mick would be proud!

There was ample water on this year’s course that added to the possibility of qualifying for the coveted “fish” award. Several associate member firms donated golf items to this year’s grab bags. The extra golf balls were much appreciated! We are very thankful for these gifts.

There were several worthy candidates for the “fish” award this year. This year the coveted “fish” award went to Kevin Rambo, with F & H Insulation in Kechi, KS. Kevin was so adamant about playing a certain ball that he followed it into the pond to retrieve it. He played the rest of the holes in his bare feet! (See picture on the right) The following is a list of the winners of the golf awards:

- **Prestigious “Fish” Award** Kevin Rambo, F & H Insulation, Kechi, KS.
- **Armacell, LLC, Closest to the Pin** Kenny Freeman, NIA President, Baton Rouge, LA.
- **Distribution International, Longest Putt** Rob English, Pittsburgh Corning Corp., St. Louis, MO.
- **Dyplast Products, Longest Drive (Men)** Rudy Nigl L & C Insulation, LaCrosse, WI.
- **ITW Insulation Systems., Longest Drive (Women)** Kathi Coyle, ITW Insulation Systems, Palatine, IL.
- **Ideal Products of America, Longest Putt** Rudy Nigl, L & C Insulation, LaCrosse, WI.
- **Midwest Fasteners Inc., Closest to the Pin** Joe Guest, 4-State Supply, Council Bluffs, IA.
- **Polyguard Products, Longest Drive (Women)** Brenda Gauchel, L & C Insulation, LaCrosse, WI.
- **Winroc SPI, Longest Drive (Men)** Mike Emmett, F & H Insulation, Kechi, KS.

**Winning Team:** David Dawley, CertainTeed, Chicago, IL, Jeff Dineen, Armacell LLC, North Aurora, IL, Mike Emmett, F & H Insulation, Kechi, KS, Rob English, Pittsburgh Corning, St. Louis, MO.
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MICA OFFICERS ELECTED FOR 2015-2016

During the 58th Annual Spring Convention, the Board of Directors elected officers for the association for the 2015-2016 year. The following members will be serving as officers of MICA:

- **President** Nathan Heilman, Diamond Insulation, Sioux City, IA.
- **President-Elect** George Shimada, Brock Industrial Services, Joliet, IL.
- **Vice-President** Dale Winters, hth companies, inc., Union, MO.
- **Co-Treasurer** Doug Barton, Midwest Insulation Services, Omaha, NE & Steve Beresh, Mid-Plains Insulation, Omaha, NE.
- **Associate President** Nate Brink, Polyguard Products, Inc., Tampa, FL.

Please congratulate these individuals for their willingness to serve our association and our industry. They are not compensated for their time. They are giving of their time and efforts solely to help improve the insulation industry and MICA. Give them your support and when asked to help, please find it in your heart to say “yes”.

NEW BOARD MEMBERS ELECTED

The membership voted on vacancies for four positions on the Board of Directors of MICA. The following members were nominated and elected to serve three-year terms on the Board:

- Doug Andersen – Iowa Illinois Taylor Insulation, Hiawatha, IA.
- Chip Dorsey, Industrial Construction & Engineering, St. Peters, MO.
- Rich Huseman, Gagnon, Inc., Davenport, IA.
- Dale Winters – hth companies, Union, MO.

We are most grateful to these individuals for their willingness to continue to serve MICA and the insulation industry. Their leadership and involvement at the Board level is most valuable. The Board establishes the strategic initiatives and objectives that drive MICA. We are continually looking for new member involvement at the Board and committee levels. Contact the MICA office or an officer if you are interested in taking a more active role in MICA.

Stepping down from the Board of Directors after serving nine years on the Board was Peter Gauchel with L & C Insulation, Inc., in LaCrosse, WI, and Jim Markham with Luse Technologies, Inc., in Aurora, IL. We extend our sincere gratitude to both Peter and Jim for their many years of service to MICA and the insulation industry. Both are past presidents of MICA and will continue to serve in an advisory capacity as members of the Past Presidents’ Planning Committee.

OSHA PARTNERS WITH HEALTH CANADA TO COORDINATE LABELLING AND CLASSIFICATION REQUIREMENTS FOR HAZARDOUS WORKPLACE CHEMICALS

The Occupational Safety and Health Administration announced that it will continue their partnership with Health Canada to align United States and Canadian regulatory approaches regarding labelling and classification requirements for workplace chemicals through the Regulatory Cooperation Council.

"We work in a global environment with varying and sometimes conflicting national and international requirements," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "Through this partnership, OSHA and Health Canada will work together to reduce inconsistencies among hazard communication regulations and provide concise information to protect workers exposed to hazardous chemicals without reducing current protections."

The goal of the partnership is to implement a system allowing the use of one label and one safety data sheet that would be acceptable in both countries. OSHA and Health Canada signed a Memorandum of Understanding in 2013 to promote ongoing collaboration on implementing the Globally Harmonized System of Classification and Labelling in their respective jurisdictions.

OSHA aligned its Hazard Communication Standard with the GHS in March 2012 to provide a common, understandable approach to classifying chemicals and communicating hazard information on labels and safety data sheets. Canada published a similar regulation in February 2015.

OSHA's Hazard Communication Web page includes links to the agency's revised Hazard Communication Standard and guidance materials such as frequently asked questions, fact sheets and Quick Cards.
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