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61st JUNE CONVENTION OF MICA RECAP

The 61st Annual Spring Convention of MICA is now history. The setting was picturesque, our attendance reached 172, 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>163</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>9</td>
</tr>
<tr>
<td>Children</td>
<td>14</td>
</tr>
<tr>
<td>Total Attendance</td>
<td>186</td>
</tr>
</tbody>
</table>

This convention marked MICA’s 61 years of serving the insulation industry. The Board of Directors worked long and hard this past year to make this convention an educational experience.

The welcome reception was sponsored by 58 of the 78 associate member firms. The hors d’oeuvres were tasty and the libations flowed freely. The weather was rainy, but we enjoyed the new convention center.

The opening session included a plated breakfast and a keynote address by Mr. Joe Schmit. Joe provided a lighthearted, yet captivating message about the silent impact that we make on the many people that we interact with during our lifetime.

During the opening session, we recognized the thirteenth-year recipients of the “Safety Best Practices Award”. We congratulate these companies for their efforts in safety. Please see the complete article on this most prestigious award on page 18 of this newsletter.

We concluded the morning session 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 twentyenth annual “Mick Van Horn Memorial Golf Tournament” was held on Tuesday afternoon. Seventy-eight golfers participated in the tournament. The Wilds Golf Course provided a unique and challenging setting. The weather provided ample opportunities for the players to vie for the coveted ‘fish’ award. “Water balls” were everywhere as it rained during the outing. A complete summary of the tournament results is provided later in this newsletter.

The Wednesday session began with an “awakening” presentation by Ms. Terry Cralle, MS, RN, MS, CPHQ. Terry discussed the importance of sleep and its direct link with peak performance. She provided several links to websites that provide educational information that can be used to inform your employees of the mental and physical health benefits of a sufficient sleep regimen.

Our second speakers were Ms. Carolyn Weber and Bart Stone, with the international accounting firm of PwC. Carolyn and Bart provided an overview of the Tax Cuts and Jobs Act of 2017. They highlighted some of the major changes in the tax regulations that will have an immediate impact on businesses and individuals.

(Continued on page 7)
- Labor Savings
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PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

With the summer heating up and many special events coming with family and friends, we have our nation’s birthday coming on July 4th. My family has always looked forward to that wonderful day. We have celebrated at our home, the Black Hills in South Dakota, and numerous times with our family back east. It reminds us of how lucky we have been just to be born in this country. There were many sacrifices our ancestors made for us to have what we have today.

As I was thinking about my first newsletter, and my many years in MICA, I reflected on the amazing people involved with MICA and how much effort they have put in to making MICA what it is today. At that point, I started to think about the mentors that I was fortunate to have, and how I was given an opportunity in this business. I went from there, to the number of people who had so much patience with me to teach me the business. I have had some amazing people that helped mold me.

One of these was Bill Gilmore, a Construction Superintendent for the old AC & S, when I started in 1970. Bill was a medic in the Marine Corp during WWII serving in the Pacific. He never really talked about it very much but did mention the numerous islands he was on, so you had a pretty good idea what he endured during his service. Bill started out in Kansas City as an insulator working for the original Armstrong Contracting and Supply before A C & S. He came to Omaha in the early 60’s when the missile bases where being built, and the Western Electric plant was built.

Bill was one of the smartest people I have ever known. With only an 8th grade education, he had a great understanding for the business, but more than that, he understood and was an expert at reading people. Bill had the ability to give you the nastiest worst job you could imagine and by the time he got done telling you about it, you believed he was doing you a favor and have been given a tremendous opportunity. I learned about the business but also people. Bill had a saying when it came to running the men on the job, “You have got to give them everything but an excuse, kid.”

I also have been fortunate to have had many great customers over the years, who also have mentored, helped, guided, instructed and occasionally given me a good swift kick. Some of these customers have become great friends and have become very close to all of my family. One of our son’s best friends is one of these persons. They travel together and enjoy the same great times that our families did on trips together many years ago.

Last, (but should have been first) my family. I have been blessed with an incredible wife, Paula, for almost 50 years. We have two children, a boy, Drew and a daughter, Heather, who both have fantastic spouses and have blessed us with three amazing grandchildren.

I started out this letter with being thankful for the ones before us that provided us the base of where we started, and have evolved into the ones that have kept us focused on the proper roads to take. Every one of us has some great stories about the individuals that helped us along the way. Take a few minutes and think of a few of your own, and I am sure you will end up with a smile on your face.

Now for the MICA plug. If you have been around for a while or just starting, you all know a few individuals that would be a great addition to our MICA family. Take a few minutes and talk to them about what MICA has provided to you. Find someone to help or mentor. You will find it’s very rewarding. And you may also find a new young friend who might help you figure out your cell phone or computer.

Be safe this summer.
Enjoy your family and friends.

Scott Weekley,
MICA President
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(Continued from page 1)

Our third speaker was **Mr. Brock Ramey** from Industrial Info Resources in Minneapolis. Brock gave an update on his company’s perspective on the construction industry and where it may be headed during 2018 and beyond.

Our fourth speaker was **Mr. Gary Auman**, MICA’s legal counsel and principle with the law firm of Auman, Mahan & Furry. Gary provided an extended update on OSHA requirements. It was great to have Gary back after missing last year’s convention due to health issues.

**Mr. Dan Bofinger**, current president of NIA, 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. **Michele Jones**, Executive Vice-President of the NIA, informed the members that the NIA is providing certifications through its new insulation inspector program. The program will educate and train insulation inspectors on how to evaluate installation work and determine whether it is compliant with mechanical insulation specifications. The certification program will be available later this year.

The social activities complimented the technical sessions. The spouses enjoyed a dessert cooking demonstration on Tuesday morning. Wednesday morning they boarded a bus for a ride to historic Excelsior, MN for breakfast, a trolley ride and some shopping.

During Wednesday evening’s gala celebration, the Board of Directors conferred the “William R. Heaston Outstanding Member” award upon Peter Gauchel. Peter’s citation is reproduced beginning on this page below.

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 61st annual spring convention was truly a most enjoyable event.

Plans are already being made for next year’s convention. The **62nd annual spring convention will be held June 17 - 20, 2019, at the Omni Interlocken Resort in Broomfield, Colorado.** President Scott Weekley and the entire Board of Directors have already begun to plan an exciting year of member involvement in MICA.

**OUTSTANDING MEMBER AWARD TO PETER GAUCHEL**

For the past 31 years, Pete has been associated with the insulation industry. From the time he began to learn the trade when he first went to work for his father-in-law, to his total involvement in the insulation industry today, Pete was a learner and a teacher. Pete grew up in a house full of educators. His father was a high school math teacher, and his mom was a stay at home mother/teacher. He understood at an early age the importance of education and learning. He brought this passion for learning to work every day. He queried his father-in-law, Ralph Karlin, on what to do and how to do it in the insulation contracting business.

Ralph’s advice led Pete to seek his “learning” from his involvement in the insulation industry trade associations. His involvement began as a way to “learn” but ended up as so much more. The “learner” in Pete caused him to join. He became a member of MICA, the NIA and the ABC. As he learned about the insulation industry, and learned about the importance of being a business professional, he learned the importance of service, of teaching, and of giving back to the industry that he became so passionate about.

As Pete was learning the “how to” part of the business; how to work with the insulation material, how to install the material, how to manage a project, how to train the employees in the field, he relied on the teacher in him to convey the “how to” to the people who needed to know. This need to know led him to his involvement in the ABC. As a merit shop contractor, Pete was always looking for a more effective way of training his field employees. Pete helped the ABC develop the **Wheels of Learning**, a training program for merit shop contractors. He not only wrote several of the training modules, he was instrumental in getting the Department of Labor to approve the **Wheels of Learning** as a nationally, recognized training program. Pete also served on the NIA’s and the National Center for Construction Education & Research’s (NCCER) joint task force that revised and updated the **Wheels of Learning** program; a three year project.

Pete served nine years as a member of the Board of Directors of MICA and as the 53rd President of the Association in 2009 – 2010. He has not limited his participation to Board activities. He remains actively involved in the Safety & Environmental, Marketing & Membership, Merit Shop, Past Presidents, and Technical Committees of MICA. Pete has been a member of the safety award grading committee since its inception 13 years ago. He was a member of the manual revision committee for the 7th edition of the **National Commercial & Industrial Insulation Standards** manual, and is currently serving as the Chairman of the Committee that completed the 8th edition in 2016, and continues to prepare annual updates to the manual. Under Pete’s leadership, the Committee is in discussions with members of the Canadian Insulation Association (TIAC) for a possible French version of the manual. The teacher in Pete has the

(Continued on page 11)
FUTURE MICA MEETING DATES

Fall 2018 Annual Fall Business Meeting — October 17 & 18, 2018, Embassy Suites Downtown, Omaha, NE.

Winter Board and Committee Meetings — January 24 — 27, 2019, Omni Amelia Island Plantation Resort, Amelia Island, FL.

62nd Annual Spring Convention — June 17 — 20, 2019, Omni Interlocken Resort, Broomfield, CO.

Fall 2019 Annual Fall Business Meeting — October 16 & 17, 2019, 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.
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committee contemplating a Spanish version of the manual as a training tool for the industry’s Hispanic workforce.

Pete’s service to the National Insulation Association has paralleled his service to MICA. He served on the NIA Board of Directors for nine years and served as President of the Association in 2005 – 2006. Pete attributes his service at the national level to the encouragement of a former MICA member, Ralph Van Beck; a true mentor and friend. His service at the National level is another example of Pete as the learner and teacher.

Pete was asked, “Why the involvement in so many association activities?” His response is the classic learner and teacher, “We need training for our office staff and training for our field staff. We need business training through technical programs to become better business professionals”. Pete has a quote that drives his relationships with his employees, colleagues and friends; “Do whatever it takes to make everyone around you successful”.

His devotion to his wife of 34 years, Brenda, and his two daughters, Lauren and Courtney, and three grandchildren is without a doubt his true passion and love. Pete lives his life with fun, humor, and integrity. His commitment to his family and his God is unwavering. Pete’s service to the insulation industry and to MICA is unique. His willingness to serve is true. Throughout his life, Pete 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 honor him with this most prestigious award. It is with great pride and honor that tonight the Board of Directors of the Midwest Insulation Contractors Association confers upon Mr. Peter Gauchel the “William R. Heaston Outstanding Member Award”.

**U.S. DEPARTMENT OF LABOR ISSUEs MEMORANDUM**

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) issued a memorandum outlining the initial enforcement of the standard for respirable crystalline silica in general industry and maritime. Most provisions of the standard become enforceable on June 23, 2018. The standard establishes a new 8-hour time-weighted average permissible exposure limit, action level, and associated ancillary requirements.

During the first 30 days of enforcement, OSHA will offer compliance assistance for employers who make good faith efforts to comply with the new standard. OSHA intends to issue interim enforcement guidance until a compliance directive on the new standards is finalized.

OSHA’s Small Entity Compliance Guide for the Respirable Crystalline Silica Standard for General Industry and Maritime discusses methods of compliance, such as using engineering and work practice controls, assessing exposure levels, respirator use, medical surveillance, and written exposure plans.
This year’s golf tournament marked the twentieth annual “Mick Van Horn Memorial Scramble Golf Tournament” of MICA. The golf tournament drew 78 golfers. The Wilds Golf Club was the site of this year’s tournament. The course was as challenging as it was unique. Twenty-five associate member firms sponsored holes and six 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 thirty associate member firms for their added financial support of MICA. Mick would be proud!

There was ample water and wooded areas 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 to the associate member firms that participated in this year’s grab bags.

Due to the weather, all of the golfers were worthy candidates for the “fish” award this year. It rained the day before and the day of the golf outing making the course wet and soggy. The fairways played like water hazards and the sand traps were mini lakes! This year the coveted “fish” award went to Casey Stearns, with Bay Insulation Supply, Fridley, MN. It was reported that Casey’s umbrella had a certain “Mary Poppins” look to it. The umbrella kept him dry but it also secured his place as the award winner! The following is a list of the winners of the golf awards:

- **Prestigious “Fish” Award**  
  Casey Stearns, Bay Insulation Supply, Fridley, MN.

- **Vimasco, Closest to the Pin**  
  Dave Dronen, 3M, Edina, MN.

- **Cook Brothers, Longest Drive (Men)**  
  Dylan Lockwood, MacArthur Company, St. Paul, MN.

- **OC Foamglas, Longest Drive (Women)**  
  Kathi Coyle, ITW Insulation Systems, Palatine, IL.

- **Tani Division, Longest Putt**  
  Mitch Ottinger, M. W. Ottinger Sales, Minneapolis, MN.

- **Midwest Fasteners, Inc., Closest to the Pin**  
  Chris Bullock, Duna USA, Baytown, TX.

- **Proto Corporation, Most Accurate Drive**  
  Rudy Nigl, L & C Insulation, LaCrosse, WI.

**Winning Team:**  
R.T. Behm, ITW Insulation Systems, Leawood, KS; Jeff Cook, Cook Brothers Insulation, Kansas City, MO; Rich Huseman, Gagnon, Inc., Davenport, IA, and Jubal Trujillo, OC Foamglas, Littleton, CO.
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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 thirteenth 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. The award levels are:

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


Achieving gold status this year were Amerisafe, Cook Brothers Insulation, Inc., and Ideal Products of America.

Achieving silver status this year was Industrial Construction and Engineering.

Achieving bronze status this year were Colorado Mechanical Insulation, Mavo Systems, Miller Insulation, Quality Insulators, and Walsh Insulation Services.

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 graded the safety applications. Gary gives his expert feedback, in writing, to each participating firm.
OSHA issued a proposed rule to extend the compliance date for certain ancillary requirements of the general industry beryllium standard to Dec. 12, 2018. OSHA’s Proposal would not extend the compliance date for permissible exposure limits, exposure assessment, respiratory protection, medical surveillance, or medical removal protection provisions, or for any provisions for which the standard already establishes compliance dates in 2019 and 2020. This limited extension applies to all processes, operations, or areas where workers may be exposed to materials containing beryllium that fall under the scope of the general industry standard. The public may participate in this rulemaking by submitting comments during the 30-day comment period. Read the Federal Register notice for information on submitting comments on the proposed rule.
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OSHA ELECTRONIC RECORD KEEPING

This new e-filing requirement by OSHA has been fraught with start-up problems. First there was the delay on the initial e-filing requirement, which delayed the date for e-filing OSHA 300A’s from July 1st, 2017 until December 31st, 2017. So, all employers with 20 or more employees in 2016 were required to e-file their OSHA 300A forms for 2016 (the form posted at their worksites from February 1, 2017 until April 30, 2017 by midnight on December 31, 2017).

As you know the second phase of the new electronic record-keeping rule was to go into effect on July 1, 2018. On this date all employers with 20 or more employees in 2017 are to e-file their OSHA 300A forms for 2016 (the form posted at their worksites from February 1, 2017 until April 30, 2017 by midnight on December 31, 2017).

The second part of the new rule was to require all employers with 250 or more employees in 2017 to e-file their OSHA 300 and 301 forms by July 1st, 2018. BUT, in 2017 the National Association of Home Builders (NAHB) filed for a lawsuit in Federal District Court in Oklahoma challenging the authority of OSHA to issue an electronic reporting rule. This case is still pending. As a result of this action by the NAHB OSHA agreed to begin the process of rulemaking to revisit at least the requirement for filing the OSHA 300 and 301 forms. According to the most recent status report filed with the Court by OSHA, the Notice of Proposed Rulemaking (NPRM) is currently being reviewed by OHSA pending publishing it in the Federal Register.

While all of this is occurring OSHA has announced that it will not accept any OSHA 300 or 301 forms on its electronic filing site. So the e-filing requirement for the OSHA 300 and 301 forms has been, at least temporarily, delayed. This means that all employers with 20 or more employees in 2017 must only e-file their 300A forms by July 1st. No other e-filing is required, no matter the size of the employer.

Please remember that the e-filing requirement, now limited to the 300A forms will be on March 2, 2019.

DODGE MOMENTUM INDEX INCHES UP IN MAY

The Dodge Momentum Index eked out a small gain in May, moving 1.8% higher to 167.8 (2000=100) from the revised April reading of 164.9. 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. May’s gain was the result of a 4.7% increase by the commercial component of the Momentum Index, while the institutional component fell 2.4%. The Momentum Index has posted solid gains through the first five months of 2018, rising 19% from the same period of 2017 and reaching a level not seen since mid-2008. However, the upturn to this point shows that the current expansion has been more drawn out than what occurred during the previous cyclical expansion. It has been nearly seven years since the Momentum Index hit bottom in July 2011, but it has yet to eclipse its previous peak set in December 2007. At the same time, the recent gains for the Momentum Index suggest that construction spending for nonresidential buildings should remain healthy through the rest of 2018.
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MICA OFFICERS ELECTED FOR 2018-2019

During the 61st Annual Spring Convention, the Board of Directors elected officers for the association for the 2018-2019 year. The following members will be serving as officers of MICA:

- **President** Scott Weekley, Mid Plains Insulation, Omaha, NE.
- **President-Elect** Matt Hymer, Midwest Materials Company, Joplin, MO.
- **Vice-President** Steve Sack, Sprinkmann Insulation, Inc., Peoria, IL.
- **Co-Treasurer** Doug Barton, Midwest Insulation Services, Omaha, NE, & Steve Beresh, Mid-Plains Insulation, Omaha, NE.
- **Associate President** Chad Loula, HB Fuller Construction Products Inc., Vadnais Heights, MN.

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 three 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.
- Kevin Rambo, F & H Insulation, Kechi, KS.
- Steve Sack, Sprinkmann Insulation, Inc., Peoria, IL.
- Lee Stuckenschmidt, Systems Undercover, Inc. Eaton, CO.

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 Nathan Heilman with Diamond Insulation, Inc., in Sioux City, IA. We extend our sincere gratitude to Nathan and his wife, Amanda, for their many years of service to MICA and the insulation industry. Nathan is a past president of MICA and will continue to serve in an advisory capacity as a member of the Past Presidents’ Planning Committee. It has been a delight watching Nathan and Amanda’s children grow up as part of the MICA family, especially these past nine years as Nathan served on the Board.

PICTURES FROM THE SPRING CONVENTION
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