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61st JUNE CONVENTION OF MICA

President Dale Winters and his wife, Diane, wish to extend a warm MICA invitation to you to join them as we conclude his theme year of “Human Relationships”. Come and participate as we share ideas at our annual convention this June 18 – 21, 2018, at the Mystic Lake Casino Hotel, in Prior Lake, Minnesota. Prior Lake is a city 20 miles southwest of downtown Minneapolis seated next to Savage and Shakopee in Scott County in the state of Minnesota. Surrounding the shores of Lower and Upper Prior Lake, the city lies south of the Minnesota River in an area known as South of the River and establishes the urban fringe of the south-southwest portion of Minneapolis-St. Paul, the sixteenth largest metropolitan area in the United States.

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 by our keynote speaker. The following topics will be covered during the convention:

- Gary Auman — An update on OSHA requirements.
- Mr. Dan Bofinger — NIA President for 2018 – 2019, will give us an update on our industry activities at the national level.
- Terry Cralle — MS, RN, MS, CPHQ, will discuss the importance of sleep and its direct link with peak performance. Terry is a credentialed and experienced clinical sleep educator, providing critical information and guidance to a wide array of audiences.
- Tax Manager from an international CPA Firm — will discuss this new world of taxation on both individuals and businesses.
- Brock Ramey — Brock has worked for Industrial Info Resources for 14 years. He oversees day-to-day research and quality control activities for the Power Generation and Transmission & Distribution sectors, assisting in product development. Brock will provide an economic forecast on the construction industry.
- Keynote Speaker Joe Schmit — Great leaders are the happiest, most productive people because they have discovered how to lead a life of significance. It’s all about making an impact. Joe Schmit has been interviewing and researching influential people discovering the factors that truly make an impact in the lives of others. He is a storyteller who has spent 30 years as sports anchor for KSTP-TV (ABC-Minneapolis/St. Paul) and has been awarded 18 Emmy’s and a National Headliner Award. Joe's keynote, will help individuals and teams put those principles into practice and make a true impact.

In addition to the technical activities for the members, we will have the “Best Practices in Safety” Awards, the Safety Roundtable Session, the Member Open Forum Discussions, the twentieth annual “Mick Van Horn Memorial Golf Tourna-

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PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Last month I had a couple of articles to help us make it through the rest of winter. Little did I know that winter seems like it is never going to end. With that said, as soon as we get a few warm days and nights it will erase the memory of the long winter. Hopefully everyone will be able to enjoy Easter and not have to eat hard boiled eggs for a couple of weeks after. Here are a couple of articles to enjoy.

212 DEGREES

On March 18, 2003, I turned on Good Morning America while eating breakfast. Charlie Gibson was interviewing General Earl Hailston, the commanding general of Marine Forces Central Command. The general was waiting with his troops just a few miles off the border of Iraq…waiting to go to war. General Hailston is the only general in the armed forces who had enlisted and came up through the ranks, and as he spoke, I was impressed by his humble and caring attitude. Toward the end of the interview, his answer to a question touched me deeply. When Charles asked him if he had any hobbies outside his work, the general said, “Yes, I love photography, especially taking photos of my men.” He shared that while he had been waiting for the past few days he would take photos of his men, and at night he would e-mail the photos with a brief note to their mothers back in the USA. Charlie asked if he could see a sample of a letter and the general walked into his tent and turned on his computer:

"Dear Mrs. Johnson,
I thought you might enjoy seeing this picture of your son. He is doing great. I also wanted you to know that you did a wonderful job of raising him. You must be very proud. I can certainly tell you that I’m honored to serve with him in the U.S. Marines.
General Earl Hailston “

Wow! I had goose bumps as I watched. I then watched Charles randomly interview a few of General Hailston’s men. You could feel the love and respect that they had for their leader. You may have heard the quote..."They don’t care how much you know until they know how much you care." Well, here’s a man who truly understood what caring, kindness and 212° leadership is all about.

* At 211 degrees, water is hot.
* At 212 degrees, it boils.
* With boiling water comes steam.
* Steam can power a locomotive and move a train of fully loaded railroad cars.
* The one extra degree makes all the difference.

And so many times in business and in life, it’s that one extra degree of effort that separates the good from the great. Offered by Mac Anderson at Simple Truths.

Life offers us many opportunities to be helpful to others. Many times it does not require a financial donation but merely an act of caring and kindness. It begins with learning to look at life from the viewpoint of others. General Hailston did this by looking at life from the viewpoint of the parents of his men. From their viewpoint he realized that he possessed the very thing that those parents desired more than anything else in the world…the ability to personally interact with their own sons and daughters. Of course, he could not grant this wish but he could do the next best thing. And, all it took was minimal time and effort…one extra degree.

WILL ROGERS HUMOR

Will Rogers, who died in a 1935 plane crash with his best friend, Wylie Post, was probably the greatest political sage this country ever has known. Enjoy the political wisdom and humor of Will Rogers:

1. Never slap a man who's chewing tobacco.
2. Never kick a cow chip on a hot day.
3. There are two theories to arguing with a woman. Neither works.
4. Never miss a good chance to shut up.
5. Always drink upstream from the herd.
6. If you find yourself in a hole, stop digging.
7. The quickest way to double your money is to fold it and put it back into your pocket.
8. There are three kinds of men: The ones that learn by reading. The few who learn by observation. The rest of them have to pee on the electric fence and find out for themselves.
9. Good judgment comes from experience, and a lot of that comes from bad judgment.
10. If you're riding ahead of the herd, take a look back every now and then to make sure it's still there.
11. Lettin' the cat outta the bag is a whole lot easier'n puttin' it back in.
12. After eating an entire bull, a mountain lion felt so good he started roaring. He kept it up until a hunter came along and shot him. The moral of that story is...When you're full of bull, keep your mouth shut.

(Continued on page 7)
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ABOUT GROWING OLDER...
1. Eventually you will reach a point when you stop lying about your age and start bragging about it.
2. The older we get, the fewer things seem worth waiting in line for.
3. Some people try to turn back their odometers. Not me; I want people to know WHY I look this way. I’ve traveled a long way, and some of the roads weren’t paved.
4. When you are dissatisfied and would like to go back to youth, think of Algebra.
5. You know you are getting old when everything either dries up or leaks.
6. I don’t know how I got over the hill without getting to the top.
7. One of the many things no one tells you about aging is that it is such a nice change from being young. <BR>
8. One must wait until evening to see how splendid the day has been.
9. Being young is beautiful, but being old is comfortable.
10. Long ago, when men cursed and beat the ground with sticks, it was called witchcraft. Today it's called golf.
11. If you don’t learn to laugh at trouble when you are young, you won’t have anything to laugh at when you are old.

Thanks for reading and keep a smile on your face.

Dale Winters
MICA President
FUTURE MICA MEETING DATES

61st Annual Spring Convention — June 18 — 21, 2018, Mystic Lake Casino Hotel, Prior Lake, MN.

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.
Congratulations Fred!

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MICA SAFETY PROGRAM REVIEW AND AWARD

This article was written by Gary Auman, MICA Legal Counsel, Dunlevey, Mahan & Furry

MICA has always understood the importance of safety on the job site. As a result of this, MICA implemented a safety award program seven years ago. The MICA Board asked me again to prepare some comments for your consideration as to the value of participating in our safety award program. If you don’t have a good plan for getting a job done, the outcome is going to be less than satisfactory. I believe, as you should that this applies to safety - good safety performance starts with a good safety program.

I titled this article as I did because this is more than a safety award program; it is a safety program review. Try to analogize having your safety program reviewed annually to other things that you do in your life to ensure that your company’s equipment operates as intended. For those of you who passed your fiftieth birthday, I am sure that you have been advised by your family physician to have an annual or bi-annual physical. Your doctor recommends this, because he is aware that as you get older you become more prone to some of the physical problems that are connected with aging. You take a physical to make sure you have an early warning of anything that needs to be addressed before it becomes a significant problem.

In your business, I would be surprised if any of you do not perform preventive maintenance on the equipment that you depend on to be successful as a contractor. In addition, you most likely perform other preventive maintenance such as tire rotation, etc., in order that you can avoid any significant problems.

Well, your safety program is also an integral part of your business. It too can deteriorate with age and lack of use. It too needs preventive maintenance to avoid catastrophic failure. When a safety program fails you, someone can get seriously injured or killed. Or, you can be confronted with an OSHA inspection and find out through the citations issued that your safety program is not what you thought it was and is not as effective as it needs to be.

You could pay hundreds or even thousands of dollars to have a safety consultant review your safety program. Through the MICA safety program review and awards opportunity, you can have portions of your safety program reviewed, and receive written comments from individuals who have a wealth of experience in dealing with safety issues. You will receive valuable feedback from the reviewing panel with regard to those aspects of your program which are in the competition, and you will receive recognition from MICA for your achievement in developing a quality safety program.

When you look at the MICA safety program review and awards opportunity, you have to agree that there is absolutely no reason why you should sit on the sidelines while other members of MICA, some of whom are your competitors, take advantage of this MICA member benefit. Take a few minutes, pull out the application, complete it, and send it in to MICA’s general counsel along with your check for $50.00 made payable to MICA. Be sure that it is received in time for the review committee to take a look at it and provide you with their valuable comments concerning the effectiveness of your safety program.

REMEMBER — The application submittal deadline is April 16, 2018. Your completed application form must be received by the end of the business day on April 16th. The application form is available from the MICA office. Just call or e-mail us, and we will send you a copy of the application form.

FMI RELEASES FMI CONSTRUCTION OUTLOOK 2018, FIRST QUARTER REPORT

FMI Corporation, the leading provider of management consulting and investment banking services to engineering and construction, infrastructure and the built environment, is pleased to announce the release of its 2018 first quarter construction outlook. The publication offers comprehensive construction forecasts for a broad range of market segments and geographies across North America, as well as information on key market drivers.

Key highlights of the report include:
Total engineering and construction spending for the U.S. is forecast to end up 7% in 2018, compared to up 4% in 2017. Spending growth in 2018 is forecast to be led by residential and select nonresidential segments. Current top-three-performing segments forecast in 2018 include residential improvements (+12%), single-family residential (+7%) and office (+9%). The bottom-three-performing segments include religious (-4%), sewage and waste disposal (-1%) and water supply (-3%). Growth in several segments appears to be flattening out or stabilizing in 2018, including two prior high-growth segments from 2017, multifamily residential and lodging. Other stabilizing segments include manufacturing, power and highway, and street, all three of which were down through 2017.

To access the “FMI Construction Outlook 2018, First Quarter Report,” please go to the FMI website at: https://www.fminet.com/construction-outlook/

EMPLOYERS MUST POST 300A INJURY/ILLNESS SUMMARY UNTIL APRIL 30

OSHA reminds employers of their obligation to post a copy of OSHA’s Form 300A, which summarizes job-related injuries and illnesses logged during 2017. Each year, between Feb. 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA’s Recordkeeping Rule webpage for more information on recordkeeping requirements.
JOHNS MANVILLE INTRODUCES THE SOURCE

In January of 2018, Johns Manville launched The Source; the innovative online resource designed to help professionals in the mechanical, HVAC, and industrial insulation industries stay up to speed on the latest information. It is a resource built specifically to aid in professional development, and it houses JM’s webinars, product specifications, blogs, and more.

The three portals of The Source (mechanical, HVAC, and industrial) house content that is unique to each industry. There are up to six content categories available on The Source: webinars, specifications, blog, tools, products, and online training. As Johns Manville is focused on bridging the knowledge gap and contributing to the education of engineers, specifiers, contractors and facility owners, these resources deliver highly relevant topics, including the latest research results, codes and standards, and product information.

At a glance, here is what The Source contains:

**Webinars:** Johns Manville’s professional development webinars are designed to help professionals in the commercial and industrial industries stay up to date with the latest information. Each webinar is offered with a Certificate of Completion that may be submitted for credit toward Professional Development Hours (PDH), and they cover topics like industry trends, product updates, and emerging research. The webinars conclude with an open question and answer forum where the hosts field your questions live. All the webinars are recorded and posted on The Source, enabling people to watch them on-demand.

**Specifications:** As many engineers need to be able to compare specifications side-by-side, JM has aggregated all their product performance specifications in a single page. Specifiers and contractors can use The Source to compare the product performance of each mechanical and HVAC insulation offered by Johns Manville.

**Blog:** The JM blog is a single resource that pulls information from numerous sources across the industry, including original content from the technical experts at JM. This is a great tool for anyone looking for specific, detailed information on critical industry topics.

**Tools:** JM offers a variety of tools designed to make specifying insulation easier than ever. They have a custom app that gives you instant access to all their data pages, they have partnered with NAIMA to create a custom 3E Plus® tool, and they even do on-site technical presentations and demonstrations.

**Products:** The products tab is a high-level glance at the products Johns Manville offers. These short descriptions are ideal for anyone looking to determine exactly what differentiates similar products.

**Online Training:** Johns Manville offers free, online training modules based on their HVAC and Mechanical insulation solutions. These modules make up the Johns Manville Academy, and cover topics like the very basics of insulation systems and how to sell and install JM HVAC and Mechanical products.

The Source is a versatile tool that can be instrumental in educating the up-and-comers in the industry. For more information, or to sign up to receive updates about the blog and webinars, please visit http://www.jm.com/the-source/.
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The February statistics produced a reading of 150 for the Dodge Index (2000=100), compared to 154 for January. “The 152 average for the Dodge Index during the first two months of 2018 is the same as the 152 average reported for the fourth quarter of 2017, as the pace of construction starts viewed over several months seems to have leveled off,” stated Robert A. Murray, chief economist for Dodge Data & Analytics. “What’s important to keep in mind is that the moderately subdued amount for total construction starts during the first two months of 2018 reflects diminished activity by public works and electric utilities, which given their inherent volatility are likely to bounce back over the next month or two. Compared to last year’s fourth quarter, the first two months of 2018 have seen further increases for nonresidential building, helped by its institutional building segment, and residential building, helped by multifamily housing. This suggests that the construction expansion, while slowing, is still in progress.”

“It’s true that the construction industry is now seeing more headwinds,” Murray continued. “Material prices have risen over the past year, and the tariffs on steel and aluminum announced by the Trump Administration will lead to further price hikes. The Federal Reserve is tightening monetary policy, and concerns about inflation by the financial markets have contributed to rising long-term interest rates. The prospects of an infrastructure program getting passed by Congress this year remain uncertain, against the backdrop of a mounting federal budget deficit. At the same time, the economy is expected to get a near term lift from tax reform, which would benefit commercial and manufacturing building, while funding from recent bond measures will support such institutional project types as school construction. On balance, the rate of growth for total construction is decelerating, but activity for 2018 is expected to stay at a relatively healthy amount.”

Nonresidential building in February was $246.7 billion (annual rate), up 5% from January. The commercial categories as a group rose 14%, with gains across most of the structure types. Office construction advanced 24% after a subdued January, boosted by the start of two large data centers – a $600 million Google data center in Clarksville TN and a $183 million Facebook data center in Ft. Worth TX. Other large office projects that reached groundbreaking in February were the $220 million Cerner Corporation Campus in Kansas City MO, the $200 million Turkish consulate office building in New York NY, and the $140 million Stafford Place renovation project in Arlington VA. Hotel construction jumped 60% in February, featuring the start of three noteworthy projects – the $250 million Loew’s Kansas City Convention Hotel in Kansas City MO, the $225 million Grand Hyatt Airport Hotel at San Francisco International Airport, and the $180 million Margaritaville Hotel in New York NY. Commercial garages climbed 42% in February, with the lift coming from a $130 million parking expansion at Midway International Airport in Chicago IL. Store construction registered a 6% gain in February, helped by the start of the $271 million expansion of the Bal Harbour Shops in Bal Harbour FL. Warehouse construction in February was the one commercial structure type to decline, sliding 36%, although the latest month did include a $100 million Big Lots distribution center in Apple Valley CA.

The institutional categories as a group increased 5% in February, boosted by a 52% surge for new healthcare facilities. There were six healthcare facilities valued each at $100 million or more entered as February starts, led by the $400 million Boston Children’s Clinical Building in Boston MA, the $320 million Prince George’s County Regional Hospital in Upper Marlboro MD, and the $180 million expansion to the University of Mississippi Medical Center Children’s Hospital in Jackson MS. Educational facilities increased 10% in February, aided by large high school construction projects in Townsend DE ($149 million), Herndon VA ($84 million), and Nashville TN ($83 million), plus groundbreaking for a $145 million science facility at Towson University in Towson MD. For the smaller institutional categories, gains were reported for religious buildings, up 32%; and public buildings, up 9%; while declines were reported for amusement-related work, down 37%; and transportation terminals, down 38%. The decline for amusement-related work followed a very strong January that included the start of the $1.3 billion domed football stadium in Las Vegas NV for the soon-to-relocate Oakland Raiders, and February did see groundbreaking for the $363 million World Trade Center Performing Arts Complex in New York NY. The manufacturing plant category dropped 48% in February after its elevated January amount, with the largest February project being a $200 million tissue plant in Macon GA.

The 7% drop for total construction starts on an unadjusted basis during the first two months of 2018 compared to last year was due to reduced activity for two of the three main sectors. Non-
The Occupational Safety and Health Administration (OSHA) announced that it will start enforcement of the final rule on occupational exposure to beryllium in general, construction, and shipyard industries on May 11, 2018. This timeframe will ensure that stakeholders are aware of their obligations, and that OSHA provides consistent instructions to its inspectors. The start of enforcement had previously been set for March 12, 2018.

In January 2017, OSHA issued new comprehensive health standards addressing exposure to beryllium in all industries. In response to feedback from stakeholders, the agency is considering technical updates to the January 2017 general industry standard, which will clarify and simplify compliance with requirements. OSHA will also begin enforcing on May 11, 2018, the new lower 8-hour permissible exposure limit (PEL) and short-term (15-minute) exposure limit (STEL) for construction and shipyard industries. In the interim, if an employer fails to meet the new PEL or STEL, OSHA will inform the employer of the exposure levels and offer assistance to assure understanding and compliance.
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Building construction fell 21% year-to-date, with public works down 12% and electric utilities/gas plants down 63%. Nonresidential building decreased 17% year-to-date, with commercial building down 12%, institutional building down 21%, and manufacturing building down 24%. For both non-building construction and nonresidential building, the steep year-to-date declines reflected the comparison to elevated activity during the first two months of 2017. Residential building year-to-date increased 10%, with single family housing up 6% and multifamily housing up 19%. By geography, total construction starts for the first two months of 2018 versus the same period a year ago performed as follows—the Midwest, up 13%; the South Atlantic, unchanged; the South Central, down 12%; the West, down 15%; and the Northeast, down 17%.

Additional insight is provided by looking at twelve-month moving totals, in this case the twelve months ending February 2018 versus the twelve months ending February 2017, which lessens the volatility present in comparisons of just two months. On this basis, total construction starts were up 2%. By major sector, non-building construction grew 1%, with public works up 9% while electric utilities/gas plants fell 24%. Nonresidential building also grew 1%, with institutional building up 3% and commercial building down 5%, while manufacturing building improved 16%. Residential building advanced 3%, with single family housing up 8% while multifamily housing retreated 7%.

As part of the “Dirty Dozen” list of tax scams, the Internal Revenue Service warned taxpayers to avoid falsely inflating deductions or expenses on tax returns.

Common areas targeted by unscrupulous tax preparers involve overstating deductions such as charitable contributions, padding business expenses or including credits that they are not entitled to receive—like the Earned Income Tax Credit or Child Tax Credit. Some taxpayers also may be tempted to take these steps in hopes of getting a larger refund or paying less than what is owed.

Padding deductions is part of this year’s “Dirty Dozen” lists of common tax scams. Taxpayers may encounter these any time, but many of these schemes peak during the tax filing season as people prepare their returns or hire people to help with their taxes.

The IRS reminds taxpayers to be careful when claiming these credits. If a return preparer suggests using these options improperly, the taxpayer is at risk—and the person who provided the advice is long gone.

Preventing scams and filing an accurate return is a taxpayer’s best defense against scams—and the best way to avoid triggering an audit.
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The IRS reminds taxpayers that significant penalties may apply for taxpayers who file incorrect returns including:

- 20 percent of the disallowed amount for filing an erroneous claim for a refund or credit.
- $5,000 if the IRS determines a taxpayer has filed a “frivolous tax return.” A frivolous tax return is one that does not include enough information to figure the correct tax or that contains information clearly showing that the tax reported is substantially incorrect.
- In addition to the full amount of tax owed, a taxpayer could be assessed a penalty of 75 percent of the amount owed if the underpayment on the tax return resulted from tax fraud.

Taxpayers may be subject to criminal prosecution and be brought to trial for actions such as willful failure to file a return; supply information; or pay any tax due; fraud and false statements; preparing and filing a fraudulent return and identity theft.

TEPID RISE FOR DODGE MOMENTUM INDEX IN FEBRUARY

The Dodge Momentum Index increased 0.5% in February to 146.9 (2000=100) from the revised January reading of 146.2. 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 move higher in February was the result of an 8.2% increase in the institutional component, while the commercial component contracted 4.8%. The commercial component has declined for two consecutive months, and while this should not lead to an outright decline in construction activity, it is an additional sign that commercial building construction growth could ease in 2018 in response to rising vacancy rates for offices and warehouses. On the other hand, institutional building construction continues to feed off the massive number of state and local bonds issued for schools and other institutional buildings over the past few election cycles.

In February, 16 projects each with a value of $100 million or more entered planning. For the institutional sector, the leading projects were the $450 million MSG Sphere Arena in Las Vegas NV and the $412 million St. Jude’s Children’s Hospital Research Center in Memphis TN. The leading commercial projects were the $280 million first phase of the Sentinel Data Center in Sterling VA and a $150 million mixed-use project in San Jose CA.

ABOUT NIA’S 63RD ANNUAL CONVENTION

The National Insulation Association® (NIA) invites you to join your industry colleagues April 18-20, 2018, at the Hyatt Regency Grand Cypress.

NIA’s 63rd Annual Convention will include the networking, educational, and entertainment events that you look forward to each year with a few new additions and a new Wednesday–Friday schedule. The Convention theme—Learn, Lead, Share—will become a reality through education and networking in Orlando and will be paid forward to your business and the industry for years to come. NIA looks forward to welcoming attendees from all segments of the mechanical insulation industry to Orlando!

Introducing a New Wednesday–Friday Schedule

Our members have spoken—and we’ve listened. NIA is debuting a Wednesday–Friday schedule, which gives attendees the option to stay in Orlando for some personal time or head home to get back to your family and your business sooner.

New Updates for 2018

- Adding a second high-caliber Keynote Speaker—open to all attendees, including registered spouses and guests.
- Moving NIA’s Dessert Hospitality Suites and Silent Auction to Friday evening, April 20, the final night of Convention.
- Offering new multiple registrant discounts—companies that send 3 or more people receive $100 off the third and any additional full member registration rates.

Who Should Attend

Convention attendees represent all segments of the mechanical insulation industry: merit and union contractors, distributors, fabricators, laminators, and manufacturers. This broad representation of the industry allows attendees opportunities to gain new business contacts, network, and build relationships. Spouses, guests, and children are welcome to attend.

Registration Now Open

Sign up today to at https://insulation.org/convention2018/ and receive both the early bird discount and the multi-registrant discount.
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