President Nathan Heilman and his wife, Amanda, wish to extend a warm MICA invitation to you to join them as our association engages in “Think Safety”. One of the key benefits of belonging to MICA is your ability to work with fellow members to improve your business acumen and to better your industry. Come and participate as we share ideas at our annual convention this June 20 – 23, 2016, at one of Missouri’s finest resorts and conference centers; the Chateau on the Lake Resort & Spa. Located just outside of Branson, Missouri, in the midst of the Ozark Mountains and on the shore of Table Rock Lake, this picturesque and stately home-away-from-home presents a stunning view all unto itself. With 301 newly refurbished guestrooms that feature upscale amenities like Gilchrist & Soames toiletries, free Wi-Fi, 37” flat-screen HDTVs with satellite programming, coffeemakers, room service, granite countertops and plush bedding, the resort offers accommodations perfect for our annual convention.

The location of this year’s meeting is designed to allow those of you who would like to extend the meeting into a vacation time for the entire family to do so. At the Chateau, you have both Table Rock Lake and the city of Branson, Missouri, with its many attractions in your back yard. Recreation activities are diverse. Branson is an Ozark town in southwest Missouri known as a family vacation destination. Its 76 Country Boule-
vard is famously lined with theaters, which once hosted mostly country music performers but today present diverse entertainment. Also along the strip are Silver Dollar City, an 1800s-themed amusement park with live music, the landmark Marvel Cave and Dolly Parton’s Wild West-style Dixie Stampede dinner theater.

With tree-lined shores, crystal clear water and hidden beaches, it’s little wonder Table Rock Lake is one of the Ozark’s top destinations. Enjoy boating, fishing, sailing, waterskiing, wakeboarding, camping, hiking and sightseeing in this beautiful vacation spot. With almost 800 miles of shoreline, Table Rock Lake has many beautiful spots for taking a dip in its crystal clear water. Moonshine Beach, adjacent to the Dewey Short Visitor Center Recreation Area, is the most popular and offers a spacious, sandy beach where you can swim, dive, sunbathe, picnic, hike, play volleyball or just view the wildlife. If you want to escape larger crowds and boat traffic, the Beaver area located on the southwest corner of the lake is a favorite swimming spot. Cape Fair, just off Highway 75, offers wide-open water for plenty of swimming.

Table Rock Lake is nationally renowned as a top fishing spot. Large numbers of Kentucky spotted bass and white bass thrive in its diverse underwater structure and immense forage base. Crappie and large bluegill are caught in abundance. Catfish of all sizes also roam the lake bottom.

Our convention block of rooms has been released, and the resort is taking reservations on a room availability basis. Our convention rate is no longer guaranteed. If you still need a room, you need to call the reservations office at 888-333-5253 and reference the Midwest Insulation Contractors Association Meeting.

The Board of Directors is most excited about the technical topics and speakers for the spring convention. The topics and speakers were selected to help educate and inform you on a variety of industry topics pertinent to our current business climate. We are going to have presentations that cover a wide array of topics that will help you grow your knowledge as a business professional. The following is a list of events for the spring convention:
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Hello MICA!!!

We are just a few weeks away from the 59th Annual Spring Convention, which means this is my last President’s Message. My theme for the year was “Think Safety”. I hope my little safety topics every month were well received.

I have a few safety topics for June:

June is National Safety Month: www.nsc.org (National Safety Council)

Observed annually in June, National Safety Month focuses on reducing leading causes of injury and death at work, on the roads, and in our homes and communities.

Each week in June, they will be providing downloadable resources highlighting a different safety topic:

Week 1: Stand Ready to Respond
Week 2: Be Healthy
Week 3: Watch Out for Dangers
Week 4: Share Roads Safely

June 5-11 is National Sun Safety Week: www.sunsafetyalliance.org

The Sun Safety Alliance is dedicated to reducing the incidence of skin cancer and creating national awareness of this important health issue in America.

I am so grateful for those who made this year special. I would like to especially say “thank you” to my family for their love and support. Thank you to Rich Huseman and Ray Stuckenschmidt for being my executive advisors. Thanks to the board of directors, committee chairs, Gary Auman, and Tom & Cindy Shimerda.

I look forward to seeing everyone in Branson.

Go Hawkeyes!!!!!

Nathan Heilman
MICA President

Council, worked collaboratively to federally designate a National CPR & AED Awareness Week. On December 13, 2007, Congress unanimously passed a resolution to set aside June 1-7 each year as National CPR and AED Awareness Week to spotlight how lives can be saved if more Americans know CPR and how to use an AED.
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**FUTURE MICA MEETING DATES**

59th Annual Spring Convention — June 20 — 23, 2016, Chateau on the Lake, Branson, Missouri.

Fall 2016 Annual Fall Business Meeting — October 19 & 20, 2016, Embassy Suites Downtown, Omaha, NE.

60th Annual Spring Convention — June 19 — 22, 2017, Kona Kai Resort, San Diego, CA.

Fall 2017 Annual Fall Business Meeting — October 18 & 19, 2017, Omaha, NE.

61th Annual Spring Convention — June 18 — 21, 2018, In region. The Board of Directors is open to suggestions.

**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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**TENTATIVE SCHEDULE OF EVENTS**

(Continued from page 1)

**SUNDAY, JUNE 19, 2016**

1:00 p.m. Executive Committee Meeting.
4:00 p.m. Past Presidents’ Committee Meeting.
6:00 p.m. Past Presidents’ and BOD Dinner.

**MONDAY, JUNE 20, 2016**

8:00 a.m. - 12:30 p.m. Committee Meetings – Membership, Technical, and Board of Directors.
12:30 p.m. - 5:00 p.m. General Registration.
12:30 p.m. - 5:00 p.m. MICA Hospitality Room.
5:00 p.m. First Time Attendee Orientation.
6:00 p.m. Associate-Sponsored Opening Night Welcome Reception.
7:00 p.m. Evening Open (Dinner on Your Own).

8:00 - 9:45 a.m. Member/Spouse Plated Breakfast and Opening Presentation; “Internet Security Issues for Home & Work”, by Jared Wolthuis, Flynn's quickED Contractor's Continuing Education School in Salt Lake City, Utah.


10:00 a.m. Technical Presentation: “Secure Your Business”, by Jared Wolthuis, Flynn's quickED Contractor's Continuing Education School in Salt Lake City, Utah.

MICA Business Meeting – Election of Board of Directors.

10:00 a.m. Spouses Program — “Essential Oils”, by Mandy Hill.

11:30 a.m. Scramble Golf Tournament – The Ledge-Stone Country Club. Bus Leaves at 11:30 a.m. Buffet Lunch at 12:00 p.m., Shotgun Start at 1:00 p.m.

(Continued on page 7)
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(Continued from page 5)

Noon   Lunch (On Your Own).

Afternoon   Open to Enjoy the Sites of Branson and the Surrounding Area.

7:00 p.m.   Evening Open (Dinner on Your Own).

WEDNESDAY, JUNE 22, 2016

7:00 a.m.   Safety & Environmental Committee Roundtable Discussion “Best Practices in Safety”.

8:30 a.m. to 1:00 p.m.   Second Technical Session for Members;

“Collection Techniques to Help Manage Your Company’s Cash Flow”, by Mr. Donald Rineer, Director, Dunlevey, Mahan, & Furry, Dayton, OH.

“A Construction Industry Forecast”, by Mr. Brock Ramey, Industrial Info Resources, Minneapolis, MN.

“NIA Update”, by Mr. Steve Luse, NIA President 2016 - 2017.

“OSHA Updates & Contractor Liability Issues”, by Mr. Gary Auman, MICA Legal Counsel, Dunlevey, Mahan, & Furry, Dayton, OH.


12:00 p.m.   Open Forum Discussions:

• Union Contractors Forum –Mike Poot, Moderator.
• Open Shop Contractors Forum –Rudy Nigl, Moderator.
• Associate Member Forum – Nate Brink, Moderator.

8:30 a.m.   Spouses Program — Bus Trip to College of the Ozarks, The Keeter Center, Tour & Lunch.

Afternoon   Open to Enjoy the Sites.

6:30 p.m.   Gala Dinner Reception.

7:00 - 11:00 p.m.   Gala Dinner & Dance

(Childcare Provided from 6:00 to 10:00 p.m.)

THURSDAY, JUNE 23, 2016

7:30 a.m.   Board of Directors Meeting.

9:00 - 10:30 a.m.   Farewell Breakfast Buffet, Introduction of 2016 — 2017 MICA Officers, Sports Awards, and Prizes.

NOTE: This is a tentative schedule of times and events. The final schedule and starting times for some events may vary from this tentative schedule.

DRESS CODE: The dress code for the convention is causal for all events. This year, the Wednesday Evening Gala Reception and Dinner is casual dress as well. Dress down and enjoy an Ozark evening, but no shorts please.

Make plans to bring your family to the MICA convention and extend your business to include some quality family time. Now is the time to plan for your participation at MICA’s 59th annual spring convention. Make your hotel reservations today by calling The Chateau on the Lake Resort reservation line at 888-333-5253. Please join Nathan, Amanda, the entire Board of Directors and fellow MICA members in Branson, June 20 – 23, 2016, for our annual spring convention and be a part of “Think Safety”.
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On May 18, 2016, President Obama and Secretary Perez announced the publication of the Department of Labor’s final rule updating the overtime regulations, which will automatically extend overtime pay protections to over 4 million workers within the first year of implementation. This long-awaited update will result in a meaningful boost to many workers’ wallets, and will go a long way toward realizing President Obama’s commitment to ensuring every worker is compensated fairly for their hard work.

In 2014, President Obama signed a Presidential Memorandum directing the Department to update the regulations defining which white collar workers are protected by the FLSA’s minimum wage and overtime standards. Consistent with the President’s goal of ensuring workers are paid a fair day’s pay for a hard day’s work, the memorandum instructed the Department to look for ways to modernize and simplify the regulations while ensuring that the FLSA’s intended overtime protections are fully implemented.

The Department published a Notice of Proposed Rulemaking (NPRM) in the Federal Register on July 6, 2015 (80 FR 38515) and invited interested parties to submit written comments on the proposed rule at www.regulations.gov by September 4, 2015. The Department received over 270,000 comments in response to the NPRM from a variety of interested stakeholders. The feedback the Department received helped shape the Final Rule.

### Key Provisions of the Final Rule

The Final Rule focuses primarily on updating the salary and compensation levels needed for Executive, Administrative and Professional workers to be exempt. Specifically, the Final Rule:

1. Sets the standard salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region, currently the South ($913 per week; $47,476 annually for a full-year worker);
2. Sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally ($134,004); and
3. Establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles and to ensure that they continue to provide useful and effective tests for exemption.

Additionally, the Final Rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level.

The effective date of the final rule is December 1, 2016. The initial increases to the standard salary level (from $455 to $913 per week) and HCE total annual compensation requirement (from $100,000 to $134,004 per year) will be effective on that date. Future automatic updates to those thresholds will occur every three years, beginning on January 1, 2020.
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Sweetwater, TN May 2, 2016 – Aeroflex USA’s Aerocel® AC EPDM pipe insulation has been included in 12 different designs of various through penetration fire-stopping systems typical to VRF/VRV piping installations. The UL Certifications are common installations that can be experienced in typical commercial buildings that VRF and VRV HVAC installations are most widely used in. These systems have F and T ratings up to 2 hours and 2 hours, depending on construction details. The certifications cover both masonry and typical wood or steel frame construction. Detail is given for shaft wall assemblies, as well. Penetration assemblies covered by these various certifications:

- Maximum of three tubes installed eccentrically or concentrically within opening.
- One tube installed concentrically within opening. Tube to be rigidly supported on both sides of wall assembly.
- One tube centered within opening. Tube to be rigidly supported on both sides of wall assembly.

Aerocel AC EPDM flexible elastomeric insulation is already the only real choice for pipe insulation for VRF/VRF systems because of its unique combination of performance properties, including exceptional fire safety. VRF/VRV HVAC piping systems offer a unique set of requirements that demand exceptional

(Continued on page 30)
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performance in several properties. The UL certification for these applications with aluminum pipe systems makes Aerocel that much more of an effective choice for these difficult systems.

More information about Aeroflex USA’s Aerocel AC EPDM flexible elastomeric insulation can be found at: http://www.aeroflexusa.com/vrf/

OSHA ISSUES FINAL RULE TO MAKE EMPLOYERS, PUBLIC BETTER INFORMED ABOUT WORKPLACE INJURIES, ILLNESSES

OSHA issued a final rule to modernize injury data collection to better inform workers, employers, the public, and OSHA about workplace hazards. With this new rule, OSHA is applying the insights of behavioral economics to improve workplace safety and prevent injuries and illnesses.

OSHA requires many employers to keep a record of injuries and illnesses to help these employers and their employees identify hazards, fix problems and prevent additional injuries and illnesses. The Bureau of Labor Statistics reports more than three million workers suffer a workplace injury or illness every year. Currently, little or no information about worker injuries and illnesses at individual employers is made public or available to OSHA. Under the new rule, employers in high-hazard industries will send OSHA injury and illness data that the employers are already required to collect, for posting on the agency's website.

The availability of these data will enable prospective employees to identify workplaces where their risk of injury is lowest; as a result, employers competing to hire the best workers will make injury prevention a higher priority. Access to these data will also enable employers to benchmark their safety and health performance against industry leaders, to improve their own safety programs.

"Since high injury rates are a sign of poor management, no employer wants to be seen publicly as operating a dangerous workplace," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "Our new reporting requirements will 'nudge' employers to prevent worker injuries and illnesses to demonstrate to investors, job seekers, customers and the public that they operate safe and well-managed facilities. Access to injury data will also help OSHA better target our compliance assistance and enforcement resources at establishments where workers are at greatest risk, and enable 'big data' researchers to apply their skills to making workplaces safer."

Under the new rule, all establishments with 250 or more employees in industries covered by the recordkeeping regulation must electronically submit to OSHA injury and illness information from OSHA Forms 300, 300A, and 301. Establishments with 20-249 employees in certain industries must electronically submit information from OSHA Form 300A only.

To ensure that the injury data on OSHA logs are accurate and complete, the final rule also promotes an employee's right to report injuries and illnesses without fear of retaliation, and clarifies that an employer must have a reasonable procedure for reporting work-related injuries that does not discourage employees from reporting. This aspect of the rule targets employer programs and policies that, while nominally promoting safety, have the effect of discouraging workers from reporting injuries and, in turn leading to incomplete or inaccurate records of workplace hazards.

The new requirements take effect August 10, 2016, with phased in data submissions beginning in 2017. These requirements do not add to or change an employer's obligation to complete and retain injury and illness records under the Recording and Reporting Occupational Injuries and Illnesses regulation. For more information see the news release and blog post by Deputy Secretary of Labor Chris Lu, and visit OSHA's webpage on the final rule, which includes links to a fact sheet and frequently asked questions.

DODGE MOMENTUM INDEX INCREASES IN APRIL

The Dodge Momentum Index rose 0.6% in April to 116.5 from its revised March reading of 115.8 (2000=100). 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. April’s gain was due to increased planning activity for both commercial and institutional building, with commercial planning moving 0.8% higher and institutional planning rising 0.4%. Over the last eight months institutional planning has been on somewhat of a roller coaster ride – making impressive gains through early 2016 before falling 16% last month. With April’s slight gain, institutional planning is now 7% above its year ago level, which suggests that despite volatility on a month-to-month basis the sector’s recovery is continuing. The overall Index is essentially even with its April 2015 level, due to a subdued pace for commercial planning relative to a year ago.

In April, six projects entered planning with a value that exceeded $100 million. For the commercial building sector, the leading projects were a $225 million hotel in Anaheim, CA and a $200 million warehouse in Jacksonville, FL. For the institutional building sector, the leading projects were a $500 million expansion to the Los Angeles County Museum of Art in Los Angeles, CA and a $163 million outpatient health center in Tahlequah, OK.
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