We began the fall business meeting with committee meetings and a Board meeting on Wednesday morning. During the meeting, the Board approved the 2018 operating budget. The Board voted not to increase the annual membership dues. The 2018 annual dues remain at $700 for contractor member firms and $500 for associate member firms. The advertising rates for 2018 will remain at the same level as last year. The Board is very appreciative of our members’ financial support and anticipates a 100% renewal in 2018.

We began our Wednesday afternoon session with a mini workshop on activity based costing. Dr. Tom Lewis, associate professor of accounting at Creighton University led the workshop. He had the members go through several cases that demonstrated the usefulness incorporating Activity Based Costing/Management concepts into their businesses.

On Wednesday afternoon, we once again held our three concurrent forums dealing with member issues. We had a union contractor forum, an open shop contractor forum, and an associate member forum, all running simultaneously. All of the attendees were able to participate in the discussion of craft issues pertinent to them. All three sessions were very well attended.

Our Wednesday evening reception included table top displays by 27 of our associate member firms that are classified as manufacturers. We began our Wednesday evening session with a mini workshop on activity based costing. Dr. Tom Lewis, associate professor of accounting at Creighton University led the workshop. He had the members go through several cases that demonstrated the usefulness incorporating Activity Based Costing/Management concepts into their businesses.

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Our Wednesday evening reception included table top displays by 27 of our associate member firms that are classified as manufacturers. We began the reception and table top displays at 5:00 p.m. but remained open for viewing for 90 minutes. This was 30 minutes sooner than in past years, and the members actively participated for the entire session.

In keeping with President Winters’ theme of “human relations”, we began the Thursday morning session with a presentation on “What’s a Life Worth, and Are You Willing to Pay the Price to Save It?”. Robert (Bob) McCall, President of Inspire High Performance LLC, gave a lively and well received presentation. He is a prolific speaker and is author of the projected best-selling book Zero Accidents and Injuries: Are You Willing to (Continued on page 9)
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PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Even though this is the October Newsletter, I came across this article and thought I would share it with you. We are fast approaching Veterans Day and can never thank our veterans enough for their service. We have a local honor flight group that transports the veterans from Franklin County to Washington D.C. to tour the Memorials and on Saturday, October 28th, they flew 31 veterans from our area.

THE DOLLAR BILL

Most people don’t know that it was the Truro and Solomon families that bankrolled the American Revolution and never were paid back and not only did Solomon die a pauper, the Truro family also. Amazing, no?

and.... Who was Hayim Solomon?

On the rear of the One Dollar bill, you will see two circles. Together, they comprise the Great Seal of the United States.

The First Continental Congress requested that Benjamin Franklin and a group of men come up with a Seal. It took them four years to accomplish this task and another two years to get it approved.

If you look at the left-hand circle, you will see a Pyramid.

Notice the face is lighted, and the western side is dark. This country was just beginning. We had not begun to explore the west or decided what we could do for Western Civilization. The Pyramid is uncapped, again signifying that we were not even close to being finished. Inside the capstone you have the all-seeing eye, an ancient symbol for divinity. It was Franklin’s belief that one man couldn’t do it alone, but a group of men, with the help of God, could do anything. ‘IN GOD WE TRUST’ is on this currency.

The Latin above the pyramid, ANNUIT COEPTIS, means, ‘God has favored our undertaking.’

The Latin below the pyramid, NOVUS ORDO SECLORUM, means, ‘a new order has begun.’

At the base of the pyramid is the Roman Numeral for 1776. (MDCCLXXVI)

If you look at the right-hand circle, and check it carefully, you will learn that it is on every National Cemetery in the United States. It is also on the Parade of Flags Walkway at the Bushnell, Florida National Cemetery, and is the centerpiece of most hero’s monuments. Slightly modified, it is the seal of the President of the United States, and it is always visible whenever he speaks, yet very few people know what the symbols mean.

The Bald Eagle was selected as a symbol for victory for two reasons: First, he is not afraid of a storm; he is strong, and he is smart enough to soar above it. Secondly, he wears no material crown. We had just broken from the King of England. Also, notice the shield is unsupported. This country can now stand on its own. At the top of that shield you have a white bar signifying congress, a unifying factor. We were coming together as one nation. In the Eagle’s beak you will read, “E PLURIBUS UNUM”, meaning, “one from many”.

Above the Eagle, you have thirteen stars, representing the thirteen original colonies, and any clouds of misunderstanding rolling away. Again, we were coming together as one.

Notice what the Eagle holds in his talons. He holds an olive branch and arrows. This country wants peace, but we will never be afraid to fight to preserve peace. The Eagle always wants to face the olive branch, but in time of war, his gaze turns toward the arrows.

They say that the number 13 is an unlucky number. This is almost a worldwide belief. You will usually never see a room numbered 13, or any hotels or motels with a 13th floor. But think about this:

• 13 original colonies,
• 13 signers of the Declaration of Independence,
• 13 stripes on our flag,
• 13 steps on the Pyramid,
• 13 letters in, ‘Annuit Coeptis,’
• 13 letters in ‘E Pluribus Unum’,
• 13 stars above the Eagle,
• 13 bars on that shield,
• 13 leaves on the olive branch,
• 13 fruits,
• and if you look closely, 13 arrows.

(Continued on page 6)
Dyplast proudly manufactures Polyisocyanurate Insulation products that meet or exceed the most demanding CINI-2014 & ASTM C591-15 standards. Dyplast is the right choice for energy efficiency and economics for mechanical pipe insulation.
And finally, if you notice the arrangement of the 13 stars in the right-hand circle, you will see that they are arranged as a Star of David. This was ordered by George Washington who, when he asked Hayim Solomon, a wealthy Philadelphia Jew, what he would like as a personal reward for his services to the Continental Army, Solomon said he wanted nothing for himself but that he would like something for his people. The Star of David was the result. Few people know that it was Solomon who saved the Army through his financial contributions but died a pauper.

I always ask people, “Why don't you know this”? Your children don't know this, and their history teachers don't know this. Too many veterans have given up too much to ever let the meaning fade. Many veterans remember coming home to an America that didn't care. Too many veterans never came home at all.

Thanks for reading and remember,

“HAVE A HAPPY & SAFE THANKSGIVING”

Dale Winters  
MICA President

PICTURES FROM THE FALL MEETING

DODGE MOMENTUM INDEXDeclines in September

<table>
<thead>
<tr>
<th>Dodge Momentum Index (Year 2000=100)</th>
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<tbody>
<tr>
<td>Sep-17</td>
</tr>
<tr>
<td>Dodge Momentum Index</td>
</tr>
<tr>
<td>Commercial Building</td>
</tr>
<tr>
<td>Institutional Building</td>
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Source: Dodge Data & Analytics

The Dodge Momentum Index fell in September, moving 8.4% lower to 116.4 (2000=100) from the revised August reading of 127.1. 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. Both components of the Momentum Index declined in September. The institutional building component fell 11.5% from August, while the commercial building component fell 6.1%. While the overall Momentum Index has lost ground for four consecutive months, this should not be seen, in and of itself, as a predictor of a turn in building markets. Prior to the previous peak of the Momentum Index in January 2008 it had suffered similar significant declines, only to rebound and post strong gains in subsequent months in line with overall economic growth. Similarly, the Momentum Index posted healthy gains from late-2016 through early 2017. Economic growth remains solid, and building market fundamentals are supportive of further growth in construction activity.

In September, 10 projects entered planning each with a value of $100 million or more. For the commercial building sector, the leading projects were a $200 million office complex in San Jose CA and a $200 million mall in Staten Island NY. The leading institutional projects were a $400 million civic complex in Los Angeles CA and a $100 million casino in Tulalip WA.
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FUTURE MICA MEETING DATES

Winter Board and Committee Meetings — January 18 — 21, 2018, Emily Morgan Hotel. San Antonio, TX.

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 2019, TBD.

62nd Annual Spring Convention — June 17 — 20, 2019, Denver, CO Area.

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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Pay the Price? Bob’s motto throughout the session was, “Make a difference everywhere you go.”

Pete Nielsen is a leadership and organizational development coach with Performance Contracting (PCI) out of Lenexa, KS. He enlightened the members with his approach to “Rethinking for Business and Personal Success”. He provided several examples of how our personal perceptions and preconceived notions can impact our thinking when we interact with our employees and business associates.

Our final presentation was a hold over from the spring convention. Peter Gauchel gave an enlightening presentation on the newly developed promotional slide presentation on the 8th edition of the National Commercial & Industrial Insulation Standards manual. This slide presentation will be used to promote the use of the manual to the engineering community and will be available to the members who would like to help give the presentation to local engineering firms.

The fall business meeting was designed to help members develop their “Human Relations”, and it did. Our near record attendance was a testament to our members’ involvement in their industry association.

The members were reminded of the winter Board and committee meetings that are scheduled for January 18 — 21, 2018, at the Emily Morgan Hotel in San Antonio.

You are all encouraged to begin planning your attendance at our 61st annual spring convention to be held June 19 — 21, 2018, at the Mystic Lake Casino Hotel in Prior Lake, MN.

PICTURES FROM THE FALL BUSINESS MEETING
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NEW CONSTRUCTION STARTS JUMP 14 PERCENT IN SEPTEMBER

The value of new construction starts in September soared 14% from the previous month to a seasonally adjusted annual rate of $814.8 billion, according to Dodge Data & Analytics. The nonresidential building sector strengthened for the second month in a row, climbing 37% with the boost coming from the start of a $6.0 billion ethane cracker plant in western Pennsylvania plus two projects in New York NY—the $4.0 billion Delta Airlines new terminal facility at LaGuardia Airport and the $1.7 billion 50 Hudson Yards office tower in Manhattan. Residential building in September edged up 1%, as both single family and multifamily housing registered modest gains. Running counter in September was a 3% drop for non-building construction, with decreased activity for its public works segment. Through the first nine months of 2017, total construction starts on an unadjusted basis were $557.7 billion, essentially matching the corresponding amount from a year ago. The year-to-date dollar volume for total construction was dampened by a 38% decline for the electric utility/gas plant category. If the electric utility/gas plant category is excluded, total construction starts during the first nine months of 2017 would be up 3% compared to the same period last year.

September’s data produced a reading of 172 for the Dodge Index (2000=100), up from 151 in August, and the highest level so far in 2017. “The pattern of construction starts on a monthly basis has occasionally been subject to ‘spikes’, due to the presence of unusually large projects in a given month, and September certainly qualifies as one of those monthly ‘spikes’,” stated Robert A. Murray, chief economist for Dodge Data & Analytics. “Looking at the data on quarterly basis helps to ease the volatility present in the monthly statistics, and it shows the third quarter rebounding 8% after a 9% decline in the second quarter, returning the level of activity to within 2% of the strong pace achieved during the first three months of this year. As the current expansion for construction has matured, there’s been more of an up-and-down pattern on a quarterly basis, including what’s been reported so far during 2017. What does stand out about the construction industry in 2017 is the strength shown by nonresidential building, led by such institutional project types as transportation terminals and educational facilities. On the commercial side, office buildings and warehouses continue to see growth, although hotel construction appears to have peaked and store construction has generally weakened. And, with this year’s pickup in petrochemical plant starts, following a steep two-year decline, the manufacturing building category is no longer exerting a downward pull on the nonresidential building total.”

Nonresidential building in September was $368.8 billion (annual rate), a 37% gain compared to its August amount. The manufacturing building category surged 490% from subdued activity in August, boosted by the $6.0 billion ethane cracker facility in Monaca PA, in close proximity to the Marcellus shale gas field. The next largest manufacturing project entered as a September start was a $280 million poultry processing plant in Fremont NE. The institutional building categories as a group climbed 25% in September, led by a 145% hike for transportation terminal work. The $4.0 billion new terminal facility for Delta Airlines at New York City’s LaGuardia Airport, which will replace Delta’s C and D Terminals, joins the $3.4 billion Central Terminal Building project at LaGuardia Airport that was entered as a January 2017 start. Through the first nine months of 2017, airline terminal construction starts have totaled $14.0 billion, almost five times what was reported during the same period of 2016. Educational facilities, the largest nonresidential building category by dollar amount, increased 14% in September. There were ten educational facility projects valued at $100 million or more that reached groundbreaking in September, including a $243 million neuroscience building at the University of California San Francisco, the $200 million renovation of the Mid-Manhattan Library in New York NY, and a $150 million high school in Germantown MD. Healthcare facilities in September retreated 2%, although the latest month did include a $550 million medical center in St. Louis MO, a $183 million hospital in Frisco TX, and a $176 million medical center expansion in Vail CO. The smaller institutional project types showed a mixed performance in September. The public buildings category climbed 42% with the help of a $113 million criminal justice center complex in Nashville TN and a $91 million U.S. Land Port of Entry facility at Alexandria Bay NY. Declines were reported in September for religious buildings, down 5%; and amusement-related projects, down 59%. The reduced amount for amusement-related work was relative to an elevated August that included the start of the $1.2 billion expansion of the Javits Convention Center in New York NY. Even with the decline, the amusement-related category in September did include several noteworthy projects, such as the $140 million expansion to the Quicken Loans Arena in Cleveland OH.

The commercial building categories as a group settled back 4% in September, following a 12% gain in August.

(Continued on page 26)
Is it with sadness that we inform you of the passing of Bill Bero, Jr., MICA’s 25th president and father of Bill Bero III, MICA’s 48th President 2004 – 2005. The MICA office received an email from Bill III informing us of his dad’s passing. The Funeral Liturgy for Bill was held on Monday, October 9, 2017, in Appleton, WI. A memorial has been established to benefit the Leukemia and Lymphoma Society. Online condolences may be offered at www.wichmannfargo.com.

Bill received his mechanical engineering degree from Michigan Tech in 1949. That same year he joined Industrial Insulation Corporation of Wisconsin and worked up through all phases of the company. In 1973, he purchased the corporation from the stockholders and operated the company successfully until his retirement in September 1990. He sold the company to his son, Bill, III.

Bill proudly served his country in the United States Army during World II. He was an avid fisherman, gardener, bowler, and golfer. Bill was a very generous volunteer and supporter with the Knights of Columbus 4th Degree, the Serra Club, his kid’s schools, church and many charitable organizations. He was a proud family man, veteran and Packer fan.

During his time in MICA, Bill was our solid contact with the industry in Northern Wisconsin. He served MICA well in every assignment – education, labor, apprenticeship, manual and officer.

Bill and his wife, Mary, were two of the first members to welcome Cindy and me to the MICA family. Cindy and I reflect back to our first years with MICA and the relationships that we built with such great people as Bill and Mary. It is with great fondness that we remember Bill. Please keep the Bero family in your prayers.
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THE PASSING OF CAROL J. THIESSEN

We received news of the passing of Carol Thiessen, wife of Ed Thiessen, a MICA past president who died over a year ago. Ed and Carol were regular attendees at our spring conventions during Ed’s retirement. Carol J. Thiessen, 74, of Silvis, formerly of Moline and Sarasota, Florida, died Monday, October 2, 2017, in Clarissa C. Cook Hospice House, Bettendorf. Services for Carol were held on Saturday, October 7, 2017, in Moline, IL. Memorials may be made to a Humane Society of the donor’s choice.

Ed Thiessen was President of MICA when Cindy and I interviewed for the position of Executive Secretary. Cindy and I reflect back to our first years with MICA and the relationships that we built with such great people as Ed and Carol. It is with great fondness that we remember Ed and Carol. Please keep Carol’s family in your prayers.
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NIA FALL SUMMIT WILL BE HELD ON DECEMBER 12-13, 2017

After much discussion and consideration about the best path forward, and based on survey results from our NIA Fall Summit attendees and NIA member companies exhibiting at IEX USA, NIA and its leaders have decided to reschedule the Fall Summit for December 12-13, and hold it alongside Reed Exhibitions’ IEX USA trade show.

Supporting Houston
Please know we have taken all member feedback into consideration and believe this to be the best possible option given these difficult circumstances. Our first priority before making this decision was the safety of Houston’s residents and our members in the areas affected by Hurricane Harvey. We have heard from several sources in Houston that they will be ready for business by December and rescheduling our meeting will help support Houston’s businesses and residents during their recovery process.

Other Considerations
We know that these are not ideal dates, but once Reed Exhibitions rescheduled their show, we felt it was important to support our member companies that were already committed to exhibiting at IEX USA. We also recognized that it would be more cost effective for NIA members to travel to one show instead of two.

Speakers and Committee Meetings
Plan to arrive on Monday, December 11, to hear from NIA Past President and Consultant Ron King on NIA’s new Thermal Insulation Inspector Program (TIIP). This session will be followed by a networking reception.

Almost all of the original speakers for Fall Summit will speak at the December event, with the addition of Daniel Simmons, Acting Assistant Secretary, Office of Energy Efficiency and Renewable Energy (EERE), U.S. Department of Energy, and Peter Beard, Senior Vice President for Regional Workforce Development at the Greater Houston Partnership. We have a fantastic event planned and are very glad to be able to move forward with it.

Same Location
The location, hotel, and Convention Center are the same as initially planned. The Fall Summit and IEX USA trade show will take place in Houston, Texas, at the George R. Brown Convention Center.

Registration
Fall Summit registration is now open for the new dates. If you have already registered for NIA’s Fall Summit, your registration will automatically transfer to the new dates. If you can’t make the December dates, NIA encourages you to transfer your registration to another member of your team to take advantage of all the educational and networking opportunities at Fall Summit. Registration deadline is November 17, 2017.
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Hotel construction dropped 45% from August which featured the start of several large projects, including the $342 million hotel portion of the $500 million Resorts World Hotel and Casino in Las Vegas NV, although September did include groundbreaking for the $95 million Four Seasons Napa Resort in Calistoga CA. Warehouse construction also weakened in September, sliding 14% after a strong August. On the plus side, office construction advanced 23% in September, led by the $1.7 billion 50 Hudson Yards office tower that’s part of the massive Hudson Yards development in New York NY. Also reaching the construction start stage in September was a $300 million office campus in Burlingame CA and an $80 million office building in Culver City CA. In addition, gains were reported in September for store construction, up 12%; and commercial garages, up 2%.

**LAUNCH OF ENFORCEMENT OF THE RESPIRABLE CRYSTALLINE SILICA IN CONSTRUCTION STANDARD**

The Respirable Crystalline Silica construction standard, 29 CFR § 1926.1153, becomes enforceable on September 23, 2017. The standard establishes a new 8-hour time-weighted average (TWA) Permissible Exposure Limit (PEL) of 50 µg/m³, an action level (AL) of 25 µg/m³, and a host of ancillary requirements.

During the first 30 days of enforcement, OSHA will carefully evaluate good faith efforts taken by employers in their attempts to meet the new construction silica standard. OSHA will render compliance assistance and outreach to assure that covered employers are fully and properly complying with its requirements. Given the novelty of the Table 1 approach, OSHA will pay particular attention to assisting employers in fully and properly implementing the controls in the table. OSHA will assist employers who are making good faith efforts to meet the new requirements to assure understanding and compliance.

If, upon inspection, it appears an employer is not making any efforts to comply, OSHA’s inspection will not only include collection of exposure air monitoring performed in accordance with Agency procedures, but those employers may also be considered for citation. Any proposed citations related to inspections conducted in this time period will require National Office review.

As you know, OSHA has been enforcing the Respirable Crystalline Silica in Construction standard since September 23, 2017. However, for the first 30 days, OSHA offered compliance assistance in lieu of enforcement for those employers who were making good faith efforts to comply with the new construction standard. Effective October 23, 2017, OSHA will fully enforce all appropriate provisions of the Silica in Construction standard.

**OSHA ANNOUNCES TOP 10 SAFETY VIOLATIONS**

At the National Safety Council (NSC) Congress & Expo 2017 in Indianapolis, Patrick Kapust, Deputy Director of OSHA’s Directorate of Enforcement Programs, announced OSHA’s top 10 most cited violated for fiscal year (FY) 2017 in a packed NSC Learning Lab on the expo floor.

The top 10 list is preliminary in that not all violations have been added to OSHA’s reporting system, but the list order is not expected to change.

OSHA’s top 10 violations are:

1. Fall Protection in construction (29 CFR 1926.501) 6,072 violations - Frequently violated requirements include unprotected edges and open sides in residential construction and failure to provide fall protection on low-slope roofs.

2. Hazard Communication (29 CFR 1910.1200) 4,176 violations - Not having a hazard communication program topped the violations, followed by not having or not providing access to safety data sheets.

3. Scaffold (29 CFR 1926.501) 3,288 violations - Frequent violations include improper access to surfaces and lack of guardrails.

4. Respiratory Protection (29 CFR 1910.134) 3,097 violations - Failure to establish a respiratory protection program topped these violations, followed by failure to provide medical evaluations.

5. Lockout/Tagout (29 CFR 1910.147) 2,877 violations - Frequent violations were inadequate worker training and inspections not completed.

6. Ladders in construction (29 CFR 1926.1053) 2,241 violations - Frequent violations include improper use of ladders, damaged ladders, and using the top step.


9. Fall Protection—training requirements (29 CFR 1926.503) 1,523 violations - Common violations include failure to train workers in identifying fall hazards and proper use of fall protection equipment.

10. Electrical—wiring methods (29 CFR 1910.305) 1,405 violations - Violations of this standard were found in most general industry sectors, including food and beverage, retail, and manufacturing.

(Continued from page 13)
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