We began the fall business meeting with committee meetings and a Board meeting on Wednesday morning. During the meeting, the Board approved the 2019 operating budget. The Board voted not to increase the annual membership dues. The 2019 annual dues remain at $700 for contractor member firms and $500 for associate member firms. The advertising rates for 2019 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 2019.

We began our Wednesday afternoon session with a presentation on “Ethics in the Workplace” by Chuck Gallagher. His entrance in an orange jump suit with handcuffs on made an immediate impression on the attendees. Chuck shared his experiences in making wrong ethical choices in his professional career. He provided some sound advice on what to consider as you ponder your own personal ethical choices.

Gary Auman, MICA’s legal counsel, followed Chuck with a brief update on OSHA activities. Gary discussed a newly issued OSHA memorandum. A copy of the memorandum has been emailed to you. If you did not receive a copy, let us know and we will send you one.

We finished the afternoon session with 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 22 of our associate member firms that are classified as distributors, fabricators, and independent reps. We began the 90 minute reception and table top displays at 5:00 p.m. The members actively participated for the entire session.

We began our Thursday morning session with a presentation by Bo Lane, Head of Solution Architecture at Kudelski Security.

(Continued on page 8)
A Product of MC&I

RIDGLOK™
TANK INSULATION PANELS

MCI-RIDGLOK.com

- Labor Savings
- Small Crew Size
- Minimal to NO Welding
- Minimal Specialty Tools
- No Scaffolding
- Pre-Fabricated Panel
- High Wind Designs
- Longest Lifespan
- Easy Repairs
- Minimum Maintenance
- Freeze Protection
- Strong Weather Barrier

ALL INDUSTRIES—ALL TANKS

Heated/Cold • Large/Small | Welded • Bolted • Concrete • Plastic
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

For all that came to the October meeting, thank you. For those who were unable to come, you missed a lot of good information from our speakers.

Doug Carlson gave our half day seminar on preparing our companies for an OSHA inspection, before, during, and after. At the end of his program, he discussed the importance of starting an ergonomic program for our employees, our families, and ourselves. He discussed the benefits, including weight loss, getting stronger, and having fewer injuries. I did not know that this was going to be part of his program, but it tied nicely into I have been mentioning in a couple of my newsletters.

Next, we had Chuck Gallagher come in with hand cuffs and an orange jump suit and spoke about the consequences of poor ethical decisions resulting with his time in prison. How these daily decisions we make, some very small ethical decisions, can eventually turn into larger ones that really cause some serious problems. His presentation was very informative and entertaining.

Tom Cherioli, from the Federal Mediation and Conciliation, gave a talk about the services they provide. He started out talking about the problems within our families and using the proper techniques in resolving problems with your teenagers or spouse, and moved on to labor reconciliation. Tom talked about breaking down barriers and building trust.

Bo Lane, head of Solutions Architecture Security, discussed the current and upcoming problems with cyber security.

Jonathan Twidwell, of Cornerstone Wealth Management, brought some interesting information on business evaluation. Jon informed us that business owners need to plan properly, in advance, for succession planning, retirement income plans, and estate planning. I had the pleasure of having dinner with him the night before and found out how complicated it can get if we don't plan properly. Unfortunately, he was only able to touch the tip of the iceberg because we ran out of time. Cornerstone Wealth Management would be great to have back and have a more lengthy discussion on this important and relevant topic.

Your board of Directors, Executive committee and past presidents work very hard to find speakers that will provide members with topics that are relevant and informative to our businesses. If any of you have personally heard, or heard of a speaker that would pertain to our interest, please let myself or one of your Board members know.

Once again, thank you to all that attended.

Scott Weekley,
MICA President

Who is the youngest in this group?
INNOVATION PROVIDERS

Our commitment for insulation

www.dunagroup.com/usa

Chemicals for Spray insulation, injection and pouring
Bunstock Site Production
Polyurethane pre-formed items for LNG insulation
One and two parts adhesives
Polyurethane supports

FABRICATED PIPE
- Isocyanurate
- Extruded Polystyrene
- Foamglas®

INSULATION SUPPLIES
- PVC Jacketing
- Fittings
- Metal Jacket
- Rubber & fiberglass

EASY ORDERING • FAST TURNAROUND • SUPERIOR CUSTOMER SERVICE

816-756-2000 • Fax 816-756-2002 • Toll Free 1-800-882-0110
3327 Roanoke Rd • KCMO 64111
The
NEW Revolutionary
Fast and Easy Way to Seal Butt Seams
on Elastomeric Insulation

Cel-Link II™
with SSPT

*PATENT PENDING

- Eliminate job failure and repair to cut and keep project costs competitive
- No fumes – no operational interruptions in odor-sensitive environments
  - Food processing areas
  - Flammable areas
- Perfect for low VOC installations – lower costs, fast and easy
- Install faster in any environment – even in cold weather

More jobs won, more jobs done, more jobs billed.

Get your
FREE SAMPLE
of Cel-Link II™

Just visit
www.aeroflexusa.com/cel-link2
TODAY!

Aeroflex USA Cel-Link II™ works when and where standard contact adhesives can’t.

Done once. Done fast. Done right.

Contact Aeroflex today: 1-866-237-6235 (1-866-AEROCEL) | www.aeroflexusa.com

Industry leading customer service
Quickest turn around time
White indoor/outdoor UVR
E-84 low smoke approved
No up charge for color
18 Colors

PIC Plastics, Inc
2232 North Garrison Ave
Carthage, MO 64836

phone 800-654-0409 • fax 417-359-9899 www.pic-plastics.com
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, Embassy Suites 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.
FMI RELEASES U.S. CONSTRUCTION OUTLOOK, THIRD QUARTER 2018 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 third quarter 2018 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 6 percent in 2018, compared to up 5 percent in 2017.
- Spending growth in 2018 is forecast to be led by select nonresidential and residential segments. Current top-three-performing segments forecast through year-end 2018 include transportation (+13 percent), public safety (+10 percent) and conservation and development (+10 percent). The bottom-three-performing segments include religious (-4 percent), power (+2 percent) and manufacturing (+2 percent).
- Several segments appear to be strengthening into the third quarter of 2018. These include lodging and water supply, both of which have outperformed expectations and are now considered growth segments through 2018. Additionally, power spending has increased in recent months, and the segment has been promoted from a down segment into our stable territory at 2 percent growth through 2018.
- Two segments that were downgraded this quarter are educational and religious. Educational spending has been shifted downward to stable at only 3 percent growth. Religious spending has been downgraded from a stable segment to down, with an expected 4 percent decline through the year-end.

To access the “FMI U.S. Construction Outlook, Third Quarter 2018 Report,” please click here: https://www.fminet.com/construction-outlook/
FyreWrap Butt Joint installation technique for grease duct enclosures.

- Butt joints - all material seams
- Saves space, materials; simple, effective technique
- Less material - no bulky overlaps
- Thin 3" profile - flat finish surface
- No pins* - reduces equipment and labor
  (*Except for bottom of horizontal ducts > 24")
- Zero clearance to combustible items
- Listed ASTM E2336 system - code compliant

Local Unifrax Contacts:
- Alan Finley - OK, MO, KS, NE, CO 918-640-2459
- Scott Marker - IN, IL 630-235-4352
- Mark Sullivan - WI, MN, Dakota 414-915-3155
- Tim Walter - South/Central Region 281-203-7553

Thermal Energy Products INC.
Reusable Thermal and Acoustical Insulation Covers

TEP INC.
A Better Tomorrow Through Conservation Today

DODGE MOMENTUM INDEX MOVES LOWER IN SEPTEMBER

The Dodge Momentum Index dropped 2.6% in September to 159.5 (2000=100) from the revised August reading of 163.7. 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 were lower in September; the commercial component fell 4.3%, while the institutional component lost 0.1%. The Momentum Index has now fallen for two consecutive months; however, due to a very strong reading in July it increased 0.8% from the second quarter to the third quarter. The Momentum Index may seem to have lost some impetus, but this can be attributed to outsized gains in the late spring and summer. In fact, the Momentum Index is now returning to a more sustainable level of activity given the overall age of the current construction cycle.

In September, 12 projects each with a value of $100 million or more entered planning. The two leading institutional projects were a $175 million research lab in Waltham, MA, and the $150 million Creighton University Medical School building in Phoenix, AZ. The leading commercial projects were a $116 million warehouse in New Castle, DE, and a $100 million mixed-use commercial building in Los Angeles, CA.

STATEMENT BY U.S. SECRETARY OF LABOR ACOSTA ON THE SEPTEMBER JOBS REPORT

U.S. Secretary of Labor Alexander Acosta issued the following statement regarding the September 2018 Employment Situation report:

"In September, the unemployment rate fell to 3.7%, the lowest since 1969.

(Continued on page 16)
SHAPING THE INDUSTRIAL INSULATION MARKET FOR OVER 30 YEARS

IMPROVING LONGEevity TOGETHER

SHAPES
- Bevelled Lags/Board/Block
- Curved Sidewall Segments
- Fittings • Heads
- Pipe Supports/Saddles
- Mechanical Joint/Victulicul
- Valves And More!

MATERIALS
- Cellular Glass
- Extruded Polystyrene (XPS)
- Mineral Wool
- Polyisocyanurate
- Perlite (Heads)
- Phenolic

SPECIALTY BUILDING PRODUCTS SUPPLIER

INSULATION | SPRAY FOAM | PROTECTIVE COATINGS | ABATEMENT | PPE SAFETY

ARDEN HILLS, MN NEW BRIGHTON, MN (CORPORATE)
BISMARCK, ND WATFORD, ND
N. SIOUX CITY, SD RAPID CITY, SD

651-604-2836
WWW.APIDISTRIBUTION.COM

Your Project Partner from Design to Operation, providing:

> Guide specifications and installation manuals
> Advanced design software to model all insulation system aspects
> Installation Training / Site Assistance
> Innovative Solutions to existing site problems
> Full system solutions for Thermal, Acoustics, and Jacketing

Worldwide Leader in the production of Elastomeric Insulation for Energy Saving

email: marketing@kflexusa.com for your complimentary guide spec
Custom fabrication of rigid insulation into shapes and sizes for all kinds of pipes, fittings, valves, vessels and specialty heads.

- STYROFOAM®, TRYMER®, PHENOLIC, & FOAMGLAS®
- Accessories for all insulation jobs
- We stock cut-to-fit aluminum SE.016
- We specialize in ammonia refrigeration
- We stock RG-2400LT™ and RG-2400NP™

For questions, quotes and orders, email us at sales@cookbro.com

For pricing, product and other important information, visit us at www.cookbro.com

(800) 624-3043
Cook Brothers Insulation, Inc.
1405 St. Louis Ave. / Kansas City, MO 64101
K.C. (816) 421-6300 / Fax: (816) 842-4031

Insulation Systems That Set The Standard — Since 1983

Stainless steel barding every 8-10 inches
Pipe cleaned and protected with RG-2400LT
Inner and outer layer joints staggered 18" and filament tape every 9-12" minimum
Buckaroo Satellites provide protection from crushing insulation
Aluminum pocketing with Polysortyn
Vapor barriers are essential to seal any ammonia system
Encouraging indicators were broad based. For the fifth month this year, the unemployment rate has been below 4.0%. The unemployment rate for women fell to 3.6%, the lowest in 65 years, and the unemployment rate for Hispanics matched a record low set in July 2018. The number of unemployed fell below six million for the first time since December 2000.

This jobs report shows continued steady job creation, with 134,000 jobs added last month, and upward revisions of 87,000 jobs for July and August – bringing the total to 221,000 new jobs. Since President Trump's election, 4.2 million jobs have been created in the United States.

The American economy continues to fire on all cylinders. During the past few months, we have seen GDP growth exceed 4%, consumer confidence rise to an 18-year high, and the stock market set new records. President Trump's new trade agreement with Mexico and Canada will open even more opportunity for Americans.

As we recover from Hurricane Florence, the Department of Labor is working closely with states to help them assess workforce needs so that Americans can return to work or find a new job. Getting dislocated workers back on their feet is a top priority.

U.S. DEPARTMENT OF LABOR ANNOTUNCES PROPOSAL TO HELP SMALL BUSINESS STRENGTHEN RETIREMENT SECURITY FOR MILLIONS OF AMERICAN WORKERS

President Trump Seeks to Expand Access to Association Retirement Plans

The U.S. Department of Labor this month announced a Notice of Proposed Rulemaking to help small businesses strengthen retirement security in America. The proposed rule would make it easier for small businesses to offer retirement savings plans to their workers through Association Retirement Plans, which would allow small businesses to band together to offer 401(k) plans to their employees.

"President Donald J. Trump is moving to expand quality, affordable workplace retirement plan options for America's small businesses and their employees. Many small businesses would like to offer retirement benefits to their employees, but are discouraged by the cost and complexity of running their own plans," said U.S. Secretary of Labor Alexander Acosta. "Association Retirement Plans

(Continued on page 20)
What do you need as an Insulation Contractor?

- Quality products that fit
- Someone that provides all your needs
- Pricing that is competitive
- Service beyond your expectations

Call us and we will show you why you’ll love doing business with PermaTherm.

www.insulatepipe.com

(877) 957-1775
Providing Moisture Control Solutions for over 60 Years

Long known for its weatherproof cladding and vapor barriers, Polyguard’s Mechanical Division now offers superior insulation systems (including corrosion protection for CUI) targeting below ambient and chilled water applications.

Alumaguard®

RG-2400®

Styrofoam® XPS

PolyPhen®

Insulrap®/ZeroPerm®

- Weatherproof Jacketing • CUI protection
  • Vapor Barriers • Insulation

214-515-5000 Mechanical Division

For a complete list of products, visit www.Polyguard.com/mechanical
give these employers a simple and less burdensome way to offer valuable retirement benefits to their employees. The proposed rule helps working Americans – and their families – take care of themselves in their retirement years."

Enhancing workplace retirement savings is critical to the financial security of America’s workers. Approximately 38 million private-sector employees in the United States do not have access to a retirement savings plan through their employers. Association Retirement Plans offer these workers – and their families – enhanced savings opportunities.

Under the proposed rule, Association Retirement Plans could be offered by associations of employers in a city, county, state, or a multi-state metropolitan area, or in a particular industry nationwide. Sole proprietors, as well as their families, would also be permitted to join such plans. In addition to association sponsors, the plans could also be sponsored through Professional Employer Organizations (PEO). A PEO is a human-resource company that contractually assumes certain employment responsibilities for its client employers.

By expressly permitting these new plan arrangements, the proposal would enable small businesses to offer benefit packages comparable to those offered by large employers. The Department expects the plans to reduce administrative costs through economies of scale and to strengthen small businesses’ hand when negotiating with financial institutions and other service providers.
FIT TIGHT FITS RIGHT

Custom-designed to fit all mechanical systems and equipment

Reduce energy costs

Simplify access to components

Can be measured, fabricated, and shipped globally

Calvin Brasel, General Manager

Calvin and his team respond to all inquiries within 24 hours.
Call 812-492-3370 or email cbrasel@fittightcovers.com.
Visit our website for a video and sample specs: www.fittightcovers.com
Sometimes the best amenities are the ones you don’t see

FastWrap™ XL

For nearly 30 years, our fire-rated enclosure systems have been providing peace of mind, while quietly protecting our customers’ lives and investments. From our DryerWrap™ products — extensively used throughout multi-family housing ductwork — to our FastWrap™ XL products — ideal for commercial kitchen exhaust and ventilation ducts — more people trust the FireMaster™ family of products to hold the line.

UL and ULC listed for 1-hour protection inside rated wood frame construction
Flexible, 1/2-inch thick optimizes installation costs and space
Tested on 30 gauge, 7-inch round and 26 gauge 10” x 4-inch rectangular duct
Improved safety with applications specific testing

Fire rated up to 2192°F (1200°C)
1 to 2-hour UL rated for kitchen exhaust ducts
Won’t age, become brittle, or shrink
Zero clearance to combustibles
Meets ASTM E84 smoke/ flame rating
FastDoor™ XL panel provides liquid-tight grease duct access for easy maintenance

North America
Morgan Advanced Materials
Thermal Ceramics Inc.
2102 Old Savannah Road, Augusta, Georgia 30906. USA
Tel: +1 (706) 796-4200
marketing.tce@morganplc.com

www.morganthermalceramics.com
COLLEGE TEST PREP SCAMS ARE HAPPENING

By Ari Lazarus, Consumer Education Specialist, FTC

Recently, we heard about scams targeting parents of high school students preparing for college. The scammers claim to be from The College Board – the organization responsible for the PSAT and SAT tests. They call or email you, asking for credit card numbers so they can send PSAT prep materials that the student has supposedly requested. Often the scammers have the student’s name, address and phone number – making them seem more believable. Except your student didn’t ask for materials, and it’s not this group calling.

Here are some tips to avoid a test prep scam.

- The College Board will never ask you to give credit card, bank account or password information over the phone or via email.
- Make sure the company offering test prep materials is legitimate. How? Before you give up your money or personal information, research the company online. Search for their name plus the word “scam” or “complaint.” See about other people’s experiences. And talk to someone you trust, like another parent or your child’s school counselor, before you pay.
- Consider how you pay. Credit cards have significant fraud protection built in – meaning that, if you find out you paid a scammer, you may be able to get your money back if you report it quickly. And if anyone asks you to pay by wiring money or by using a reloadable card or gift card, it’s a scam.

Spotted a scam? Whether you lost money or not, let us know at ftc.gov/complaint.

U.S. DEPARTMENT OF LABOR
INVESTIGATION RESULTS IN IDAHO INSULATION INSTALLER PAYING $272,256 TO RESOLVE WAGE VIOLATIONS

G Man Insulation LLC – an insulation and drywall company based in Nampa, Idaho – will pay $272,256 in back wages, damages, and penalties after a U.S. Department of Labor Wage and Hour Division (WHD) investigation found violations of the Fair Labor Standards Act (FLSA) affecting 39 employees.

WHD investigators found G Man Insulation LLC paid workers either by the hour and by the day, and in both cases failed to pay overtime when employees worked more than 40 hours in a workweek. The investigation found the employer paid employees in cash, at straight time, for overtime hours that were not recorded in the employer’s payroll records. The company will pay $126,262 in back wages and an equal amount in liquidated damages to resolve the violations. G Man Insulation LLC has also been assessed $19,728 in civil penalties for the violations.

"Ensuring that construction workers are paid the wages they have earned will level playing field in the industry," said Wage and Hour Division District Director Thomas Silva in Portland.

"Violations and penalties like these can be avoided. We encourage all employers to make use of the many tools we offer to help them understand their responsibilities, and to reach out to us directly, and confidentially, with any questions they may have about how to comply with the law."

For more information about the FLSA and other laws enforced by the Wage and Hour Division, contact the Division’s toll-free helpline at 866-4US-WAGE (487-9243).
WHAT IF YOU COULD PROVIDE BETTER

SAFETY

AT NO EXTRA COST?

- BOOST YOUR SAFETY RATING
- REDUCE COSTLY INJURY CLAIMS
- RETAIN SKILLED LABOR
- ATTRACT MORE WORK
- IMPROVE PROJECT TIMELINES
- INCREASE PROFIT MARGINS

SafetyJacs™ are a new innovation in cut & roll jacketing, that are safer, quicker and easier to install... and all at no extra cost. It’s our new standard.

Let us help you become an even SAFER employer.

SCHEDULE A PRESENTATION TO LEARN HOW: 888.877.7685 USA • 800.299.0819 CAN • WWW.IDEALPRODUCTS.CA
When Performance and Quality Matter Most.

“Proto products are engineered and designed to the highest performance and quality standards in the industry.”

- Billy G.
Product Engineer, 28 Years

Uncompromising Quality. Reliable Performance. That’s the Proto Way.

At Proto, every product we manufacture stands up to rigorous testing and delivers consistent performance, day in and day out. Couple that with the outstanding care you’ll receive from our customer service team and you’ll see why so many companies choose Proto as their vendor of choice. When it comes to PVC products for the insulation industry, nobody does it better.

Contact us today to experience the Proto difference.

Proto corp.
Engineered Thermoplastics

(800) 875-7768 | Protocorporation.com
SureShot II changes your concept of pin welding...times TWO. Be it Cupheads, Weld Pins, or even Weld Studs -- SureShotII can deliver. With updated Hybrid Technology and Dual Operating Power, SureShotII uses the best of all worlds to provide Capacitor Discharge fastener welding second to none. In the lightweight and rugged packaging you’ve come to expect from SureShot (weighing in at 18 lbs.) this Welder has the power to weld virtually any Stud fastener known to the CD application market: with only 110volt (or 220volt incoming power). User-friendly, the system offers multi-level safety and operational designs to get the job done quickly, safely and reliably --- truly delivering the power of “II”.

**Your SINGLE SOURCE**

Insulation Fastening StudWelding Specialists

1-800-852-8352 • 450 Richard Street • Miamisburg, Ohio 45342 • midwestfasteners.com
MIDWEST INSULATION CONTRACTORS ASSOCIATION
16712 ELM CIRCLE
OMAHA, NEBRASKA 68130
(402) 342-3463
e-mail: mica@micainsulation.org
www.micainsulation.org

FOAMGLAS® INSULATION
AN EXCELLENT CHOICE
FOR COMMERCIAL AND INDUSTRIAL APPLICATIONS

For more information contact:
Rob English 1 314-683-9778
Rob.English@owenscorning.com
Jubal Trujillo 1 724-994-6699
Jubal.Trujillo@owenscorning.com

©2018 Owens Corning. All Rights Reserved.