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FALL 2019 BUSINESS MEETING RECAP

The annual fall business meeting is now history. We had a near record attendance for a fall business meeting. The following is a recap of those in attendance:

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>159</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>5</td>
</tr>
<tr>
<td>Total Attending</td>
<td>164</td>
</tr>
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</table>

The fall business meeting really began with a half-day pre-meeting seminar on “Best Practices for Estimating and Project Controls” on Tuesday, October 15, 2019. **Mr. George Shimada**, Past President of MICA and a regional insulation manager with Gagnon, Inc., led the seminar. During George's presidency, his newsletter messages read as a “best practices” primer to the insulation industry. George expanded his discussion to include “best practices” in estimating, project hand-off from estimators to project staff, and project controls. He provided a list of what he considers to be best practices in each of these areas. The 50 members in attendance came away with a better understanding of the issues that are involved in bidding and managing an insulation project. If you would like a pdf. copy of George’s s slide presentation, contact the MICA office.

We began the fall business meeting with committee meetings and a Board meeting on Wednesday morning. During the meeting, the Board approved the 2020 operating budget. The Board approved a modest increase in the annual membership dues. The 2020 annual dues are $750 for contractor member firms and $550 for associate member firms. The advertising rates for 2020 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 2020.

We began our Wednesday afternoon session with a presentation on “Workplace Violence” by **Vaughn Baker**, President of Strategos International, a Kansas City, MO, based firm that provides safety & security training, consulting and executive protection services. Vaughn has 20 years of experience in law enforcement including patrol, investigation, SWAT and special operations. Vaughn opened our fall business meeting with a discussion on the importance of training an organization on the risks of workplace violence and provided the members with some preventive measures that they can implement in their businesses. One takeaway from the session is the 3 outs when facing a terrorist situation — Get Out; Lock Out; Take Out.

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 28 of our associate member firms that are classified as manufacturers. 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

(Continued on page 7)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Just got back from our fall business meeting in Omaha. Overall, I think it went very well! Attendance was outstanding, and while I don’t have the official final numbers, last I saw was 160+. Really glad to see everyone there.

George Shimada was given a difficult task of highlighting the perils of project management, all the while trying to keep a room full of contractors awake! I think he did a fantastic job! As long as I’ve been in this business, I still found myself taking notes and discussing his points and ideas with others. Very good information for anyone that does take-offs, estimates, or any type of project management. Well done, George!

Our first speaker Wednesday afternoon was Vaughn Baker. Vaughn is the President of Strategos International, a KC, MO, based firm that provides safety and security training, consulting, and executive protection services. Vaughn did an outstanding, if not somewhat sobering, discussion on workplace violence. While not a pleasant subject, it’s something that we ALL need to be aware of. One of his topics of emphasis was to have a plan of action in the unlikely event that workplace violence should occur at your place of business. This was followed by our Union Contractors, Merit Shop Contractors, and associate members forums. Always interesting to see that while the contractors may have fundamental differences in labor operations, they both face many of the same employee, supplier, and client problems.

We started Thursday morning with an interesting discussion concerning an issue that affects us all, shipping and the trucking industry. Kent Grisham is the President and CEO of the Nebraska Trucking Association and Truck Services, Inc. While we have all dealt with lost or damaged freight, delays in shipping, missed deadlines, etc., many of the trucking industries top 5 issues mirror exactly what we see in the insulation industry. Worker shortage is right there at the top! We followed this with a “Industry Challenges from a Manufacturers Perspective” panel that answered questions from our moderator, Jeff DeGraaf. The panel was composed of Mark Smith, Louis Walton, Craig Shirley, and Brandon Donnay. It was interesting to hear their insights on subjects that we all contend with, such as lead times, crazy completion schedules, shipping delays, damaged freight, and technology. We are hoping to make this the first of many such panels formed to discuss various topics we all face. Thank you all for your help with this panel!

We wrapped up the meeting with a discussion on some new technology to help with electronic payroll systems and how they can help your office personnel keep this task in line. Lisa Bennetts presented us options on different systems and how they have helped Colorado Mechanical Insulation handle its payroll. Very interesting. Last, but certainly not least, Ms. Abigail White stood in for Gary Auman and presented us with her OSHA update. Always interesting to hear what OSHA has coming down the line that likely affects us all. It was a pleasure meeting her, and we hope she will return soon.

Our next meeting is the Winter Board and Committee Meetings January 23 – 26, 2020, in Key West, Florida. We will be planning the technical sessions for our June 2020 convention. We would love to have your input on what topics you would like discussed. I hope to see you there. Any questions please do not hesitate to call me at 417-437-0529.

See ya in Key West!

Sincerely,

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Kent Grisham, President and CEO of the Nebraska Trucking Association and the Truck Services, Inc. Kent spoke on challenges that the trucking industry is currently facing, including the impact that the new regulations imposed on the trucking industry by congress. He provided a frank assessment of the manpower crisis (shortage of short and long haul drivers) is having on the industry. It was a most enlightening session.

The second presentation was a panel discussion on “Industry Challenges from a Manufacturers’ Perspective”. Robert Thomson, President of the associate members, and Matt Hymer, President of MICA, put together a panel of associate members who participated in this most informative session. The panelists were Mark Smith with Knauf Insulation, Louis Walton with Proto Corporation, Craig Shirley with RPR Products and Brandon Donnay with Rockwool Technical Insulation. Jeff DeGraaf moderated the session. The members discussed topics ranging from worker shortages to the impact of technology on our industry.

Lisa Bennetts, Vice-President of Finance and Human Resources with Colorado Mechanical Insulation shared her company’s experience in implementing the use of mobile time cards in its payroll function. Lisa discussed the good, the bad, and the ugly of employee acceptance and ultimate use of this technology.

We concluded the morning session with a presentation by Abigail White, Director with Auman, Mahan & Furry. Abbie was standing in for our legal counsel, Gary Auman. She provided an extended update on the OSHA rule changes that will be affecting our members during our Environmental and Safety Committee meeting on Wednesday morning, and followed up with an abbreviated presentation for the general membership. She did an excellent job as Gary’s replacement. Her message was as cautionary as Gary’s normal “doom and gloom” presentation, but with a much softer delivery.

The fall business meeting was designed to help members develop their business skills. Our near record attendance was a testament to our members’ involvement in their industry association.

Matt reminded the members of the winter Board and committee meetings that are scheduled for January 23 — 26, 2020, at the DoubleTree Grand Key Resort in Key West, Florida. If you are interested in attending these meetings, please contact the MICA office for resort reservation information.

You are all encouraged to begin planning your attendance at our 63rd annual spring convention to be held June 22 — 25, 2020, at the Lodge of Four Seasons Resort in Lake Ozark, MO.
FUTURE MICA MEETING DATES

2020 Winter Board and Committee Meetings — January 23 — 26, 2020, DoubleTree by Hilton Grand Key Resort, Key West, Florida.

63rd Annual Spring Convention — June 22 — 25, 2020, Lodge of the Four Seasons, Lake Ozark, Missouri.

Fall 2020 Annual Fall Business Meeting — October 15 & 16, 2020, Omaha Marriott Downtown, Omaha, NE.

64th Annual Spring Convention — June 21 — 24, 2021, Out of Region. Site TBD.

Fall 2021 Annual Fall Business Meeting — October 14 & 15, 2021, Omaha Marriott Downtown, Omaha, NE.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.
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THE PASSING OF ALEC REXRroat

Alec John Rexroat, age 73 of Harvard, IL, passed away peacefully on Sunday, October 6, 2019, at his home surrounded by his loving family and friends. He is survived by his beloved wife, Jeannie, of 49 years, his three daughters, Michelle Skeffington, Jennifer Cianciarulo, Megan Hansen and his nine grandchildren. A memorial service is scheduled for Alec on November 10, 2019, at 12:00 noon at The Dole Mansion, 401 Country Club Road, Crystal Lake, IL, with a reception to follow. All are welcome to attend and celebrate Alec's life. The Rexroat family requests that donations be made in Al's honor to the Mesothelioma Applied Research Foundation; https://www.curemeso.org/donate/.

The paragraph above is taken from Al’s obituary. For those of us who knew Al, his family was his top priority. Most of us knew Al from his involvement in the insulation industry. He was a native son of Illinois. Alec was born on November 7, 1945, in Chicago, Illinois. Al was the youngest of three children born to Bryce and Lois Rexroat Riley (sister Faith and brother Bryce). Al’s father was the controller for John T. Riddell football helmet manufacturer (Al and his brother were the only kids on the block who had real football helmets. Bryce had an Eagles helmet and Al had a Rams helmet).

Al attended Bradley University for 2 years studying building construction technology. He spent another two years at San Jose West Valley College. While in college, Al worked part-time for the Luse Stevenson Company learning the “trade”. In 1969, Al became a full-time employee of the company and worked as an estimator and project manager. It was during this time that his passion for the insulation industry was ignited.

In 1977, Al started his own company, AJR, a union insulation contracting company. He sold the company in 1997 and started a joint venture with Excel. It was in 1997 when Al began his relationship with the Illinois Regional Insulation Contractors Association (IRIC). At the time, Dan Culberg was serving as the Executive Director of IRIC. Dan helped mentor Al as his replacement, and Al served as IRIC’s Executive Director for 15 years.

During his time as Executive Director of IRIC, Al recognized the need to develop educational seminars and programs for the contractor members of IRIC. Al established educational programs on safety, firestop, project management, and insulation installation standards. He also recognized the importance of developing a positive, working relationship between management and organized labor. Al used his position with IRIC to create an environment of cooperation between Chicago insulation contractors and the International Association of Heat and Frost Insulators, Chicago Local #17.

Because of his efforts in developing a positive working relationship with the Chicago insulators, Al became actively involved in expanding this cooperation on a national level. Al and Jim Grogan, then President of the International, spearheaded the effort to create the National Union Insulation Contractors Alliance. An outcome of this alliance was the development of the Labor Management Trust. The purpose of the trust is to promote the insulation industry on a national scope through educational programs, promotional campaigns, and trade shows.

Al served 9 years as a member of the Board of Directors of MICA and as the 51st President of the Association in 2007 – 2008. He was actively involved in the Safety & Environmental, Marketing & Membership, Union Labor, Past Presidents, and Technical Committees of MICA. Al was a member of the manual revision committee for the 7th and 8th editions of the National Commercial & Industrial Insulation Standards manual. If there was a committee, Al served on it. The MICA Board recognized Al with the William R. Heaston Outstanding Member award in 2015.

He served on the NIA Board of Directors for seven years and served as President of the association in 2011 – 2012. Al was instrumental in establishing a viable Membership Committee for the Association and served in several capacities with the Union Labor Committee. During his presidency, Al actively participated in the NIA’s Capitol Hill Initiative to promote the benefits of insulation to a national audience.

Al leaves a legacy of service and a genuine love for his family, his God, and his industry. We have lost a true industry professional and friend. Alec John Rexroat will be missed.
NEW YORK – October 16, 2019 – New construction starts moved 5% lower in September to a seasonally adjusted annual rate of $774.1 billion, according to Dodge Data & Analytics. This marks the second consecutive monthly decline in construction starts. By major sector, non-building construction fell 13% in September, while residential construction dropped 6%. On the plus side, nonresidential construction starts rose 1% during the month aided by the start of a large manufacturing project.

The September statistics pushed the Dodge Index lower to 164 (2000=100) compared to 173 in August, marking the lowest reading for the Index since May. Despite the month’s decline, the Index remains close to its 2019 average of 167.

Through the first nine months of 2019, total construction starts were 3% lower than 2018 due to pullbacks in both residential and nonresidential construction starts. However, non-building construction starts are 4% higher year-to-date as a result of strong gains in electric utilities/gas plants.

“Large projects continue to make their presence felt in the monthly statistics, sometimes obscuring underlying trends,” stated Richard Branch, Chief Economist for Dodge Data & Analytics. “Nevertheless, construction starts have certainly throttled back in 2019 due to mounting uncertainty over the country’s economic health.”

Non-building construction totaled $187.0 billion (at a seasonally adjusted annual rate) in September, a 13% drop from the previous month. Starts in the miscellaneous non-building category declined 32% from August to September, while highway and bridge starts fell 12%, and electric utility/gas plant starts lost 10% over the month. On the plus side, environmental public works (drinking water, sewers, hazardous waste, and other water resource projects) increased 12% in September.

The largest non-building construction project to get underway in September was the $994 million Cotton Belt “Silver Line” Rail Corridor, a 26-mile rail line extending from Dallas-Fort Worth Airport in Dallas TX to Shiloh Road in Plano TX. Also starting in September was the $720 million (480 MW) Maverick Creek Wind Farm near Eden TX and a $629 million reconstruction of a 5.5 mile stretch of I-75 in Troy MI.

Through the first nine months of 2019, non-building construction was 4% higher than in the same period of 2018 at $151.3 billion. Starts for electric utilities/gas plants were 132% higher year-to-date and environmental public works were up 2%. Miscellaneous non-building starts, however, were 24% lower through nine months and highways and bridges were down 7%.

Nonresidential building starts inched 1% higher in September to $287 billion (at a seasonally adjusted annual rate). The increase was a result of a 243% increase in manufacturing construction due to the start of a large automotive plant. Commercial construction starts fell 14% over the month as the office sector pulled back from a very strong level of activity during the prior month. Institutional construction starts fell 1%.

The largest nonresidential building project to break ground in September was a $969 million consolidated rental car facility at Los Angeles International Airport in Los Angeles CA. Also getting under way was the $900 million Fiat Chrysler Assembly complex in Detroit MI and the $750 million Exxon Polypropylene Production plant in Baton Rouge LA.

Year-to-date through September, nonresidential building starts totaled $215.0 billion, a 4% decline from the first nine months of 2018. Commercial starts were 6% higher pushed forward by the office, warehouse, and parking categories. Institutional construction starts were down 3% through nine months, with all major categories posting setbacks. Manufacturing starts were a sharp 39% lower year-to-date.

The U.S. Department of Labor proposes revisions to OSHA's beryllium standards to protect construction and shipyard workers.

WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) placed on public inspection today a proposal to protect workers in shipyards and construction from beryllium exposure by more appropriately tailoring the requirements of the standards to the exposures in these industries.

(Continued on page 15)
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Baton Rouge, LA
The proposal ensures consistency with the general industry standard where appropriate based on a July 2017 final rule clarifying certain requirements with respect to materials containing only trace amounts of beryllium. The proposed changes would maintain safety and health protections for workers, while facilitating compliance with the standards, and yielding some cost savings.

The proposed rule would revise the following paragraphs: Definitions; Methods of Compliance; Respiratory Protection; Personal Protective Clothing and Equipment; Hygiene Areas and Practices; Housekeeping; Medical Surveillance; Hazard Communication; and Recordkeeping. The proposal also sets a hearing date for December 3, 2019. OSHA will continue enforcement of the permissible exposure limit.

Comments, materials, and other information may be submitted electronically at http://www.regulations.gov, the Federal e-Rulemaking Portal, by facsimile or mail. See the Federal Register notice for submission details.

STATE EMPLOYMENT AND UNEMPLOYMENT -- SEPTEMBER 2019

Unemployment rates were lower in September in 7 states, higher in 4 states, and stable in 39 states and the District of Columbia, the U.S. Bureau of Labor Statistics reported today. Seven states had jobless rate decreases from a year earlier, 2 states had increases, and 41 states and the District had little or no change. The national unemployment rate declined by 0.2 percentage point from August to 3.5 percent, but was little changed from September 2018.

Nonfarm payroll employment increased in 3 states in September 2019, decreased in 2, and was essentially unchanged in 45 states and the District of Columbia. Over the year, 27 states added nonfarm payroll jobs and 23 states and the District were essentially unchanged.

This news release presents statistics from two monthly programs. The civilian labor force and unemployment data are modeled based largely on a survey of households. These data pertain to individuals by where they reside. The employment data are from an establishment survey that measures nonfarm employment, hours, and earnings by industry. These data pertain to jobs on payrolls defined by where the establishments are located.

Unemployment

Vermont had the lowest unemployment rate in September, 2.2 percent. The rates in Alabama (3.0 percent), California (4.0 percent), Illinois (3.9 percent), New Jersey (3.1 percent), and South Carolina (2.9 percent) set new series lows. (All state series begin in 1976.) Alaska had the highest jobless rate, 6.2 percent. In total, 15 states had unemployment rates lower than the U.S. figure of 3.5 percent, 14 states and the District of Columbia had higher rates, and 21 states had rates that were not appreciably different from that of the nation.

South Carolina had the largest over-the-month unemployment rate decrease (-0.3 percentage point) in September, while Mississippi had the largest rate increase (+0.2 point). Thirty-nine states and the District of Columbia had jobless rates that were not notably different from those of a month earlier, though some had changes that were at least as large numerically as the significant changes.

Alabama, Colorado, and New Jersey had the largest over-the-year unemployment rate decreases (-0.8 percentage point each). The only rate increases from September 2018 occurred in Mississippi (+0.7 percentage point) and Nebraska (+0.4 point).

Nonfarm Payroll Employment

Nonfarm payroll employment increased in three states in September 2019. The job gains occurred in Kentucky (+8,200, or +0.4 percent), Idaho (+4,600, or +0.6 percent), and Hawaii (+4,500, or +0.7 percent). Employment decreased in September in Virginia (-14,700, or -0.4 percent) and New Hampshire (-3,500, or -0.5 percent).

Twenty-seven states had over-the-year increases in nonfarm payroll employment in September. The largest job gains occurred in California (+320,000), Texas (+300,000), and Florida (+224,700). The largest percentage gains occurred in Nevada (+3.2 percent), Idaho (+3.1 percent), and Utah (+3.0 percent).
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NEW YORK – October 7, 2019 – The Dodge Momentum Index moved 4.1% higher in September to 143.6 (2000=100) from the revised August reading of 137.9. The Momentum Index, issued by Dodge Data & Analytics, 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 gain in September was due entirely to an 8.9% increase in the commercial component, while the institutional component fell 4.8%.

For the third quarter, the overall Momentum Index averaged 140.1, a scant increase of 0.7% from its average in the previous quarter. Compared to the third quarter of 2018, however, the Momentum Index is 8.6% lower with the commercial component 3.7% lower than a year ago and the institutional component down 16.2%. While the dollar volume of projects in planning is certainly lower than it was a year ago, the index has moved more sideways than downward over the last two quarters.

In September, 15 projects each with a value of $100 million or more entered planning. The leading commercial projects were a $400 million consolidated rental car facility at Newark International Airport in Newark NJ and a $163 million embassy renovation in Arlington VA. The leading institutional projects were a $235 million dormitory project in Irvine CA and the $180 million Jefferson Regional Medical Center in Pine Bluff AR.
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TAX TREATMENT FOR FAMILY MEMBERS WORKING IN THE FAMILY BUSINESS

One of the advantages of someone running their own business is hiring family members. But when including family members in business operations, certain tax treatments and employment tax rules apply. Here are some facts to know when working with a spouse, parent or child.

Both spouses carrying on the trade or business
If spouses carry on a business together and share in the profits and losses, they may be partners whether or not they have a formal partnership agreement. If so, they should report income or loss from the business on Form 1065. They should not report the income on a Schedule C (Form 1040) in the name of one spouse as a sole proprietor. But, the spouses can elect not to treat the joint venture as a partnership by making a qualified joint venture election.

Qualified joint venture
Spouses may elect treatment as a qualified joint venture instead of a partnership. A qualified joint venture conducts a trade or business where:
- The only members are a married couple who file a joint return,
- Both spouses materially participate in the trade or business, and
- Both spouses elect not to be treated as a partnership.

Only businesses owned and operated by spouses as co-owners and not in the name of a state law entity, such as a limited partnership or limited liability company, are eligible for the qualified joint venture election. Find more information on joint ventures in Publication 541, Partnerships.

Spouses electing qualified joint venture status are sole proprietors for federal tax purposes. Each spouse must file a separate Schedule C to report their share of profits and losses. They don’t need an EIN unless their sole proprietorship must file excise, employment, alcohol, tobacco or firearms returns. One spouse cannot continue to use the partnership’s Employer Identification Number (EIN) for the qualified joint venture. The EIN must stay with the partnership; it’s used by the partnership for any year in which the business doesn’t meet qualified joint venture requirements.

Employment taxes
If the business has employees, either of the spouses as sole proprietors may report and pay the employment taxes. The spouse, as an employer, must have an EIN for their sole proprietorship. If the business filed or paid employment taxes for part of the year under the partnership’s EIN, the spouse may be considered the employee’s “successor employer” for purposes of figuring whether wages reached the Social Security and federal unemployment wage base limits.

One spouse employed by another. The wages for the services of an individual who works for their spouse are subject to income tax withholding and Social Security and Medicare taxes but not to the Federal Unemployment Tax Act (FUTA).

Child employed by parents. Payments for the services of a child under age 18 aren’t subject to Social Security and Medicare taxes, if the business is a sole proprietorship or a partnership in which each partner is a parent of the child. Payments to a child under age 21 aren’t subject to FUTA. Payments are subject to income tax withholding, regardless of the child’s age.

Payments for the services of a child are subject to income tax withholding as well as Social Security, Medicare and FUTA taxes if they work for:
- A corporation, even if it’s controlled by the child’s parent, or
- A partnership, even if the child’s parent is a partner, unless each partner is a parent of the child.

Parent employed by child. The wages for the services of a parent employed by their child are subject to income tax withholding and Social Security and Medicare taxes. They’re not subject to FUTA tax.

Employees complete Form W-4 so that their employer can withhold the correct federal income tax from their pay. The IRS encourages everyone to use the Tax Withholding Estimator to help them make sure they have the right amount of tax withheld from their paycheck. The estimator automatically links to Form W-4, Employee’s Withholding Allowance Certificate, which they can then fill out and submit to their employer.
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2019 CIRT SENTIMENT INDEX: FOURTH QUARTER REPORT

The CIRT Sentiment Index is a survey of members of the Construction Industry Round Table conducted quarterly by FMI. The CIRT is composed exclusively of approximately 115-120 CEOs from the leading architectural, engineering and construction firms doing business in the United States.

CIRT is an organization that is uniquely situated to represent the richly diverse and dynamic design/construction community. This quarter, the survey's current issues questions address factors impacting business conditions in 2020.

In comparison with the last quarter, the fourth quarter of 2019 showed a pronounced decrease in the CIRT Sentiment Index as well as some decline in the Design Index. The CIRT Sentiment Index fell from 64.9 to 57.6, whereas the Design Index reflected a less dramatic loss, from 63.2 to 60.9. The downward trend in the scores represents the elusiveness of the market leading into 2020.

This quarter our current trends questions focused on positive and negative impacts that could affect the U.S. economic and business conditions leading into 2020. Overall, respondents believe that U.S. monetary policy, the results of the U.S. presidential and congressional elections, trade agreements and unemployment rates were identified as the top three factors that could influence a negative economic climate in 2020.

This survey revealed that more than three-fourths of responding CIRT member companies, or 83%, consider external threats when reviewing strategic plans of yearly goals and objectives. Of those companies that consider these threats, the majority, or 69%, focus on trends that affect the specific sector(s) they work in. Following, 44% of respondents consider private sector investments, 44% pay attention to the impact of U.S elections, 41% watch for the impact of unemployment rates, 39% watch for trade agreement changes, and 37% monitor cost spikes. With other factors, such as an anticipated recession in 2021, most CIRT companies are trying to look ahead to ensure these factors and threats are manageable.

Among the segments and industries represented by CIRT’s member base, the industrial sector is projected to experience the most short-term growth across the broader construction industry, whereas industrial, public works and transportation sectors are all expected to grow and remain healthy over the long term. Secondary segments, which all stand out as stable over the next year, include health care, international and education. Design respondents expect transportation and health care to outperform over the next quarter. Similar to construction findings, the design respondents see long-term opportunities in health care, transportation and education.

(Continued on page 30)
Overall, across the construction industry, respondents believe that industrial, transportation and public works sectors are showing the most promise long-term. Commercial will remain steady, and lodging, manufacturing and office will decline over the next year. Within the design industry, respondents believe that commercial, consulting planning, heavy/civil and residential will decline; industrial and pre-design work will be stable; and health care, education and transportation will experience growth over the long term.

**NLRBadopts mandatory e-filing policy**

**Washington, DC, October 22, 2019** – The Office of the General Counsel has issued Memorandum GC 20-01, announcing a new policy requiring that all affidavits, correspondence, position statements, documentary or other evidence in connection with unfair labor practice or representation cases processed in Regional offices be submitted through the Agency’s electronic filing (e-filing) system.

On February 24, 2017, the National Labor Relations Board made certain procedural amendments to Part 102 of its Rules and Regulations. These changes, which became effective March 6, 2017, included a provision requiring the e-filing of documents before the Board. Today’s memorandum completes the implementation of that provision.

Electronic filing provides a streamlined procedure to automatically store documents received by the Agency. Use of this automatic electronic filing system will ensure both the integrity and accuracy of Regional office case files. This system will also reduce the time and effort expended by Regional office employees in scanning or otherwise ensuring that documents were properly placed in the appropriate electronic case file. The automated filing process allows Agency employees to devote more time to substantive case-handling matters, in furtherance of the Board’s strategic goals to reduce case processing time.

The new requirements do not apply to the filing of unfair labor practice charges or petitions in representation proceedings. Parties in such cases are encouraged to use the Agency’s e-filing system to file charges and petitions, but may continue to use regular mail, personal delivery, and/or facsimile to file and serve the documents.

While the e-filing requirement will be effective immediately, there will be a 90-day grace period. During the grace period, these documents will continue to be accepted when filed through means other than the e-filing system, including e-mail, fax or hand delivery.
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