NEW COMMITTEES ESTABLISHED IN MICA

President Dale Winters and the Board of Directors have established two new committees within MICA; The IT/Social Media Committee, and the New/Young Professionals Committee.

The IT/Social Media Committee is an ad hoc committee charged to review the information technology needs of MICA and the extent to which MICA should be involved in social media activities. This committee will report its recommendations to the Board at its June 2018 meeting. After which, a formal committee will be established to help keep MICA in the forefront on these issues.

The New/Young Professionals Committee was established to give those individuals who are new to the insulation industry a forum to meet and discuss issues unique to their position in the industry. Rudy Nigl with L & C Insulation and a member of the Board of Directors, will serve as the initial chairperson of the committee. We will provide a forum for this committee to meet during our June 2018 spring convention. If you are new to the industry: within 5 years, or under 40 years of age, you qualify for participation in this committee. We will be disseminating information regarding this committee through the MICA Messenger and direct mailings to those of you who are interested in participating. Just contact Rudy Nigl by email at rudyn@lcinsulation.com., or the MICA office at mica@micainsulation.org, and we will put you on the membership list for this committee.

WHAT’S INSIDE THIS MONTH:

- New Committees of MICA.
- President’s Message.
- New Sales Rep for Extol of Ohio.
- Updated IRS Tax Withholding Tables.
- NIA Announces New Convention Dates.
- OSHA Injury Posting Requirement.
- MICA Winter Meeting Summary.
- Roxul Rebranding as Rockwool.
- EEOC 2017 Enforcement Data.
- MICA Advertising and Dues Rates.
- Dodge Momentum Index.
- Flu Pandemic Guidelines.
- National Ladder Safety Month.
- OSHA Penalty Amounts for 2018.
- NIA 2018 Annual Convention.

HAPPY NEW YEAR

As we begin the new year, we are making some formatting changes to the MICA Messenger. In an effort to promote a more technical and informational newsletter, we will be highlighting the technical articles that are contained in the newsletter as the opening article of the MICA Messenger.
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Thanks to everyone who took the time to attend the winter meetings in San Antonio. Although it was not as warm as we would have liked, it was great to see longtime friends. At the merit shop committee meeting, we discussed the issue of retaining employees after we invested the time, energy, and money into their training. Here is an article I ran across that has a different take on how to handle this issue.

FORGOTTEN LOYALTY

Although I was just a boy, I’ll never forget John Williams. Everyone called him Mr. Bell, because he was a manager at the telephone company. I don’t know what he did, but with his rolled-up sleeves, horn-rimmed glasses, and thin tie, I figured he must have been important.

I mowed his yard on Saturday afternoons when the other kids were riding bikes in the fields and throwing rocks at bottles. He took me aside one day and gave me a long talk about work ethic and responsibility. “Find a good company and stay there for life,” he said. His identity was completely wrapped up in that company. He was a company man.

It wasn’t that long ago when good “company” men and women put in decades at the same business. Ford, IBM, Whirlpool, Magnavox and hundreds of other great stalwarts were built with people just like John.

But something happened. One by one, these companies disappeared. They were broken up, shipped overseas or bankrupted by competitors. These days, the idea of working for the same company for an entire career is rare. Most young people entering the job market expect that their career paths, employers, and job skills will somehow morph along the way.

Loyalty is a trait that is in short supply these days. It wasn’t that long ago when companies displayed their commitment to employees through good benefits, long employment, and security. Years of mergers, restructurings, and mass layoffs of seasoned career workers have made that concept almost quaint.

Employees aren’t loyal, either. Combined with uncertainty about job security, increased productivity demands, and falling benefits, the loyal employee has sworn off his allegiance. Many wouldn’t think twice about jumping to another company if offered more money or better benefits. In fact, a recent survey said that more than one in three workers hopes to find a new job in the next twelve months. The Harvard Business School says, "Today, workers not only don't expect to work for decades on end for the same company, but they don't want to.

"There is one company, however, that seems to be bucking the trend. Zappos, the online shoe seller, has annual sales of more than $1 billion. That's a lot of shoes. Besides their meteoric growth, they are also turning heads with their unique new-hire program. After the first week or so of intense training, they utilize what they call "The Offer."

It goes something like this: "If you quit today, we will pay you for the amount of time you've worked, plus we will offer you a $1,000 bonus."

They’re bribing their employees to quit. They figure, if an employee is willing to give up a career for two weeks’ worth of salary, it's obvious they don’t have a deep sense of commitment and would run counter to the company’s culture. Rather than live through years of disloyalty, lack of productivity and insolence, its better just to pay them to go away. And about ten percent of new hires take the money and run.

As I log another day at my job, I wonder about my own loyalty. I hold my breath each morning as I swipe my electronic badge, wondering if this is the day my job has been outsourced. And the relationship isn’t always pure on my end, either. If the price was right, I would give consideration to another company.

I long for the days of mutual loyalty, the days when Pacific Bell valued people like John Williams . . . and in return, he wore “Mr. Bell” on his name tag. I wonder if we’ll ever find them again.

Thanks for reading and keep a smile on your face.

Dale Winters
MICA President
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CJ LYNGEN NAMED UPPER MIDWEST SALES REPRESENTATIVE FOR EXTOL OF OHIO INC.

CJ Lyngen has been named Upper Midwest Sales Representative for Extol of Ohio, a leading fabricator of closed cellular insulation materials. In his new position, CJ will be responsible for growing Extol of Ohio’s business throughout the Upper Midwest by working with Distributors, Contractors, Engineers and End Users. He resides in the Rogers, MN area with his wife and two children.

CJ spent the last 13 years with Owens Corning as an Area Sales Manager in the Upper Midwest selling fiberglass and Foamular insulation products. CJ has a Bachelor of Arts degree in Business Management from St. John’s John’s University in Collegeville, MN.

Extol of Ohio Inc. is a leading fabricator of closed cellular insulation materials for applications in the refrigeration, commercial and petrochemical markets. They provide total fabrication services for pipe, fittings, valves, heads, boards as well as OEM parts. They also offer a full line of accessory products that include PVC, metal, Fibraclad, coatings, adhesives and mastics.

CJ can be reached by email at cj@extolohio.com or by mobile at – 419-921-5827.

UPDATED 2018 WITHHOLDING TABLES NOW AVAILABLE; TAXPAYERS COULD SEE PAYCHECK CHANGES BY FEBRUARY

WASHINGTON — The Internal Revenue Service today released Notice 1036, which updates the income-tax withholding tables for 2018 reflecting changes made by the tax reform legislation enacted last month. This is the first in a series of steps that IRS will take to help improve the accuracy of withholding following major changes made by the new tax law.

The updated withholding information, posted today on IRS.gov, shows the new rates for employers to use during 2018. Employers should begin using the 2018 withholding tables as soon as possible, but not later than Feb. 15, 2018. They should continue to use the 2017 withholding tables until implementing the 2018 withholding tables.

Many employees will begin to see increases in their paychecks to reflect the new law in February. The time it will take for employees to see the changes in their paychecks will vary depending on how quickly the new tables are implemented by their employers and how often they are paid — generally weekly, biweekly or monthly. The new withholding tables are designed to work with the Forms W-4 that workers have already filed with their employers to claim withholding allowances. This will minimize burden on taxpayers and employers. Employees do
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FUTURE MICA MEETING DATES

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

Fall 2018 Annual Fall Business Meeting — October 17 & 18, 2018, Embassy Suites Downtown, Omaha, NE.

Winter Board and Committee Meetings — January 2019, TBD.

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

Fall 2019 Annual Fall Business Meeting — October 16 & 17, 2019, Downtown, Omaha, NE.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.
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not have to do anything at this time.

“The IRS appreciates the help from the payroll community working with us on these important changes,” said Acting IRS Commissioner David Kautter. “Payroll withholding can be complicated, and the needs of taxpayers vary based on their personal financial situation. In the weeks ahead, the IRS will be providing more information to help people understand and review these changes.”

The new law makes a number of changes for 2018 that affect individual taxpayers. The new tables reflect the increase in the standard deduction, repeal of personal exemptions and changes in tax rates and brackets.

For people with simpler tax situations, the new tables are designed to produce the correct amount of tax withholding. The revisions are also aimed at avoiding over- and under-withholding of tax as much as possible.

To help people determine their withholding, the IRS is revising the withholding tax calculator on IRS.gov. The IRS anticipates this calculator should be available by the end of February. Taxpayers are encouraged to use the calculator to adjust their withholding once it is released.

The IRS is also working on revising the Form W-4. Form W-4 and the revised calculator will reflect additional changes in the new law, such as changes in available itemized deductions, increases in the child tax credit, the new dependent credit and repeal of dependent exemptions.

The calculator and new Form W-4 can be used by employees who wish to update their withholding in response to the new law or changes in their personal circumstances in 2018, and by workers starting a new job. Until a new Form W-4 is issued, employees and employers should continue to use the 2017 Form W-4.

In addition, the IRS will help educate taxpayers about the new withholding guidelines and the calculator. The effort will be designed to help workers ensure that they are not having too much or too little withholding taken out of their pay.

For 2019, the IRS anticipates making further changes involving withholding. The IRS will work with the business and payroll community to encourage workers to file new Forms W-4 next year and share information on changes in the new tax law that impact withholding.

**NIA ANNOUNCES NEW 2019 AND 2021 ANNUAL CONVENTION DATES AND LOCATIONS**

The National Insulation Association's® Annual Convention is the premier event for the insulation industry. Held each spring, this event attracts attendees from all industry segments and is open to both NIA members and non-members. Convention attendees learn the latest industry trends, gain new business contacts, network, and build relationships. NIA is pleased to announce several new dates and locations for its Annual Convention in 2019 and 2021. The 2019 Annual Convention that was originally slated for Maui, Hawaii, will now take place in Nassau, Bahamas, and the 2021 Annual Convention will be in in Maui, Hawaii.

After NIA's upcoming 63rd Annual Convention in Orlando, Florida, taking place April 18-21, 2018, at the Hyatt Regency Grand Cypress, NIA's 64th Annual Convention will take place April 3-5, 2019, at the Grand Hyatt Baha Mar in Nassau, Bahamas. The new resort features 20 bars and restaurants, a casino, golf course, and private beach for guests. The location and dates for NIA's 65th Annual Convention in 2020 will be determined soon.

Looking ahead to 2021, NIA's 66th Annual Convention will take place March 17-19, 2021, at the Hyatt Regency Maui Resort and Spa, in Lahaina, Hawaii. NIA has opted to hold its Convention at this property in 2021 instead of 2019 to ensure that our guests experience the new fully renovated and remodeled guest sleeping rooms at this beautiful property.

"We are so excited to offer our educational and networking events at these 2 outstanding hotel properties in the Bahamas in 2019 and Hawaii in 2021. I encourage all of our audiences to make plans now to join us for Convention each year and see first-hand how NIA's events can help you grow your business and our industry," said NIA Executive Vice President/CEO Michele M. Jones.

**EMPLOYERS MUST POST INJURY/ILLNESS SUMMARY BEGINNING FEBRUARY 1**

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

The Board of Directors of MICA and committees held their winter meetings on January 19 & 20, 2018, in San Antonio, Texas. The committees that met on January 19th were the Merit Shop, Labor, Promotion & Membership, Safety & Environmental, and the Past Presidents’ Planning Committee.

The Merit Shop and Labor committees reviewed the workloads within the MICA region. They discussed business issues that the insulation contractor is dealing with including the manpower needs and training.

The Promotion and Membership committee discussed several ways to promote MICA and the insulation industry to the business community. The committee reviewed a second survey that Nate Brink developed as follow up to the survey that was administered last year on product and service needs of the contractor member firms in MICA. The Board was very supportive of this second survey that will be administered online later this spring. The committee is also working on a guideline for submitting technical articles for publication in the MICA Messenger.

The Safety & Environmental committee reviewed the application process for the 13th annual “Safety Best Practices” award. The committee agreed to make some changes to the application questions for both the contractor and associate applications. It was noted that the two groups have some unique safety issues that need to be addressed in the application process. Notice of the award application process will be sent to the members in March of this year.

The Past Presidents’ Planning committee met and reviewed MICA’s Vision Statement and Strategic Initiatives. The past presidents are asked to identify and discuss emerging issues facing the insulation industry and the MICA members. As new issues are identified, the past presidents review the vision statement to see if a new strategic initiative needs to be added or existing initiatives removed. No new initiatives were added at this meeting.

The Board of Directors met on Saturday, January 20, 2018. Part of the agenda was to approve the technical programs for the 61st annual spring convention of MICA. This convention will be held June 18 to 21, 2018, at the Mystic Lake Casino Hotel in Prior Lake, Minnesota. The Hotel is located south of Minneapolis and just minutes from the airport. Begin now to plan your participation at our 61st annual spring convention.
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HELLO ROCKWOOL: STONE WOOL MANUFACTURER ROXUL INC., IS NOW ROCKWOOL IN NORTH AMERICA

ROXUL is now ROCKWOOL in North America. Effective January 1st, the company officially adopted the name of its global parent company: ROCKWOOL – the world’s largest manufacturer of stone wool products. Now, with a truly unified global presence, ROCKWOOL plans to build on its 80-year history by leveraging its broad portfolio of capabilities to enrich modern living by releasing the natural power of stone.

The rebrand to ROCKWOOL Technical Insulation applies not only to the Industrial (ProRox) and Marine & Offshore segment (SeaRox) but includes all product lines of the company’s North American stone wool insulation business – residential, commercial, roofing, and OEM (core solutions). North American customers and consumers will see the ROCKWOOL rebrand supported throughout 2018 with increased presence, promotional efforts and communications.

Customers will notice a transition to the ROCKWOOL branding on all ProRox and SeaRox packaging. The primary difference will be the new ROCKWOOL logo, which includes a graphic representation of a volcano – symbolically the source of the core material: volcanic rock, from which all ROCKWOOL products are made. Customers will also notice the new branding on all marketing materials, including hard-copy materials like sales literature, technical data sheets, and more, to ROCKWOOL’s new digital site and social channels throughout North America.

“This exciting rebrand strengthens our position as a world class company while introducing our strong global brand to the North American marketplace,” says Mike Kozokowsky, Vice President, ROCKWOOL Technical Insulation (Americas). “Under ROCKWOOL you can look forward to the delivery of world class stone wool solutions supported by knowledge and expertise from around the world, allowing us to better serve our customers, while continuing to grow and invest in the North American market.”

The ROCKWOOL commitment to progress is evident through investments in capacity, workforce and infrastructure. On the digital side, January marks the launch of ROCKWOOL’s new website in North America, www.rockwool.com, while the ROCKWOOL Group corporate site has transitioned to www.rockwoolgroup.com. The new websites provide a stronger digital presence intended to revolutionize how ROCKWOOL engages with its stakeholders.

Significant investment in its manufacturing operations continue to support strong and growing demand for ROCKWOOL stone wool products in the United States and Canada. Since 2014, the ROCKWOOL Group has invested some $350 million in three new North American manufacturing facilities, including a recently announced stone wool insulation plant in Ranson, West Virginia.

“The North American rebrand is meaningful beyond its impact to our company,” says Mirella Vitale, ROCKWOOL Group SVP of Marketing, Communications, and Public Affairs. “Under one, unified identity, ROCKWOOL is able to mobilize more effectively to address the challenges affecting modern society. As we look to the future, ROCKWOOL stone wool products will play an increasingly important role, providing effective solutions to the critical issues of modern living such increased levels of urbanization, climate change, sustainability, water scarcity, flooding, energy consumption and noise pollution. Our commitment to people and the planet is written in stone.”

*The rebranding applies to our North American insulation business. Rockfon and Grodan will continue to operate under their respective brand names.

EEOC RELEASES FISCAL YEAR 2017 ENFORCEMENT AND LITIGATION DATA

WASHINGTON — The U.S. Equal Employment Opportunity Commission (EEOC) today announced that 84,254 workplace discrimination charges were filed with the federal agency nationwide during fiscal year (FY) 2017, and secured $398 million for victims in the private sector and state and local government workplaces through voluntary resolutions and litigation. The comprehensive enforcement and litigation statistics for FY 2017, which ended Sept. 30, 2017, are posted on the agency’s website.

The EEOC resolved 99,109 charges in FY 2017 and reduced the charge workload by 16.2 percent to 61,621, the
At its October meeting, the Board of Directors of MICA approved MICA’s operating budget for 2018. In its deliberations, the Board voted not to increase the annual membership dues for contractor and associate member firms. Advertising rates for 2018 will also remain the same as in 2017. The Board is very cognizant of the current state of the economy and wants to keep MICA affordable to all current and prospective members. Annual dues have remained constant for the past two years.

Contractor member annual dues for 2018 remain at $700.00. The annual dues for associate members is $500.00. The 2018 membership renewal notices and the advertising contracts were sent out during the last week in December. If you have not received your dues notice or an advertising contract, please contact the MICA office, and we will send you a copy. Advertising in the MICA Messenger continues to be an excellent forum to reach the membership on a monthly basis.

We are anticipating 100% renewals and look forward to your continued participation in MICA in 2018.
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lowest level of inventory in 10 years. The agency achieved this by deploying new strategies to more efficiently prioritize charges with merit, more quickly resolve investigations, and improve the agency’s digital systems. The agency handled over 540,000 calls to its toll-free number and more than 155,000 inquiries in field offices, reflecting the significant public demand for the EEOC’s services.

“Over the past year, the EEOC has remained steadfast in its commitment to its core values and mission: to vigorously enforce our nation’s civil rights laws,” said EEOC Acting Chair Victoria A. Lipnic. “The results for the last fiscal year demonstrate exactly that.”

The FY 2017 data show that retaliation was the most frequently filed charge filed with the agency, followed by race and disability. The agency also received 6,696 sexual harassment charges and obtained $46.3 million in monetary benefits for victims of sexual harassment. Specifically, the charge numbers show the following breakdowns by bases alleged, in descending order:

- Retaliation: 41,097 (48.8 percent of all charges filed)
- Race: 28,528 (33.9 percent)
- Disability: 26,838 (31.9 percent)
- Sex: 25,605 (30.4 percent)
- Age: 18,376 (21.8 percent)
- National Origin: 8,299 (9.8 percent)
- Religion: 3,436 (4.1 percent)
- Color: 3,240 (3.8 percent)
- Equal Pay Act: 996 (1.2 percent)
- Genetic Information: 206 (.2 percent)

These percentages add up to more than 100 because some charges allege multiple bases.

EEOC legal staff filed 184 merits lawsuits alleging discrimination in fiscal year 2017. The lawsuits filed by the EEOC included 124 individual suits and 30 suits involving multiple victims or discriminatory policies and 30 systemic discrimination cases. At the end of the fiscal year, the EEOC had 242 cases on its active docket. The EEOC achieved a successful outcome in 90.8 percent of all suit resolutions.

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at www.eeoc.gov. Stay connected with the latest EEOC news by subscribing to our email updates.

NEW YORK – January 8, 2018 – The Dodge Momentum Index grew 3.6% in December to 153.9 (2000=100) from the revised November reading of 148.6. 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. December’s increase was due to an 8.6% jump in the institutional component of the Momentum Index, while the commercial component eked out a 0.7% gain. For the full year 2017, the Momentum Index averaged 132.3, up 10.7% from the full year average for 2016, with similar improvement for the commercial sector (up 11.4%) and the institutional sector (up 9.7%). After retreating during the third quarter of 2017, the Momentum Index regained its upward track in the fourth quarter, which enabled December’s reading for the Momentum Index to be up 20.9% compared to the same month a year ago. The continued strengthening by the Momentum Index in 2017 suggests that nonresidential building construction activity will advance further during 2018.

In December, 12 projects each with a value of $100 million or more entered planning. For the institutional sector, the leading projects were a $200 million renovation of the Smithsonian Institute Visitor Center (The Castle) in Washington DC and a $175 million Veterans Affairs Living Center in Long Beach CA. The leading commercial projects were a $100 million hotel on Harvard University’s campus in Allston, MA, and a $100 million office building in Little Rock, AR.
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HOW TO PROTECT YOURSELF IN THE WORKPLACE DURING A PANDEMIC

The best strategy to reduce the risk of becoming ill with pandemic influenza is to avoid crowded settings and other situations that increase the risk of exposure to someone who may be infected. If you must be in a crowded setting, minimize your time there. Some basic hygiene and social distancing precautions that can be used in every workplace include the following:

• Stay home if you are sick.
• Wash your hands frequently with soap and water for 20 seconds or with a hand sanitizer if soap and water are not available.
• Avoid touching your nose, mouth and eyes.
• Cover your coughs and sneezes with a tissue, or cough and sneeze into your upper sleeve. Dispose of tissues in no-touch trash receptacles.
• Wash your hands or use a hand sanitizer after coughing, sneezing, or blowing your nose.
• Avoid close contact (within 6 feet) with coworkers and customers.
• Avoid shaking hands and always wash your hands after physical contact with others.
• If wearing gloves, always wash your hands after removing them.
• Keep frequently touched common surfaces (for example, telephones, computer equipment, etc.) clean.
• Try not to use other workers' phones, desks, offices, or other work tools and equipment.
• Minimize group meetings; use e-mails, phones and text messaging. If meetings are unavoidable, avoid close contact (within 6 feet) with others and ensure that the meeting room is properly ventilated.
• Limit unnecessary visitors to the workplace.
• Maintain a healthy lifestyle; attention to rest, diet, exercise and relaxation helps maintain physical and emotional health.

For more information, see Guidance on Preparing Workplaces for an Influenza Pandemic, OSHA Publication No. 3327, which can be accessed at www.osha.gov.

PLACE AN EMPHASIS ON SAFETY IN 2018 – PARTICIPATE IN NATIONAL LADDER SAFETY MONTH

Start 2018 on the right foot and elect to participate in the second annual National Ladder Safety Month this March. Ladder safety is an important and relevant part of your business, and we are equipping you with the tools to spread awareness on this important issue. Here are some ways you can get started:

• Encourage employees to earn their Ladder Safety Certificate at www.laddersafetytraining.org.
• Post safety information in common areas, both at home and at work.

(Continued on page 29)
The world is changing. And so are we.

Hello ROCKWOOL

We have a new global story to tell. You’ve always known us as ROXUL Technical Insulation, the market leader in industrial stone wool insulation. But in a time when safety and sustainability demands in the industrial and marine & offshore sectors are greater than ever, how can we simply sit back? We can’t. We have always been part of the ROCKWOOL Group. Now, united under one global name, we can innovate, explore and develop new ways to do even more for our customers and our planet. We are more than just market leaders. We are making our customers’ operations safer, better for the environment and more efficient and effective.

We are ROCKWOOL Technical Insulation.

Find out more about what the change in our name means to you. Visit rockwool.com/hello
The Advanced Laminate for Today’s Most Demanding Insulation Systems

IDEAL SEAL® 777
Insulation Jacketing and Cladding System

Ideal Seal® 777 is a high performance laminate that provides a total vapor barrier and complete moisture protection for insulation cladding and jacketing applications. Our unique design offers easy installation and repositioning. 777 is a performance system that delivers savings in time, labor and costs.

FEATURES:
- Cold weather acrylic adhesive
- Zero-perm
- U.S. Coast Guard approved
  USCG COA Number 164.112/160/0
- Available in four finishes
  Silver or White (Embossed or Smooth)

“SHOP IN A BOX”

Our exclusive “Shop in a Box” toolkit provides everything you need to dispense, measure, cut, and install - included in every carton of 777.

Spoiling mechanism inside each box

To learn more about Ideal Tape products, visit WWW.IDEALTAPE.COM or call 800-229-9148 ext. 3466

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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.
• Send a letter to your employees about National Ladder Safety Month.
• Peruse our Marketing Guide for sample email copy, graphics and social media posts.
• Become a National Ladder Safety Month sponsor and contact Ben Barclay today at (312) 321-6806 to discuss opportunities.

Looking for different ways to participate? Visit the National Ladder Safety Month website.

**OSHA ADJUSTS PENALTY AMOUNTS FOR 2018**

On Jan. 2, civil penalty amounts for violations of workplace safety and health standards increased by two percent from last year. In accordance with the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015, the Department of Labor is required to adjust penalties for inflation each year. New penalties for willful and repeat violations are $129,336 per violation; serious, other-than-serious, and posting requirements are $12,934 per violation; and failure to correct violations is $12,934 for each day the condition continues.

Gary Auman, MICA’s legal counsel has provided the following comparison on the OSHA penalties:

As I am sure you all recall, the action increasing OSHA fines a few years ago had an inflation escalator. So OSHA has just announced that OSHA fines are going up after today, January 2, 2018. The old and new fines will be as follows.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Fines pre 2018</th>
<th>Fines as of 1/2/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Than Serious</td>
<td>$12,675</td>
<td>$12,934</td>
</tr>
<tr>
<td>Serious</td>
<td>$12,675</td>
<td>$12,934</td>
</tr>
<tr>
<td>Posting Violation</td>
<td>$12,675</td>
<td>$12,934</td>
</tr>
<tr>
<td>Repeat Violation</td>
<td>$126,749</td>
<td>$129,336</td>
</tr>
<tr>
<td>Willful Violation (min)</td>
<td>$9,054</td>
<td>$9,239</td>
</tr>
<tr>
<td>Willful Violation (max.)</td>
<td>$126,749</td>
<td>$129,336</td>
</tr>
<tr>
<td>Failure To Abate</td>
<td>$12,675/day</td>
<td>$12,934/day</td>
</tr>
</tbody>
</table>

While these new fines are not a huge increase over prior potential penalties, they do demonstrate that OSHA is in tune with the enabling legislation, The Penalties Inflation Adjustment Act of 2015 to adjust its penalty structure by January 15th of each year. Of course even a minor increase can result in significant penalties in the case of multiple violations.

### ABOUT NIA’S 63RD ANNUAL CONVENTION

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

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

### Introducing a New Wednesday–Friday Schedule

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

### New Updates for 2018

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

### Who Should Attend

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

### Registration Now Open

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

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Wider release tab, quick installation

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Size Range
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3/8” to 2” Wall

The easy-to-install, fiber-free, closed cell pipe insulation with a unique lap seal for greater seam security and increased protection against condensation, mold and energy loss.

The angled cut and low profile lap seal deliver a superior bond that installs quicker than ever before.

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