This year's 2015 Fall Business Meeting of MICA is scheduled for Wednesday, October 21, and Thursday, October 22, 2015, in Omaha, Nebraska. Board and Committee members should plan to arrive on Tuesday, October 20, 2015. The site of this fall’s meeting is the Embassy Suites Downtown Hotel in Omaha. This will be our ninth year at this hotel. The hotel is located across the street from the Old Market area. The Old Market area has numerous restaurants and bars for your entertainment pleasure. The hotel provides complimentary shuttle to and from the airport for those of you who will be traveling by air.

The past several years we have combined an educational seminar with the fall business meeting. This year the Board decided to host a half-day educational seminar on “The Dos and Don’ts of Fall Protection”. Separate registration information is available for this program. If you wish to attend this seminar, you need to register as soon as possible. Space is limited, and registrations are taken on a first come, first served basis.

This year’s fall business meeting will include updates and discussions on several topics crucial to your business operations. The following is a brief description of our speakers and topics:

**Gary Auman**: Gary Auman is a shareholder and director in the law firm of Dunlevey, Mahan & Furry in Dayton, Ohio. He is a frequent speaker and is much in demand across the country, especially on OSHA topics. He has presented papers at the International Roofing Exposition and regularly presents papers at the Iowa-Illinois Annual Safety Conference.

OSHA issued the Confined Spaces in Construction final rule on May 4, 2015. The rule provides construction workers with protections similar to those manufacturing and general industry workers have, with some differences tailored to the construction industry. These include requirements to ensure that multiple employers share vital safety information and to continuously monitor hazards as a safety option made possible by technological advances after the manufacturing and general industry standards were created. So what does all of this mean for your company and your workers?  

Gary will explain the confined space in construction final rule to you in terms that you can understand and apply to your particular company. This standard has far reaching implications to you and your company even when you do not think you are working in a confined space area. This is a do not miss session for you and your key safety professionals.

**Julie Schmitz**: Julie leads the business development and relationship management team of the Commercial Card Payment Solutions Division of Heartland Financial USA, Inc. Heartland is a $5.9 billion multibank holding company with independent community banks chartered in the states of Iowa, Illinois, Wisconsin, New Mexico, Arizona, Montana, Colorado, Minnesota, Kansas and Missouri. Julie received certification from the National Association of Purchasing Card Professionals (NAPCP) in 2010. She has more than 8 years of experience within the commercial and purchasing card industry, focusing on business development, relationship management, and technology implementations. Julie enjoys working with companies of all sizes to understand the benefits of a commercial card program.

Julie’s presentation will focus on the value that commercial and purchasing card programs can bring to your business and how these programs can help increase your company’s profitability.

**Jeff Seeley**: Jeff is Chief Executive Officer of Carew International, a leading sales training and leadership development provider. Jeff came to Carew International from Hillenbrand Industries (NYSE - HI) and Hill-Rom (NYSE-HRC), a Fortune 1000 Company, where he served as Senior Executive Vice President in charge of sales, marketing and corporate development for a $1.4 billion segment. In addition to sales, marketing and strategy, during his 13-year tenure at Hillenbrand and Hill-Rom, Jeff also held executive leadership positions in strategic planning, corporate communications, mergers and acquisitions, international business and operations. Jeff began his career as a

(Continued on page 5)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Hello MICA!!!

I hope everyone had a great September! Ours was good. The kids have been back in school for a month now, and I think we have finally settled into a routine that seems to work. Now that autumn is officially here, we can start enjoying everything about it. This time of the year rewards us with cooler temperatures, colorful foliage, football and the MICA Fall Business Meeting.

The MICA Fall Business Meeting is just a few weeks away, and the Board of Directors put together a great program. The updates and discussions should be beneficial to everyone. I’m excited for the half-day education seminar on fall protection that will be held the day before the fall business meeting. Our seminar leader, Mark Damon, is a nationally recognized expert in fall protection training. The seminar will provide the basic training of fall protection for employees expected to use fall protection equipment. This class will provide training necessary to meet the requirements of OSHA for users of equipment and meet the ANSI requirements to certify employees as Authorized Users. This seminar is in keeping with my theme, “Think Safety”.

Did you know that October 4-10, 2015 is Fire Prevention Week? The President of the United States has signed a proclamation proclaiming a national observance during that week every year since 1925. Visit www.firepreventionweek.org for more safety information.

Fire Prevention Week was established to commemorate the Great Chicago Fire of 1871 that killed more than 250 people, left 100,000 homeless, destroyed more than 17,000 structures and burned more than 2,000 acres. Legend has it that the fire broke out after a cow kicked over a lamp, setting a barn on fire.

How is your favorite football team doing?

Go Hawkeyes!!!!!

Nathan Heilman
MICA President
FUTURE MICA MEETING DATES

Fall 2015 Annual Fall Business Meeting — October 21 & 22, 2015, Embassy Suites Downtown, Omaha, NE.

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

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

60th Annual Spring Convention — June 19 — 22, 2017, Location under consideration. San Diego, CA, is a possibility. Contact a member of the Board of Directors with your suggestion.

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.

(Continued from page 1)

consultant with Ernst and Young where he was a Senior Manager specializing in business strategy and marketing.

Today, Seeley enjoys a leadership role in the training industry and business community. He is a frequent keynote speaker at industry events, national corporate sales meetings and professional conferences, as well as a widely published author of articles and white papers. He is currently authoring, Got Game, Selling in the New Business Reality. Seeley is a Certified Public Accountant and graduate of Central Michigan University (CMU), where Carew International helped establish the award winning and nationally recognized CMU Professional Sales Institute.

Jeff’s presentation will combine both interpersonal and functional skills into a strategically focused experience, which is customized to your business reality. The first part of the program will focus on the importance of effective listening. It will provide you with the mental framework for letting the customer know that you are interested, care and want to be helpful. The second part will provide you with a strategic thought process for discovering the customer’s individual differences. Once this is accomplished, the last part of the program focuses on building a relationship strategy that is critical to selling your value proposition.

In addition to these speakers, we will have a primer on hazardous material recognition. Do your new workers know how to identify asbestos containing material? Our industry awareness of asbestos containing material has gone through a revolution since 1968, but we still are required to identify hazardous material in our work environment. As part of his OSHA update, Gary Auman will include a refresher on our responsibilities in identifying and reporting hazardous materials in the workplace. We will have an industrial hygienist provide us with a refresher on the types of asbestos containing material that we may see in the workplace.

The fall business meeting will address the above issues and more. We will once again have three concurrent forums dealing with member issues. We will have a union contractor forum, an open shop contractor forum, and an associate member forum, all running simultaneously. This format continues to be overwhelmingly positive. This approach allows more of the members to participate in craft issues without being part of a formal committee. This fall, neither the labor committee nor the merit shop committee will formally meet during the fall business meeting. Rather, we will incorporate these items as discussion topics in our concurrent sessions. This format will give each of you the opportunity to interact with other MICA members with similar business concerns. The associate member forum will give the associate members the opportunity to discuss various industry and association issues.

Last year, our associate members, classified as fabricators, distributors or independent reps, were invited to display their products at our fall business meeting. The table top displays were available for viewing by our membership during our extended

(Continued on page 7)
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Wednesday evening welcome reception. We will continue with such displays again this year for our manufacturer member firms. We will be limiting the size of the displays and limiting the participants to those associate member firms that are classified as manufacturers. These table top displays will be open for viewing during our Wednesday evening reception. Our reception will begin at 5:30 p.m. and conclude at 7:00 p.m. This will still leave you with plenty of time for dinner and socializing with your fellow MICA members.

Our room block at the Embassy Suites is full and the hotel is taking reservations on a room availability basis only. You may call the hotel directly for availability at 402-346-9000. If you are unable to reserve a room with the hotel, please contact the MICA office, and we will provide you with a couple of alternative hotels close to the meeting site to contact.

This year’s program is a must attend for you and your key employees. We have tiered this year’s registration fee to encourage more participation by individual firms. The registration fee is $195.00 for the first attendee from a member company. Registration for a second attendee from a given company is reduced to $185. Registration for all additional attendees is $175 per attendee. Please complete the fall business meeting registration form and e-mail/mail/fax it to the MICA office by October 9, 2015. Your prompt response helps us to plan a more efficient and effective meeting for you. Please note that you can pay the registration fee by credit card or by check.

Your Board of Directors is very conscious of meeting costs and again has attempted to make this meeting most affordable. The registration fee is the same cost as last year. Your Board wants this meeting to be an educational and informative meeting that is cost effective for you. We look to the fall meeting as an opportunity for you to bring one or two key employees to this meeting. It is an excellent chance for you to expose your key people to the benefits of participating in MICA activities. We hope that you take advantage of this low-cost, educational experience.

Make a concerted effort to inform one or two potential member firms about the fall business meeting. Invite them to attend, encourage them to join, and share your registration material with them. The cost is minimal and the first-hand look at MICA is the best way to promote the benefits of belonging to MICA.

The fall business meeting is designed to help you to become a better, more educated business professional. We have designed a program that not only addresses problems but also provides you with solutions. Do not miss this opportunity to come together to share business concerns with your fellow MICA members. Make your plans now to attend the 2015 Annual Fall Business Meeting this October in Omaha!
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FALL PRE-MEETING FALL PROTECTION SEMINAR

At our summer planning meeting, the executive committee agreed to “think safety” by putting together a half-day training session on fall protection. This session is designed to educate the owner, the project manager, the supervisor and the worker in the field in the recognition of fall protection hazards. The Board has asked Mr. Mark Damon, a leading expert in fall protection, to provide an in-depth presentation for both contractor and associate members on this topic in a half-day session preceding our fall business meeting. The Board is sponsoring this seminar as one of the many benefits that come with your membership in MICA. This free seminar will be held on Tuesday, October 20, 2015, from 1:00 p.m. until 5:00 p.m. at our fall business meeting hotel, the Embassy Suites Downtown, in Omaha. Separate registration is required for this seminar. If you are interested in registering for this free educational seminar, please complete the registration sheet that was mailed to all MICA member firms and send it back to the MICA office. Space is limited and registration will be taken on a first-come, first-served basis. The number of attendees per company may have to be restricted, depending on the overall interest shown by the membership.

Mark S. Damon, President of Damon, Inc., has been directly involved in fall protection and fall protection training since 1975. He has worked with such great companies as Rose Manufacturing Company, Miller Safety Products, and Capital Safety (DBI Sala). Mark was also a trainer for Capital Safety (DBI/Sala).

Mark also produced a top selling fall protection training DVD entitled, "How Safe Is That Safety Belt?" Mr. Damon was a manufacturer's representative of safety equipment from 1987-2011. From 2000-2011, he served as President of Process Marketing Group, St. Louis, Missouri. Mark was Vice President of Day Star Corporation, a distributor of safety equipment in Kansas City, Missouri from 1981-1987. Before joining Day Star, Mark was Vice President of Rose Manufacturing Company, a manufacturer of fall protection equipment. While with Rose, Mark served on the OSHA Committee responsible for the revision of fall protection standards, and worked with the United States Navy to develop their fall protection standards. He has served on an ANSI subcommittee for fall protection standards and has taught at the OSHA training institute on fall protection. Mark has also served as an instructor for the OSHA 500 and 501 courses.

Mark was trained in fall protection by Clarence Rose, the true pioneer in the fall protection safety industry. His unique style and sense of humor can easily reach your workers so they can better understand the fall hazards they are exposed to, and how.

The seminar is free, but travel and lodging is at your expense. Space is limited so do not delay in registering. Lunch is not provided during the seminar. There are several restaurants within walking distance from the hotel. General registration for the seminar will continue until the class is filled.

STATEMENT FROM SECRETARY OF LABOR THOMAS E. PEREZ ON FATAL OCCUPATIONAL INJURIES IN 2014

Preliminary results from the Bureau of Labor Statistics' Census of Fatal Occupational Injuries released today show the rate of fatal work injuries in 2014 was 3.3 per 100,000 full-time workers, the same as the final rate for 2013. While the preliminary total of 4,679 fatal work injuries was an increase of 2 percent over the revised count of 4,585 in 2013, there was also an increase in hours worked in 2014.

U.S. Secretary of Labor Thomas E. Perez issued the following statement:

"Far too many people are still killed on the job - 13 workers every day taken from their families tragically and unnecessarily. These numbers underscore the urgent need for employers to provide a safe workplace for their employees as the law requires.

Preliminary results tell us 789 Hispanic workers died on the job in 2014, compared with 817 in 2013. While we were gratified by that drop, the number is still unacceptably high, and it is clear that there is still much more hard work to do.

BLS data shows fatalities rising in the construction sector (along with an overall increase in construction employment). Dangerous workplaces also are taking the lives of a growing number of people in oil and gas extraction. That is why OSHA continues extensive outreach and strong enforcement campaigns in these industries. The U.S. Department of Labor will continue to work with employers, workers, community organizations, unions and others to make sure that all workers can return home safely at the end of every day."
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Reston, VA - September 16, 2015 - The National Insulation Association's (NIA's) redesigned members-only meeting, the Fall Summit, is taking place October 26-28 near Chicago, Illinois, at the Donald E. Stephens Convention Center in Rosemont, which is adjacent to O'Hare Airport (ORD). NIA's Fall Summit includes expanded educational offerings with bonus pre-Fall Summit training on Monday afternoon, October 26. Immediately following the Fall Summit, NIA is offering its Fall Insulation Energy Appraisal Program (IEAP) training course on October 29-30, rounding out a week of training, educational, and networking events that attendees can customize to fit their business needs and schedules. The IEAP course requires a separate registration fee, and discounts are available for NIA members who register for both Fall Summit and the IEAP training course.

Confirmed Fall Summit speakers and topics include:

- **Recruiting and Retaining Top Talent:** Kathryn A. Newton, MBA, Ph.D., Associate Dean for Graduate Programs at Purdue University, will examine the changes in the workforce and help companies develop the strategies to hire and train a highly motivated staff.

- **Luncheon Keynote Speakers:** David Terry, Executive Director of the National Association of State Energy Officials (NASEO), and Stacey Paradis, Executive Director of the Midwest Energy Efficiency Alliance (MEEA), will share insights on states' efforts to open new economic opportunities for businesses through smart policies and programs to maximize energy efficiency.

- **Creating a Culture of Safety:** An interactive Health and Safety Forum facilitated by OSHA Expert Gary W. Auman with both merit and union contractor speakers will explore tactics for safety-program enforcement and discipline, among other safety issues.

- **Risk Management for the Successful Contractor:** Lewis S. LaClair, CPCU, ARM, AU, President of Advanced Risk Management Corp., will guide the Joint Union/Merit Contractors Forum attendees through the essentials of a great risk-management program while pointing out the most common business and insurance pitfalls.

- **Utilizing Infrared Technology in Your Business Development Model:** Thermography Instructor Jay R. Bowen will show attendees how the use of infrared imaging can further your company's ability to perform facility insulation energy appraisals.

- **Optimizing the Insulation Energy Appraisal Program for Your Business:** Insulation Energy Appraisal Program (IEAP) Instructor Chris Crall will provide an insider view of the business advantages of becoming a Certified Insulation Energy Appraiser along with highlights of course contents, including new 2015 updates.

Included in NIA's Fall Summit registration is unlimited attendee access to Reed Exhibition's Insulation Expo (IEX) USA, the first North American international trade show for the mechanical insulation industry that is being held at the Donald E. Stephens Convention Center on October 27-28. IEX USA will connect the suppliers of thermal insulation products, services, and technologies with engineers, contractors, facility operators, distributors, plant/building managers, specifiers, architects, and maintenance, repair, and operations (MRO) managers. As a member benefit, NIA member companies that exhibit at IEX USA will receive 2 free registration passes for NIA's Fall Summit, a value of $225.

All NIA members are welcome and encouraged to attend the Fall Summit and IEX USA, and attendees do not have to be a current or past committee member to participate in the forums and committee meetings. Fall Summit registration includes 18 hours of educational sessions, 2 breakfasts, a luncheon, and the NIA and IEX Oktoberfest Reception.

NIA's Executive Vice President/CEO Michele Jones noted, "NIA's Fall Summit will bring a new format that will focus on member-driven educational programming and increased business networking opportunities, as well as an opportunity to be with mechanical insulation end users. This is an audience that has been missing from our event programming thus far. We are excited about the collaboration with Reed Exhibitions to launch IEX USA, and by our members' response to this new opportunity to build their businesses by reaching engineers and mechanical insulation end users. This opportunity serves our mission to increase awareness of our industry's products and services, and we encourage all members to attend this exciting new industry event."

Registration and contact information:

- For more information on NIA's Fall Summit registration discounts, keynote speakers, industry meetings and forums, and networking events please visit www.insulation.org/fallsummit/2015 or email events@insulation.org.

- For additional information on the recently updated IEAP training course and discounts available for NIA members attending Fall Summit, please visit www.insulation.org/training/ieap or email events@insulation.org.

- For more information about exhibiting at IEX USA, please visit www.iexusa.com or contact Reed Sales Manager Mark Swagerty at mswagerty@reedexpo.com or 203-840-5847.

- To register as an IEX USA attendee, please visit www.iexusa.com.

- Visit www.insulation.org/events for more information about NIA's upcoming events or contact events@insulation.org.
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Ensuring that women earn equal pay for equal work is essential to improving the economic security of our families and the strength of our middle class. In too many workplaces around the country, however, a culture of secrecy keeps women from knowing that they are underpaid, and makes it difficult to enforce equal pay laws. Prohibiting pay secrecy policies and promoting pay transparency helps address the persistent pay gap for women — which remains at 23 cents for every dollar earned by men — and provides employers access to a diverse pool of qualified talent. That is why the U.S. Department of Labor issued a commonsense rule that finally lifts the veil on pay for employees of federal contractors and subcontractors.

"It is a basic tenet of workplace justice that people be able to exchange information, share concerns and stand up together for their rights. But too many women across the country are in the same situation: they don't know how much they make compared to male counterparts, and they are afraid to ask," said U.S. Secretary of Labor Thomas E. Perez. "When he signed the Lilly Ledbetter Fair Pay Act, President Obama made clear his commitment to equal pay for equal work. This final rule is another important step toward that important goal."

The final rule, from the department's Office of Federal Contract Compliance Programs, promotes pay transparency by barring the policies of some federal contractors that have prevented their workers from discussing these issues. Under the rule, federal contractors and subcontractors may not fire or discriminate against employees for discussing, disclosing, or inquiring about their own pay or that of their co-workers. The rule also protects pay discussions by job applicants.

The rule allows job applicants and employees of federal contractors and subcontractors to file a discrimination complaint with OFCCP if they believe that their employer fired or otherwise discriminated against them for discussing, inquiring about, or disclosing their own compensation or that of others.

"Pay secrecy practices will no longer facilitate the pay discrimination that is too often perpetrated against women and people of color in the workplace," said OFCCP Director Patricia Shiu. "Indeed, forward thinking companies that have embraced greater transparency find that it benefits them and their workforce by helping them attract and retain talented workers. And research suggests these approaches have a substantially positive impact on society, workers, the workforce, and the economy as a whole."

The final rule implements Executive Order 13665, signed by President Barack Obama on April 8, 2014. Stemming from the Lilly Ledbetter Fair Pay Act, Executive Order 13665 amended OFCCP's existing legal authority under Executive Order 11246, which also prohibits federal contractors and subcontractors from discriminating based on race, color, religion, sex, sexual orientation, gender identity, and national origin.

The final rule becomes effective 120 days from its publication in the Federal Register. More information is available at http://www.dol.gov/ofccp/PayTransparency/. 
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- Reduces thermal conductivity and energy loss; improved insulation 20%
- Provides significant energy savings compared to other tested AES and RCF fibers
- Pyro-Bloc® modules are the market leading contractor preferred module of choice for furnace, boiler and kiln linings.

WHAT’S NEW

WDS® Flexible Pipe insulation
WDS Flexible Pipe offers the low thermal conductivity needed in hot piping applications to ensure that materials inside hot piping are insulated from ambient conditions, in addition to protecting workers from burns from coming into contact with non-insulated hot piping.

DRYERWRAP™
- UL and ULC listed for 1-hour protection inside rated wood frame construction
- Flexible, 1/2" thick
- Tested on 30 gage 7" round and 26 gage 10" x 4" rectangular duct
- Dryer vents in multi-family housing

Benefits
- Optimized installation costs
- Optimized installation space
- More flexible than alternative wraps
- Improved safety with applications specific testing

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(–70°F to 200°F with PSA)

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DODGE MOMENTUM INDEX MOVES HIGHER IN AUGUST

The Dodge Momentum Index increased to 128.3 (2000=100) in August, up 2.8% from its July reading of 124.8, according to Dodge Data & Analytics. 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. Planning data continues to trend higher following a weak start to the year, in response to improving economic data and real estate market fundamentals, which bodes well for construction spending through the first half of 2016. The August gain for the Momentum Index was due to a strong increase in new plans for commercial buildings, up 8.4% from July, while the institutional building sector contracted 5.2% following a surge of planning activity in July. On a year-over-year basis commercial planning is 20.6% higher, while institutional planning is up 5.1%.

There were a total of ten projects entering planning in August with a value that exceeded $100 million – eight commercial projects and two institutional projects. In the commercial building sector, a $500 million mixed-use project in Santa Clara CA, a $400 million hotel at JFK International Airport in New York NY, and a $350 million warehouse in Orlando FL entered planning. Within the institutional building sector, a $400 million hospital in Phoenix AZ and a $150 million assisted living facility in Seattle WA entered planning.

<table>
<thead>
<tr>
<th>Dodge Momentum Index (Year 2000=100)</th>
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</thead>
<tbody>
<tr>
<td>Aug-15</td>
</tr>
<tr>
<td>Jul-15</td>
</tr>
<tr>
<td>% Change</td>
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<tr>
<td>Dodge Momentum Index</td>
</tr>
<tr>
<td>128.3</td>
</tr>
<tr>
<td>124.8</td>
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<tr>
<td>2.8%</td>
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<tr>
<td>Commercial Building</td>
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<tr>
<td>143.3</td>
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<tr>
<td>132.1</td>
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<tr>
<td>8.4%</td>
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<tr>
<td>Institutional Building</td>
</tr>
<tr>
<td>109.7</td>
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<tr>
<td>115.8</td>
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<tr>
<td>-5.2%</td>
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</tbody>
</table>

Source: Dodge Data & Analytics

OSHA EXTENDS COMMENT PERIOD FOR PROPOSED RULE CLARIFYING EMPLOYERS’ CONTINUING OBLIGATION TO MAKE AND MAINTAIN ACCURATE RECORDS OF INJURIES, ILLNESSES

The Occupational Safety and Health Administration is extending the deadline for submitting comments on the proposed rule that clarifies an employer’s continuing obligation to make and maintain an accurate record of each recordable injury and illness. The comment due date has been extended to Oct. 28, 2015.

OSHA issued this proposed rule in light of the decision of the U.S. Court of Appeals for the D.C. Circuit in AKM LLC v. Secretary of Labor (Volks) to clarify its long-standing position that the duty to record an injury or illness continues for as long as the employer must keep records of the recordable injury or illness. The proposed amendments add no new compliance obligations; the proposal would not require employers to make records of any injuries or illnesses for which records are not already required.

The proposed rule was published in the July 29, 2015, issue of the Federal Register. Members of the public can submit written comments on the proposed rule at http://www.regulations.gov, the Federal e-Rulemaking Portal. See the Federal Register notice for submission details.

NEBRASKA FLOORING MANUFACTURER TRIES TO CONCEAL HAZARDS AS OSHA INVESTIGATES

A Norfolk, NE flooring materials company tried to hide hazardous machines from federal inspectors and threatened to fire employees who complained about unsafe working conditions during an investigation into why a 65-year-old temporary worker suffered the amputation of one finger and severe damage to another when his left hand was caught as he operated a machine. U.S. Department of Labor Occupational Safety and Health Administration inspectors found the man’s employer, MP Global Products LLC, attempted to conceal an entire production line from them. Inspectors found numerous machines lacked safety guards that exposed workers to amputation injuries on that line and throughout the facility. Workers also told investigators the company threatened to fire those who told inspectors about their safety concerns.

OSHA cited the MP Global on Aug. 26 for two willful, 22 serious and one other-than-serious safety violations carrying proposed penalties of $244,000. The agency also placed the company in OSHA’s Severe Violator Enforcement Program after the inspection of the March 1, 2015, injury.

"MP Global shut down an entire production line, turned the lights off and herded employees into the back room where they were instructed to remain quiet during OSHA’s inspection. This was a willful attempt to prevent inspectors from discovering numerous machine safety violations in the plant," said Jeff Funke, OSHA’s area director in Omaha. "Knowingly requiring workers to operate unsafe machinery and threatening their jobs for reporting unsafe work practices are illegal and shameful activities. MP Global needs to immediately correct the multiple machine hazards in its facility."

OSHA inspectors found the company failed to train workers on machine safety procedures and vehicle operation. They also found blocked aisles, inadequate emergency exit signs, defective powered industrial trucks in operation and numerous electrical safety hazards, including damaged electrical boxes and exposed electrical wires. Machine guarding violations are among OSHA’s most frequently cited, and can result in death or permanent disability.
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