VOLUME 45 NO. 08

AUGUST 2011

MICA 2011 FALL BUSINESS MEETING

Registration forms and room reservation information for the 2011 Fall Business Meeting of MICA was mailed to the general membership in late August. This year’s meeting is scheduled for Wednesday, October 19, and Thursday, October 20, 2011, in Omaha, Nebraska. Board and Committee members should plan to arrive on Tuesday, October 18, 2011. The site of this fall’s meeting is the Embassy Suites Downtown Hotel in Omaha. This will be our fifth 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 hotel is located at 555 South 10th Street. If you will be driving, follow I-80 to I-480 East toward downtown/Council Bluffs. Take the 14th Street exit. Go two blocks south on 14th to Douglas Street. Turn left on Douglas Street for four blocks. Turn right (south) on 10th Street for two blocks. The hotel will be on your left at the corner of 10th and Howard. There is parking in the back of the hotel. Hotel parking is discounted at $4.00 per night.

The past several years we have combined an educational seminar with the fall business meeting. This year the Board decided to forego a separate educational seminar. We will continue to monitor your interest in these types of educational seminars.

This year’s fall business meeting will include updates and discussions on several topics crucial to your business operations. The technical sessions will include presentations on the new 7th edition of the National Commercial & Industrial Insulation Standards and how the 7th edition will be linked to electronic specification writing and estimating, newly revised building codes and standards, managing your healthcare premiums, contractor best practices in lien protection, OSHA updates, and building trends of the future. We will focus on providing the membership with new insights on these issues in order for you to become more active in your industry association as we become better business professionals with “Improvement by Participation”.

Have you asked yourself what can you do to help control your health insurance premiums from either a business owner or employee perspective? Are you concerned about your health insurance program when the new federal insurance guidelines take affect? We will hear from an industry representative on what you can expect from your insurance programs in the future. The need for liens is not new to our industry, but understanding what we can do to improve our position with more efficient collection policies and mitigating our liability risk will help us to be better prepared as business professionals. We will hear the legal side of lien protection policies, and we will discuss practical methods of how we can mitigate our business risk with lien laws. How will the updated ASHREA building codes and standards affect our industry? What implications do these new codes have on our businesses? These questions will be answered with our presentation on “Building Codes and Standards”. As a follow-up, what will new buildings look like in the near future? How will new designs potentially impact our work? We will hear from an architect on what to expect in future building designs. The 7th edition of the National Commercial & Industrial Insulation Standards will be on display at our fall business meeting. The 7th edition of the MICA manual has gone through a major “facelift” and is nearly as unrecognizable as Kenny Rogers! Just kidding, but the manual has a new look and feel to it from all prior editions. Chairman Ray Stucken-schmidt will introduce you to all of the new aspects of the 7th edition of the manual. He will walk you through the newly designed plates and the new numbering system. He will demonstrate how the 7th edition will be electronically linked to

(Continued on page 4)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Hello again from St. Louis! Hopefully you’ve taken a couple of minutes to fill out the questionnaire from the Spring 2011 convention in St. Louis. We value your input; it’s our desire to design a beneficial conference; one that is relevant to the situations and challenges that our members face, especially during these economic times. We can’t meet that goal without hearing from you!!

I met with the MICA Board of Directors this month. Our goal was twofold: to discuss and outline the agenda for the upcoming Fall meeting in Omaha, and to visit the site of the 2012 Spring convention. The board selected several relevant topics for the Fall meetings; from health care and managing risks within our business to building trends for the future. It is always valuable to get a glimpse of what the future market holds for the industry.

In addition, this year’s table top displays will include manufacturers presenting new products within the industry. It is beneficial to learn what new products are now available and to discuss the pros and cons of each product with colleagues who are in the same business. Frequently new products come through the office, but you don’t have the advantage of input from other experienced contractors. Here’s an opportunity to do both!

At this year’s Spring convention, I asked each of you to consider bringing another person from your company to the Fall meeting, and I included myself in that challenge. I plan to bring two additional employees to this Fall’s conference. One has been to a MICA meeting before, has many years of experience and will be an immediate asset to MICA. The other is one of my younger estimators. I’m confident it will help both of them to meet and talk with other contractors, gain information about the industry by attending the sessions and experience the many benefits of involvement in the MICA association.

Our registration structure for the fall meeting is designed to make it more affordable for you to bring a second and third attendee from your company. We have again discounted the registration for all additional attendees from the same company. Be sure to review the registration material carefully and take advantage of the multiple attendee discounts. This fall business meeting is the time to bring the future business professionals of our industry to meet and interact with the current professionals of our industry (us!).

I look forward to seeing you (and some new faces) in Omaha this October.

Sincerely,

Jeff DeGraaf,
MICA President
 specification writing and estimating systems. It will be a presentation that you and your estimating team need to hear!

The fall business meeting will address the above issues and more with a presentation by our legal counsel, Mr. Gary Auman. Gary will not only update us on OSHA regulations, he will provide us with an update on all of the many federal legislative issues that may impact our industry and our businesses. Gary continues to attend our fall meetings as a resource to our Board. He shares his knowledge and expertise with us to make us a better association. His advice can make you a better business professional.

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 discuss several issues of interest to our associate members regarding their membership status in MICA.

Last year our associate members classified as fabricators, distributors or independent reps member firms 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 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 manufacture insulation material and components used in our industry. 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.

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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 $185.00 for the first attendee from a member company. Registration for a second attendee from a given company is reduced to $175. Registration for all additional attendees is $165 per attendee. Please complete the enclosed fall business meeting registration form and mail/fax it to the MICA office by October 7, 2011. 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. 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.

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 our association is the best way to promote the benefits of belonging to MICA.

The fall business meeting is designed to help you with “Improvement by Participation”. 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 2011 Annual Fall Business Meeting this October in Omaha!
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Industrial Construction & Engineering Co. (IC&E) celebrates a 25-year anniversary this month. The company was founded in 1986, and is privately owned by Jeff DeGraaf and Larry DeGraaf.

IC&E began as a regional contractor providing insulation services and has since expanded to include industries like renewable energies, power and process, refrigeration, and food and beverage. “The renewable energies market has been a big growth area for us, but loyalty to our core business areas has kept business strong,” says Jeff DeGraaf, President. IC&E has also expanded their local reach to become a national contractor. “We often travel with customers to on-site job locations, which has strengthened relationships and opened up new opportunities,” says Brian Todd, Sales Manager.

The company has also grown their service offerings to include conveniences like mechanical insulation, industrial wall & roof, heat trace, scaffolding, imp ductwork, painting/coating, and pipe labeling for their customers. IC&E attributes their ability to take on larger projects in part to their ability to build productive teams. “Often separation by location or city requires us to pull staff from several sources, which brings in a range of personalities,” says DeGraaf. Company sponsored training and social events help bridge those different personalities and allows IC&E to take on larger projects without worrying about manpower loading rates. Of course; safety is always top of mind, and IC&E carries an excellent safety rating and offers a $10 million bonding with $4 million single project. IC&E is centrally located in St. Peters, Missouri.

THORPE PRODUCTS EXPANDS INTO NEW MARKETS WITH THE ACQUISITION OF INTEGRATED DISTRIBUTION SERVICES

HOUSTON (July 14, 2011) – Houston-based Thorpe Products Company (www.thorpeproducts.com) today announced that it has closed the acquisition of Integrated Distribution Services, Inc., a distributor of industrial, commercial and mechanical insulation with three branch locations in St. Louis, MO, Little Rock, AK, and Memphis, TN.

(Continued on page 12)
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Through its ten branch locations, Thorpe Products fabricates and distributes a comprehensive range of industrial insulation and related products to end-markets including the petrochemical, refining, utility and commercial construction industries. In addition to the three IDS locations, Thorpe has branches in Houston, TX, Dallas, TX, Beaumont, TX, Corpus Christi, TX, Gonzalez, LA, Lake Charles, LA and Mobile, AL.

Thorpe Products’ President Robert Hlavenka said, “We are very excited about the acquisition of IDS and believe there is a significant opportunity to expand IDS through Thorpe’s existing industrial customer base. IDS will be the first of several acquisitions for Thorpe Products as we believe there is compelling opportunity to expand Thorpe Products nationally through acquisition.”

Thorpe Products is a portfolio company of The CapStreet Group (www.capstreet.com). Founded in 1990, The CapStreet Group focuses on control investments in lower middle market, privately-held businesses headquartered in Texas and other Sunbelt states. Since inception, the firm has raised more than $700 million of private equity, made 30 portfolio company investments, and has completed more than 250 add-on acquisitions for these companies.
FUTURE MICA MEETING DATES

Fall 2011 Annual Fall Business Meeting — October 19 & 20, 2011, Embassy Suites Downtown, Omaha, NE.


Fall 2012 Annual Fall Business Meeting — October 17 & 18, 2012, Embassy Suites Downtown, Omaha, NE.

56th Annual Spring Convention — June, 2013, Location to be Determined.

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. We try to be as current as possible with your help.

MICA STANDARDS MANUAL

Remember, as a MICA member, you receive a discount when purchasing the 6th edition of the National Commercial & Industrial Insulation Standards manual. The hard copy or electronic version of the manual sells for $89.95 plus shipping and handling. Member price is only $75.00 plus shipping and handling. Call the MICA office to order your copies.
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U.S. DEPARTMENT OF LABOR'S OSHA RELEASES MOBILE APP TO HELP PROTECT WORKERS FROM HEAT-RELATED ILLNESSES

SANDY, Utah – As part of continuing educational efforts by the U.S. Department of Labor’s Occupational Safety and Health Administration about the dangers of extreme heat, Secretary of Labor Hilda L. Solis announced a free application for mobile devices that will enable workers and supervisors to monitor the heat index at their work sites in order to prevent heat-related illnesses.

“Summer heat presents a serious issue that affects some of the most vulnerable workers in our country, and education is crucial to keeping them safe,” said Secretary of Labor Hilda L. Solis. “Heat-related illnesses are preventable. This new app is just one way the Labor Department is getting that message out.”

The app, available in English and Spanish, combines heat index data from the U.S. National Oceanic and Atmospheric Administration with the user’s location to determine necessary protective measures. Based on the risk level of the heat index, the app provides users with information about precautions they make take such as drinking fluids, taking rest breaks and adjusting work operations. Users also can review the signs and symptoms of heat stroke, heat exhaustion and other heat-related illnesses, and learn about first aid steps to take in an emergency. Information for supervisors is also available through the app on how to gradually build up the workload for new workers as well as how to train employees on heat illness signs and symptoms. Additionally, users can contact OSHA directly through the app.

The app is designed for devices using an Android platform, and versions for BlackBerry and iPhone users will be released shortly. To download it, visit http://go.usa.gov/KFE.

More than 30 workers died from heat stroke in 2009. Thousands become ill from heat exhaustion and other heat illnesses every year. Some of the highest illness rates occur among construction workers, farmworkers, roofers, landscapers, baggage handlers and other air transportation workers.

Effective heat illness prevention requires simple planning. Employers are responsible for protecting workers by pro-

(Continued on page 18)
Providing plenty of water, scheduling rest breaks in the shade or air-conditioned spaces, planning heavy work early in the day, preparing for medical emergencies, training workers about heat and other job hazards, taking steps to help workers - especially those who are new to working outdoors or who have been away from work for a period of time - acclimatize to the heat, and gradually increasing workloads or allowing more frequent breaks during the first week of an outdoor project.

Information for employers about using the heat index to calculate and address risks posed to workers also is available through OSHA’s new Web-based tool “Using the Heat Index: Employer Guidance,” which is accessible at http://www.osha.gov/SLTC/heatillness/heat_index/index.html. OSHA’s other educational and training tools about heat illnesses prevention, available in English and Spanish, can be found at http://www.osha.gov/SLTC/heatillness/index.html.

“OSHA’s prevention message is clear: Water. Rest. Shade. These are three little words that make a big difference for outdoor workers during the hot summer months,” said Assistant Secretary of Labor for OSHA Dr. David Michaels.

**STATEMENT BY SECRETARY OF LABOR HILDA L. SOLIS ON FATAL OCCUPATIONAL INJURIES IN 2010**

WASHINGTON – Preliminary results from the Bureau of Labor Statistics’ National Census of Fatal Occupational Injuries released today show little change in the number of workplace fatalities in 2010 compared with 2009. Last year, 4,547 workers died from work-related injuries, down from a final count of 4,551 fatal work injuries in 2009. In response, Secretary of Labor Hilda L. Solis issued the following statement:

“No worker should have to sacrifice his or her life to earn a living.

An average 12 workers die on the job every day, and that reality continues to drive the work of the Labor Department. When the Occupational Safety and Health Act was passed in 1970, the National Safety Council estimated that 14,000 workers died each year on the job. Now, with a workforce that has doubled in size, the annual number of fatalities has dropped significantly. But it’s not enough. We cannot relent from our enforcement of laws that keep our nation’s workers safe. One worker killed or injured on the job is one too many.
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As our economy continues to strengthen and the workforce expands, we at the Department of Labor will remain resolute in our mission to ensure that safety is not sacrificed as America’s workers provide for themselves and their families. My constant focus is ‘good jobs for everyone,’ and safety is an essential part of that equation.”

U.S. DEPARTMENT OF LABOR IMPROVES ENFORCEMENT DATABASE UPDATED SITE INCLUDES INCREASED SEARCH CAPABILITIES AND VISUAL ENHANCEMENTS

WASHINGTON – The U.S. Department of Labor today announced enhancements to its online enforcement database designed to improve public access to and understanding of the department’s enforcement actions. The updated website includes a number of new features, including map displays of inspection and violation data from the department’s Occupational Safety and Health Administration and its Mine Safety and Health Administration, as well as the ability to view individual inspection records and the enforcement history of a particular company or mine.

“These improvements to our online enforcement database are part of our commitment to open, transparent enforcement,” said Secretary of Labor Hilda L. Solis. “By making this information available and easy to use, we’re helping to ensure a level playing field for employers who follow the law.”

In addition to mapping capabilities, the updated site allows users to easily view important agency metrics; perform keyword searches; filter data by year, violations or penalties; and export search results or an entire data set into downloadable formats. A new “labs” feature allows users to create data visualizations and animations using several decades of MSHA data.

The Labor Department created the enforcement database, available at http://ogesdw.dol.gov, to increase transparency, participation and collaboration as part of the administration’s Open Government Initiative.
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U.S. DEPARTMENT OF LABOR'S OSHA ANNOUNCES MEASURES TO IMPROVE WHISTLEBLOWER PROTECTION PROGRAM

WASHINGTON – In a continuing effort to improve the Whistleblower Protection Program, the U.S. Department of Labor's Occupational Safety and Health Administration announced that it is implementing additional measures to strengthen the program and is releasing an internal report detailing a recent top-to-bottom review of the program. OSHA enforces the whistleblower provisions of 21 statutes protecting employees who report violations of various workplace safety, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health care reform, nuclear, pipeline, public transportation agency, railroad, maritime and securities laws.

“The ability of workers to speak out and exercise their legal rights without fear of retaliation is crucial to many of the legal protections and safeguards that all Americans value,” said OSHA Assistant Secretary Dr. David Michaels. “The new measures will significantly strengthen OSHA’s enforcement of the 21 whistleblower laws that Congress charged OSHA with administering.”

The Government Accountability Office audited OSHA’s whistleblower program in 2009 and 2010, highlighting challenges related to transparency and accountability, training for investigators and managers, and the internal communications and audit program. OSHA also conducted an internal review that examined national and regional program structures, operational procedures, investigative processes, budget, equipment and personnel issues.

“OSHA is committed to correcting the issues brought to light by the GAO report and our own review,” said Dr. Michaels.

The significant changes to the Whistleblower Protection Program announced by OSHA include:

Restructuring
OSHA’s Whistleblower Protection Program will report directly to the assistant secretary instead of being housed in the Directorate of Enforcement. In addition, changes in field structure are currently being pilot tested. Commencing with its fiscal 2012 budget, OSHA established a separate line item for the whistleblower program to better (Continued on page 25)
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track and hold accountable its activities and accomplishments. These changes, in addition to the 25 new investigators added, should significantly improve the administration and stature of the program.

Training
OSHA will hold a national whistleblower training conference in September which will be attended by all whistleblower investigators from both federal and state plans, as well as by Labor Department solicitors who work on whistleblower cases. In addition, OSHA will offer several other investigator training events, and will strive to ensure that all investigators and supervisors who have not received the mandatory training courses will receive them by the end of the calendar year.

Program Policy
OSHA revised and will soon issue a new edition of the Whistleblower Investigations Manual that updates current procedures and includes information on the new laws enacted since the manual was last updated in 2003. This new manual will provide further guidance on the enforcement program to help ensure consistency and quality of investigations.

Internal Systems
The data collection system has been modified and the audit program is being strengthened and expanded to ensure that complaints are properly handled on a timely basis.

A copy of OSHA’s internal review report is available at: http://www.whistleblowers.gov/report_summary_page.html

The whistleblower provision laws enacted by Congress prohibit employers from retaliating against employees who raise various protected concerns or provide protected information to the employer or to the government. Employees who believe they have been retaliated against for engaging in protected conduct may file a complaint with the secretary of labor for an investigation by the Whistleblower Protection Program. Detailed information on employee whistleblower rights, including fact sheets, is available online at: http://www.whistleblowers.gov

The whistleblower statutes enforced by OSHA include: Section 11(c) of the Occupational Safety and Health Act; Asbestos Hazard Emergency Response Act; International Safe Container Act; Surface Transportation Assistance Act; Clean Air Act; Comprehensive Environmental Response, Compensation and Liability Act; Federal Water Pollution Control Act; Safe Drinking Water Act; Solid Waste Disposal Act; Toxic Substances Control Act; Energy Reorganization Act; Wendell H. Ford Aviation Investment and Reform Act for the 21st Century; Corporate and Criminal Fraud Accountability Act, Title VIII of the Sarbanes-Oxley Act; Pipeline Safety Improvement Act; Federal Railroad Safety Act; National Transit Systems Security Act; Consumer Product Safety Improvement Act; Affordable Care Act; Consumer Financial Protection Act of 2010, Section 1057 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010; Seaman's Protection Act, as amended by Section 611 of the Coast Guard Authorization Act of 2010; and the Food and Drug Administration’s Food Safety Modernization Act.

NEW MEMBER FIRMS

The Board of Directors have approved the applications for membership of three companies. We are delighted to have two new associate member firms and one new contractor member firm join our MICA family of members.

The first associate member firm is INTEGRATED MARKETING GROUP. The company is located in Orange, California. Integrated Marketing Group was founded in 1982. They are a fully integrated manufacturer of high temperature fabrics and accessories servicing the thermal insulation, welding protection, marine and automotive markets. Their product line includes; fiberglass fabrics, coated and laminated fiberglass fabrics, silica fabrics, core spun fabrics, fiberglass needled mats, stainless steel knitted wire mesh and fiberglass tapes.

The company has three distribution centers strategically located in California, Texas and New Jersey to better serve their customers with same day or next day delivery. Their highly trained staff can help with developing specialized products and solving technical issues.

The Regional Manager for the Mid West states is Jennifer Vowell. Jennifer is no stranger to MICA having attended several MICA functions in the past. We are delighted to have Jennifer back as a participating member. We hope to see her at our fall business meeting in Omaha this October. She can be reached at her email address which is Jennifer@integratedmarketing-group.com or by phone at 281-734-1003.
Please add the following company information to your MICA directory:

Integrated Marketing Group
1740 W. Katella Ave.
Suite A
Orange, CA 92867
714-771-2401
Fax # 714-771-3925
www.integratedmarketing-group.com
Colleen Anderson, VP of Sales
colleen@integratedmarketing-group.com

The second associate member firm is **PTF INSULATION FABRICATORS** in Denison, Texas. The general manager of PTF is Obed Mendoza. Obed is delighted to be a part of MICA. Please look for the company’s ad in next month’s newsletter.

PTF Insulation Fabricators strives to be recognized as a leader in the insulation fabrication industry. PTF is committed to providing the best customer service, quality and excellence. The company fabricates to industrial standard specifications; they custom fabricate to meet every customer’s unique pipe, tank, and fitting requirements. The company offers a diversity of skills and knowledge; this reflects over 15 years of fabrication experience. The company’s combined experience gives them the ability to precision-fit any piping configuration to industry standards. By doing this, they assure you the highest quality and the best fitting insulation systems available in the industry.

We are looking forward to having Obed Mendoza at one of our future MICA events. Please give a warm MICA welcome to Obed and PTF Insulation Fabricators. Add the following company information to your MICA Directory:

PTF Insulation Fabricators
315 E. Walker Street
Denison, TX 75020
903-464-0556
Fax # 903-464-0558
www.ptfinsulationfabricators.com
Obed Mendoza, General Manager
obed@ptffabricators.com

The third member firm is an insulation contracting company out of Loveland, Colorado. **MECHANICAL INSULATION SYSTEMS, INC.,** is a family owned and operated merit contracting firm with over 75 years of experience.

Rudy Kubasta, Vice-President and General Manager for Mechanical Insulation Systems is looking forward to his participation in MICA activities. Rudy noted that the company’s Mission is “to serve our customers, team, and community with excellence”. They provide only top-quality workmanship performed by trained professionals in a safe working environment.

Please extend a warm MICA welcome to our newest contractor member firm, and add the following company information to your MICA Directory:

Mechanical Insulation Systems, Inc.
243 S. Madison Ave.
Loveland, CO 80538
970-663-7381
Fax # 970-667-7264
www.mechanicalinsulationsystems.com
Rudy Kubasta, Vice-President
rkubasta@aol.com

**NIA COMMITTEE DAYS**

Now is the time to plan to join the NIA for its 2011 Committee Days members-only meeting at the L’Enfant Plaza Hotel in Washington, DC, November 8-9, 2011. Get all the information you need to register, plan your trip, and learn what committees may interest you at www.insulation.org/committeedays. Make sure to check out information about luncheon presenter Henry Green, President of the National Institute of Building Sciences, as well as committee presentations for Associates on Life Cycle Analysis and for Distributor/Fabricators and Associates on Social Media.

No matter which sector of the mechanical insulation industry you represent or what your specific interest is in your industry’s trade association, there is a place for you at the 2011 Committee Days. Committee Days is a unique experience where members come together to help shape the direction of the National Insulation Association by sharing ideas, discussing industry trends, and expressing concerns and problems to benefit the mechanical industry as a whole. Join us in the nation’s capital to provide valuable input to both your association and your in-

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1528CW-SQ (Foil)
FSJ Vapor Seal Squares
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