In past years, MICA has combined an educational seminar with the fall business meeting. This combination of business meeting and seminar was designed to keep your travel costs to a minimum, yet allow you to participate in both educational activities. This year the Board decided to sponsor a free half-day educational seminar on project management. At our October meeting last year, Jon McCleary with PCI Group in Lenexa, Kansas, gave a presentation on project management that was pertinent to both our contractor and associate members. Jon’s presentation was well received but way too short to cover the topic in any adequate fashion. The Board has asked Jon to provide us with a more 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 seminar will be held on Tuesday, October 15, 2013, from 1:00 p.m. until 5:00 p.m. at our fall business meeting hotel, the Embassy Suites Downtown, in Omaha. Separate registration and hotel material was sent to you earlier this month. If you are interested in registering for this educational seminar, please complete the registration sheet 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.

Mr. Jon McCleary is Manager of Strategic Development for Performance Contracting Group - Kansas City, Headquarters. His Responsibilities include leading the Learning and Development function, Leadership Development and Succession Planning Strategy for PCG. Jon has 29 years of experience in the Mechanical Insulation Industry. Jon was owner and President of Design Industrial Services, Inc. from 1988 to 1998. He served as Senior Estimator, Area and Branch Manager for PCI in Spokane Washington. He was PCG Foreman Trainer and Supervisor from 2005 thru 2008. The Board has asked Jon to include, but not limit his presentation to, the following topics during the seminar:

- Productivity – Best Practices and Measurements
- Schedule Delays – How to document and identify real costs
- Change Order Management
- Loss Control of Insulation Contracting “Money Leaks”
- Safety Costs to the Project – Finding the right balance to the program
- Working with Your Suppliers on Material Delivery Pre-planning through Actual Delivery

Take advantage of this seminar offering in conjunction with our annual fall business meeting. The fall business meeting will be held on Wednesday and Thursday, October 16 & 17, 2013. Save yourself time and travel by registering and attending both the seminar and fall business meeting.

This year’s fall business meeting will include updates and discussions on several topics crucial to your business operations. The technical sessions will include presenta-
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

HELLO MICA FAMILY!

August was a busy month for MICA. We started the month off with the summer planning meeting in Galena, IL; site of the 2014 convention. The Board of Directors have put a lot of time and energy into finalizing all the topics and speakers for the October meeting in Omaha. Following what I outlined in my earlier newsletters, we’ve put together a meeting that can really make a difference in your business. I’m confident you’ll be able to take back some practices that will increase your bottom line. You’ll read all the details of the meeting shortly. In Galena, we also spent a good amount of time getting things in line for next June. I guarantee the weather will be just as incredible as it was in August when we’re all there next June!*

The following week I joined the audit committee in Omaha as they performed an audit on MICA’s operations. Basically, the committee verifies that the ‘back office’ of MICA is working properly, from accounting and payment procedures, to document retention and storage, to visiting with the insurance and investment folks. It really gave me an appreciation for how much more involved it is running MICA than simply showing up at a hotel for a convention.

On top of all that, the Manual Committee met the day before the summer planning meeting to continue developing additional plates and other improvements for the 7th edition of the Standards Manual. If you don’t have a copy (paper or electronic), visit MICA’s website at www.micainsulation.org and put an order in. Integrating the plates into your submittals or presentations will help you stand out as a more professional company. Many thanks go out to everyone who put in some “MICA time” recently!

Thank you for the feedback on the quote in my last newsletter! It’s reassuring that people are reading the MICA Messenger, even if it’s just two of you. I like to read and use these quotes from time to time because they’re typically written by someone incredibly more articulate than I am. This one comes from our nation’s 30th President. I think it captures why a lot of MICA members have become and stayed successful throughout the years:

“Nothing in this world can take the place of persistence. Talent will not; nothing is more common than unsuccessful people with talent. Genius will not; unrewarded genius is almost a proverb. Education will not; the world is full of educated failures. Persistence and determination alone are omnipotent.”
– Calvin Coolidge

Thank you for reading,

Ben Pfister
President of MICA
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*On advice from legal counsel, it turns out I cannot guarantee good weather next year!
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tions on ever changing healthcare reform, using the MICA Plates for submittal purposes, cloud technologies and disaster recovery back-ups, internal controls to help protect against fraud and embezzlement, manpower and recruiting issues, and OSHA updates. 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 and better business professionals.

Just when you thought you were getting a grasp of the potential impact of the Affordable Care Act on you and your company’s insurance plans, President Obama delays the employer mandates for a year. So what does this mean to you? What changes from the message that we heard in June? We will have Beau Reid with Holmes Murphy in Omaha, Nebraska, share his insights on the continuing saga of Obamacare!

When was the last time you reviewed your company’s internal operations? Are you still processing your payables and receivables with the same people in the same manner? Do you understand the services your outside accounting firm is providing to you? Has your business grown but your internal staff remained about the same? Are you involved in managing your checking accounts on a daily basis? Should you/can you? When do you need bonding of your key people? Is your controller controlling or embezzling? Keith Barfield is a founding member at Barfield, Murphy, Shank & Smith and has lead responsibility for the firm’s information systems. For 30 years, Keith has provided solutions for accounting issues including restructuring company debt, bank relationships and negotiations, operational and organizational restructuring, strategic planning, acquisitions, dispositions, family transitions, business value enhancement, technology utilization and turnaround assistance. His clients range from construction companies, manufacturing & distribution businesses, and those in the technology and service industries. Keith will provide us with a “refresher” on structuring our company’s internal controls to help limit embezzlement and fraud opportunities within our organizations.

Do you have your head in the “clouds” when it comes to your company’s data technology and data storage or are you “cloud” savvy? Data storage and technology is changing almost daily. Are you ahead of the curve, behind the curve or wondering where the curve is? Tim Luell with Symantec will provide some clarity to cloud storage and technology issues. Tim will give us a primer on cloud computing and disaster recovery backup systems. He will share with us what we should do to

(Continued on page 7)
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<table>
<thead>
<tr>
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<th>R-value, 1 inch</th>
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<tr>
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The National Commercial & Industrial Insulation Standards manual is in its 7th edition and is being referenced in insulation specifications on a national scope. So how do you use the manual when you see it referenced in a project specification that you plan to bid? Do you include any of the MICA plates in your submittal package? Peter Gauchel, Chairman of the MICA Technical Committee, will walk you through the process of using the MICA plates from accessing the plates, to downloading the plates, to opening a plate and completing the interactive portion of the plate for inclusion with your job or submittal package. This presentation will give you the appropriate understanding of what the manual can do for you and how you can use it to help eliminate installation problems between you and the engineer once you are on a job.

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 a presentation on the legal issues facing our industry. 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 invit-
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ed 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 and sell 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.

The discounted room rate at the Embassy Suites is $154.00 per night, single or double occupancy. Included in this rate is complimentary wireless internet in your guestroom. Room reservations are to be made directly with the Hotel. You should call the hotel reservations department at (800) EMBASSY (362-2779) to make your individual room reservations. To receive the contract rate, you need to identify that you are with the Midwest Insulation Contractors Association group. Please reserve your room by September 15, 2013. This is our cut-off date for reducing our room block without any penalty. I will monitor our block of rooms and adjust our block accordingly. In order to assure yourself a room at the hotel at the discounted rate, we ask that you make your reservation prior to September 15, 2013. After this date, our room block will be released. Any room reservations made after that date, will be honored on a space and rate available basis. You will not be guaranteed the $154.00 a night rate. Your cooperation in making this advance registration call as soon as possible is most appreciated.

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 6, 2013. 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.

(Continued on page 10)
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 with “Benefiting Your Bottom Line”. 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 2013 Annual Fall Business Meeting this October in Omaha!

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NATIONAL COMMERCIAL & INDUSTRIAL INSULATION STANDARDS, 7TH EDITION

Remember, as a MICA member, you are entitled to the member discount when purchasing the electronic version or hard copy of the manual. Just go to the “members only” portion of the MICA website (www.micainsulation.org) to get your discount code. Using the code, you will get a $25 savings off the hard copy (regular price $125) and $40 off on the electronic version (regular price $195). The annual subscription renewal fee on the electronic version is $50.
NEW SBA RULE ALLOWS SUB CONTACT WITH CONTRACTING OFFICER

The U.S. Small Business Administration (SBA or Agency) is amending its regulations governing small business subcontracting to implement provisions of the Small Business Jobs Act of 2010. In particular, this rule adds a provision providing that for a “covered contract” (a contract for which a small business subcontracting plan is required), a prime contractor must notify the contracting officer in writing whenever the prime contractor does not utilize a small business subcontractor used in preparing its bid or proposal during contract performance. This rule also adds a provision requiring a prime contractor to notify a contracting officer in writing whenever the prime contractor reduces payments to a small business subcontractor or when payments to a small business subcontractor are 90 days or more past due.

In addition, this rule clarifies that the contracting officer is responsible for monitoring and evaluating small business subcontracting plan performance. The rule also clarifies which subcontracts must be included in subcontracting data reporting, which subcontracts should be excluded, and the way subcontracting data is reported. The rule also makes changes to update its subcontracting regulations, including changing subcontracting plan thresholds and referencing the electronic subcontracting reporting system (eSRS). Further, the rule adds a provision to the regulations which addresses subcontracting plan requirements and credit towards subcontracting goals in connection with multiple award multi-agency, Federal Supply Schedule, Multiple Award Schedule and government-wide acquisition indefinite delivery, indefinite quantity contracts.

BUILDING INFORMATION MODELING GROUP SETS NEW INDUSTRY-WIDE STANDARDS FOR BUILDING INFORMATION MODELS

A nationwide group of Building Information Modeling users, known as the BIMForum, released the first-of-its kind standard establishing definitions for how complete Building Information Models (BIMs) need to be for different stages of the design and construction process. The new standard, known as the Level of Development Specifications (LOD), was developed under an agreement with the American Institute of Architects. The standard allows everyone involved with construction projects to clearly articulate how detailed model elements for the different

(Continued on page 17)
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FUTURE MICA MEETING DATES

Fall 2013 Annual Fall Business Meeting — October 16 & 17, 2013, Embassy Suites Downtown, Omaha, NE.

57th Annual Spring Convention — June, 16 — 19, 2014, Eagle Ridge Resort, Galena, Illinois. [Please note that the convention will begin on the Monday after Father’s Day. This slight change in the schedule is the direct result of member feedback to the Board].

Fall 2014 Annual Fall Business Meeting — October 22 & 23, 2014, Embassy Suites Downtown, Omaha, NE.

58th Annual Spring Convention — June, 2015, Under Consideration. Send your suggestions to the MICA office.

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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building systems are or need to be throughout the design and construction process.

“We want everyone to have the same understanding about how much information should go into each element of a building model, and for what uses those models are suitable,” said Dmitri Alferieff, the director of the BIM-Forum. "This specification will eliminate much of the confusion that comes with having different expectations for what should be in the models."

Alferieff noted that the new development specifications allow model authors to define what their models can be relied on for and allow other users to understand the value, and limitations, of models they receive. A team of 16 contractors, engineers and architects co-chaired by Jan Reinhardt with Adept Project Delivery and Jim Bedrick with A/E/C Process Engineering began drafting the standards in early 2011.

"The key to eliminating confusion is setting common expectations for everyone involved in a project," said James Vandezande, AIA, Principal at HOK, who served on the BIMForum committee that crafted the new standards. “This specification is a tool that levels expectations between different team members about the information contained in the models.”

Officials with the BIMForum published a draft version of the specification earlier this year and sought comments from the broader construction community. Nearly 100 people provided input, which helped the drafting committee refine the specification. Now that the specification is finalized, the BIMForum is making it open to the entire construction, architectural and design community and encouraging them to use it as a reference standard in Building Information Modeling agreements and execution plans, Alferieff added.

**U.S. DEPARTMENT OF LABOR'S OSHA ANNOUNCES PROPOSED RULE TO PROTECT WORKERS EXPOSED TO CRystalline SILICA**

The U.S. Department of Labor's Occupational Safety and Health Administration announced a proposed rule aimed at curbing lung cancer, silicosis, chronic obstructive pulmonary disease and kidney disease in America's workers. The proposal seeks to lower worker exposure to crystalline silica, which kills hundreds of workers and sickens thousands more each year. After publication of the proposal, the public will have 90 days to submit written comments, followed by public hearings.

"Exposure to silica can be deadly, and limiting that exposure is essential," said Dr. David Michaels, assistant secretary of labor for occupational safety and health. "Every year, exposed workers not only lose their ability to work, but also to breathe. This proposal is expected to prevent thousands of deaths from silicosis—an incurable and progressive disease—as well as lung cancer, other respiratory diseases and kidney disease. We're looking forward to public comment on the proposal."

Once the full effects of the rule are realized, OSHA estimates that the proposed rule would result in saving nearly 700 lives per year and prevent 1,600 new cases of silicosis annually.

Exposure to airborne silica dust occurs in operations involving cutting, sawing, drilling and crushing of concrete, brick, block and other stone products and in operations using sand products, such as in glass manufacturing, foundries and sand blasting.

The proposal is based on extensive review of scientific and technical evidence, consideration of current industry consensus standards and outreach by OSHA to stakeholders, including public stakeholder meetings, conferences and meetings with employer and employee organizations. "The proposed rule uses common sense measures that will protect workers' lives and lungs—like keeping the material wet so dust doesn't become airborne," added Michaels. "It is designed to give employers flexibility in selecting ways to meet the standard."

The proposed rulemaking includes two separate standards—one for general industry and maritime employment, and one for construction.

The agency currently enforces 40-year-old permissible exposure limits (PELs) for crystalline silica in general industry, construction and shipyards that are outdated,
inconsistent between industries and do not adequately protect worker health. The proposed rule brings protections into the 21st century. The proposed rule includes a new exposure limit for respirable crystalline silica and details widely used methods for controlling worker exposure, conducting medical surveillance, training workers about silica-related hazards and recordkeeping measures.

OSHA rulemaking relies heavily on input from the public and the agency will conduct extensive engagement to garner feedback from the public through both written and oral comments. OSHA will accept public comments on the proposed rule for 90 days following publication in the Federal Register, followed by public hearings. Once public hearings conclude, members of the public who filed a notice of intention to appear can then submit additional post-hearing comments. Additional information on the proposed rule, including a video; procedures for submitting comments and the public hearings can be found at www.osha.gov/silica.

OSHA SIGNS ALLIANCE, CREATES WEB PAGE TO PROTECT SAFETY AND HEALTH OF FEMALE CONSTRUCTION WORKERS

The Occupational Safety and Health Administration has signed an alliance with the National Association of Women in Construction to develop training resources to protect women in the construction industry. The alliance will focus on musculoskeletal and sanitation hazards and issues related to poorly-fitting personal protective equipment.

"Safety and health problems in construction create barriers to women entering and remaining in this field," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "Through this alliance, we will work together to forge innovative solutions to improve the safety, health and working conditions for women in the construction trades and retain female workers during a critical time of job shortages in this industry."

During the two-year agreement, the alliance intends to develop training programs, fact sheets and other outreach resources on musculoskeletal hazards, sanitation and PPE
selection. The alliance will focus on these and other safety and health issues specific to female construction workers.

Based on a recommendation from the Advisory Committee on Construction Safety and Health, OSHA this week also unveiled its new Women in Construction Web page, a site that outlines and addresses safety and health issues specific to female construction workers, including PPE, sanitary facilities and other resources. For more information on the alliance, visit the OSHA-NAWIC Web page. The agreement will remain in effect for two years. Visit OSHA’s Women in Construction Web page for more information about OSHA regulations and resources for women in construction.

NAWIC, founded in 1955 as a support network for women working in the construction industry, has more than 150 chapters and represents 4,500 members nationwide. As of 2010, there were about 800,000 women working in the construction industry, roughly nine percent of the industry workforce.

Through its Alliance Program, OSHA works with unions, consulates, trade and professional organizations, faith- and community-based organizations, businesses and educational institutions to prevent workplace fatalities, injuries and illnesses. The purpose of each alliance is to develop compliance assistance tools and resources and to educate workers and employers about their rights and responsibilities. Alliance Program participants do not receive exemptions from OSHA inspections or any other enforcement benefits. For more information, visit http://www.osha.gov/desp/alliances/index.html.

**CHANGES TO MICA 2013-2014 BOARD OF DIRECTORS AND OFFICERS**

Notice of changes: Dale Winters, HTH Companies, Inc., will replace Randy Wheeler on the MICA Board of Directors and Nathan Heilman, Diamond Insulation, will step in as Vice President. Dale’s address is 239 Rock Industrial Blvd., Union, MO 63084, (636) 583-8698, fax (636) 583-5971, dale@hthcompanies.com.
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OSHA ANNOUNCES CHANGES TO RECORDKEEPING RULE FOR FEDERAL AGENCIES TO IMPROVE TRACKING OF FEDERAL WORKPLACE INJURIES, ILLNESSES

The Occupational Safety and Health Administration today issued a final rule that will require all federal agencies to submit their OSHA-required injury and illness data to the Bureau of Labor Statistics every year. This data will allow OSHA to analyze the injuries and illnesses that occur among the more than two million federal agency workers and develop training and inspection programs to respond to the hazards identified.

"This change provides OSHA an opportunity to collect injury and illness data from all federal agency establishments," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "The data will help us streamline and improve programs to reduce occupational hazards and prevent injuries, illnesses and deaths within the federal workforce."

Other changes to the recordkeeping rule include amending the date when agencies must submit their annual reports to the secretary of labor and the date when the secretary must submit a report to the president. The rule will also restate that volunteers are considered employees of federal agencies and explain how volunteers' injuries should be recorded in agency injury and illness logs. The rule will clarify the definition of federal establishment and explain when contract employees should be included on an agency's log.

Collection of establishment level information will enable OSHA to develop programs to assist agencies in meeting their injury and illness targets under the Protecting Our Workers and Ensuring Reemployment initiative. The POWER Initiative, which covers fiscal years 2011 through 2014, was established by President Obama to extend prior federal government workplace safety and health efforts by setting aggressive performance targets, encouraging the collection and analysis of data on the causes and consequences of frequent or severe injury and illness and prioritizing safety and health management programs that have proven effective in the past.

Federal agencies have been required to follow the same recording and reporting requirements as the private sector since January 2005. Information on the final rule can be found in the Federal Register notice.

CONSTRUCTION WORKERS TO PAUSE FOR SAFETY STAND-DOWN ON FALL HAZARDS, SEPT. 3

KANSAS CITY, Mo. – The U.S. Department of Labor’s Occupational Safety and Health Administration is partnering with more than 300 employers and labor organizations to sponsor a safety stand-down Sept. 3 beginning at 11 a.m., at construction sites throughout Iowa, Kansas, Missouri and Nebraska.

The focus of the stand down is to raise awareness among employers and workers about the hazards of falls, which are the leading cause of deaths in the construction industry. In 2011, there were 262 fall fatalities out of 738 total fatalities in construction. For more information visit http://www.osha.gov/stopfalls/factsheet.html.

"This stand-down underscores the imperative need to identify and address fall safety hazards," said Marcia Drumm, OSHA’s acting regional administrator in Kansas City. "Fall hazards are preventable and lives can be saved with three simple steps: plan, provide and train."

Register participation for your work site at http://www.surveymonkey.com/s/9K6573X.

For further information, please contact Brian Wood at wood.brian.l@dol.gov or Peggy Taylor at taylor.peggy@dol.gov.
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