On behalf of the Officers and Board of Directors of the Midwest Insulation Contractors Association, we wish to extend to all of you a Merry Christmas, Happy Hanukkah, and a most joyous and prosperous New Year!
HELLO MICA FAMILY,

Judy and I would like to wish all of our MICA friends and their families a most joyous of holiday season. Christmas time is a time for giving and for gatherings with all of our families and friends. It’s a time to give thanks for all we have and hopefully, to give some help for those that are not so fortunate. Christmas time is definitely a favorite time for Judy and me. Judy loves to decorate the house and really goes all out. Snowmen and snowwomen of all sizes are everywhere throughout our home. (Guess who gets to pull out all the totes and set them up)? Three Christmas trees are perfectly decorated; one traditional tree, one that is decorated with Iowa Hawkeye lights and Iowa Hawkeye ornaments in black and gold (that’s my favorite), and another tree decorated with blue and red lights and with Chicago Cub ornaments (Judy’s lovable losers tree). It’s not been a very good year for my Iowa Hawkeye football team or Judy’s Chicago Cubs but wait till next year, at least we hope.

The start of the New Year is only a blink away. Have you all thought about your New Year’s resolutions? Or have you made those goals for 2013 yet? I would like to ask you all to think about MICA in your new year’s resolutions and 2013 Goals. Maybe get more involved in MICA and join one of the committees; all it takes is asking one of the board members or committee members or just email Tom at the MICA office in Omaha. I can guarantee you that if you get yourself involved or get another one of your co-workers involved, you both will get more out of your participation in MICA than you think.

Being involved in MICA is a great opportunity to meet and discuss how other contractors and associates do things in their businesses. See how others do business and how others may handle similar problems that you may have in your business. Don’t forget, too, that MICA has one of the best resources in our legal counsel, Gary Auman. Gary keeps us all up to date on what is going on in the world of safety and he keeps us updated on all of the ever-changing OSHA regulations. This is all available to you and just another value of being involved in MICA.

Our MICA Executive Committee and our Board of Directors will be meeting in January to make and finalize our plans for our Spring convention in June, held at the Waldorf Astoria Hotel in Naples, Florida. This is a really nice property, and we have a fantastic rate of $139.00 per night, which is just a steal for this 4 Diamond, 4-star beach front hotel. We hope to see you all there.

This is it for my news for the month of December and for 2012. Hope to see you all soon. Thanks for reading.

Have a very Merry Christmas and a Happy New Year!

Regards,

Rich Huseman
President of MICA
NEW USER-FRIENDLY AVERY DENNISON PERFORMANCE TAPES WEB SITE LETS VISITORS QUICKLY FIND ADHESIVE SOLUTIONS FOR WIDE-RANGING APPLICATIONS

PAINESVILLE, Ohio — A new user-friendly web site that enables visitors to easily locate adhesives and pressure-sensitive tape solutions for virtually any product application has been launched by Avery Dennison Performance Tapes, a business unit of Avery Dennison Corporation (NYSE: AVY).

The comprehensive and highly accessible web site, www.tapes.averydennison.com, allows OEMs, converters, contractors, distributors and end user customers to advance from the home page to a recommended adhesive or tape by navigating through just three screens. In-depth product technical information is available for engineers and designers looking to specify a product for an application.

“Finding an adhesive solution has never been easier,” says Sid Srivastava, global business director for Avery Dennison Performance Tapes, Industrial Segment. “First select your market application, such as ‘Automotive,’ then a specific application, such as ‘Foam and Fiber Bonding,’ and then choose from a comprehensive list of products specifically designed for that application.”

Site visitors can choose from 13 dedicated market applications, ranging from Aerospace, Mobile and Handhelds to Solar Panels, Building and Construction, Packaging and Personal Care. An advanced product finder allows visitors to select specific product attributes and application parameters to refine their product search.

The site features visually striking graphics and wide-ranging functionality. Its Quicklinks tab, for example, offers Finder menus for Automotive OEM Certifications, Distributors, and Sales Representatives, and a regional Order Tracking System.

The Resource Center tab’s Education menu delivers Application Briefs and a Tape Selection Resource Guide. The Products tab offers menu selections for Tape Construction and Closure Solutions.

The site is equipped with a social media bar for sharing information with colleagues and a Contact Us button on every page that provides fast access to application assistance.

“We designed www.tapes.averydennison.com to meet the needs of our diverse adhesives and pressure-sensitive tapes customer base,” Srivastava notes. “The site is a central global hub for detailed product and technical data that applies to applications spanning across a host of industries. Engineers, technicians and managers can turn to our site for in-depth product information, application solutions and advanced product selection capabilities.”
THE NATIONAL INSULATION ASSOCIATION REACHES 1,000 CERTIFIED INSULATION ENERGY APPRAISERS

The National Insulation Association's (NIA's) Foundation for Education, Training, and Industry Advancement announces the certification of the 1,000th Certified Insulation Energy Appraiser. Glenn Vande Walle with Bay Industries, Inc. in Milwaukee, Wisconsin, attended an Insulation Energy Appraiser Program (IEAP) training course this fall; by passing the exam, he became the 1,000th person to become a Certified Insulation Energy Appraiser.

NIA's IEAP training course was developed in 2001 to teach students how to determine the optimal insulation thickness and corresponding energy and dollar savings for mechanical insulation projects. The program gives students the information needed to explain the value of properly installed mechanical insulation systems to customers.

The IEAP course curriculum includes instruction in the 3E Plus® insulation thickness calculation software, how to interview customers, conducting a facility walk-through, determining the amount of greenhouse gases saved through the use of insulation, analyzing and completing an appraisal spreadsheet, and preparing a final report for the customer that outlines this information. Students who attend the 2-day IEAP training course and pass the exam become Certified Insulation Energy Appraisers. Their certification is valid for 3 years and renewed by providing information about appraisals or passing an online exam.

The IEAP training courses have seen increased interest in recent years. Appraisers are bringing awareness regarding the economic and environmental value of mechanical insulation to their customers, with the goal of installing more insulation. Over the past 2 years, 15 training courses were held in 2011, and 12 classes have been held (or are scheduled) in 2012.

For additional information about the IEAP, or to view the list of Certified Insulation Energy Appraisers, please go to www.insulation.org/training/ieap.

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WASHINGTON — The Internal Revenue Service today issued the 2013 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes. Beginning on Jan. 1, 2013, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 56.5 cents per mile for business miles driven.
- 24 cents per mile driven for medical or moving purposes.
- 14 cents per mile driven in service of charitable organizations.
- 14 cents per mile driven in service of charitable organizations.

The rate for business miles driven during 2013 increases 1 cent from the 2012 rate. The medical and moving rate is also up 1 cent per mile from the 2012 rate. The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than four vehicles used simultaneously.
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WASHINGTON - The U.S. Equal Employment Opportunity Commission (EEOC) recently approved a Strategic Enforcement Plan (SEP) to establish national enforcement priorities and better integrate enforcement responsibilities. The SEP passed 3-1 with bipartisan support.

"The SEP promotes more strategic use of agency resources with the ultimate goal of advancing EEOC’s mission of stopping and remedying unlawful discrimination," said EEOC Chair Jacqueline Berrien.

The SEP grew out of the EEOC’s Strategic Plan for Fiscal Years 2012-2016, which was approved on February 22, 2012. It is the result of unprecedented public and staff input, including the creation of an internal SEP Workgroup to develop a draft of the plan and holding a Commission meeting. More than 30 stakeholders testified at the public meeting, many urging the Commission to target specific discrimination issues and to improve the efficiency, quality and consistency of its enforcement programs and in dealing with the public.

Commissioner Victoria Lipnic noted that "the SEP reflects the diverse feedback that we received from a broad cross-section of agency staff and stakeholders."

The purpose of the SEP is to focus and coordinate the EEOC’s programs to have a sustainable impact in reducing and deterring discriminatory practices in the workplace. The SEP identifies six national priorities as the focus of this integrated enforcement effort. These are:

- Eliminating barriers in recruitment and hiring;
- Protecting immigrant, migrant and other vulnerable workers;
- Addressing emerging and developing employment discrimination issues;
- Enforcing equal pay laws;
- Preserving access to the legal system; and
- Preventing harassment through systemic enforcement and targeted outreach.

In addition to these national priorities, the SEP also calls for the development of local and federal sector priorities to address particular issues prevalent in either a geographic location or within the federal sector.

The SEP also contains integration strategies that promote good government. The SEP directs EEOC to pursue a coordinated approach to ensure "consistent and integrated enforcement" throughout the three sectors over which the agency has jurisdiction: private, public (state and local), and federal. The goals are greater consistency and increased efficiency throughout the Commission’s program areas, offices and among staff.
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FUTURE MICA MEETING DATES


56th Annual Spring Convention — June, 17 — 20, 2013, Waldorf Astoria Naples, Naples, Florida. [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 2013 Annual Fall Business Meeting — October 16 & 17, 2013, Embassy Suites Downtown, Omaha, NE.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help. For those not in attendance at the fall meeting, we will be sending out an up-to-date MICA Directory.
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BOARD SETS DUES AND ADVERTISING RATES FOR 2013

At its October meeting, the Board of Directors of MICA approved MICA’s operating budget for 2013. In its deliberations, the Board voted to increase the annual membership dues by $25.00 for contractor and associate member firms. Advertising rates for 2013 will remain the same as in 2012 except for inserts. Due to the increase in postage rates when an insert is included in the newsletter, monthly inserts will be $250 in 2013. The Board is very cognizant of the current state of the economy and wants to keep MICA affordable to all current and prospective members. Annual dues have remained constant for the past three years.

Contractor member annual dues for 2013 are $675.00. The annual dues for associate members is $475.00. The advertising rates have not increased for 2013. Please contact the MICA office for a copy of the 2013 advertising rates. Advertising in the MICA Messenger continues to be an excellent forum to reach the membership on a monthly basis.

We will be mailing 2013 membership renewal notices and advertising contracts in December. We are anticipating 100% renewals and look forward to your continued participation in MICA in 2013.

MICA MANUAL — 7TH EDITION

Remember, as a MICA membership benefit, you are entitled to a “member discount” on both the hard copy and on-line electronic version of this new version. Visit the “Members Only” portion of the MICA website, www.micainsulation.org.

THE PASSING OF HARVEY HARTSOOK

The MICA office was informed of the death of Harvey B. Hartsook, retired International Vice-President of Heat and Frost Insulators Local #39. Harvey died on November 14, 2012, at age 78 after battling kidney cancer for 7 months. Harvey joined the Heat and Frost Insulators and Asbestos Workers Local 39 in Omaha in 1953. He advanced through the ranks and was appointed to the office of International Vice President to represent the Midwest States in 1978. He was elected to 5 consecutive terms until he retired in 2007 at the age of 72.

When I started with MICA, Harvey was the Chair for the union when the MICA Labor Committee would meet with the regional business agents in our joint Labor/Union meetings. These meetings were most educational for me, and Harvey made a lasting impression on me as he balanced the discussions between labor and management within our region. For those of us who knew and worked with Harvey, he will be missed. Memorials may be made to the First Presbyterian Church in Wahoo, Nebraska.
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SWICA EXPO UPDATE

2013 Exhibits Open, Tuesday, January 15, 2013 from 11:00 AM - 6:00 PM.

Three Craft Competitions will be ongoing on the exhibit floor for Rigid, Removable and Commercial insulation. Admission is Free to all industry attendees with craft competition awards at 6:00 PM.

Professional Development Seminars will run concurrent with Expo and Craft Competition and attendees will be provided certification of completion. Sessions will run as follows during the day with lunch and refreshments for attendees:

11:00 AM - 12:15 PM  Panel “Environmental & Economical Impact of Mechanical Insulation”.
1:00 PM - 2:15 PM  Ron King, National Insulation Association Consultant;

Module 1: Educational Series Introduction and Defining Mechanical Insulation--Provides an overview of the series, discusses mechanical insulation in comparison to other insulation, and provides information on the National Institute of Building Sciences’ Mechanical Insulation Design Guide (MIDG)

Module 2: Benefits of Mechanical Insulation--Provides an overview of the power of mechanical insulation in the new construction, renovation, and maintenance arenas when designed, installed, and maintained properly.

2:30 - 3:45 PM - Kenny Freeman, Petrin Corp.

Mechanical Insulation Design Guide Simple Calculators;

These calculators are useful for both the beginner and experienced professionals in the construction, design, specification, maintenance, management, and budgeting fields. The Mechanical Insulation Design Guide, located at www.wbdg.org/midg, is used by design professionals, corporate management, facility owners and managers, energy and environmental consultants, mechanical engineering teachers, and mechanical insulation industry manufacturers, distributors, and contractors, among others.

4:00 - 5:00 PM  Jim Young - ITW Insulation Systems;

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OSHA REQUESTS
RECOMMENDATIONS TO UPDATE ITS
CONSTRUCTION INDUSTRY
STANDARDS

WASHINGTON – The Occupational Safety and Health Administration is issuing a Request for Information to initiate the fourth phase of its Standards Improvement Project (SIP). The purpose of SIP-IV is to improve and streamline existing OSHA construction standards by removing or revising requirements that are confusing or outdated, or that duplicate, or are inconsistent with, other standards. The agency invites the public, including employers, employees, and employee representatives to submit recommendations for revisions to existing construction standards and the rationale for these recommendations.

SIP-IV will focus primarily on OSHA's construction standards. OSHA began the SIP rulemaking process in 1996 in response to a Presidential memorandum to improve government regulation. The purpose of the regulatory review is to reduce regulatory burden while maintaining or enhancing workers' safety and health. OSHA published the first SIP rule in 1998. Two additional SIP rulemakings were published in 2005 and 2011. OSHA will review public comments submitted to this notice to determine the need for, and the content of, any subsequent SIP-IV rulemaking.

Individuals may submit comments electronically via the Federal eRulemaking Portal at http://www.regulations.gov. Comments may also be submitted by facsimile or mail. See the Federal Register notice for details. Comments must be submitted by Feb. 4, 2013.

HELP MICA SOLICIT NEW MEMBER FIRMS

With the new year comes new opportunities to help grow your association. Do you have a prospective member firm that you think would be interested in joining MICA? If so, let us know! Send the contact information to us at mica@tconl.com.
ENERGY DEPARTMENT ANNOUNCES NEW SUNSHOT INVESTMENT IN SOLAR ENERGY GRID SOLUTIONS

WASHINGTON — As part of the Energy Department's SunShot Initiative, which is working to make solar energy competitive with other forms of energy without subsidy by the end of the decade, the Energy Department announced a $29 million investment in four projects that will help advance affordable, reliable clean energy for U.S. families and businesses. These projects are aimed at improving grid connection and reducing installation costs through innovative plug-and-play technologies and reliable solar power forecasts.

“The price of solar panels has fallen dramatically in recent years, but we also need to reduce the cost and time required to actually install them in homes and businesses, and help utility companies better integrate renewable energy into the grid.” said Energy Secretary Steven Chu. “Projects like these can help reduce the cost of solar power and make it easier for American families and businesses to access clean, affordable energy.”

Plug-and-Play Photovoltaic Systems
Today, the Energy Department announced a $21 million investment over five years to design plug-and-play photovoltaic (PV) systems that can be purchased, installed, and operational in one day. Plug-and-play PV systems will make the process of buying, installing and connecting solar energy systems faster, easier and less expensive for homeowners. This effort is part of the Department’s broader initiative to bring down “soft” or non-module hardware costs, which now account for a majority of the total costs of residential systems.

Based in Cambridge, Massachusetts, Fraunhofer USA’s Center for Sustainable Energy Systems will develop PV technologies that allow homeowners to easily select the right solar system for their house and install, wire and connect to the grid. Additionally, North Carolina State University will lead a project to create standard PV components and system designs that can adapt simply to any residential roof and can be installed and connected to the grid quickly and efficiently.

Reliable Solar Forecasting
The Energy Department also announced today an $8 million investment in two projects to help utilities and grid operators better forecast when, where, and how much solar power will be produced at U.S. solar energy plants. Enhanced solar forecasting technologies will help power system operators to integrate cost-competitive, reliable solar energy into the electricity grid and provide clean, renewable energy to U.S. consumers.

Through this initiative, the University Corporation for Atmospheric Research, based in Boulder, Colorado, will research methods to understand cloud impact and develop short-term prediction techniques based on this work. In Armonk, New York, the IBM Thomas J. Watson Research Center will lead a new project based on the Watson computer system that uses big data processing and self-adjusting algorithms to integrate different prediction models and learning technologies. These projects are working with the Energy Department and the National Oceanic and Atmospheric Association to improve the accuracy of solar forecasts and share the results of this work with industry and academia.

The SunShot Initiative is a collaborative national effort to make solar energy cost-competitive with other forms of energy by the end of the decade. Inspired by President Kennedy’s “Moon Shot” program that put the first man on the moon, the SunShot Initiative has created new momentum for the solar industry by highlighting the need for American competitiveness in the clean energy race.

MANUFACTURERS USED OVER 8.5 BILLION POUNDS OF RECYCLED MATERIALS IN THE PRODUCTION OF FIBER GLASS AND SLAG WOOL INSULATION

The North American Insulation Manufacturers Association (NAIMA) announced the results of a recent survey of its members’ use of pre- and post-consumer recycled materials in their insulation products during the years 2008 to 2011. The survey includes data from both U.S. and Canadian manufacturing facilities.

According to the survey, U.S. and Canadian manufacturers used over 8.5 billion pounds of recycled materials in the production of residential, commercial, industrial, and air handling thermal and acoustical insulation. From 2008 to 2011, U.S. manufacturers used more than 5.4 billion pounds of recycled glass, while manufacturers in Canada together utilized more than 1.2 billion pounds of recycled glass.

The survey showed that U.S. manufacturers and manufacturers in Canada used a combined total of 1.9 billion pounds of reclaimed slag in the production of thermal and acoustical insulation. Since the Industry’s recycling program began in 1992, NAIMA members’ plants have diverted over 41.5 billion pounds of recycled materials from the waste stream.

“NAIMA members are committed to preserving the environment by using recycled materials to produce energy-saving insulation products that improve a building’s energy efficiency and minimize environmental impact,” said Kate Offringa, President and CEO of NAIMA. “Fiber glass, rock wool and slag wool insulation are some of the best choices available for residential and commercial green building.”

While recycled content is just one indicator of a product’s environmental impact, the recent survey results illustrate the significant impact that industry can affect through the conscientious use of materials.

For more information about the environmental benefits of fiber glass, rock wool and slag wool, visit www.naima.org today.

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