President Ben Pfister and his wife, Mandy, wish to extend a warm MICA invitation to you to join them as our association engages in “Building Better Businesses”. One of the key benefits of belonging to MICA is your ability to work with fellow members to improve your business acumen and to better your businesses and industry. Come and participate as we share ideas at our annual convention this June 16 – 19, 2014, at one of the Midwest’s most unique full-service golf and spa resorts, Eagle Ridge Resort & Spa. The resort offers an array of exciting experiences, as well as the perfect destination to take advantage of its pristine beauty and relaxing getaway opportunities. Eagle Ridge is a natural backdrop to the picturesque setting in the 6,800-acre Galena Territory, close to the historic town of Galena, with abundant wildlife and rolling hills that stand out from the normally flat Illinois landscape. Accommodations range from 80 beautifully appointed rooms in the main Inn to over 200 spacious one- to-eight bedroom villas and distinctive homes, enhanced by modern amenities and luxurious features. The unique lodging arrangement not only offers guests the traditional luxury hotel room experience, but it also presents an alternative with an inventory of free standing homes that lend themselves beautifully to families, group getaways, executive retreats and even group meeting venues.

Our 57th Annual Spring Convention will be a special event, and one that you do not want to miss! The convention will follow the new format with a Monday to Thursday pattern. Based on feedback from our members, we have moved the arrival date from Sunday of Father’s Day to Monday. This will allow our members to possibly spend Father’s Day at home with family and friends.

Come prepared for some soothing relaxation during your stay. We have reserved a block of rooms at the resort. You have room options ranging from Inn rooms to one and two bedroom villas. Our convention rate for Inn rooms is $129 per night plus tax, single or double occupancy plus a resort amenity fee of $18.00 per day. One and two bedroom villas are $189.00 and $259.00 plus the daily $18.00 resort amenity fee. It is highly suggested that you book your resort reservations now! Call the reservations office at 800-892-2269 and ask for the Midwest Insulation Contractors Block; Group Number 68Q0AP. Please note that we have blocked a limited number of rooms. If you wait until the last minute to reserve your room, you run the risk that our block will be filled, and the resort will not have any additional rooms available. As we have stated in the past, if you reserve your hotel room now, you can always cancel it later, but you may not be able to reserve a room if you wait too long. We will be monitoring our block and making room adjustments accordingly. Our block of rooms will be released on May 15, 2014, but if you wait until May 15th, the block of rooms will be filled, and we may not be able to accommodate your needs.

The Board of Directors is most excited about the technical topics and speakers for the spring convention. The topics and speakers were selected to help educate and
TO: THE MICA MEMBERSHIP

Hello MICA family!

First, I wanted to say “thank you” to everyone that made the trip to Scottsdale for the MICA winter meeting. We had around forty registered attendees who braved the elements to come do some planning for the spring convention. I say "braved the elements" with a great deal of sarcasm, because I think the average temperature at most everyone's homes was around zero or below. I liked to point out that Scottsdale was actually warmer than Florida, even if it was for only the three days we were there.

The first segment of the MICA Board meeting was the planning session for the spring convention in Galena, IL, and was open to any attendee. We had an enormous amount of ideas and feedback, enough that we quickly filled the allotted time for the spring program and we already have some great topics for the fall meeting in October as well! Please take time to mark your calendars now for June 16th - 19th; I think we've got a wonderful line up of speakers and topics that will add value to any size of company. Stay tuned, in the next few newsletters we'll start announcing what we've got planned as the final details get ironed out.

Also in the near future you'll be receiving the application for the 2014 MICA Best Practices in Safety Award. This application is open to all members (there are two forms, one for contractors and one for associate members) and I strongly encourage you to take the time to complete the application. For an incredibly low fee, you get entered and graded on your program, not your EMR or your OSHA Logs. The Safety Committee will follow the same format for grading and will award you Bronze, Silver, Gold or Platinum based on the results from your application. This is done in a completely anonymous format; the small "grading team" doesn't even know which company they are looking at when the grading is taking place. The results are announced during the spring convention. To me, the greatest benefit comes in the months after the spring meeting when Gary Auman sends his recommendations and comments regarding your application. Last year for the 2013 Award, we received a three page single spaced response with recommendations on how to approve our program. That's a HUGE return on investment!

"If you have an important point to make, don't try to be subtle or clever. Use a pile driver. Hit the point once. Then come back and hit it again. Then hit it a third time – a tremendous whack." -Winston Churchill.

Thank you for reading,

Ben Pfister
President of MICA
bpfister@ludemaninsulation.com
inform you on a variety of industry topics pertinent to our current business climate. We are going to have presentations that cover a wide array of topics that will help you grow your knowledge as a business professional. We will have a presentation on personal identity theft and social media security at our opening breakfast. We will follow up the breakfast session with a more focused discussion of e-security and its potential impact on your business. Paul Routh, with Dunlevey, Mahan and Furry, will update us on the ongoing saga of the Affordable Care Act and its impact in 2014. Gary Au- man will update us on OSHA requirements and the need for a formal safety policy on employee heat stress. We will have a business forecast for our industry. You will be updated on the new MICA plates that have been added to the 7th edition of the National Commercial & Industrial Insulation Standards manual in 2014. Mr. Da- vid Dzina, NIA President for 2014 – 2015, will give us an update on our industry activities at the national level.

We will have a union contractor forum, an open shop contractor forum, and an associate member forum all running simultaneously. This approach allows more of the members to participate in craft issues without being part of a formal committee. This spring, neither the labor committee nor the merit shop committee will formally meet during the convention. 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.

In June, we will recognize those companies that participated in our ninth annual “Best Practices in Safety” Award. This award was established to formally recognize our member firms’ efforts in safety and safety practices. This year, we again use the changes that we made to the “Best Practices in Safety” Award program. We will use the grading system that recognizes each applicant’s achievement in developing a quality safety program. With this system, companies are not competing against each other for awards. Instead, each applicant will try to achieve the highest award level where multiple applicants can receive the same award level. On our second day of meetings, representatives of the participating firms will meet in a roundtable discussion on safety. They will share with us their efforts in promoting safety and establishing best practices in safety.

The Board of Directors feels that each presentation will add value to your understanding of the technical topics discussed. You will come away from the convention (Continued from page 1)

(Continued on page 7)
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<th>Material</th>
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more informed and better prepared to successfully manage your business. It is the Board’s intent to make this convention attractive to our membership in its location, cost and program content. In this light, our registration fee has been adjusted to encourage additional member participation. The registration fee is $500.00 for the first attendee from a member company. Registration for all additional attendees from a given company is reduced to $475. The registration fee is $900.00 for the first member and spouse registered from a member company. Registration for all additional registered couples from a given company is reduced to $875. This year we have included a children’s registration for the Welcome Reception and Farewell Brunch events only. The fee is $100.00 per child. The Board is delighted to offer this new incentive for multiple attendees from member companies. The benefit of joining an association comes from participating in association activities.

The sixteenth annual “Mick Van Horn Memorial Golf Tournament” is set for Tuesday afternoon, June 17, 2014, at the Eagle Ridge North Golf Course. We have a lunch cookout beginning at 12:00 p.m. followed by a shotgun start at 1:00 p.m. The course is a short walk from the main lodge. The resort staff will shuttle you to the course for those who do not want to walk or drive to the course. We still have the four-person scramble format for you to enjoy. This year’s fee is $115.00 per golfer, which includes a lunch, cart, green fees, complimentary use of practice and range area, and, of course, prizes.

The program also affords you ample time for fun and relaxation and to interact with your fellow contractors and distributors. We have the traditional opening evening Welcome Reception. This year’s reception is sponsored in part by the contributing associate members. We will feast on hors d’oeuvres, libations, and renew friendships. Our gala dinner and dance will be on Wednesday evening. This year’s gala is semi-formal dress. We will honor Gary Auman, partner with Dunlevey, Mahan & Fur- ry, with the “William R. Heaston Outstanding Mem- ber” award. Even though Gary is not an official member of MICA, he truly exemplifies the virtues reflected in Bill Heaston of selfless service to MICA and the insulation industry. The recognition ceremony will take place during our Wednesday evening gala.

A convention registration packet will be mailed to you early next month. Your cooperation in completing the registration material early and making your hotel reservations early is most appreciated. Your promptness helps

(Continued on page 9)
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us to plan a better, more efficient and effective convention for you. We ask that you complete and mail your registration material along with payment to the MICA office no later than May 25, 2014. It is MICA’s policy to refund 90% of your registration fee if we are notified prior to June 1, 2014. Once we have committed to the hotel with meal guarantees, we are then obligated to pay these guarantees. We will work with you on refunds if you inform us on a timely basis. Your help and understanding on this matter is most appreciated. Make plans to bring your family to the MICA convention and extend your business to include some quality family time. Now is the time to plan for your participation at MICA’s 57th annual spring convention. Make your hotel reservations today by calling the Eagle Ridge reservation line at 800-892-2269. Please join Ben, Mandy, the entire Board of Directors and fellow MICA members in Galena, June 16 – 19, 2014, for our annual spring convention and be a part of “Building Better Businesses”.

OSHA ISSUES 2014 INSPECTION PLAN TO REDUCE INJURIES AND ILLNESSES AT HIGH-HAZARD WORKPLACES

WASHINGTON – The Occupational Safety and Health Administration has issued its annual inspection plan under the Site-Specific Targeting 2014 program to direct enforcement resources to workplaces where the highest rates of injuries and illnesses occur. The SST program is one of OSHA’s main programmed inspection plans for high-hazard, non-construction workplaces that have 20 or more workers. The SST plan is based on data collected from a survey of 80,000 establishments in high-hazard industries.

"By focusing our inspection resources on employers in high hazard industries who endanger their employees, we can prevent injuries and illnesses and save lives," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels.

As part of the SST-14 program, OSHA is conducting a study to evaluate the effectiveness of the program based on 1,260 randomly selected establishments.

Programmed inspections of nursing and personal care establishments will continue under OSHA’s Nursing and Personal Care Facilities National Emphasis Program.

In addition to the SST program, OSHA implements both national and local emphasis inspection programs, which include programmed inspections, to target high-risk hazards and industries. OSHA currently has 13 National Emphasis Programs that intensify inspections on hazards or industries such as lead, silica, shipbreaking, trenching/excavations and process safety management, and approximately 140 Regional and Local Emphasis Programs.
The National Insulation Association (NIA) is excited to announce the upcoming release of our new logo! NIA Past President Rick Smith, of E.J. Bartells, first suggested a logo redesign at his first Board of Directors’ meeting on April 21, 2012. Part of the redesign also included the development of several taglines to be used in concert with the new logo to present different messages about NIA and the benefits of mechanical insulation. Mr. Smith began this initiative to help NIA emphasize its position as “the voice of the insulation industry,” a phrase long associated with NIA, that would become one of the taglines for our new logo. To help facilitate the creation of a new logo, Mr. Smith created the Branding Image and Information Technology (BRITE) Task Force. This task force, in concert with NIA staff, worked to craft a new, fresh logo and taglines to reflect NIA’s mission and its primary role in promoting and supporting the mechanical insulation industry.

The taglines that will be used with NIA’s new logo consist of phrases that NIA has been using for years, or even decades. Our new design allows us to incorporate these phrases with our logo to further explain NIA’s mission. This will help NIA with its awareness and advocacy efforts, and will allow us to quickly capture and illustrate the power of insulation to related industries, power players on Capitol Hill, and other strategic partners in an easy-to-read graphic format. Both the new logo and the taglines were approved by NIA’s Board of Directors at the Committee Days meeting on December 5, 2013, and will be copyrighted and trademarked for NIA’s use only. The following phrases are the final taglines created by the BRITE Task Force members:

- One Voice, One Industry, One Future™
- The Voice of the Insulation Industry™
- The Power of Insulation™
- Representing the Mechanical Insulation Industry™
- Serving the Mechanical Insulation Industry™

NIA also created a “Proud Member of NIA” logo to ensure all of our members are a part of our new, branded efforts to grow the industry and make it stronger. This (Continued on page 18)
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FUTURE MICA MEETING DATES

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.


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

59th Annual Spring Convention — June 2016, 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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separate, members-only logo can be used on members’ promotional or marketing materials and will help increase our sense of professional collaboration and unity.

While the new logo will be seen on upcoming NIA communications and publications, NIA will officially debut the logo at our 59th Annual Convention in Indian Wells, California to our members, industry professionals, and other insulation end users. Our premier industry event, which attracts mechanical insulation professionals from all over the United States, is the perfect event to celebrate our new logo, and we hope to build on this momentum as we continue to work on behalf of the industry. NIA would like to express its sincerest gratitude to Past President Rick Smith, current President David Dzina, and the BRITE Task Force members for all their hard work, dedication, and support in creating our new logo. This group, representing many diverse parts of the industry, was indispensable in creating our new logo, and particularly the taglines, that resonate across different specialties and truly capture both the diversity and possibility that the mechanical insulation industry holds.

NIA members can log into the Members Only section of www.insulation.org and download a JPEG of the Proud Member of NIA logo. Please use this file to update your business cards, website, and any other relevant materials.

A Very Special Thanks to the Members of the BRITE Task Force:

Dave Cox—Owens Corning
David Dzina—Selle Supply Co.
Lauren Gauchel—L & C Insulation, Inc.
Wayne Killion—Shook & Fletcher Insulation Co.
Ron King—Past President and Consultant
John Lamberton—Advanced Specialty Contractors, LLC
Rick Smith—E.J. Bartells
Dana Vlk—Distribution International

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ROXUL® is pleased to welcome Abraham Sebastian as the North American Industrial Specifications Manager, located in Houston, Texas. Abraham comes to ROXUL from parent company, ROCKWOOL International, as the Technical Sales Manager ‘Middle East’ residing in Dubai, UAE.

Abraham Sebastian has numerous years of industrial experience as a Senior Engineer for several large multi-national firms. With his extensive technical background and skillset he will help ROXUL put an increased focus on providing “Performance Driven Solutions” for the industrial engineering community.

Abraham was educated at the Amrita School of Engineering in India acquiring a degree in Mechanical Engineering. He has also received his Master’s in Business Administration at the University of Strathclyde in Glasgow, Scotland.
REMINDER: POST OSHA FORM 300A FROM FEB. 1 TO APRIL 30

Subcontractors subject to federal recordkeeping requirements should remember that they must report the summary of the total number of job-related injuries and illnesses that occurred during 2013. The Occupational Safety and Health Administration Form 300A “Summary of Work-Related Injuries and Illnesses” must be posted from Feb. 1 to April 30. OSHA requires employers to display the form “in a visible location so that your employees are aware of the injuries and illnesses occurring in their workplace.” Companies that had no work-related injuries or illnesses in 2013 still must post the form with zeroes on the total line. Also, construction subcontractors whose workers move from worksite to worksite “must make a copy of the summary available to employees.” Companies that have more than one establishment or site must keep separate records for each physical location that is expected to remain in operation for one year or longer. Subcontractors should also verify that they are tracking recordable incidents on the OSHA 300 form, “Log of Work-Related Injuries and Illnesses.” Download these forms from the OSHA Web site.

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.

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@micainsulation.org.
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PRESIDENT OBAMA SIGNS FARM BILL, MANDATING REPORT ON POTENTIAL MECHANICAL INSULATION ENERGY SAVINGS

On January 29, 2014, the U.S. House of Representatives passed the Federal Agriculture Reform and Risk Management Act, often referred to as the Farm Bill, by a vote of 251-166. The bill then made its way to the U.S. Senate, where it was passed on February 4, 2014 by a vote of 68-32. The bill was then sent on to the President, who signed it into law on February 7, 2014.

The Farm Bill is responsible for authorizing most of the agriculture programs in the United States. Working together with our legislative partners, the National Insulation Association (NIA) was able to include language in the bill that requires the Secretary of Agriculture to submit a report on energy use and energy efficiency projects at the Washington, D.C. headquarters and the major regional facilities of the Department of Agriculture. The report will include an analysis of energy use by the Department of Agriculture’s headquarters and major regional facilities, as well as a list of energy audits and energy efficiency projects conducted at these facilities. Lastly, the language requires the submittal of a list of energy-saving projects that could be achieved by enacting a consistent, timely, and proper mechanical insulation maintenance program, and upgrading mechanical insulation at these facilities.

This is a definitive victory for the mechanical insulation industry. This report will be a great step to show the American government and people throughout the country the impact that mechanical insulation can have not only on energy efficiency, but on cost savings throughout the governmental, commercial, and industrial sectors in the United States. It offers the opportunity to prove the tremendous benefits of insulation, with the potential to provide the hard evidence we need to bring the benefits of insulation to more audiences.

NIA would like to thank Representative Tim Bishop (D-NY), Representative Chris Gibson (R-NY), and Representative Michael Grimm (R-NY) for their efforts in introducing our amendment and getting it adopted in the version first acted upon by the U.S. House of Representatives. Their commitment and support of mechanical insulation has been paramount to our recent efforts and we look forward to continuing to work with them and their colleagues to ensure that mechanical insulation continues to receive the attention it deserves.

The NIA Foundation for Education, Training, and Industry Advancement, who worked alongside legislators to pass this legislation, promotes the benefits of insulation to outside audiences. For more information about our Foundation, please contact NIA Vice President Kristin V. DiDomenico at kdidomenico@insulation.org.

ASA URGES OSHA TO WITHDRAW ‘FUNDAMENTALLY FLAWED’ PROPOSED RULE ON OCCUPATIONAL EXPOSURE TO CRYSSTALLINE SILICA

ALEXANDRIA, Va. — The Occupational Safety and Health Administration’s proposed rule on occupational exposure to crystalline silica is “so fundamentally flawed” that the American Subcontractors Association called on OSHA to immediately withdraw it.

“AsA believes that the proposed rule, as it would apply to employers in the construction industry, is so fundamentally flawed that it cannot be remedied through the current rulemaking process,” ASA told OSHA in its comments, filed on Feb. 8, 2014. “Further, ASA does not believe that the proposed rule meets the required standards of technological and economic feasibility. In more plain language, ASA believes that the proposed rule is simply unworkable and its requirements unattainable for most employers in today’s construction environment.”

ASA recommended that OSHA undertake a new rule-making process that “assures that those who work in the construction industry are protected from unnecessary exposure to crystalline silica, is underpinned with good science, and for which implementation is both technologically and economically feasible for construction employers.”

ASA pointed out several flaws in the proposed rule. For example, OSHA relied on a 10-year-old Small Business Regulatory Enforcement Fairness Act panel review that used economic data that “does not reflect today’s construction industry — an industry that has not recovered from a nearly unprecedented boom and bust cycle.”

ASA also noted internal inconsistencies in the proposed rule: “For example, OSHA states both that construction employees do not perform tasks for entire shifts and that, in response to the proposed rule, ‘construction work involving silica exposure will tend to become a full-time

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job for some construction workers.’ That is, even OSHA admits that implementation of its proposed rule is likely to lead to workers being exposed to silica for longer periods of time. If so, ASA finds OSHA’s conclusion alarming and in contravention of OSHA’s very mission — to assure safe and healthful working conditions for working men and women.”

ASA also expressed its concern that OSHA does not take into consideration the dynamic environment and the unique multi-employer nature of construction. ASA wrote that “in order to comply with OSHA’s proposed rule, a construction employer with employees who perform tasks that can potentially expose them to crystalline silica would seem to need access to a non-silica-based crystal ball to predict changing variables as diverse as the direction of the wind and the practices of another contractor on the job site, or be prepared to deploy controls and equipment on practically every site, significantly increasing its costs.”

ASA also pointed out problems with the proposed rule’s exposure assessment requirements, requirement for regulated areas, methods of compliance, medical surveillance requirements and recordkeeping requirements.

In addition, ASA endorsed the extensive comments submitted by the Construction Industry Safety Coalition of which it is a member. In conjunction with the Coalition, ASA called on OSHA to engage “in a meaningful dialogue on a workable approach to continuing the measurable trend in the reduction of silicosis-related diseases.”

The Construction Safety Industry Coalition, a collaboration of 25 trade associations, represents all sectors of the construction industry, including commercial building, heavy industrial production, home building, road repair, specialty trade contractors and material suppliers. Workplace safety and health is a priority for all members of the coalition, and each is committed to helping create safer construction jobsites for workers.

Released by OSHA on Aug. 23, 2013, during a news conference that laid out few details, the proposed rule “seeks to lower worker exposure to crystalline silica,” a natural occurring component of soil, sand, granite and other minerals. Many common construction operations in dozens of specialty trade activities involve silica, including those that cut, grind, crush or drill materials that contain silica, such as concrete, masonry, tile or rock.

**Take Note, 2015 is Right Around the Corner**

The following article is from the Marsh & McLennan Agency LLC (MMA), a subsidiary of insurance broker Marsh Inc. newsletter and is written by Ryan McArton:

As 2014 begins, we see the impact of many Affordable Care Act (ACA) rules becoming effective. The 90 day waiting period, prohibition of lifetime and annual maximums, and the insurer fee are just a few examples. While these were significant rules that have changed how employers and carriers provide benefits to employees, the greatest change is the employer mandate which will begin January 1, 2015.

The employer mandate generally requires employers with more than 50 full time equivalent employees to offer all full time employees coverage that meets minimum essential coverage, minimum essential value, and affordability requirements. Failure to do so will subject the employer to stiff penalties. To mitigate the impact of these requirements, employers need to use 2014 to prepare for compliance.

The first step in preparation would be performing a “play or pay” (“POP”) analysis. The POP analysis calculates the potential impact of the employer mandate to a group plan. It will model the expected cost increase to the plan of adding additional participants as well as showing the impact of penalties to a group plan if it does not meet the minimum value, affordability, or eligibility requirements. Performing a POP analysis gives great insight into plan design and budgeting for 2015. Once completed strategies can be discussed to mitigate potential penalties as well as address potential budget concerns.

A second step review and institution of a measurement and stability period (“MSP”). With the employer mandate requirement to offer coverage to employees averaging more than 30 hours per week it can be a challenge if the employer has employees whose hours fluctuate. In these situations, the government is allowing an employer to measure the employees for a period of time and then offer coverage to the employee for a corresponding stability period if they meet the 30 hour average. Instituting this practice will prevent ACA penalties and is therefore necessary component in the preparation for the employer mandate.

However, due to timing issues, instituting an MSP process in 2014 is very important if you have variable hour employees. If an employer wishes to have a 12 month measurement period followed by a 12 month stability period with a 60 day admin period then they would need to have the ability to track and measure their variable hour employees now so they can offer coverage in 2015. In other words the employer wanting to institute this example would need to have the ability to track hours from October 2013. Obviously this process can be more difficult depending on the employer’s hourly tracking capabilities. A review of system capabilities and the purchase of additional software components may be a required. Similarly, employers may need to review existing employees to identify variable hour employees, determine the appropriate length of the MSP time and admin period, and the need to update internal documents. These many action items may add time and complexity to the process which is why it is critical to begin the process now. While the employer mandate may seem ominous to many, using 2014 to prepare can help prevent unnecessary penalties and cost increases.
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