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
Hello MICA family!

By now you should have all received the registration material for the Spring Convention as well as the MICA Safety Award Application. Please spend an hour or two and fill out the Safety Award Application, as I mentioned in the previous newsletter, you get a LOT more than you pay for. Remember, the award is based on your safety policy and implementation NOT your EMR! Also, don’t wait too long to make your room reservations, the block will fill very quickly!

Everyone has had a one of those days when you sit down at your desk with a nice light roast Ethiopian coffee and you blink your eyes and it's already five o'clock. On your drive home you can't even remember what you did for the previous eight to ten hours! Chances are you accomplished very little of value all day. Did you get distracted by the internet and lose an hour? Did you work on alphabetizing the stack of business cards you've collected over the years? Who knows?! If you can't focus (and focus on what matters) you're setting yourself up for failure. In fact, some big time business gurus including Jim Collins says the number one cause of business failure is lack of focus.

Inc. Magazine identifies three tips to maximize your focus at work (these hints work with any aspect of your life though).

1. Get a good night's sleep.
   We now know from sleep science that missing just one night's sleep reduces your cognitive capacity to the same extent as being over the alcohol limit. Moreover, when we're sleep deprived, we are more susceptible to rigid, stereotyped thinking. Our tired brain cleaves to easy answers, lacking the energy (or glucose) to search for novel ones. You could just say that being tired makes us stupid. If you want to be able to think creatively about your business, go to bed first.

2. Don't think of strategy as a balanced portfolio.
   Many business owners imagine that having a multi-pronged strategy is a good way to balance risk. Too easily, success in one subsidizes failure in the other, with the result that neither truly thrives. Reputation can't build because the market can't see--instantly-- what you do and what you stand for. That "balanced portfolio" approach really says that you can't make up your mind. Although focusing on one strategy at a time feels risky, the reality is that if the strategy fails, you find out quickly and unequivocally--and can then change course. You've learned something fast. Trying to do too much means you do nothing well and devote too much time to managing conflict.

3. Eliminate distractions.
   Our brains have limited capacity and fundamentally do not, will not, multitask. They can task switch, jumping rapidly from one thing to another, but this is exhausting and inefficient. Learn instead to mono-task: Choose a task and work on it until it is done. You will find this remarkably efficient and less exhausting.

   The big one for me is eliminating distractions, it’s difficult to do but the dividends it pays are huge! Little things like equipping your office phones with a "do not disturb" button, turning your cell phone to silent and closing Outlook will go a long way. Once you're able to focus, the task you're working on will get finished sooner and with more accuracy.

   “Don't mistake activity with achievement.” — John Wooden

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. Aaron Mog, with Fishnet Security Group in Chicago will provide the keynote presentation on personal identity theft and social media security at our opening breakfast. He will follow up the breakfast session with a more focused discussion of e-security and its potential impact on your business. Paul Routh, with Dunlevy, Mahan and Furry, will update us on the ongoing saga of the Affordable Care Act and its impact in 2014. Gary Auman 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. David 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 (Continued from page 1)

(Continued on page 7)
add value to your understanding of the technical topics discussed. You will come away from the convention 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 & Fury, with the “William R. Heaston Outstanding Member” 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 was mailed to you in early March. Your cooperation in completing the regis-

(Continued on page 9)
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registration material early and making your hotel reservations early is most appreciated. Your promptness helps 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”.

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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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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IN MEMORY OF MICHAEL VALANT

We are saddened by the news of the passing of a long time member of the MICA family. Michael “Mike” Valant, 69, passed away at Cottage Grove Place, Cedar Rapids, on Monday, March 17, 2014. Funeral Mass was celebrated at Immaculate Conception Church, Cedar Rapids, by Father Christopher Podhajsky, at 10:00 a.m. Wednesday, March 19, 2014.

Mike was born to Virginia and Francis Valant on March 22, 1944, in Prairie du Chien, WI, and lived there with his family until moving to Cedar Rapids when he was seven years old. He was a graduate of Regis High School, Class of 1962. It was while he was at Regis, he met his future wife, Beverlee “Bev” English. They were united in marriage on April 24, 1965.

Mike began his “career” as an apprentice pipe insulator for Taylor Insulation in 1965. He eventually became part owner and good friends with John Nelson, Gary White, and Bob “Cappy” Cappurla (deceased). He loved his work, with many of his customers becoming lifelong friends. He retired from Taylor Insulation in May, 2005.

Mike was faith-filled, kind, generous to a fault, and a bit of a rascal. He had a wonderful and contagious sense of humor. His family was so important to him, taking special pride in each and every one of his grandchildren. He was also very proud of being one of the original “Zach Pack” and enjoyed watching Zach play as long as he was able.

A very best day for Mike would be a round of golf with friends, a good cigar, followed by a beer (or two). Those who knew Mike will remember the bus trips, the softball team, his annual golf tournament, and of course the famous green bath tub that would show up at every St. Patrick’s Day parade.

Mike is survived by his wife of 49 years, Bev; three daughters, Tracie (Matt) Chute, Amy (Doug) Andersen, and Kristin (David) Scott; and six grandchildren. In lieu of flowers, memorials may be made to Hospice of Mercy, the Alzheimer’s Association for Research, or Immaculate Conception Parish in Cedar Rapids.

Cindy and I have fond memories of Mike and his infectious smile. Mike and Bev were always in attendance at our spring conventions and willing to help in any way they could. For those of us who knew Mike, he will be missed. Cards of sympathy may be sent to his son-in-law and current MICA member, Doug Andersen, at Iowa-Illinois Taylor Insulation; P.O. Box 334; Hiawatha, IA 52233-0334.
OSHA ANNOUNCES NATIONAL STAND-DOWN FOR FALL PREVENTION IN CONSTRUCTION

WASHINGTON – The U.S. Labor Department's Occupational Safety and Health Administration announced a national safety stand-down from June 2 to 6 to raise awareness among employers and workers about the hazards of falls, which account for the highest number of deaths in the construction industry.

"Falls account for more than a third of all deaths in this industry," said Dr. David Michaels, assistant secretary of labor for occupational safety and health. "We're working with employers, workers, industry groups, state OSH plans, and civic and faith-based organizations to host safety stand-downs that focus on recognizing hazards and preventing falls. We are getting the message out to America's employers that safety pays and falls cost."

During the stand-down, employers and workers are asked to pause their workday to talk about fall prevention in construction, and discuss topics like ladder safety, scaffolding safety and roofing work safety. OSHA has also launched an official national safety stand-down website with information on how to conduct a successful stand-down. Afterwards, employers will be able to provide feedback and receive a personalized certificate of participation.

The stand-down is part of OSHA's ongoing Fall Prevention Campaign, which was started in 2012 and was developed in partnership with the National Institute for Occupational Safety and Health and NIOSH's National Occupational Research Agenda program. The campaign provides employers with life-saving information and educational materials on how to plan ahead to prevent falls, provide the right equipment for their workers and train all employees in the proper use of that equipment.

"We are pleased to join again with OSHA and our NORA partners to focus on fall prevention at construction sites," said Dr. John Howard, NIOSH director. "Preventing falls in the construction industry benefits everyone, from the worker, to the employer, to the community at large. This safety stand-down serves as an important opportunity for everyone to take the time to learn how to recognize and prevent fall hazards."

To learn how to partner with OSHA in this stand-down, visit http://www.osha.gov/StopFallsStandDown/. The page provides details on how to conduct a stand-down; receive a certificate of participation; and access free education and training resources, fact sheets and other outreach materials in English and Spanish. To learn more about preventing falls in construction visit http://www.osha.gov/stopfalls/.
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MICA SAFETY PROGRAM REVIEW AND AWARD

This article was written by Gary Auman, MICA Legal Counsel, Dunleavy, Mahan & Furry

MICA has always understood the importance of safety on the job site. As a result of this, MICA implemented a safety award program seven years ago. The MICA Board asked me again to prepare some comments for your consideration as to the value of participating in our safety award program. If you don’t have a good plan for getting a job done, the outcome is going to be less than satisfactory. I believe, as you should that this applies to safety - good safety performance starts with a good safety program.

I titled this article as I did because this is more than a safety award program; it is a safety program review. Try to analogize having your safety program reviewed annually to other things that you do in your life to ensure that your company’s equipment operates as intended. For those of you who passed your fiftieth birthday, I am sure that you have been advised by your family physician to have an annual or bi-annual physical. Your doctor recommends this, because he is aware that as you get older you become more prone to some of the physical problems that are connected with aging. You take a physical to make sure you have an early warning of anything that needs to be addressed before it becomes a significant problem.

In your business, I would be surprised if any of you do not perform preventive maintenance on the equipment that you depend on to be successful as a contractor. In addition, you most likely perform other preventive maintenance such as tire rotation, etc., in order that you can avoid any significant problems.

Well, your safety program is also an integral part of your business. It too can deteriorate with age and lack of use. It too needs preventive maintenance to avoid catastrophic failure. When a safety program fails you, someone can get seriously injured or killed. Or, you can be confronted with an OSHA inspection and find out through the citations issued that your safety program is not what you thought it was and is not as effective as it needs to be.

You could pay hundreds or even thousands of dollars to have a safety consultant review your safety program. Through the MICA safety program review and awards opportunity, you can have portions of your safety program reviewed, and receive written comments from individuals who have a wealth of experience in dealing with safety issues. You will receive valuable feedback from the reviewing panel with regard to those aspects of your program which are in the competition, and you will receive recognition from MICA for your achievement in developing a quality safety program.

When you look at the MICA safety program review and awards opportunity, you have to agree that there is absolutely no reason why you should sit on the sidelines while other members of MICA, some of whom are your competitors, take advantage of this MICA member benefit. Take a few minutes, pull out the application, complete it, and send it in to MICA’s general counsel along with your check for $30.00 made payable to MICA. Be sure that it is received in time for the review committee to take a look at it and provide you with their valuable comments concerning the effectiveness of your safety program.

REMEMBER — The application submittal deadline is April 15, 2014. Your completed application form must be received by the end of the business day on April 15th. The application form is available from the MICA office. Just call or e-mail us, and we will send you a copy of the application form.

OSHA CONTINUES EXTENSIVE PUBLIC ENGAGEMENT ON SILICA PROPOSAL

Public hearings held March 18 - April 4

WASHINGTON – The Occupational Safety and Health Administration began holding public hearings for the notice of proposed rulemaking on occupational exposure to crystalline silica. This marks the beginning of an intensive three weeks of public comment on the proposal, with hearings scheduled through Friday, April 4

"We look forward to receiving feedback from our stakeholders on our proposal, and we’re grateful for the continuing high level of public engagement throughout the rulemaking," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "This is an open process and the input we receive will help us ensure that a final rule adequately protects workers, is feasible

(Continued on page 26)
for employers, and is based on the best available evidence."

OSHA's proposed rule seeks to lower worker exposure to crystalline silica, which causes silicosis, an incurable lung disease. Leading scientific organizations, including the American Cancer Society, have also confirmed the causal relationship between silica and lung cancer. The proposal is based on extensive review of scientific and technical evidence, consideration of current industry consensus standards and consultation with stakeholders.

Members of the public may attend the sessions to listen to testimony from OSHA and other hearing participants. To learn more about the hearing procedures, visit http://www.osha.gov/silica/hearing_procedures.html. To view the hearing schedule, visit http://www.osha.gov/silica/hearing_schedule.html. Members of the public who filed a timely written notice of intention to appear can also ask questions of agency officials and other witnesses during the hearing. Following the hearings, OSHA will publish a transcript of the hearings and make it available to the public in the rulemaking docket, and hearing participants will have an opportunity to submit additional evidence and comments.

Published in the Federal Register on Sept. 12, 2013, OSHA's Notice of Proposed Rulemaking on Occupational Exposure to Crystalline Silica aims to update the inconsistent and outdated permissible exposure limits for crystalline silica in general industry, construction and shipyards, as well as to establish other provisions to better protect workers. Additional information on the proposed rule, including five fact sheets, is available at http://www.osha.gov/silica/.

OSHA RELEASES NEW EDUCATIONAL BULLETIN ON INJURY RECORDING REQUIREMENTS TO HELP PROTECT TEMPORARY WORKERS

WASHINGTON – The U.S. Department of Labor's Occupational Safety and Health Administration released a new educational resource that focuses on requirements for injury recording of temporary worker injuries and illnesses. The bulletin explains the requirements for both the staffing agency and the host employer. The new Recordkeeping Bulletin addresses how to identify who is responsible for recording work-related injuries and illnesses of temporary workers on the OSHA 300 log.

OSHA's Temporary Worker Initiative is an agency-wide concerted effort that uses enforcement, outreach and training to assure that temporary workers are protected in their workplaces. In recent months, OSHA has received and investigated many reports of temporary workers suffering serious or fatal injuries, many of which occur within their first week on the job. OSHA's initiative was launched to raise awareness and compliance with requirements that temporary workers receive the same training and protection that existing workers receive.

"The Recordkeeping Bulletin is the first of many materials we are releasing and helps clarify which employers are responsible for reporting injuries and illnesses," said Dr. David Michaels, assistant secretary of labor for occupational safety and health. "These materials will provide valuable information for both host employers and staffing agencies on how they can work together to make sure their workers are properly trained and protected."

"The American Staffing Association appreciates and supports OSHA's efforts to ensure temporary workers' safety and well-being, and looks forward to continuing to work with OSHA towards that end," said Stephen Dwyer, general counsel with ASA, the national trade association representing the staffing industry.

Under the OSHA Recordkeeping regulation (29 CFR 1904), covered employers are required to prepare and maintain records of serious occupational injuries and illnesses.

The temporary worker Recordkeeping Bulletin helps businesses determine which employer is responsible for recording work-related injuries and illness on the OSHA 300 log. This is the first in a series of guidance documents that will be released to support the initiative to raise awareness about compliance with OSHA requirements for temporary workers.

For more information on OSHA's Recordkeeping and Reporting requirements, visit https://www.osha.gov/recordkeeping/index.html. Additional information and resources on temporary workers can be accessed at https://www.osha.gov/temp_workers/.
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