Thanksgiving marks the start of another Holiday Season and the end of yet another year. This next month will be filled with family gatherings, holiday shopping, Hanukah, and Christmas and New Year’s Eve parties.

Our fall season here in the Midwest has been unseasonably cold the past couple of weeks. It appears that Mother Nature is giving us an early taste of winter. This year Thanksgiving arrives very late in November, which means that Christmas will be here before we know it. This year for me, Thanksgiving means that there is only one week of classes before finals week. It also means that I have only one week to get all of our outside projects assigned and graded. The Christmas season for me does not start until after final exams.

Thanksgiving, though, is a time to reflect on the many blessings that have been bestowed upon us and our families wherever they may be. We give thanks for living in America where we are truly free to live as we please and to worship as we please. We are truly blessed to live in a society where we have the opportunity to voice our opinions freely. And we are most thankful that the political commercials have ended.

As Cindy and I reflect on our year, we as a family have much to be thankful for. God has continued to bless us with good friends and excellent health. Our daughter, Mary, just changed jobs and is now working for Woodmen of the World Insurance company, daughter Sarah is a nurse working full-time in Lincoln, and Anna, the accountant, works for the accounting firm, KPMG, and is based out of their Omaha office. It is great to have all three daughters close to home.

As we reflect upon our many blessings, it is also important to reflect upon those among us who are less fortunate in health and prosperity. We extend our sympathies and prayers to those families that have lost a loved one this past year. We have experienced the loss of loved ones within the MICA family of members. At this time of Thanksgiving, we reflect on their lives and how we have been blessed with knowing them and sharing in their lives.

The concern for others and the willingness to help out has been and continues to be an endearing trait among MICA members. As new members join our MICA family, you all welcome them and make them feel at home. But most of all, you are all willing to help them become better insulation professionals. You come from such diverse backgrounds, but you all reflect true Christian values in your personal and professional lives. Our association is truly blessed to have such strong members. Cindy, our daughters, and I are most grateful to be a part of MICA and to have MICA a part of us. You have made and continue to make MICA a blessing to our family.
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

HELLO MICA FAMILY!

Another month has blown by, and we are less than a week away from Thanksgiving. It’s definitely the time of year to reflect on what you are thankful for. As some of you know, I had the “opportunity” to have surgery on my left foot recently, which started giving me pain during the June meeting. The surgery and recovery has given me many more things to be thankful for. Part of my recovery means I can’t put any weight on my foot for four to six weeks. I can’t explain how much I underestimated the impact that has had. Little things like getting out of bed, standing, moving, bathing, going up and down stairs, etc… I didn’t know how good I had it. Sure, it got easier once the Percocet wore off, but I still get winded getting dressed.

So my “thankful list” is bigger than normal this year, thanks to many of you for the cards, emails, and presents from Amazon.com. Thanks to Nurse Mandy for waiting on me 24hrs a day (which she’s still doing), friends and family for a constant stream of entertainment and food, and everyone at my office. Without the extra efforts from “team Ludeman”, I would have not been able to take the time off to start the healing process. Of course, I’ll be extra thankful to get away from these crutches!

Before you know it it’ll be January and MICA’s Board of Directors will be meeting in Scottsdale, AZ, to put together the speakers and technical sessions for the June meeting in Galena, IL. We’re always open to suggestions from the membership for meeting topics. Please make a mental note when you’re doing all your last minute online shopping from work to drop me a line with an idea or two of what you’d like to see at the June meeting. It’s your chance to help shape the meeting!

This month’s quote used to hang on my dad’s bulletin board. We recently re-discovered it while moving some papers around. I think it’s a great one to keep you grounded.

“Be modest, a lot was accomplished before you were born.”

Thank you for reading and Happy Thanksgiving!

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BUILDING FROM THE GROUND UP

The following article is taken from the “Insulation Advocate” which is an open letter to the NIA membership written by the NIA’s Executive Vice-President, Michele Jones.

Getting Back to Work

Across the country, Americans are getting back to work, parks have re-opened, and D.C.-area visitors can once again walk freely to the Lincoln Memorial or Washington Monument. Unfortunately, the shutdown had a significant effect on the legislation that is currently slated to go through Congress, and we are experiencing delays in the legislative process. We are creating a strategic plan for continuing to advance legislation that includes mechanical insulation language, and we are hoping to move forward as soon as possible.

Part of our strategic plan is our continuing partnership with The Keelen Group, a lobbying firm that has helped to make mechanical insulation a priority on Capitol Hill. The head of the firm, Matt Keelen, was recently named in The Hill newspaper’s Top 50 contract lobbyist list. This is a recognition of Mr. Keelen’s hard work, and he is continuing to strive to obtain the same degree of success for NIA in the remainder of 2013 and in the coming year.

CWCC Establishes Better Building Workforce Guidelines

On October 29, I attended a meeting of the Commercial Workforce Credentialing Council (CWCC), as I was recently invited to join the board of advisors. The main focus of this meeting was to establish credentials for 5 key occupations in order to improve the quality and consistency of the commercial building workforce. These credentials, entitled the Better Building Workforce Guidelines, include qualifications for the positions of Energy Auditor, Commissioning Authority, Building/Stationary Engineer, Facilities Manager, and Energy Manager. NIA is very excited to be a part of these discussions, as we have a unique point of view and significant input to provide for these positions.

The guidelines established by the CWCC will be available to be adopted by the spring of 2015 to professional certification bodies, labor union national training funds or apprenticeship program sponsors, private training providers, and career and technical education programs. Implementing these guidelines will help these providers to offer new and revised training programs that are high-quality, third-party accredited, industry endorsed, and

(Continued on page 7)
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recognized by the Department of Energy (DOE) and the General Services Administration (GSA). The overall aim of this process is to clarify standards, lower costs, and create better credentials, more qualified workers, and ultimately, better buildings.

NIA Foundation History Chart Available Online

The NIA Foundation for Education, Training, and Industry Advancement has won many victories for the insulation industry, and has been crucial in bringing this "forgotten" technology into the spotlight. In order to share the achievements of the Foundation, we created a NIA Foundation Progression Chart, which categorizes the many accomplishments of the Foundation since its inception in 1997. We are now posting that chart on the members only side of www.insulation.org so members can see just how much we have accomplished in the past 17 years. With our strategic partnerships and lobbying efforts, we are building a solid foundation from which we can grow our list of accomplishments, and win more victories for the industry.

Best Regards,
Michele M. Jones
NIA EVP/CEO

BCSE, NAIMA PARTICIPATE IN 19TH CONFERENCE OF THE PARTIES

WARSAW, Poland – Lisa Jacobson, President of the Business Council for Sustainable Energy (BCSE) and Kate Offringa, President and CEO of the North American Insulation Manufacturers Association (NAIMA) will participate Friday in the United Nations Framework Convention on Climate Change (COP19) Business and Industry (BINGO) Day.

The event, organized by BCSE and a coalition of U.S.-based business, energy efficiency and sustainability groups, will provide perspectives on strategies to increase global energy efficiency, advance sustainability and help mitigate global climate change.

Offringa will speak as part of a panel of presenters discussing the buildings sector. “Globally, residential and commercials buildings are the largest energy users, and the most effective way to reduce the amount of energy consumed in buildings is to properly insulate them,” Offringa said. “By reducing the need for energy to heat
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and cool buildings, insulation benefits the environment by decreasing greenhouse gas emissions."

BCSE President Jacobson said her organization’s work to foster a secure and sustainable energy future by advancing legislative and regulatory policies that promote energy efficiency ultimately benefits the U.S. economy and contributes to reductions in greenhouse gas emissions. “BCSE’s coalition of industries – energy efficiency, renewable energy and natural gas – provides a portfolio of readily-available options to solve two of our nation’s most pressing challenges: economic growth and energy security,” Jacobson said. “Clean energy solutions are protecting consumers from sharp increases in energy prices, making government, businesses and homes more energy efficient and competitive, while making the United States more energy independent and secure.”

BCSE and NAIMA work collaboratively in promoting energy efficiency in the United States and abroad, and Offringa is a member of the BCSE Board of Directors.

The North American Insulation Manufacturers Association (NAIMA) celebrates its 80th anniversary this week. Since 1933, NAIMA and its predecessor associations have had as their foundation a dedication to promoting energy efficiency and environmental preservation through the use of fiber glass, rock wool and slag wool insulation products, while encouraging the safe production and use of these products.

NAIMA provides technical assistance to standards-setting organizations in the building industry, conducts research on the health and safety of fiber glass and rock and slag wool insulation, helps develop consistent work practices to ensure proper handling and installation of these products, publishes literature about their benefits and manages training programs for fiber glass, rock and slag wool insulation products. The association is also actively engaged in promoting building energy efficiency in the policymaking process.
“As the public policy issues of sustainable building and energy efficiency are increasingly important in today’s society, NAIMA’s role in this arena is growing,” said Kate Offringa, President and CEO of NAIMA. “Throughout the history of this organization, our efforts have been focused on supporting the building industry by providing information about fiber glass, rock and slag wool insulation. That role has never been more important in addressing the responsibility and energy efficiency of the products that NAIMA’s members produce,” Offringa added. “Moving forward, NAIMA will continue to provide the leadership, information and expertise to drive continual innovation in the building insulation arena and work as a champion of energy efficiency and sustainability promoting the use of fiber glass, rock and slag wool insulation.”

NAIMA’s success comes through active member participation in association committees. The innovative ideas generated from the experts serving on these committees have made NAIMA an authoritative resource on the performance, application, and safety of fiber glass, rock wool and slag wool insulation products.

OSHA ANNOUNCES PROPOSED NEW RULE TO IMPROVE TRACKING OF WORKPLACE INJURIES AND ILLNESSES

The Occupational Safety and Health Administration today issued a proposed rule to improve workplace safety and health through improved tracking of workplace injuries and illnesses. The announcement follows the Bureau of Labor Statistics’ release of its annual Occupational Injuries and Illnesses report, which estimates that three million workers were injured on the job in 2012.

"Three million injuries are three million too many," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "With the changes being proposed in this rule, employers, employees, the government and researchers will have better access to data that will encourage earlier abatement of hazards and result in improved programs to reduce workplace hazards and prevent injuries, illnesses and fatalities. The proposal does not add any new requirement to keep records; it only modifies an employer's obligation to transmit these records to OSHA."
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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.

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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To learn more, review “Technical Bulletin 012” at [www.IIG-LLC.com](http://www.IIG-LLC.com)
The public will have 90 days, through Feb. 6, 2014, to submit written comments on the proposed rule. On Jan. 9, 2014, OSHA will hold a public meeting on the proposed rule in Washington, D.C. A Federal Register notice announcing the public meeting will be published shortly.

The proposed rule was developed following a series of stakeholder meetings in 2010 to help OSHA gather information about electronic submission of establishment-specific injury and illness data. OSHA is proposing to amend its current recordkeeping regulations to add requirements for the electronic submission of injury and illness information employers are already required to keep under existing standards, Part 1904. The first proposed new requirement is for establishments with more than 250 employees (and who are already required to keep records) to electronically submit the records on a quarterly basis to OSHA.

OSHA is also proposing that establishments with 20 or more employees, in certain industries with high injury and illness rates, be required to submit electronically only their summary of work-related injuries and illnesses to OSHA once a year. Currently, many such firms report this information to OSHA under OSHA’s Data Initiative.

OSHA plans to eventually post the data online, as encouraged by President Obama’s Open Government Initiative. Timely, establishment-specific injury and illness data will help OSHA target its compliance assistance and enforcement resources more effectively by identifying workplaces where workers are at greater risk, and enable employers to compare their injury rates with others in the same industry. Additional information on the proposed rule can be found at http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=FEDERAL_REGISTER&p_id=24002 and http://www.osha.gov/recordkeeping/proposed_data_form.html.

OSHA SCHEDULES PUBLIC MEETING ON PROPOSED RULE TO IMPROVE TRACKING OF WORKPLACE INJURIES AND ILLNESSES

The Occupational Safety and Health Administration has scheduled a public meeting to allow interested parties to comment on the proposed rule to improve tracking of workplace injuries and illnesses. OSHA’s proposed rule amends its current recordkeeping regulations to add requirements for the electronic submission of injury and illness information employers are already required to keep under existing standards, Part 1904.
The meeting will be held from 9 a.m. to 4:30 p.m., Thursday, Jan. 9, 2014, at the U.S. Department of Labor in Washington, D.C. Requests to attend or speak at the meeting may be submitted electronically at http://www.regulations.gov, the Federal eRulemaking Portal or by mail or facsimile. The deadline to request to attend the meeting as a speaker or observer is Friday, Dec. 13, 2013. See the Federal Register notice for more details.

NEW STUDY SHOWS AIR SEALING IS ESSENTIAL FOR ALL INSULATION TYPES

Building Science Corporation (BSC) has released a report detailing the results of a multi-year insulation research project. The most significant finding from the report is that sealed walls of the same R-value perform equally well regardless of the type of insulation used.

The study entailed a baseline set of seven test walls using various insulation types, including fiber glass, cellulose, spray foam and extruded polystyrene.

Among other findings of the report are:
• When walls are constructed with the same installed R-value in the stud space, and are air sealed both inside and outside (i.e. there is effectively zero air leakage through the assembly), they exhibit essentially the same thermal performance regardless of the type of insulation material used.
• All of the reference test wall assemblies were subject- ed to significant temperature differences. Natural convective looping was not noted in any of the wall assemblies.
• Conventional energy models may over-predict the negative energy impact on walls that have a significant interaction effect (e.g. air moving through insulation).
• All wall assemblies experienced a loss in thermal performance due to air movement through the assembly. This is true for all of the assemblies tested, regardless of the type of insulation material used (e.g. cellulose, fiber glass, open cell spray foam, closed cell spray foam or extruded polystyrene.)
• Commercially available 2D and 3D heat transfer models provided good predictions of thermal bridging in the assemblies tested, as did the parallel path method described in the ASHRAE Handbook of Fundamentals and other texts.
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The Better Insulation
Thermal bridging through the framing resulted in a roughly 15 percent decrease in thermal performance regardless of the type of insulation material used in the stud space.

Energy cost and security issues have generated demand for building enclosures that exhibit higher levels of thermal performance. R-value has long been the industry standard for assessing the thermal performance of insulation materials. The findings of this report clearly demonstrate that sealed walls with the same R-value perform equally well regardless of the type of insulation used, whether fiber glass, cellulose, spray foam or extruded polystyrene.

FIRM RELEASES ANNUAL U.S. MARKETS CONSTRUCTION OVERVIEW

FMI, a leading provider of management consulting and investment banking to the engineering and construction industry, announces the release of its 2014 U.S. Markets Construction Overview. With construction put in place at the end of 2013 expected to be at $909.6 billion, researchers at FMI predict CPIP growth rates to be slightly ahead of the GDP in 2014.

Other predictions include:

- Residential CPIP is anticipated to grow from $338.2 billion in 2013 to $379.6 billion in 2014.
- Health care CPIP is expected to grow 6 percent in 2014 to $44 billion.
- Transportation construction should finish 2013 with an 8 percent increase; 2014 predictions show a decrease to 7 percent growth.
- Manufacturing construction is on the upturn, expected to grow 4 percent in 2014, after its 2 percent drop in 2013.
- Sewage and waste CPIP should reach $21.3 billion in 2014.

With moderate growth predicted market wide, there are key trends to watch that will likely affect various sectors and regions in the U.S. Presenting both threats and opportunities are:

- The shift from shale-gas to shale-oil production has led to projections that the U.S. will produce more oil than it imports by late 2014.
- The federal government's fiscal difficulties continue to create business uncertainty. Many are worried about the federal debt and the government's solution to address the problem.
- Implementation of the Affordable Health Act is causing concern, as repercussions are anticipated. With baby boomers continuing to retire, succession planning and a search for talent remains one of the industry's primary challenges.
- Modularization and prefabrication is expected to play an increasingly vital role in improving the productivity of the entire construction value chain.
- As a result of the expansion of the Panama Canal, U.S. coastal infrastructure opportunities will create significant corridors of construction activity starting as early as 2014.

FMI publishes the U.S. Markets Construction Overview annually. Purchase a copy on FMI's website. For more information about FMI's Overview, please contact Kelley Chisholm at 919.785.9215 or kchisholm@fminet.com.

FMI RELEASES 2013 U.S. CONSTRUCTION INDUSTRY TALENT DEVELOPMENT REPORT

FMI, a leading provider of management consulting and investment banking* to the engineering and construction industry, announces the release of its 2013 U.S. Construction Industry Talent Development Report. The report is based on responses nationwide from a mix of general contractors and construction managers at firms of all sizes and specialties, including mechanical/plumbing and heavy/highway/civil.

More than half of respondents report a shortage in skilled labor. As a war for talent begins, construction experts must evolve their methodology of searching for the best and brightest employees. First, construction careers must be made more appealing to women and minorities. Second, there must be an appeal to today's youth through career counselors, career fairs and utilization of social media channels.

In addition, as baby boomers retire, more than 75 percent of those surveyed said they were preparing for a leadership transition in three ways:
1. Promoting internally
2. Training to improve performance
3. Providing internship and co/op programs

Also, more than half of those surveyed said they were:
1. Identifying gaps in core competencies
2. Increasing recruiting efforts at schools and universities
3. Employing "best practices" to retain key talent

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