The annual fall business meeting is now history. We again had near record attendance for a fall business meeting. The following is a recap of those in attendance:

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>141</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>6</td>
</tr>
<tr>
<td>Total Attending</td>
<td>147</td>
</tr>
</tbody>
</table>

The fall business meeting really began with a half-day pre-meeting seminar on Project Management that was held on Tuesday afternoon, October 15, 2013. Seventy-two members attended the seminar. Mr. Jon McCleary, Manager of Strategic Development for Performance Contracting Group - Kansas City, Headquarters, was the seminar leader. He provided the members with a whole host of ideas and techniques that they could take back to their businesses for implementation. Jon discussed the following topics during the seminar:

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

The second presentation of the afternoon was a “hands on” demonstration of how to use the MICA plates for job submittals. Manual Committee Chairman, Pete Gauchel, demonstrated how to download the MICA plates in electronic format, how to populate the plates, and how to name and save the plates to a master file and to individual job files. It was a most enlightening and informative session. Peter demonstrated how easy it is to use the MICA plates in a most effective manner.

The remainder of the afternoon was devoted to three concurrent forums dealing with member issues. We had a union contractor forum, an open shop contractor forum, and an associate member forum all running simultaneously. This approach allowed the members to participate in industry issues affecting them directly.

Wednesday evening, we held the associate member table top display reception. Our associate members classified as manufacturers displayed their products during the 90
HELLO MICA FAMILY!

WOW! What a turnout for the fall meeting! Over 70 attended the Project Management seminar, and we had almost 150 attend the regular meeting. It was fantastic to see everyone again, and I enjoyed meeting some new members and several MICA “first timers.” MICA’s Board of Directors go to great lengths to bring in speakers and address topics that are relevant to all members, young or old, associate or contractor, owner or manager. If you didn’t bring back a stack of notes and ideas from this meeting, you were probably asleep! Even if you only paid attention to Gary Auman’s presentation about GHS, the amount of OSHA fines avoided could pay for your MICA membership for decades. The Board of Directors also recognizes the fact that the economic situation while not dire, doesn’t exactly look like Lifestyles of the Rich and Famous. For this reason, MICA dues and advertising rates will remain the same throughout 2014.

On a personal note, thank you for sitting through the Fall Meeting without booing me or throwing things while I was speaking. I don’t have the fear of speaking in front of people like some people have, but I don’t exactly leap out of bed eager to speak in front of a large crowd every day.

Finally, for those of you who did not make it to the meeting, Tom and Cindy started with MICA in 1983, making 2013 their 30th year of service to MICA, the insulation industry, and you. It takes a great deal of behind the scenes work to run MICA and put on our conventions. It takes a lot of hard work to make things look so easy. They provide much needed continuity between clueless Presidents and have had a major influence on the success and the stability of MICA. The Board voted unanimously to send Tom and Cindy on a vacation of their choice.

My quote this month is actually a story from the life of George Washington:

One day during the American Revolutionary War, George Washington rode up to a group of soldiers trying to raise a beam to a high position. The corporal who was overseeing the work kept shouting words of encouragement, but they couldn’t manage to do it. After watching their lack of success, Washington asked the corporal why he didn’t join in and help. The corporal replied quickly, “Do you realize that I am the corporal?” Washington very politely replied, “I beg your pardon, Mr. Corporal, I did.” Washington dismounted his horse and went to work with the soldiers until the beam was put into place. Wiping the perspiration from his face, he said, “If you should need help again, call on Washington, your commander in chief, and I will come.”

How do you help your front line troops succeed? Do you shout from your phone to hurry up, figure it out, and get it done? Or do you go out, walk the site, and identify the equipment, tools, or extra personnel they need to succeed? Don’t be like the corporal, get off your horse and help your guys succeed. Who knows, you may make more money on the project and make some employees happy at the same time!

Thank you for reading,

Ben Pfister
President of MICA
bpfister@ludemaninsulation.com
minute reception. The session was very well attended by the members. Those companies that participated felt that the time to set up the product displays was worthwhile. We anticipate providing this opportunity to our distributor, fabricator and manufacturers’ reps associate members next year.

The remainder of the evening was open to the members to dine at their favorite Omaha restaurants. Plenty of good Nebraska beef was consumed!

We began the Thursday morning technical session with a presentation by Monique Cribbs with Metropolitan Community College. Monique discussed ways that contractors and business owners can partnership with local community colleges in order to attract students to seek employment in the trades. One lasting message that Monique shared with the members was the importance of opening a dialogue with students at a very early age (grade school) about career opportunities in our particular industry. Waiting until the students are in high school to make them aware of the career paths is too late.

Our second speaker was MICA’s own Prince of Darkness, Mr. Gary Auman. Gary’s presentation was worth the cost of registering alone. Gary discussed safety issues as they pertained to heat stress, walking and working surfaces, crystalline silica, and the new standards for hazardous communication. Gary related these standards to enforcement rules established by OSHA. The hazardous communication standard requires specific training of your employees to be completed by December 1, 2013. Gary outlined the training requirements that need to be conveyed to employees working with hazardous materials and the importance for employees to be able to read and understand the new label requirements. If your employees are working with any type of potentially hazardous materials and you have not trained them on the new standards, you need to do so by December 1st!

Mr. Keith Barfield with Barfield, Murphy, Shank & Smith, in Birmingham, Alabama, provided the members with a primer on fraud. Keith shared some stories with members on fraud cases that he had encountered in his career as a CPA. Some of the cases seemed to be too obvious to be true, but Keith’s message was fraud is not complicated. Given the right circumstances, any employee can perform fraudulent acts against any employer at any time. He shared a laundry list of activities and controls that an owner can use to help protect his company and the company assets from fraudulently disappearing.

(Continued from page 1)
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If you would like a copy of Keith’s presentation, contact the MICA office, and we will send you his PowerPoint presentation.

Our final speaker of the meeting was Mr. Tim Luell. Tim is an independent contractor out of Minneapolis who helps companies evaluate their information technology needs and vulnerabilities. Tim discussed what a company needs to protect its “data” from disasters and how a company can protect itself from losing data and losing access to data in disaster situations. He outlined several options available to companies for protecting its data from using additional hardware (appliances) to storing data offsite; in the cloud. Tim’s presentation was most informative for our members.

We finished the meeting with committee reports and a report on MICA operations by MICA’s Executive Secretary, Tom Shimerda. It was evident by the attendance and participation of our members at the fall business meeting that there truly is benefit from belonging to and participating in MICA.

The Board has scheduled its winter meetings for January 23 — 26, 2014, in Scottsdale, Arizona. Several of the standing committees will meet on January 24, 2014, in conjunction with the Board meeting. If you are interested in attending any of the committee meetings, please contact the MICA office for complete details.

The 57th annual spring convention was also discussed during the fall meeting. We are looking forward to an exciting and “fun” convention. President Ben Pfister is excited about next year’s meeting in Galena, Illinois. The convention is scheduled for June 16 — 19, 2014, at the Eagle Ridge Resort. We are confident that you will find the setting to your liking. Be sure to mark your 2014 calendar to include attendance at the 57th annual spring convention of MICA!

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OSHA RELEASES NEW RESOURCES TO BETTER PROTECT WORKERS FROM HAZARDOUS CHEMICALS

WASHINGTON – Each year in the United States, tens of thousands of workers are made sick or die from occupational exposures to the thousands of hazardous chemicals that are used in workplaces every day. The U.S. Department of Labor's Occupational Safety and Health Administration launched two new web resources to assist companies with keeping their workers safe.

While many chemicals are suspected of being harmful, OSHA's exposure standards are out-of-date and inadequately protective for the small number of chemicals that are regulated in the workplace. The first resource OSHA has created is a toolkit to identify safer chemicals that can be used in place of more hazardous ones. This toolkit walks employers and workers step-by-step through information, methods, tools and guidance to either eliminate hazardous chemicals or make informed substitution decisions in the workplace by finding a safer chemical, material, product or process. The toolkit is available at http://www.osha.gov/dsg/safer_chemicals/index.html.

"We know that the most efficient and effective way to protect workers from hazardous chemicals is by eliminating or replacing those chemicals with safer alternatives whenever possible," said Dr. David Michaels, assistant secretary of labor for occupational safety and health.

OSHA also created another new web resource: the Annotated Permissible Exposure Limits, or annotated PEL tables, which will enable employers to voluntarily adopt newer, more protective workplace exposure limits. OSHA's PELs set mandatory limits on the amount or concentration of a substance in the air to protect workers against the health effects of certain hazardous chemicals; and OSHA will continue to enforce those mandatory limits. Since OSHA's adoption of the majority of its PELs more than 40 years ago, new scientific data, industrial experience and developments in technology clearly indicate that in many instances these mandatory limits are not sufficiently protective of workers' health.

"There is no question that many of OSHA's chemical standards are not adequately protective," Michaels said. "I advise employers, who want to ensure that their workplaces are safe, to utilize the occupational exposure limits on these annotated tables, since simply complying with OSHA's antiquated PELs will not guarantee that workers will be safe."

(Continued on page 16)
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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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The annotated PEL tables provide a side-by-side comparison of OSHA PELs for general industry to the California Division of Occupational Safety and Health PELs, National Institute for Occupational Safety and Health recommended exposure limits, and American Conference of Governmental Industrial Hygienist threshold limit values. They offer an easily accessible reference source for up-to-date workplace exposure limits, which are available at http://www.osha.gov/dsg/annotated-pels/index.html.

2014 TAX SEASON TO START LATER FOLLOWING GOVERNMENT CLOSURE; IRS SEEKS HEAVY DEMAND AS OPERATIONS RESUME

WASHINGTON — The Internal Revenue Service announced a delay of approximately one to two weeks to the start of the 2014 filing season to allow adequate time to program and test tax processing systems following the 16-day federal government closure.

The IRS is exploring options to shorten the expected delay and will announce a final decision on the start of the 2014 filing season in December, Acting IRS Commissioner Danny Werfel said. The original start date of the 2014 filing season was Jan. 21, and with a one- to two-week delay, the IRS would start accepting and processing 2013 individual tax returns no earlier than Jan. 28 and no later than Feb. 4.

The government closure came during the peak period for preparing IRS systems for the 2014 filing season. Programming, testing and deployment of more than 50 IRS systems is needed to handle processing of nearly 150 million tax returns. Updating these core systems is a complex, year-round process with the majority of the work beginning in the fall of each year.

About 90 percent of IRS operations were closed during the shutdown, with some major workstreams closed entirely during this period, putting the IRS nearly three weeks behind its tight timetable for being ready to start the 2014 filing season. There are additional training, programming and testing demands on IRS systems this year in order to provide additional refund fraud and identity theft detection and prevention.

“Readying our systems to handle the tax season is an intricate, detailed process, and we must take the time to get it right,” Werfel said. “The adjustment to the start of the filing season provides us the necessary time to program, test and validate our systems so that we can provide a smooth filing and refund process for the nation’s taxpayers. We want the public and tax professionals to know about the delay well in advance so they can prepare for a later start of the filing season.”

The IRS will not process paper tax returns before the start date, which will be announced in December. There is no advantage to filing on paper before the opening date, and taxpayers will receive their tax refunds much faster by using e-file with direct deposit. The April 15 tax deadline is set by statute and will remain in place. However, the IRS reminds taxpayers that anyone can request an automatic six-month extension to file their tax return. The request is easily done with Form 4868, which can be filed electronically or on paper.

IRS processes, applications and databases must be updated annually to reflect tax law updates, business process changes, and programming updates in time for the start of the filing season.

The IRS continues resuming and assessing operations following the 16-day closure. The IRS is seeing heavy demand on its toll-free telephone lines, walk-in sites and other services from taxpayers and tax practitioners.

During the closure, the IRS received 400,000 pieces of correspondence, on top of the 1 million items already being processed before the shutdown. The IRS encourages taxpayers to wait to call or visit if their issue is not urgent, and to continue to use automated applications on IRS.gov whenever possible.

“In the days ahead, we will continue assessing the impact of the shutdown on IRS operations, and we will do everything we can to work through the backlog and pent-up demand,” Werfel said. “We greatly appreciate the patience of taxpayers and the tax professional community during this period.”
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FMI FORECAST FOR 2014 IN THE Q3-2013 CONSTRUCTION OUTLOOK REPORT

FMI (www.fminet.com), a leading provider of management consulting and investment banking to the engineering and construction industry, released its Q3-2013 Construction Outlook. The markets continue to shift, reducing annual Construction-Put-Place predictions to $909.6 billion, down nearly $4 billion from previous predictions. Early forecasts for 2014 show annual CPIP continues moderate growth of 7%, rising to $977 billion.

Major market predictions include:

- **Residential Construction** — FMI continues to forecast traction in residential construction. However, the growth is expected to taper off to 12% in 2014. Total predicted residential forecast is $379.6 billion, compared with the $338.2 billion for 2013.

- **Commercial Construction** — The current forecast calls for a 5% increase in 2014. Although retail sales as of June 2013 were up 5.7% over the previous year, new bricks and mortar retail space along with commercial other construction growth will remain slow to recover.

- **Healthcare** — With business owners nervous about the costs of the Affordable Healthcare Act, predictions are slightly unstable. Although the healthcare construction forecast slipped 1% since last year, it is still expected to grow 6% in 2014 to $44 billion.

- **Educational** — The increase in residential construction and tax revenues will help bring this market back in many areas of the country. Due to budget cuts for government spending at all levels, the national market will rise only slightly in 2014 to 4% over 2013 levels.

- **Manufacturing** — The resurgence of the automotive industry is a big boost to manufacturing as is the continuing explorations and mining for shale oil and gas. However, manufacturing construction is expected to drop 2% by year-end 2013 before returning to 4% growth in 2014.

- **Highway and Street** — Passage of MAP-21 calls for nearly $38 billion for the fiscal year 2014 for the Federal-Aid Highway Program. This is a major contributor to the CPIP predictions of nearly $80 billion for 2014.

While there is no singular reason for change in these markets, there are a few economic concerns that touch all of them.

- Potential conflicts with Syria
- Downsizing of government and large companies
- The implementation of Affordable Healthcare Act
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HAZARD COMMUNICATION

The following article is provided by MICA’s legal counsel, Gary Auman with the law firm of Dunlevy, Mahan & Furry. Gary discussed this standard during his presentation at our fall business meeting on October 17, 2013, but we feel that it is important that you have access to this article one more time prior to the December 1, 2013 training deadline.

The first compliance deadline for the new Hazard Communication Standard is fast approaching. All employers are required to have all employees trained on the new label requirements and the safety data sheet (SDS) format by December 1, 2013. I know many employers feel that this is not a significant task and are planning to do some cursory educational sessions for their employees with regard to hazard communication. OSHA has some distinct ideas as to what they expect the training you provide your employees to include. OSHA has issued an OSHA fact sheet which can be downloaded off the OSHA website which indicates the specifics of the required training that must be completed by December 1, 2013. Other requirements of the new Hazard Communication Standard are also out there and other due dates will be occurring between December 1, 2013 and June 1, 2016. But, for now, let’s think about training.

As I have already indicated, the first training element deals with the labeling requirements under the new globalized Hazard Communication Program. You must train your employees in the following areas:

1. Product identifiers – in this area you must train your employees with regard to how the hazardous chemical is going to be identified on the label. This identification must include at least the chemical name of the material, and the code or batch number of the material. You can look to the manufacturer to identify or to the importer or distributor to identify the appropriate identifier. The correct product identifier must be on both the label and in Section 1 (identification section) of the safety data sheet.

2. You must train your employees with regard to signal words. Signal words are words that are used to indicate the relative level of severity of the hazard and to alert the reader to a potential hazard on the label. There are only two signal words available for use. These are “danger” and “warning.” “Danger” is a signal word that will be used for the most severe hazards and “warning,” of course, is used for less severe hazards. Employees must be trained as to the signal words which will appear on the label and the fact that if two different signal words could apply to the same product because of different components of the product, the more serious signal word is the one that should appear on the label. So, if one of the components in a hazardous material requires the danger signal word while the other components require only the “warning” signal word, only the “danger” signal word is the one that should appear on the label.

3. Many of you have heard me talk about the fact that pictograms will now be part of all labels. The training that must be completed by December 1, 2013, requires the employer to train employees with regard to the OSHA mandated pictograms which must appear on the label. The pictograms must appear in the shape of a square set at a point on the label and must include a black hazard symbol on a white background with a red frame. Of course, the idea behind this is to make sure that the pictogram is readily identifiable. In addition, you must train your employees as to all eight of the pictograms which have been identified by OSHA for use under this new standard.

4. The fourth item on which you must train your employees concerns hazard statements which will be found on the label. The hazard statement on the label of any product is intended to describe the nature of the hazard(s) of any chemicals, including the degree of the hazard. All of the applicable hazard statements must also appear on the label. By degree of hazard, OSHA is not referring to use of the signal words, but rather the degree of the damage that could be caused if the user inhales the fumes of the material, gets the material on their skin, or comes in some other contact with the hazardous material. The hazard statement should be specific as to the identity of the part of the body or the organ that can be injured by exposure to the chemical.

5. Precautionary statements must also be part of the training. Precautionary statements are phrases that describe the recommended measures that should be taken to minimize or prevent adverse affects resulting from the employee’s exposure to a hazardous chemical or the improper storage or handling of the hazardous material.

6. The last item that must be part of the training program concerning the content of the label is to advise your employees that the name, address, and telephone number of the chemical manufacturer, distributor, or importer will appear on the label.

In addition to training your employees as to what they might expect to see on the label of hazardous material, you must also train them with regard to how to use labels

(Continued on page 26)
in the workplace. You will want to explain to them how the information on the label can be used to make sure that they properly store the container and the material in it. In addition, training on how to use the information on the label should also relate to how to quickly obtain and locate the information on first aid that would appear on the label in case of an accidental release, exposure or injury.

Your training should also extend to a general understanding of how the elements work together on a label. In other words, you need to be able to explain to your employees that where a chemical has multiple hazards, different pictograms are used to identify each individual hazard. Also, this training should educate the employees that when there are similar precautionary statements, the statement providing the most protective information will be the one included on the label.

In addition to the training on the content of the labels, you must also train your employees on the format of the safety data sheets (SDS). This should include training on the standardized 16 section format for the safety data sheets. You have heard me mention before that the many variations of material safety data sheets we have seen in the past have been eliminated under this new standard. All safety data sheets will now be in a standardized 16 section format, and you need to train your employees with regard to this format and where to go to get important information. For example, you might point out to them that Section 8 under the new format of the safety data sheet addresses exposure controls and personal protection and that that information will always be in Section 8 and will always contain information with regard to exposure limits, engineering controls, and the way employees can protect themselves from the hazards of the material.

As you can see, the training that is required by December 1, 2013, is a little more complex than can be accomplished in a five minutes daily job briefing or even perhaps a ten minute toolbox talk. You are encouraged to take the information in this article along with the OSHA fact sheet and perhaps work with your safety consultant or your company’s safety officer and develop a program to implement the necessary training so that your employees are trained under the new Hazard Communication Standard with regard to the new label formats and the new safety data sheet formats by the deadline of December 1, 2013.

OSHA EXTENDS COMMENT PERIOD ON PROPOSED SILICA RULE TO PROVIDE ADDITIONAL TIME FOR PUBLIC INPUT

WASHINGTON – The U.S Department of Labor's Occupational Safety and Health Administration is extending the public comment period for an additional 47 days on the Notice of Proposed Rulemaking on Occupational Exposure to Crystalline Silica.

In response to requests for an extension, the deadline to submit written comments and testimony is being extended from Dec. 11, 2013, to Jan. 27, 2014, to allow stakeholders additional time to comment on the proposed rule and supporting analyses.

OSHA is also extending the deadline to submit notices of intention to appear at its informal public hearings by an additional 30 days, from Nov. 12, 2013, to Dec. 12, 2013. Public hearings are scheduled to begin on March 18, 2014. The duration of the hearings will be determined by the number of parties who request to appear. The hearings are expected to continue for several weeks.

The notice of proposed rulemaking was published in the Federal Register on Sept. 12, 2013. The proposed rule was made available to the public on OSHA’s website Aug. 23, 2013.

"We strongly encourage the public to assist in the process of developing a final rule by submitting written comments and participating in public hearings," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "We especially hope to hear from employers, workers and public health professionals who have experience in successfully protecting workers from silica-related diseases. We are extending the comment period to ensure we hear from all stakeholders who wish to participate."

The extended comment period and public hearings will be followed with a post-hearing comment period. Members of the public who filed a timely written notice of intention to appear will be able to submit post-hearing comments to the docket.

Additional information on the proposed rule, including five fact sheets and procedures for submitting written comments and participating in public hearings, is available at http://www.osha.gov/silica/. Members of the public may comment on the proposal by visiting http://www.regulations.gov.
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