ANNUAL FALL BUSINESS MEETING

This year’s meeting is scheduled for Wednesday, October 17, and Thursday, October 18, 2012, in Omaha, Nebraska. Board and Committee members should plan to arrive on Tuesday, October 16, 2012. The site of this fall’s meeting is the Embassy Suites Downtown Hotel in Omaha. Our room block at the Embassy Suites is completely full. The hotel will take room reservations on a space and rate available basis. You will need to call the hotel directly at 800-362-2779 to see if any rooms are still available.

The past several years we have combined an educational seminar with the fall business meeting. This year the Board decided to host a day-long educational seminar on “Developing Good Customer Relationships” presented by FMI, Inc. Registration information regarding this free seminar was sent to you earlier this month. If you wish to attend this seminar, you need to register as soon as possible. Space is limited and registrations are taken on a first come, first served basis.

This year’s fall business meeting will include updates and discussions on several topics crucial to your business operations. The technical sessions will include presentations on managing your healthcare premiums, cost and revenue improvement through effective business management, techniques for effectively managing your projects, legal concerns when using electronic media as part of your business operations, and OSHA updates. We will focus on providing the membership with new insights on these issues in order for you to become more active in your industry association as we become better business professionals with “Effective Business Practices”.

Speakers at this year’s fall business meeting include:

Mr. Rob Beeler with Benefit Source Inc., in Des Moines, Iowa. Rob will discuss the current state of Healthcare and its potential impact on businesses and individuals.

Mr. Jon McCleary with Performance Contracting Group, in Lenexa, Kansas. Jon will share with us methods to professionally and effectively deliver a project proposal from its inception, to issuance, and all the way through field execution. He will share with us how to sequence our work for actual vs. planned releases, material delivery preplanning vs. actual needs, and manpower usage planned to actual. These steps play a vital role to assist our suppliers and our labor resources to come together to deliver success.

Mr. Donovan Emery, CEO of Cearna in Naperville, Illinois. Don will share with us his insight in helping companies develop effective business practices.

Mr. Gary Auman, MICA’s Legal Counsel. Gary will not only update us on OSHA regulations, he will provide us with a presentation on the legal issues of using electronic media.

We will once again have three concurrent forums dealing with member issues. We will have a union contractor forum, an open shop contractor forum, and an associate member forum all running simultaneously. This format will give each of you the opportunity to interact with other MICA members with similar business concerns.

We will continue with our table top displays again this year for our fabricators, distributors or independent reps member firms. These table top displays will be open for viewing during our Wednesday evening reception. Our reception will begin at 5:30 p.m. and conclude at 7:00 p.m. This will still leave you with plenty of time for dinner and socializing with your fellow MICA members.

(Continued on page 4)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

HELLO MICA FAMILY,

Well are you all sick of hearing the election ads on the television? I keep hearing a lot of people saying so, whether they are customers, neighbors, or friends. I am not one to talk politics though, but I would like to start my September message by saying that it is really important that you register to vote if you have not already done so, and make sure to vote in November. We can make a difference, but we need to vote to do so.

As we get closer to the end of the September and the end of the third quarter of the year, I wonder where this year has gone so far. But then I look back at the bid activity in the many markets that our company covers and realize that we have bid a lot of projects, and the time has really flown by fast.

We are seeing a lot of projects that have been bid both in the commercial and in the industrial markets. I am also hearing the mechanical contractors, the electrical and general contractors in these markets all saying that they have more work and back log on the books right now than they have ever had or can ever remember. I believe that we have some really busy times ahead of us in the mechanical insulation industry. I know that’s not what you are hearing on TV, but I am encouraged by the work potential for all of us in both the commercial and industrial markets in the near future. The work is out there, but you have to go find it and secure it.

In my past several newsletter messages, I tried to make brief remarks about things to try that may help new people getting started in our industry. In fact, I am hopeful maybe some of these suggestions may help some of the people that have been in the industry a long while too. My suggestion for this month’s newsletter is to “Continue to Educate”. This suggestion is for the dinosaurs as well as the newbies as we have a very fast moving industry right now. I really believe that knowledge is king when it comes to the many facets of our work, whether it be making a sales call, going to a competitive pre-bid meeting, or sitting one-on-one with that engineer, contractor or maintenance manager. The more knowledge you have, the better you can remedy a problem for your potential customers. Our industry today has many educational opportunities for ALL of us, including the Dinosaurs and the Newbies, to learn and prosper from. Being a member and getting involved in MICA is a great venue for learning the many great things that are happening in the mechanical insulation industry.

Where else can you go to get product knowledge, find out the latest Buzz material in the industry, get updates on the ever changing OSHA laws, and get updates on how the changes or new congressional bills will have an effect on your business and/or the mechanical insulation industry? Or even learn about social media and the impact social media may have in your business?

If you are the business owner or a manager and reading this message, I challenge you to do something every year to get additional education for you and your employees. It will pay off.

How about bringing yourself and another person from your office to a MICA meeting for some yearly continuing education? We have a lot of value to offer our MICA members at this fall’s business meeting in Omaha. I am sure that this “bring value to the member approach” that the MICA Board of Directors has taken is going to continue for all the future spring and fall meetings as well.

I am so encouraged by the value that the MICA Board of Directors is striving to bring to its members. Thank you again to the MICA Board of Directors for all your hard work in putting together what I think is the best educational program for our members at the 2012 fall meeting that I have ever seen! GREAT JOB!

It’s not too early to start making those plans to attend the 2013 annual spring convention if you can’t make this fall business meeting. The MICA spring meeting will be held at the beautiful Waldorf Astoria in Naples, Florida. The spring convention is scheduled for June 17 to 20, 2013. We are starting on the Monday after Father’s Day. This will give you the opportunity to enjoy Father’s Day with your family and still join your fellow members at the spring convention.

See you in Omaha.

Thanks for reading.

Regards,

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Please contact the MICA office for registration material for this year’s fall business meeting. The registration form is also available on our website at www.micainsulation.org.

The fall business meeting is designed to help you with “Effective Business Practices”. We have designed a program that not only addresses problems but also provides you with solutions. Do not miss this opportunity to come together to share business concerns with your fellow MICA members. Make your plans now to attend the 2012 Annual Fall Business Meeting this October in Omaha!

SELLING SAFETY TO YOUR EMPLOYEES

The following article is provided by Ray Pastorius, Senior Loss Control Consultant with Holmes, Murphy in Omaha, Nebraska.

How About Safety?
Do your people know you want them to work safely? Are they as concerned about their safety and the safety of others as they are about quality and production? If the answer to these questions is “no” consider some steps you can take to help them to be more safety conscious.

Setting The Example
Do you always wear the personal protective equipment required in your department? Do you follow the safety rules set up by your company’s management? If you do, you are giving your employees a strong message about your priority on safety.

Concern
Do you encourage your employees to provide safety suggestions? Do you make time to listen to them, especially about improving safe practices in the workplace? Do you consider their ideas and put them into effect or let them know why not? If you empower your employees they will continue to develop a climate of safety.

Training
Employees are not usually injured the first time they do something unsafe. They don’t always injure their back the first time they try and lift something to heavy or incorrectly. If unsafe acts continue the laws of probability just about guarantee an injury. It can be very difficult to change at-risk behaviors of your employees.

The trick is to work at preventing bad habits from developing. Your employees should know that safe work habits are an expected work practice. They should be trained how to do each job the safe way. Follow-through and provide corrective feedback every time you see them doing something incorrectly. This will maintain their safe work habits. The longer a bad habit has been allowed to go on, the more corrections it may take to change things. The results of corrective feedback and praise for doing a good job are essential safety supervision skills. “Planned spontaneous recognition” is an excel-
lent supervisory tool. Plan on finding employees doing something safe. When you see someone wiping up a spill or other hazard prevention activity, make a point of complimenting them on their positive act.

Selling & Convincing

“What is a priority for the boss is a priority for the employees”. If supervisors constantly train in safe methods and show that workplace safety is a priority your job is half done. What more can you say to your employees about the importance of safety? Consider these selling points:

◆ **Self Interest** – You can show them the effects of accidents:
  1. They Hurt – Some injuries not only hurt at the time, but injuries like back injuries, can produce pain and suffering for the rest of an employee’s life.
  2. They Cost Money – The cost can be both in lost wages while recovering and potentially in future reduced earnings.
  3. They Affect The Family – This can range from loss of income to a permanent injury that prevents enjoyment of family activities.

◆ **Pride** – You can appeal to their pride by:
  1. Setting Goals – For improvement in accident rates and letting them know how they are progressing.
  2. Holding Contests – Between departments or groups.
  3. Giving Recognition – For suggestions or efforts to prevent accidents.
  4. Displaying Awards – For Injury/Accident Free records.

◆ **Fair Play & Teamwork** – Show how their efforts can save others from injury:
  1. By helping another person lift, they may prevent a back injury.
  2. By holding a ladder or moving a box out of an aisle, they may prevent a fall.
  3. By putting a guard back, they may save someone’s fingers.

◆ **Discipline** – When should persuasion give way to discipline? When you observe an employee repeatedly disregarding rules that are in place for their safety. Threats or disciplinary action may change behavior, but first ask yourself?
  1. Was the person trained to do the job the safe way?
  2. Did the person understand the instructions?
  3. Could personal problems or other outside factors be responsible.

Worth The Effort

Many employers begin safety campaigns that really hit it off well and then are abandoned just as they begin to produce results. Injury-free production isn’t achieved by a single campaign, but by continuous reinforcement. Safety campaigns should be used as components of an ongoing management commitment to a safe workplace.

The reward is witnessing unsafe acts and bad habits slowly replaced by safe work procedures. You will see a new respect in your employees as they recognize your concern for them and they will follow your example. Most of all you will know that you have saved the people that you work with and around from injury and possibly death. That’s worth the extra effort!
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HEAT STRESS AND THE GENERAL DUTY CLAUSE

The following article is provided by Gary Auman, MICA’s Legal Counsel with Dunlevey, Mahan & Furry in Dayton, Ohio. The article was prepared following Gary’s review of a fairly recent decision by an administrative law judge of the OSHRC. This decision puts a new spin on applying the general duty clause under OSHA to heat stress cases. It involves a fatality in which an employee worked in moderately high temperatures (about 93 degrees) and died several days later from heat related illness. Gary felt that this needed to be communicated to employers within our industry.

As the heat of summer continues, a recently published decision of the Occupational Safety and Health Review Commission bears discussion. In Secretary of Labor v. Post Buckley Schuh & Jernigan, Inc. (PBSJ) OSHRC Docket No. 10-2587, Judge Patrick B. Augustine affirmed a serious citation against the employer for a violation of the General Duty Clause (Section 5(a)(1)) of the Occupational Safety and Health Act of 1970.

Much has been said about heat stress as a significant safety issue. Yet, many employers give it only passing treatment. Most employers put cold water on job sites and tell their employees to keep hydrated. Some employers go so far as to require employees to take periodic rest breaks and some even have those breaks taken in a cool environment. In light of the decision reported above, this is one time when a little is clearly not enough.

There is no OSHA standard addressing the hazard of heat stress. OSHA’s enforcement option for such a case is through the general duty clause of the Occupational Safety and Health Act. So, when OSHA does a compliance inspection and concludes that the employer is not providing a safe place of employment because of the potential for heat related illnesses, it must cite the employer under the general duty clause.

As you already know, the general duty clause requires you to provide a place of employment that is free of recognized hazards that are causing or likely to cause death or serious physical harm. To prove a violation, OSHA must provide evidence demonstrating these key components of the general duty clause. In this case, the element of proof would be that the potential heat stress is a hazard that it is recognized either by the employer or its industry and that is causing or likely to cause death or serious physical harm.

So where does this leave the employer? Judge Augustine’s decision seems to conclude that if you have taken any steps to address the heat stress issue, you have recognized heat stress as a Section 5(a)(1) hazard. The judge took what the employer in this case did to address the heat stress hazard and compared it with the heat stress management program recommended by NIOSH in its document “Working In Hot Environments”.

(Continued on page 18)
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FUTURE MICA MEETING DATES

Fall 2012  FMI Day-long Seminar — October 16, 2012, Embassy Suites Downtown, Omaha, NE.

Fall 2012 Annual Fall Business Meeting — October 17 & 18, 2012, Embassy Suites Downtown, Omaha, NE.

56th Annual Spring Convention — June, 17 — 20, 2013, Waldorf Astoria Naples, Naples, Florida. [Please note that the convention will begin on the Monday after Father’s Day. This slight change in the schedule is the direct result of member feedback to the Board].

Fall 2013 Annual Fall Business Meeting — October 16 & 17, 2013, Embassy Suites Downtown, Omaha, NE.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.
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Obed Mendoza  
General Manager  
obed@ptffabricators.com

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**MAD-0147-0912**
The NIOSH document recommends a program that includes, but is not limited to six different points. They are:

1. Acclimatize employees beginning work in a hot environment and those employees who have been absent from the hot environment for a period of time of more than three days.

2. Develop a work/rest regimen. In the reported case the judge felt that the employer’s heat safety program was deficient because it did not have a work/rest regimen but rather depended on employees asking for breaks. (How many of you take this approach?)

3. Provide cool water and encourage employees to drink 5 to 7 ounces of fluid every 15 to 20 minutes. In the reported case the employer provided ice and water and instructions to be sure to “drink lots of water”. The judge found this to be deficient because it did not encourage employees to drink 5 to 7 ounces of water every 15 to 30 minutes. (Sound familiar?)

4. Provide for a cool rest area. The employer should have a rest area close to the worksite that has a temperature maintained at approximately 76 degrees. The judge concluded that to permit employees to walk about 15 minutes so they could sit in their vehicles with the air conditioners was not adequate. A question was raised as to whether an employee suffering from heat issues would be able to walk 15 minutes to get to a cool place.

5. Provide training to employees regarding the health effects associated with heat stress, symptoms of heat related illnesses and the methods of prevention. Again the judge concluded that the employer’s program was deficient because its training program did not address the health effects of heat related illnesses or how to prevent those illnesses.

6. Establish a screening program to identify health conditions aggravated by exposure to heat stress. Because the NIOSH document did not recommend a screening the judge did not find a deficiency on this item. I believe that NIOSH is contemplating that the employer screen employees for underlying physical conditions that could be made worse by exposure to a hot work environment. I caution readers who approach this criterion with an eye towards compliance to be aware of the many other laws, such as ADA which make it difficult for an employer to legally obtain this information.

The message through the PBSJ decision is that, while heat stress and its related illnesses might not be governed by a specific safety standard, it is taken seriously by OSHA and needs to be taken very seriously by all employers. You need to have a heat stress or working in a hot environment program and it needs to be more than a reminder to employees to stay cool, drink plenty of fluids and ask to take a rest if you begin to feel bad. You need to model your program around at least the first five of the guidelines of the NIOSH document. Remember for many employers hot weather will be with you for the next two to three months.
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"Please see our website for complete product listings and specifications"
In past years, we have combined an educational seminar with the fall business meeting. This combination of business meeting and seminar was designed to keep your travel costs to a minimum, yet allow you to participate in both educational activities. This year, the Board decided to sponsor a day long educational seminar conducted by FMI, the largest provider of management consulting, investment banking and research to the engineering and construction industry. The Board is sponsoring this seminar as one of the many benefits that come with your membership in MICA. This day-long seminar will be held on Tuesday, October 16, 2012, from 9:00 a.m. until 4:30 p.m. at our fall business meeting hotel, the Embassy Suites Downtown, in Omaha.

If you are interested in registering for this educational seminar, please complete the registration sheet that was sent to you earlier in August, and send it back to the MICA office. Space is still available for this educational seminar. So, if you are interested in attending contact the MICA office today.

Founded by Dr. Emol A. Fails in 1953, FMI has professionals in offices across the U.S. FMI delivers innovative, customized solutions to contractors; construction materials producers; manufacturers and suppliers of building materials and equipment; owners and developers; engineers and architects; utilities; and construction industry trade associations.

Cynthia C. Paul, Managing Director with FMI, Denver, will be conducting our seminar. Cynthia is FMI’s practice leader for business development. She will be covering the following topics during the seminar:

- Customer Needs and Benefits
- Negotiation and Conflict Resolution
- The Nine Commandments of Superior Client Services

The list is an informational piece, and it is designed to get you to begin thinking about what you will learn and experience during the session. The order of topics listed is not necessarily the order that they will be presented. The exact order of topics will be at the discretion of the seminar leader.

The seminar is free, but travel and lodging is at your expense. Space is limited so do not delay in registering. Lunch is not provided during the seminar. There are several restaurants within walking distance from the hotel. General registration for the seminar will continue until the class is filled.

Take advantage of this seminar offering in conjunction with our annual fall business meeting. The fall business meeting will be held on Wednesday and Thursday, October 17 & 18, 2012. Save yourself time and travel by registering and attending both the seminar and fall business meeting.
POLYGUARD PRODUCTS ANNOUNCES
THE ADDITION OF 3 NEW MEMBERS TO
ITS ARCHITECTURAL DIVISION

Polyguard Products, Inc., of Ennis, TX, your single source manufacturer of Integrated Building Envelope materials, is pleased to announce additions to the Architectural Division which further strengthens our ability to meet the needs of our customers:

JON CASEY: Jon will serve as the new Regional Manager for the Southeast. Jon comes to Polyguard with over 25 years of experience in the commercial construction industry in both sales and management roles. Jon may be contacted by e-mail: jcasey@polyguardproducts.com, or by phone: Cell; 980-307-0832 Office; 704-843-4157.

ERIC NELSON: Eric will serve as the new Regional Manager for the West Coast. Eric comes to Polyguard with over 20 years of experience in the commercial construction industry and over 15 years of management experience. Eric may be contacted by e-mail: enelson@polyguardproducts.com, or by phone: 760-809-8979.

PAUL EVOLA: Paul will serve as the new Regional Manager for the Great Lakes region. Paul comes to Polyguard with over 15 years of experience in the commercial/industrial coating industry. His e-mail address is paevola@yahoo.com and his phone number is 586-703-3474.

POLYGUARD INTRODUCES INNOVATIVE 2 PART EPOXY

Chic Hughes, Vice President of Polyguard’s Pipeline Division, says that “Polyguard’s tagline is ‘Innovation Based…Employee Owned…Expect More’”. A key innovation with NHT5600 is longer pot life; for any given set of application conditions, users should expect approximately 50% longer workability”.

The longer pot life is easily tested in the field or shop. Contact Chic Hughes at 281-580-5700 to arrange for a sample of this innovative 2 part.

VENTURE TAPE® NOW OFFERS SPRAY ADHESIVES AND SEALANTS

Venture Tape®, a 3M company (formerly Venture Tape®, Corp.), now offers two new product lines of spray adhesives and sealants. The addition of Venture Grip™ and Venture Seal™ products expands Venture Tape’s product offerings beyond tapes, which have long been the company’s mainstay. The spray adhesive and sealant products are designed to offer customers a range of solutions for a broad array of adhesive and sealant applications.

Venture Grip™ products are water-based contact adhesives that feature fast tack and cure and permanent bonding to insulation, foam, fiberglass, and plastics, as well as other natural and synthetic materials. These highly versatile products come in 40 lb. disposable canisters or other convenient dispenser options and require no special tools for application.

Venture Grip™ Products
The five Venture Grip™ products include: Venture Grip™ 300, a LEED compliant, “Green Guard” certified adhesive that is versatile and non flammable; Venture Grip™ 200, an industrial strength, LoVOC contact adhesive especially designed for HVAC applications but also ideal for general purpose bonding (VentureGrip™ 200 LoVOC is unique in that it contains NO Methylene Chloride); Venture Grip™ 100, a general purpose industrial strength contact adhesive that is water resistant; Venture Grip™ 400, a non-flammable, industrial strength contact adhesive designed for cost effective and efficient coverage and quick, easy application; and Venture Grip™ 500, a fast-drying contact adhesive that is versatile and cost effective.

Venture Seal™ Products
The two new Venture Seal™ sealants include: Venture Seal™ 301, a 100 percent silicone high performance sealant that is easy to apply and fast curing. Venture Seal™ 301 cures with atmospheric moisture to form a durable Seal™ and provides excellent long-term UV and weather resistance for a durable and reliable bond. It is designed for demanding applications, providing permanent elastic bond to materials with dissimilar coefficients in expansion. It is ideal for interior and exterior applications and meets FDA Reg. CFR177.2600 and NSF Standard 51. No special tools are required for application.

Venture Seal™ PU340 is a high performance, one-component, fast curing polyurethane sealant and adhesive designed for demanding applications. Venture Seal™ meets ASTM C-920 requirements, Type S, Grade NS, Class 12.5 and provides a permanently elastic bond to materials with dissimilar coefficients of expansion. It was specifically developed for use in window and door sealing, metal buildings, HVAC, expansion joints, gasket sealing, automotive, RV, and truck/trailer as well as other critical bonding applications. It is available in gray and white.

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