



CENTRAL STATES INSULATION ASSOCIATION'S

INSULATOR

June 2017

President's Message

Get Involved

Conference Review and Upcoming Meetings

Legally Speaking

Effectively Hiring

New Employees

Enhance your hiring process

**Fiberglass Health
and Safety**

Understanding the Research

Spring Labor Conference Recap

Indiana

Belterra Resort and Casino

Representing the Region's Mechanical and Specialty Industry

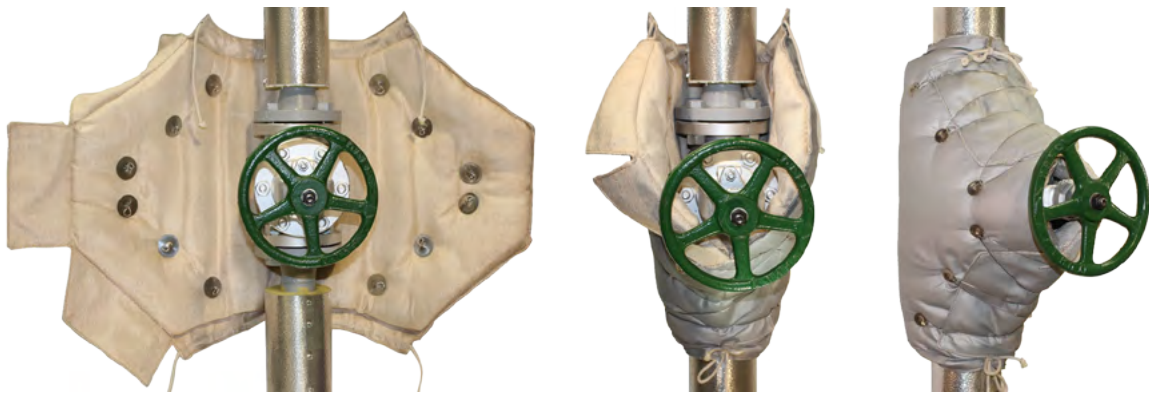


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INSULATOR

Magazine

CSIA
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Dayton, OH 45414
www.csiaonline.org
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editor
Rachel Pinkus

The Central States insulation Association is a not-for-profit trade association dedicated to working with its member firms and their labor counterparts, the International Association of Heat and Frost Insulators and Allied Workers, to insure that their customers get the best engineered, installed and maintained mechanical insulation systems.

CSIA is dedicated to keeping its members at the forefront in helping their clients and industry partners realize the full benefits of the positive "Green" impact mechanical insulation systems can have on their power, petrochemical, pulp and paper, refining, gas processing, brewery, health care, institutional, food processing, manufacturing and commercial projects.

Disclaimer: The opinions and positions stated in articles published herein are those of the authors and not, by the fact of publication, necessarily those of CSIA. CSIA does not endorse insulating products or systems and shall not be deemed by anything herein to have recommended the use or non-use of any particular insulation system.

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Central
States
Insulation
Association

Presidents Message

John C. Stevens - Thermal Solutions Inc.

Well, it's that time of the year! BBQ's, family vacations and of course, plenty of golf opportunities. I hope everyone enjoyed the Spring Meeting at Belterra Resort and Casino in Florence, Indiana this past May. The weather was good and the golf course was dry for a change.

I want to give a big thank you to all of our Distributors and Manufacturers for sponsoring the table tops displaying their products and services. This was well received by the Contractors and made for a lively Welcome Reception.

I also want to thank Rachel and Megan for a great job in getting everything set up so nicely.

2016 also marks the CSIA's first ever Best Practices in Safety Award presentation with awards ranging from bronze, silver, gold and platinum. The 2016 Safety Award winners were:

PLATINUM

Advanced Industrial Services, LLC
Dyplast Products, LLC
Gribbins Insulation Co.
Performance Contracting, Inc.

GOLD

Geo V. Hamilton, Inc.
Thermal Solutions, Inc.

BRONZE

Distribution International
Michigan Mechanical Insulation

Please get your company involved in next year's application process. This is a great way to showcase the safety culture of

your company and also get positive feedback on any short comings that you may have in your safety program from Gary Auman. We will be putting a big push on this in the beginning of next year to try and get more companies involved.

Another highlight of the meeting was the Scholarship 50/50 raffle. The lucky winner was Joe McCoy of Champaign A&K Insulation won almost \$1000 in cash, but donated \$500 of it back to the Scholarship fund. Then I found out the Joe was our first ever Scholarship recipient several years ago! Can you say paying it forward! Thank you again for your generosity Joe!!!

In just a few short months we will be heading to hot and sunny Houston, Texas for the IEX Expo/NIA Fall Summit, and most importantly, our Fall CSIA/ESICA meetings. These meeting have been scheduled as follows:



PRESIDENT
John C. Stevens

September 12-13, 2017
2017 NIA Fall Summit
George R Brown Convention Center
in Houston, TX

September 12-13, 2017
IEX USA Tradeshow
George R Brown Convention Center,
Houston Tentative

September 13-15, 2017
2017 CSIA/ESICA Fall Conference
Marriott Marquis Houston

Please get your calendars marked and your rooms reserved for these upcoming meetings. Remember you only get out of something what you put in, so everyone let's get involved!!!

Until then, be safe and GOD BLESS

John C Stevens
President
Thermal Solutions Inc.

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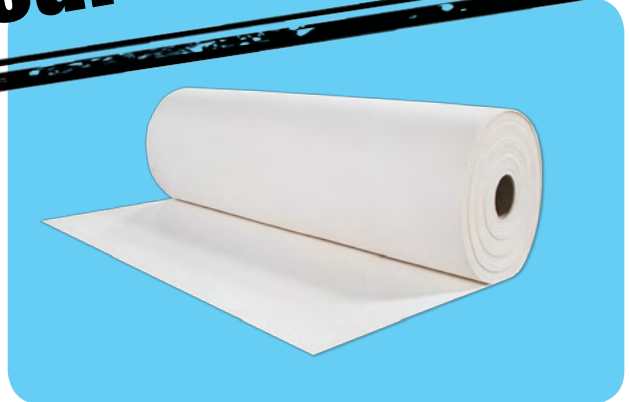
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FOUNDATION

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Mesothelioma Charity
Golf Tournament



Monday
September 11th
2017

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Spring Golf Outing

On May 3rd CSIA held their Annual Spring Golf Outing at the beautiful Belterra Golf Course in Florence, Indiana. A total of 68 golfers spent the day on the Tom Fazio designed par 71 course at Belterra Golf Club, which boasts the reputation of being one of the top 20 casino courses in the country. This course challenges players with water hazards and bunkers set amidst the beautiful rolling hills. If you missed out this year, make sure you register to attend in 2018 where the golf outing will be hosted at the award-winning course at the Marriott Griffin Gate in Lexington, Kentucky. Test your skills at one of Kentucky's best golf courses and premier resort!



Proximity Contest Winners:

Closest to the Pin #14

Closest to the Pin #7

Longest Drive #9

Closest to the Pin #2

Longest Drive #18

Closest to the Pin #12

Adam Brown

Brian Willett

JD Smothers

Luke Reiter

Kyle Forrester

Mark Crosby



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CSIA Spring Labor Conference, Symposium and Golf Tournament

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Speakers



The CSIA Spring Labor Conference has been a long-standing tradition of the Central States Insulation Association, and since becoming a union only contractor's organization several years ago, they have been able to focus on the specific labor and business needs of the union contractor. This year's conference was packed with great sessions and speakers designed to educate members on how to save time and money in both the short and long-run.



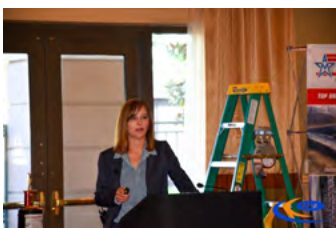
Dr. Michael Mercer of Mercer Systems, Inc. and CSIA Legal Counsel, Robert T. Dunlevey of Taft, Stettinius & Hollister, LLP, did a joint session titled "Hire the Best...& Avoid the Rest". Dr. Mercer Ph.D. is an Industrial & Business Psychologist with 20+ Years of experience in helping companies hire employees who are highly productive with low turnover. He is also the creator of pre-employment tests that are available for companies to use during their pre-hire process. Bob was on-hand to answer questions from the audience regarding and type of legal issues that may occur during the hiring and firing process.



Bob Dunlevey then held a session designed to look at the 2017 Labor Trends. He reviewed the new labor laws that became effective January 1st under the Obama Administration and predicted changes that may be implemented by the Trump Administration.



Carey Peters with the Construction Labor Resource Council (CLRC) updated contractors on current wage and fringe rates in the CSIA region, trends and possible increases as well as the current status of union craft labor.



Tom Whitaker and Kyler Murphy of Harness traveled all the way from Canada to talk to members and gauge their interest about a potential new Member Benefit, a Mobile Safety App. This mobile app has been designed specifically for the construction industry to help companies complete health & safety tasks like inspections, toolbox talks, incident reports, and checklists without any messy paperwork.



Amy Mitchell of Auman, Mahan & Furry reviewed the basics of EEO Compliance including the hiring of veterans, ADA Requirements, and subcontracting to women and minority business owners.



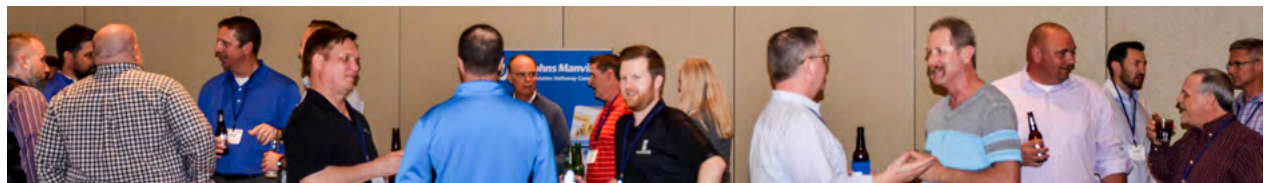
Rachel Parisi of Ledbetter Parisi, LLC updated members about the Multiemployer Pension Reform Act and the possibility of benefit reductions under the Multiemployer Pension Reform Act.

Last but not least, CSIA Vice President, Mike O'Connell of Smart Energy Insulation, went through the pertinent changes in the CSIA Labor Manual and then led an open forum where Contractors were asked to provide information such as, size of local, graduating apprentice numbers and class size, current work load, Right To Work issues, and pension fund status.

If you missed out on all of this valuable information, mark your calendars to attend next year April 23-25, 2018 at the Marriott Griffin Gate in Lexington, Kentucky.

Reception

For the first time in several years, the CSIA Board of Directors decided to bring back the Exhibitor Symposium to the Spring Conference. The Symposium consisted of tabletop displays from the various manufacturers and suppliers in attendance and was held during the Welcome Reception where attendees could network and mingle with friends and colleagues. During the reception, monies were also raised for the CSIA Scholarship Foundation in the form of a 50/50 Raffle. The lucky winner of the cash prize was Joe McCoy of Champaign A&K Insulation who donated back \$500 of his winnings to the scholarship fund. Joe won the CSIA Scholarship several years ago and took advantage of this opportunity to pay it forward.



Safety Awards

As we place an ever increasing value on safety in the workplace the CSIA Board of Directors decided the Association needed a program to underscore the importance of safety as well as to assist our members in improving their safety program. They wanted a program that would encourage member participation yet give meaningful recognition and commentary.

The Board approached Gary Auman of Auman, Mahan & Furry, who supervises safety recognition programs for other associations to put one together for CSIA. The Board worked with Gary to develop the questions and Gary graded the applications anonymously.

Each question is graded on a score of 0 – 10 points. The total point score is then totaled and divided by the number of questions to get a percentage score. The percentage score is

awarded an award level. 93 – 100% is awarded a platinum level; 84 – 93% is awarded Gold; 75 – 84 is awarded Silver; and 66 – 75% is Bronze. Following the receipt of the award, Gary will send each participant a detailed multi-page letter explaining why they received the score they did.

The goal of the program is self-improvement. After receiving Gary's letter the applicants are urged to review their program and make some, if not all, of the suggestions in Gary's letter and to reapply next year.

Congratulations to our Charter Year of CSIA Best Practices in Safety Winners:

PLATINUM
 Advanced Industrial Services LLC
 Dyplast Products, LLC
 Gribbins Insulation Co.
 Performance Contracting, Inc.

GOLD
 Geo V. Hamilton, Inc.
 Thermal Solutions, Inc.

BRONZE
 Distribution International
 Michigan Mechanical Insulation



June 2017



LEDBETTER | PARISI LLC

LEGAL UPDATE

RECENT STUDY FINDS PRIOR AUTHORIZATION HELPS CURTAIL OPIOID ABUSE

The opioid epidemic is an extremely serious health crisis facing the American health care system. In 2016, deaths from drug overdose rose 19% from the prior year, and by all accounts that number will dramatically increase in 2017. Additionally, treating this epidemic has placed a large and expensive burden on health plans. However, by instituting proper prior authorization requirements plans can help reduce opioid abuse among their participants and help curtail prescription drug costs. A recent study by the American Journal of Managed Care (AJMC) found that enrollees in plans requiring prior authorization for opioid medication experienced lower rates of opioid drug abuse and overdoses. Prior authorization also allows Prescription Benefit Managers (PBMs) to exercise better control over prescription drug costs. Plan sponsors should work with PBMs to review, and potentially implement, prior authorization requirements for opioid medications.



PBGC PROPOSES NEW PREMIUMS FOR MULTIEMPLOYER PLANS

The PBGC recently released its 2018 proposed budget which included two new premiums designed to help improve the funding situation of the multiemployer program. The two new premiums are:



- **Multiemployer Variable Rate Premium (VRP):** This premium would require a multiemployer plan to pay an additional variable rate amount based on the plan's level of underfunding. Critics argue this will disproportionately impact plans that are already underfunded.
- **Exit Premium:** This premium would be ten times the amount of the multiemployer VRP and would be assessed on employers withdrawing from multiemployer plans.

The specific premium amounts have not yet been established but the PBGC intends for these proposed additional premiums to raise \$21 billion over the 10-year budget window, which would be sufficient to fund the multiemployer program for an additional 20 years. Multiemployer pension plans should carefully monitor whether the proposed budget passes. Both proposals will further discourage participation in multiemployer pension plans and make it more difficult to add new contributing employers.

Plan Pointer

ERISA Fidelity Bonds vs. Fiduciary Liability Insurance

Fidelity bonds and fidelity insurance are often confused. An ERISA bond is required under ERISA while fiduciary liability insurance is not and they each protect the plan from different types of losses. ERISA requires each plan sponsor who handles plan assets to be bonded for a minimum of 10% of the amount handled. These bonds are designed to protect plans from losses incurred as a result of fraud or dishonesty in the management of fund assets. While fiduciary liability insurance is not required under ERISA, it is strongly recommended. The coverage provided under fiduciary liability insurance can vary widely and is dependent on the policy. This insurance protects a plan and/or the fiduciaries themselves for losses incurred as a result of a breach of a fiduciary duty.

Ledbetter Parisi LLC practices exclusively in the area of Taft-Hartley employee benefits and is one of the country's largest Taft-Hartley law firms. This newsletter is a periodic publication of Ledbetter Parisi LLC and should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general informational purposes only and you are urged to consult your own advisor about your current situation and any specific legal questions you may have. Many states require that law firms add the statement "THIS IS AN ADVERTISEMENT" on publications of this nature.

Questions?

If you have any questions about the material contained in this newsletter or any employee benefit questions, contact one of our experienced attorneys.

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Houston, Texas 🍁 September 12–13, 2017

Fall Summit 2017

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NIA's Fall Summit 2017 is the next opportunity for NIA members to continue learning, networking, and growing their businesses by customizing this wide-reaching industry event to best meet their companies' specialized needs. In addition to topical speakers, open committee meetings, tailored industry sessions, and networking opportunities, NIA's Fall Summit 2017 includes admission to 2 trade show floors: Insulation Expo (IEX) USA and the Turbomachinery & Pump Symposia (TPS).



KEY DATES AND DEADLINES

August 28, 2017: Hotel Reservation and Fall Summit Registration Deadline

September 11, 2017: Bonus Pre-Fall Summit Training & Reception

September 12–13, 2017: NIA's Fall Summit 2017 & Reed Exhibitions' IEX USA Trade Show

September 13–14, 2017: NIA's Insulation Energy Appraisal Program

NIA's Fall Summit Offers Members:

- **Convenience**—All Fall Summit, IEX USA, and TPS events take place at one location with easy access to 3 airports. The Fall Summit hotel, the brand new Marriott Marquis, is connected via Sky Bridge to the George R. Brown Convention Center.
- **Flexibility**—Minimizing members' time out of the office is a priority, so all core events take place over a 2-day period with dedicated time to attend Fall Summit events and participate in IEX USA.
- **Value**—15 hours of education, 2 breakfasts, 2 networking receptions, and complimentary access to IEX USA and the TPS trade show floors are included in the affordable registration rate. Additional multiple-registrant discounts are available.

Interested in exhibiting at Reed Exhibitions' Insulation Expo (IEX) USA?

Contact Reed Sales Manager, Mark Swagerty, at mswagerty@reedexpo.com or 203-840-5847.

Stevens at NIA

During NIA's 62nd Annual Convention held March 29 – April 1, 2017 at the Sheraton Grand at Wild Horse Pass in Phoenix, Arizona, contractors representing a variety of companies and job roles and responsibilities shared their collective expertise on topics that impact day-to-day operations and larger industry challenges. One of those Contractors was your very own CSIA President, John Stevens. This Mechanical Insulation Industry Contractor's Perspective Panel covered topics such as: the changing supply chain, material handling on job sites, labor, spec changes, scheduling, and contractor's needs.



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Employers Unprepared for Prescription Drug Abuse in Workplace: Survey

Employers' lack of awareness about preventing and managing prescription drug abuse in the workplace may contribute to health and safety risks, according to a new report.

**Bloomberg
BNA**

By Sam Pearson

The report by the National Safety Council surveyed more than 500 human resources professionals and found that more than 70 percent of employers in the U.S. have been affected by prescription drug abuse in the workplace, including 15 percent that reported a near-miss or injury. Ten percent have witnessed an arrest or overdose at work, the group said.

"This is the definition of a widespread problem," Deborah Hersman, president and chief executive officer of the National Safety Council and former National Transportation Safety Board chairwoman, told reporters March 9.

Of the 57 percent of businesses that drug test all employees, 41

percent don't test for synthetic opioids, the report found.

More than 70 percent of human resources staff see prescription drug abuse as a disease to be treated and want to help employees overcome addiction, according to the report. But at the same time, 65 percent said the issue is a legitimate reason to fire an employee.

While the findings point to a need for improvement in human resources policies, the results also have implications for preventing worker injuries, Hersman said. Because the majority—76 percent—of employers offer no training for identifying signs of prescription drug abuse, they may not address problems promptly or in

an effective manner, the group said.

"In short, the effects of these medicines make workplaces more dangerous to the people

More than 70 percent of human resources staff see prescription drug abuse as a disease to be treated and want to help employees overcome addiction

working there," Hersman said. The true figures could be higher because employers may not know of all incidents, she said.

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CENTRAL STATES INSULATION ASSOCIATION

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Telephone: _____ Fax: _____
Contact Name: _____
Email: _____ Website: _____

TYPE OF MEMBERSHIP REQUESTED (*check only one*)

- | | | | | | |
|---|----------|---------------------------------------|---|------------------------------------|--------------------------------|
| <input type="checkbox"/> Contractor | \$425.00 | <input type="checkbox"/> Insulation | <input type="checkbox"/> Abatement | <input type="checkbox"/> Unionized | <input type="checkbox"/> Merit |
| <input type="checkbox"/> Distributor/Fabricator | \$425.00 | | | | |
| <input type="checkbox"/> Associate | \$513.00 | <input type="checkbox"/> Manufacturer | <input type="checkbox"/> Sales Manufacturing Representative | | |
| <input type="checkbox"/> Engineer/Specifier | \$ 95.00 | | | | |

APPLICANT INFORMATION

Please Answer the following questions so that we may get to know you better, and feel free to use additional sheets as necessary.

1. Type of Work in which your company is engaged: _____
2. Length of time company has been in business; date established: _____
3. Primary geographic area of operation: _____
4. Brief history of company: _____

5. Identify Principals of Company and Titles: _____

6. Number of Employees: _____
7. Labor Organizations representing your employees: _____
8. Is your company a member of NIA? Yes No

This application for membership is made subject to the Bylaws governing such membership. It is understood and agreed that, if and when approved by the association's Board of Directors, the applicant shall maintain membership in good standing and shall terminate it only in writing, and only after all obligations to the association have been met. The undersigned company and its representatives agree to abide by all terms and conditions of the association's bylaws.

Membership Proposed by: _____
Existing CSIA Member

Signature of Applicant: _____ Date: _____

*Make dues check payable to CSIA and return with application.
Payment via Visa, MasterCard, Discover and American Express are also accepted.*

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Name on Card _____ Authorized Signature _____

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Crystal Eagle Winner

Again!

Indianapolis, Indiana – At the annual banquet May 4, 2017, in Indianapolis for one of the largest gatherings of construction executives and safety leaders in Indiana, the Coalition for Construction Safety (CCS) awarded its highest honor to Gribbins Insulation. Gribbins is the only specialty contractor ever to receive the Crystal Eagle Excellence in Safety trophy. This win also marks the second time the company has earned the coveted award. Selection was made by a panel of judges who reviewed all Excellence in Safety nominees; criteria included field inspections and statistical evaluations. Noted for its commitment to

safety, Gribbins is the recipient of numerous safety awards. Accolades include: six-time winner of the CCS Safety Leader Award, four-time recipient of the

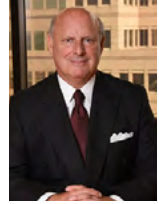
Indiana Governor's Workplace Safety Award, Indiana Construction Association Gold Summit Safety Award winner, eleven straight wins in the Marathon Petroleum Co. Illinois Refining Division General Contractor

Safety Excellence Award competition, recipient of the National Insulation Association Theodore H. Brodie Platinum Safety Award, and dozens more. Company Senior Vice President Mark Gribbins currently serves on the CCS board.



Gribbins leadership team with the Crystal Eagle – Trevor Atherton, Safety Manager; Brian Willett, Exec VP; Megan Knoll, Dir of Operations; Jim Gribbins, President; and Mark Gribbins, Senior VP

EFFECTIVELY HIRING NEW EMPLOYEES



Bob Dunlevey

As Employers really are struggling for ways to more effectively search for and hire new employees. The challenge is being made more difficult by the ever increasing legal restrictions placed on what the employer can say and do during the hiring process. For example, Massachusetts, New York City, and Philadelphia recently enacted legislation prohibiting inquiries about an applicant's prior wage history – a common question.



Be brutally honest in the interviewing process about the job and your company so that an applicant's expectations are not unrealistic

Employers want to get as much information about a candidate as possible but state and federal discrimination

agencies are trying to severely limit the information collected. This is why 46% of all new employees don't work out – ineffective and inefficient hiring processes coupled with a lack of quality information about the candidate. So, enhance your hiring process by at least doing the following:

- Determine the company's actual needs;
- Create a comprehensive job description;
- Advertise the position broadly;
- Utilize a thorough job application tailored to your company and applicable law;
- Screen applicants;
- Interview selected applicants effectively;
- Perform pre-employment screening/testing;
- Offer the job in writing;
- Utilize employment agreements with confidentiality and non-competition provisions where appropriate.

Here are some do's, don'ts and steps to take in the hiring process:

1. Start with a comprehensive job description which accurately reflects the duties (essential and non-essential), responsibilities

and job requirements, and also use it as a benchmark for performance after the candidate is hired.

2. Make sure your job advertising is non-discriminatory and published in many places to reach all classes of individuals. Avoid terms like "salesman wanted," "recent grad desired," or "must have car" – all considered to infer discrimination.
3. Have completed a good employment application which has all the appropriate waivers and disclaimers - insist on it being fully completed, signed and dated. It is okay to accept a resume, but resumes are carefully drafted to say positive things and omit the negatives. Review the application and any resume carefully for any gaps in time (was the gap caused by time spent in the penitentiary?). Go over the application in detail with the applicant at the outset of the interview. Make notes but be careful what you write on the application – it could be "Exhibit A" in a discrimination case. Does your application ask for veteran's status, prior arrest activities or workers' comp. claims? These and other questions are prohibited under various circumstances.

**“Enhance
your hiring
process”**

4. Check all references - most employers are reluctant to contact references. Consider having the employee sign a release to keep the reference checks immune from liability. If the applicant has acquaintances in your organization, speak with them. Get the name and cell phone number of the applicant's immediate supervisor and call the supervisor directly – bypassing H.R. Remember that the Fair Credit Reporting Act stringently regulates third party background checks and requires an employer to jump through several procedural hoops. Have your FCRA packet prepared.
5. Consider personality profile, aptitude and psychological testing for important jobs - employers are using these types of testing more frequently than ever before to ascertain the ability to achieve, dedication, willingness to learn, compatibility, leadership

skills, incentives, team spirit and many other factors which can spell success. But remember, the time at which a psychological test is performed can cause a violation of the Americans with Disabilities Act. The job would first have to be conditionally offered. Selective testing can also expose an employer to Title VII discrimination. Most importantly, remember all of these tests must be job related.

6. Be brutally honest in the interviewing process about the job and your company so that an applicant's expectations are not unrealistic – show the applicant the actual work environment when possible.
7. Interview in a team of two so that you have more than one perspective. But, listen first and talk later - don't explain in detail what you are looking for in an applicant until the

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applicant talks to you about what he/she has to offer.

8. Put the terms and conditions of the job offer in writing so there is no misunderstanding. But, have only one qualified person be in charge of issuing these letters. Any wages or benefits mentioned should be qualified as subject to a change. An at-will statement should be included as well.
9. Retain the application information for at least one year from the date it is created or from the date you take action on the application - whichever is longer – a legal requirement.

“Remember, you invest a lot of time, effort and money in new employees”

Remember, you invest a lot of time, effort and money in new employees so you want to hire the best applicants to ensure a successful employment relationship. For a complimentary copy of “15 Questions to Ask Job Applicants” and the PowerPoint presentation entitled “Effectively Hiring New Employees” or for further information regarding the legal implications of the hiring process, contact Bob Dunlevey, Board Certified Specialist in Labor and Employment Law, now at Taft Law – rdunlevey@taftlaw.com or (937) 641-1743.

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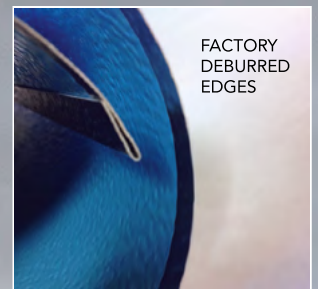
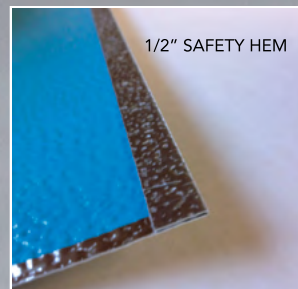
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Fiberglass Health and Safety

Understanding the Research

By: JM Editors

Fiber glass is one of the most studied man-made substances on the planet, and there are dozens of studies specifically designed to determine whether fiber glass poses any health hazard to humans.



Revised Regulation

These third-party studies have produced a robust body of scientific evidence supporting the safety of fiber glass in air handling applications. However, despite the evidence supporting both its safety and performance, there are still some lingering fears about the safety of fiber glass. Primarily:

1. A belief that insulation glass fibers are potentially carcinogenic.
2. Whether or not fiber glass products can withstand

prolonged exposure to an airstream without eroding.

These perceptions come from the initial fiber glass research that exposed test animals to glass fibers through surgical implantation into the abdomen rather than through inhalation. Clearly this is a route of exposure that would never be encountered in the real world, and it bypasses all the natural defense mechanisms inherent to the human body. The results of these tests indicated that fiber glass could pose a potential health hazard.



Despite the flaws these test methods, they were the sole source of fiber glass safety research for many years. In the absence of well-designed animal inhalation studies, the World Health Organization's International Agency for Research on Cancer (IARC) determined that these artificial implantation studies provided sufficient evidence to list fiber glass as a "possible carcinogen" in 1987.

Since these studies did not accurately replicate typical fiber glass exposure, Johns Manville voluntarily took responsibility to lead the industry in studying the potential health effects of respirable glass fibers. We helped pioneer the efforts and were soon joined by the rest of the biggest names in the fiber glass industry in our endeavor to scientifically determine whether or not fiber glass presented any health hazard to humans. These studies required scientists to create innovative exposure methods that could accurately replicate actual inhalation exposure environments all in order to fully understand the interactions between fiberglass and live animal lung tissue.

The findings confirmed that insulation glass fibers dissolve in the lungs relatively quickly, removing any potential for the chronic inflammation that could lead to ill effects on the lungs.

The collaborative effort between the industry's biggest fiber glass producers to test the safety of fiber glass ultimately led to a partnership between OSHA, the Occupational Safety and Health Administration, and NAIMA, the North American Insulation Manufacturers Association. They partnered to create the Health and Safety Partnership Program (HSPP) in 1995. As a public-private partnership, the HSPP was able to draw upon the wealth of expertise in the insulation industry under the watchful eye of OSHA, providing unbiased information about the health and safety of fiber glass.

The study of fiber glass didn't just stop at inhalation studies. There were a series of additional studies that explored a variety of different facets of fiber glass exposure:

- **Human epidemiology studies:** The human epidemiology studies explored the mortality rates in fiber glass manufacturing plant workers. Researchers studied the death records of deceased plant workers to determine the cause of death and compared that to the general population. These data account for nearly one million person-years of exposure to fiber glass.¹
- **Findings:** Individuals who worked in early fiber glass manufacturing plants (1945-1995) and who were exposed to much higher levels of fiber glass fibers showed no statistically significant increase in respiratory system cancer or non-cancer respiratory disease.
- **Exposure to inhalable glass fiber in indoor manufacturing and commercial settings:** This study was performed to determine the concentration of organic and inorganic (such as fiber glass) airborne fibers in both commercial and residential indoor environments.²
- **Findings:** The results of these tests revealed extremely low airborne fiber concentrations in commercial and residential environments, averaging less than 0.008 fibers per cubic centimeter. More importantly, 97% of the fibers found actually came from organic sources, like drapes or curtains, not from fiber glass. Thus the concentration of glass fibers in commercial and residential settings was less than 0.0001 fibers per cubic centimeter.
- **Resistance to erosion under extreme air velocities:** At JM, we test our primary commercial and residential duct products to extremes to meet stringent UL-181

requirements. This means that they must be able to withstand air velocities up to 12,000 feet per minute or more. These products are exposed to hurricane-force winds and air velocities that are three times faster than what would typically be found in any duct system³

- **Findings:** Even in such extreme environments, JM's fiber glass insulation does not show any signs of cracking, breaking, peeling, flaking, erosion, or delamination.

The findings in each of these studies further confirm that the fiber glass used in JM's air handling products does not pose any respiratory health hazard to humans, and that there is a relative absence of fiber glass fibers in non-occupational settings.

Sources:

1. "Historical Cohort Study of US Man-Made Vitreous Fiber Production Workers: 1." Marsh, et al. *Journal of Occupational and Environmental Medicine*. Volume 43, Number 9 (September 2001)
2. "A Synthetic Vitreous Fiber (SVF) Occupational Exposure Database: Implementing the SVF Health and Safety Partnership Program." Gary E. Marchant, et al. <http://insulationinstitute.org/wp-content/uploads/2016/02/RP062.pdf>
3. SuperDuct RC Data Sheet: <http://www.jm.com/content/dam/jm/global/en/hvac-insulation/HVAC-document...>

2017 CSIA SCHOLARSHIP PROGRAM

The purpose of this Scholarship Program is to supplement financially up to two (2) college students per year in a field of study that is relevant to the

Mechanical Insulation Industry directly or indirectly. Each scholarship shall be a one-time payment of \$1000 that will be paid on or about September 30th to each recipient. The scholarship will be paid to the student(s) for payment of tuition, books, and/or fees.

I. Eligibility will be based on the following criteria:

- a) Student must be the child of or under legal guardianship of a full-time employee not under Trade Agreement of a current CSIA member.
- b) Must be currently enrolled or preparing to enroll in undergraduate study at an accredited college, university or technical institute.
- c) Not previously awarded a CSIA scholarship.

II. Scholarship(s) will be awarded based on the following criteria:

- a) A type-written essay of 500-800 words, regarding importance of insulation and how it affects the student's life and the lives of others.
- b) Field of study.
- c) Past academic achievement and leadership qualities.

An independent group shall make selection by the 2017 CSIA/ESICA Fall Conference. All selections are final. The application form and essay are due by August 15th of each calendar year. CSIA is not obligated to present a scholarship each year. Awards will be presented based on the criteria.

For your convenience, an application form is posted at www.csiaonline.org.

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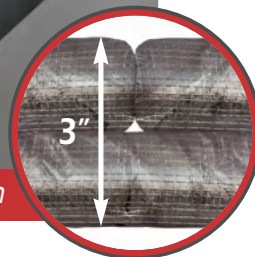
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