



# Central States Insulation Association's **INSULATOR**

April 2014



## ***It's Not Too Late to Register!*** **CSIA SPRING LABOR CONFERENCE**

this year in conjunction with MCAO

April 22-23, 2014

The Marriott Griffin Gate - Lexington, KY

Details on Pages 10-11



Side View

Top View

# SURESHOT

## Hand-Held Technology times "TWO"

### 2x Tough \* 2x Fast \* 2x Portable



SureShotII changes your concept of pin welding...times TWO. Be it Cupheads, Weld Pins, or even Weld Studs -- SureShotII can deliver. With updated Hybrid Technology and Dual Operating Power, SureShotII uses the best of all worlds to provide Capacitor Discharge fastener welding second to none. In the lightweight and rugged packaging you've come to expect from SureShot (weighing in at 18 lbs.) this Welder has the power to weld virtually any Stud fastener known to the CD application market: with only 110volt (or 220volt incoming power). User-friendly, the system offers multi-level safety and operational designs to get the job done quickly, safely and reliably --- truly delivering the power of "II".

Width: 13.7" (347mm)

**Your  
SINGLE SOURCE  
Insulation Fastening  
StudWelding  
Specialists**

# ***THE INSULATOR***

**Editor  
RACHEL PINKUS**



**Published by:**  
**The Central States  
Insulation Association**  
**csia@assnsoffice.com**  
**www.csiaonline.org**

**The Insulator is a review of  
construction activity in the central states  
region.**

**The Insulator contains Industry News,  
Notices and Central States Insulation  
Association Activities.**

**All information contained herein is  
considered reliable to the best of our  
knowledge, and we accept no responsibility  
for incorrect material secured from  
outside sources.**



**2077 Embury Park Road  
Dayton, Ohio 45414  
(937) 278-0308  
Fax: (937) 278-0317**

## **OFFICERS:**

**President**  
BRIAN WILLET  
Gribbins Insulation Co.

**Vice President - Secretary/Treasurer**  
JOHN STEVENS  
Thermal Solutions-Ohio, Inc.

**Immediate Past President**  
TOM DYLENSKI  
Mechanical & Industrial Insulation, Inc.

## **CONTRACTOR DIRECTORS:**

MICHAEL O'CONNELL, Michigan Mechanical Insulation  
CARL HUGHES II, Cascade Insulation Company  
DOUG ANDERSON, George V. Hamilton, Inc.  
DAVE MCCOY, Champaign A&K Insulation Co., Inc.  
TOM WOLFE, Alloyd Insulation  
BRAD VIERS, Advanced Industrial Services, LLC  
JARED GOODSITE, Pedersen Insulation

## **DISTRIBUTOR / FABRICATOR DIRECTORS:**

HERB HAMMER, Great Lakes Textiles  
MARK HORVAT, Insulation Fabricators  
JIM CRAIG, Diversified Insulation Distributors

## **ASSOCIATE DIRECTORS:**

ROB ENGLISH, Pittsburgh Corning  
REID PUGH, Vimasco Corp.  
CHARLES MOORE, Armacell, LLC

## **CONTRACTOR MEMBERS AT LARGE:**

JIM DIERSING, Thermal Solutions, Inc.

## **STAFF:**

BOB POPE, Executive Director  
VALERIE DAHLBERG, Associate Director  
MEGAN MILLER, Accounts Manager  
RACHEL PINKUS, Office Manager  
KATE HENDRICKSON, Administrative Assistant

# CSIA PRESIDENT'S MESSAGE

## Brian Willett, Gribbins Insulation Co.



Brian Willett  
Gribbins Insulation  
Exec. Vice President

Spring has supposedly arrived, and yet we continue to experience temperatures in the teens – with snow! – and only a few sunny days in the 60s. I'm not sure about everyone else but we are ready for the warm sunny days to be a little more consistent. It seems like winter has lasted forever this year.

Luckily I'm taking the opportunity to do some networking with colleagues and gain more industry knowledge at the Annual NIA Convention. I'm guessing you will receive this message about the same time that I'm intently focused on an Insulation Presentation. Hopefully, we will have some good participation from our CSIA members in supporting our industry at this year's convention.

By now you should have already registered for the spring labor conference at the Griffith Gate Resort in Lexington, KY, on April 22<sup>nd</sup> and 23<sup>rd</sup>. Conference attendees will network with business associates and MCAO member firms (Union Mechanical & Sheet Metal Shops in Ohio), receive updates on member field wage compensation packages, and play some golf at a beautiful course. I highly encourage you to attend this event. Now more than ever we need to face the facts of our current union market and collectively determine ways to improve. This event is one of the two CSIA events for the year so please participate and take full advantage of your membership. If you can't make it, consider sending someone from your company in your place.

Don't forget to mark your calendars for the Fall ESICA/CSIA conference at the JW Marriot in New Orleans, September 11-13. This should be a great venue and a chance to spend some time with our ESICA counterparts.

Recently you should have received information about the Foreman Training Program. This is a unique opportunity to teach your foremen the necessary skills to communicate with the customer, subordinates, and your team on day-to-day field issues. We need to separate ourselves from our non-union competition by giving the customer reasons to pay a higher rate for using our services. The first step down this long path is to increase the level of professionalism provided by our front line workers, whom our customers deal with on a daily basis. Please take advantage of this opportunity by contacting your local business agent to find out more details.

On to the 2<sup>nd</sup> quarter of the year already - don't procrastinate and follow through with those resolutions you made 3 months ago!

**Brian Willett**  
Executive Vice President  
Certified Insulation Energy Appraiser

# Thermo-12® Gold: The best insulation for your high-temperature job.

## RESUME

### Thermo-12 Gold

#### QUALIFICATIONS:

- Maintains structural integrity and thermal performance at temperatures up to 1200°F.
- XOX™ corrosion inhibitor protects pipe and equipment.
- High-compressive strength resists maintenance abuse.
- Non-combustible (ASTM E136) for fire protection.
- Proven performance that lasts for the life of the pipe and equipment.
- Available in both pipe and block form.

#### EXPERIENCE:

- Thermo-12 Gold high-temperature insulation has been used for over 40 years in refining, power generation, chemical processing and facilities utilizing medium and high-pressure steam.
- Each project benefits in the long-term from reduced emissions, reduced heat loss, less maintenance and personnel protection from hot pipe and equipment.

#### REFERENCES:

- Product manufactured and tested to meet more than 20 ASTM, government and international standards.
- Thermo-12 Gold is manufactured under a certified ISO 9001 Quality Management System.



**Industrial Insulation Group, LLC**  
A Johns Manville Company

To learn more, please visit us at [www.iig-llc.com](http://www.iig-llc.com)

# A MEMBER OF YOUR FAMILY MAY BE ELIGIBLE FOR A CENTRAL STATES INSULATION ASSOCIATION



## 2014 SCHOLARSHIP

The **Central States Insulation Association** offers two \$1,000 college or technical school scholarships to students who are the children of or under the legal guardianship of employees of **CSIA** member companies. If you are an employee of a **CSIA** member and have a child or other dependent who is currently a student at a college, university, or technical institute, or who plans to enroll in such an institution this year, he or she may be eligible to apply for a **CSIA** scholarship. Applications and required supporting material along with a photo of the applying individual must be returned to the **CSIA** Office by August 15, 2014.

## 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 2014 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 above.

Additional application form and essay information can be requested from the **CSIA** Office. For your convenience, an application form is posted at [www.csiaonline.org](http://www.csiaonline.org).

# CSIA SCHOLARSHIP APPLICATION

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip Code \_\_\_\_\_

Telephone Number \_\_\_\_ ( \_\_\_\_ ) \_\_\_\_\_

E-mail Address \_\_\_\_\_

Relationship to CSIA Member Employee \_\_\_\_\_

## CSIA MEMBER INFORMATION

Name of **CSIA** Member Employee \_\_\_\_\_

Employer's Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip Code \_\_\_\_\_

Telephone Number \_\_\_\_ ( \_\_\_\_ ) \_\_\_\_\_

Fax Number \_\_\_\_ ( \_\_\_\_ ) \_\_\_\_\_

E-mail Address \_\_\_\_\_

## EDUCATIONAL BACKGROUND

High School Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip Code \_\_\_\_\_

Telephone Number \_\_\_\_ ( \_\_\_\_ ) \_\_\_\_\_

Office Contact / Guidance Counselor \_\_\_\_\_

Current Grade Point Average: \_\_\_\_\_ out of a \_\_\_\_\_ scale

Extra Activities, sports, clubs, achievements *(use separate sheet if necessary)*

Probable Field of Study \_\_\_\_\_

Educational Goals *(use separate sheet if necessary)* \_\_\_\_\_

Selected University, College, or Institute \_\_\_\_\_

Date Classes Begin \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Print or type name and date

\_\_\_\_\_  
Signature of Corporate Officer

\_\_\_\_\_  
Print or type name and date

**Please include your 500-800 word essay and photo with this form when you return it to the CSIA Office  
2077 Embury Park Rd. - Dayton, Ohio 45414**

# Alumaguard® Lite

## Next best thing to real metal!



*Alumaguard Lite  
Stucco Embossed*



*Stucco Embossed  
Aluminum*

Alumaguard® Lite's new stucco embossed surface finish is the closest you'll get in a flexible insulation cladding to real stucco embossed metal. But you'll get a lot more than just appearance: true zero perm vapor barrier; high quality cold temperature acrylic adhesive; toughness and ease of installation. Alumaguard® Lite is part of the Alumaguard® family of products including Alumaguard® and Alumaguard® All Weather. Brought to you by Polyguard®, where *innovation* is what we do.

For more information, visit us at  
[www.PolyguardProducts.com/mas](http://www.PolyguardProducts.com/mas)

Innovation based. Employee owned. Expect more.

# Polyguard®

Phone: (1) 214.515.5000

[www.PolyguardProducts.com](http://www.PolyguardProducts.com)





# POLYGUARD PRODUCTS, INC.

SELF ADHESIVE PROTECTIVE COATINGS FOR ENGINEERING AND CONSTRUCTION



Building Solutions

## POLYGUARD PRODUCTS ANNOUNCES NEW PRODUCT LINE

**Ennis, Texas, February 25, 2014** - Polyguard Products, Inc. is pleased to announce the addition of the **DOW Styrofoam® XPS Billet** line of insulation to its product offerings. The “blue” insulation is available in 7” x 14” x 9’, 8” x 16” x 9’, and 10” x 20” x 9’ billets for fabrication into pipe insulation, fittings, CSWS, and vessel heads.

According to Patrick Dunn, Vice President and General Manager, Mechanical Division, “For the past 8 years, I have been searching for the right insulation product to complete our ‘system approach’ for the ammonia, and cold piping industry. The addition of Dow® Styrofoam® XPS PIB Billets is the perfect fit for this system approach. We can now supply all the components of a cold service insulation system: RG-2400 on the pipe, insulation, vapor stops and terminations, joint sealers, vapor barrier, final jacket, and gliding saddles. This is a very exciting opportunity which we believe the cold service industry will embrace: “one-stop shopping for your cold service needs.”

Technical Literature and pricing is available for qualified fabricators.

### **Polyguard Products**

Founded in 1950, Polyguard Products is an employee-owned company specializing in products to protect the building envelope; moisture, vapor barrier and corrosion products for the mechanical and HVAC industry and corrosion coatings for the pipeline industry. For more information, visit [www.polyguardproducts.com](http://www.polyguardproducts.com).

## 7 REASONS TO SPECIFY AP ARMAFLEX Foam Insulation for thermal efficiency and condensation control



### AP Armaflex

Controls condensation and retains thermal integrity better!



### 100%

Fiber free and non-particulating



### 25/50

Rated up to 2". Meets stringent UL94 5VA



### Options

NBR/PVC and EPDM products available



### Long Lasting

Fewer replacements over time



### R-9

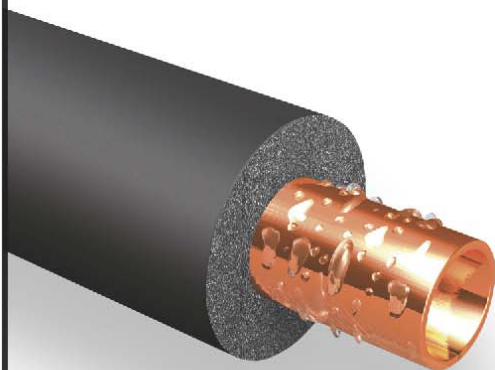
R Value for 1-3/8" ID and 1-1/2" thickness



### Microban®

Antimicrobial Technology

**GREENGUARD**  
Gold Certified



# AP/Armaflex®

## INSTALL IT. TRUST IT.

# armacell



# Spring Labor Conference and Golf Tournament

In Conjunction With:



## April 22-23, 2014

The Marriott Griffin Gate in Lexington, Kentucky

### Tuesday, April 22nd, 2014

3:00 - 4:00 p.m. **CSIA Board of Directors Meeting**

4:00 - 6:00 p.m. **Collective Bargaining Orientation & Refresher**  
with Bob Dunlevey of Dunlevey, Mahan & Furry

This seminar is designed for anyone that is a first-timer on a negotiation committee and needs to gain the basics in labor law and labor contract negotiations. It is also an excellent refresher for more seasoned negotiators. The session will be covering the following topics and more:

- >> Mandatory and non-mandatory subjects of bargaining
- >> Assignment of bargaining rights
- >> Preparing To Bargain
- >> What are the differences between traditional bargaining and mutual gains bargaining
- >> Strike, lockouts and pickets
- >> Basic types of labor contract clauses

This seminar will give you the basics to better understand the issues and contract clauses discussed during the Labor Manual review session the next day.

6:00 - 7:00 p.m. **Reception for Registered Attendees**

### Wednesday, April 23rd, 2014

7:00 - 7:30 a.m. **Registration and Full Breakfast**

7:30 - 9:15 a.m. **Pension Reform, The Affordable Care Act and Joint Apprenticeship Committees**  
with Mike Ledbetter and Rachel Parissi of Ledbetter, Parissi, Sollars

9:15 - 9:30 a.m. **Break**

9:30 - 10:30 a.m. **Construction Industry Data and Statistics**  
with Carey Peters of the Construction Labor Resource Council

The CLRC provides comprehensive consulting and research services to national associations, association chapters, employers, contractors, owners, labor-management cooperatives, and others in the construction industry. For over 30 years CLRC has been the construction industry 's most trusted and comprehensive source of union labor cost, contract evaluation, market share, workforce demographics, and related information. CLRC 's work is objective, accurate and trusted.

10:30 - 10:45 a.m. **Break**

10:45 - 12:00 p.m. **CSIA Labor Seminar**   
with Dave McCoy of Champaign A&K Insulation and Brad Viers of Advanced Industrial Services

10:45 - 12:00 p.m. **MCAA Labor Seminar** 

10:45 - 12:00 p.m. **SMACNA Labor Seminar** 

The Labor Seminars will run concurrently and each craft will be broken out into their own session and provided with a copy of their own craft 's updated Labor Manual. This invaluable resource puts important comparison data at your fingertips. In these uncertain times of economic turmoil and stagnant growth it is more important than ever to *get the most out of your labor agreements*. Join us for the labor conference and see how your agreement measures up to other local agreements and see wage package trends from across the region.

12:15 - 1:00 p.m. **Golfers Lunch Buffet**

1:00 p.m. **Golf Challenge SHOTGUN START**



# Labor Conference & Golf Tournament Registration & Sponsorship Form

Register Online at: [www.csiaonline.org](http://www.csiaonline.org)



Company Name \_\_\_\_\_

Attendee Name \_\_\_\_\_ Golf Handicap \_\_\_\_\_

Attendee Name \_\_\_\_\_ Golf Handicap \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

## EVENT REGISTRATION:

CSIA or MCAO Member    Non-Member

**FULL REGISTRATION:**     \$450     \$550

*Includes reception, all meetings, golf, full breakfast, lunch and beverage cart tickets!*

**MEETINGS ONLY:**     \$325     \$350

*Includes reception, all meetings and full breakfast!*

**GOLF OUTING ONLY:**     \$175     \$225

*Includes reception, golf, lunch, and beverage cart tickets!*

**RECEPTION ONLY:**     \$100     \$150

*Includes reception only!*

## BILLING:

Please make checks payable to CSIA or pay below by Visa, MC, Discover or AmExp.

Name on Card \_\_\_\_\_

Card Number \_\_\_\_\_

Exp. Date \_\_\_\_\_ Billing Zip \_\_\_\_\_

The Cut-Off Date for Hotel Room Reservations has passed, but Call 888-294-0084 or email Rachel at [rpinkus@assnsoffice.com](mailto:rpinkus@assnsoffice.com) and she will see what she can do to get you in. There are also 3 other hotels within 1 mile of the Marriott Griffin Gate.

## SPONSOR OPPORTUNITIES:

*Get your name in front of Mechanical Insulation, Sheet Metal and Mechanical Contractors all at One Conference!*

(Please list Name as you would like it to appear on signage)

### *We would like to sponsor:*

- RECEPTION**    \$350.00  
Includes Signage at Reception and website, Facebook, and newsletter recognition.
- BREAKFAST**    \$350.00  
Includes Signage at Breakfast and website, Facebook, and newsletter recognition.
- HANDOUT/MANUAL**    \$350.00  
Includes your logo on handouts and labor manual and website, Facebook, and newsletter recognition.
- AN INDIVIDUAL HOLE**    \$125.00  
Includes Signage on Golf Course and website, Facebook, and newsletter recognition.
- LONGEST DRIVE PRIZE**    \$150.00  
Includes Signage on Golf Course and website, Facebook, and newsletter recognition.
- CLOSEST TO PIN PRIZE**    \$150.00  
Includes Signage on Golf Course and website, Facebook, and newsletter recognition.
- BEVERAGE CART**    \$300.00  
Includes Signage on Beverage Cart and website, Facebook, and newsletter recognition.
- BUFFET LUNCH**    \$350.00  
Includes Signage at Lunch and website, Facebook, and newsletter recognition.
- GOLF PRIZE**    \$500.00  
Includes Signage at Golf Course and logo on prize packages as well as website, Facebook, and newsletter recognition.
- CSIA WEBSITE BUTTON LINK (1 Year)**    \$500.00  
Have Your Logo linked to Your Website on the Home Page of the CSIA Website for 1 Full Year.

# 2013 SCHOLARSHIP WINNERS

**Bryce Stamp**  
National Environmental Contracting, Inc.

**Elizabeth Lane**  
Action Insulating Services, Inc.



Each year the **Central States Insulation Association** offers college or technical school scholarships to students who are the children of or under the legal guardianship of employees of CSIA member companies.

CSIA is now accepting donations to the Scholarship Fund in the hopes that we will be able to provide even more financial aid to those seeking higher education!

At the bottom of all Invoices from CSIA and on all CSIA Event Registration Forms, you will find a place to add on an optional donation to the CSIA Scholarship Fund.

To donate, contact Rachel Pinkus  
937-278-0308 or [rpinkus@assnsoffice.com](mailto:rpinkus@assnsoffice.com)

**PERFORMANCE MATTERS.**

**Our commitment to quality PVC products begins with the details that matter to you.**

At Johns Manville, everyone in our company is committed to a core principle: materials matter. Like you, we believe that focusing on quality in every detail will help every project meet your clients' performance standards during installation and beyond.

Our improved PVC offering now includes abuse-resistant elbows, pre-cut easy-to-use inserts with improved thermal performance, new, pre-formed pipe insulation elbow covers and general service improvements, including dedicated resources and faster turnaround times. Now more than ever, you can be confident that JM PVC coverings will help enhance your reputation for a quality installation every time.

Learn more about our PVC improvements at [specJM.com/PVCnews](http://specJM.com/PVCnews).

**JM Johns Manville**

**MATERIALS MATTER.™**

© 2013 Johns Manville

**EXTOL - The Leader in Fabricated Insulation Systems**

**EXTOL**  
OF OHIO, INC.

**Low Temperature Pipe & Equipment Insulation Specialists**

- Extruded Polystyrene (XPS)
- Polyisocyanurate
- Cellular Glass
- Phenolic
- Mineral Wool

Vapor & Weather Barrier Claddings  
Coatings, Adhesives, Sealants  
Pipe Corrosion Protective Coatings  
High Density Pipe Supports  
Fibawearpad™ Pipe Protection

Extol Precision Engineered Valve Insulation

FibaClad™ Pipe and Vessel Cladding

Specify Extol Proven Products  
EXTOL the Leader in Quality and Innovative Insulation Systems for the Industrial Insulation Market. Since 1962 - A Tradition of Quality, Excellence and Dependability

Extol Contoured Vessel End Insulation

**EXTOL OF OHIO, INC.**

208 Republic Street, Norwalk, Ohio 44857 • Phone: (800) 486-9865 or (419) 668-2072  
Fax (419) 663-1992 • [www.ExtolOhio.com](http://www.ExtolOhio.com) • Email: [info@extolohio.com](mailto:info@extolohio.com)

## Paul Routh Highlighted In BSB Magazine



Paul Routh is a nationally recognized benefits attorney providing advice and counsel on health plans and other non-retirement benefits, such as group life insurance, disability plans, cafeteria plans and premium only plans. He has devoted over 27 years to counseling

employers on such things as the design and drafting of health and welfare plans, advising employers on the requirements of the Healthcare Reform laws, assisting in ERISA annual filing requirements, and representing plans and plan sponsors in litigation and governmental audits.

Paul was highlighted in the March issue of the Dayton B2B magazine. If you do not get a copy of the B2B Magazine, see Paul's article online at [DAYTONB2B.com](http://DAYTONB2B.com).

Dunlevey, Mahan and Furry also provides the Association with the Legal Services Plan that provide members one consultation per month free of charge, with any of the attorneys at Dunlevey, Mahan and Furry. If you do not have a copy of the Association Legal Services Plan brochure to see how the program works, contact the Association Office.



# JEFF-CO

## Sales and Marketing

When it comes to mechanical insulation products and accessories, we've got you covered! We represent the best in the business from four office locations. **Quality people providing quality products to CSIA since 1988!**

	Fasson Brand Insulation and HVAC Tapes
	Boss Brand Silicones and Fire Stop Sealants
	Saddles, Supports, Tools, P-Trap Covers and PVC Hanger Covers
	Sturdy 1400° High Density E-Glass Pipe & Board Insulation
	Aluminum and Stainless Steel Jacketing and Elbow Systems
	Reusable Insulated Valve and Grooved Fitting Wraps
	Insulation Jacketing and RG2400 Corrosion Resistant Coatings
	PVC Fittings and Jacketing Systems
	Stud Welding Systems, Weld Studs & Insulation Fasteners
	Insulation Mastics and Coatings



**jeff-co.com**

**JEFF REBHOLZ** Indianapolis, IN / 800.969.3113, ext. 104  
**RON CARLSON** Minnetonka, MN / 800.969.3113, ext. 109  
**CRAIG WALKINS** Mars, PA / 724.799.4121  
**RON MCKINNON** McKinnon Sales / Centennial, CO / 303.721.8388

9635 Park Davis Drive, Indianapolis, IN 46235  
 800.969.3113 fax 317.899.0775

# The **NEW Revolutionary** Fast and Easy Way to Seal Butt Seams on Elastomeric Insulation



## Cel-Link II™ with SSPT

\*PATENT PENDING

- Eliminate job failure and repair to cut and keep project costs competitive**
- No fumes** – no operational interruptions in odor-sensitive environments
  - Food processing areas**
  - Flammable areas**
- Perfect for low VOC installations** – lower costs, fast and easy
- Install faster in any environment** – even in cold weather

*More jobs won, more jobs done, more jobs billed.*



**Get your  
FREE SAMPLE  
of Cel-Link II™**

Just visit  
[www.aeroflexusa.com/cel-link2](http://www.aeroflexusa.com/cel-link2)  
**TODAY!**



Aeroflex USA *Cel-Link II*™ works when and where standard contact adhesives can't.



**Done once. Done fast. Done right.**

**Contact Aeroflex today: 1-866-237-6235 (1-866-AEROCEL) | [www.aeroflexusa.com](http://www.aeroflexusa.com)**



We have the Experience & Knowledge to Service your Mechanical Insulation Needs

insulate today, preserve tomorrow



2012 Theodore H. Brodie  
Distinguished Safety Award



[www.dyplast.com](http://www.dyplast.com) | 305.921.0100 | [info@dyplast.com](mailto:info@dyplast.com)

*The One Cent Per Hour Alternative Way to Fund Your Annual Dues!*

If you have an Industry Fund in your local labor agreement, this is an easy way to finance the CSIA membership dues for all firms in your area. Simply designate \$.01 per hour of your Local Industry Fund contribution to CSIA and that will automatically pay the dues for all firms in your City Association. It is a very simple process and we already have three areas that have adopted this program which include:

Insulation Contractors Association of Indianapolis  
Master Insulators Association of Outstate Michigan  
West Virginia Master Insulators Association

*IT'S EASY TO DO! JUST CONTACT BOB POPE  
OR RACHEL PINKUS AT  
937-278-0308 OR CSIA@ASSNSOFFICE.COM*



*Your Customers Are Concerned About...*

**Corrosion Under Insulation (CUI)**



**NDTSeals.com**  
**800.261.6261**

**NDT INSPECTION PLUGS**

**SAVE THE DATE!**  
**CSIA/ESICA Fall Conference**



**September  
11-13, 2014**



**JW MARRIOTT®**  
**NEW ORLEANS**



**Surviving an**  
**OSHA Inspection**  
*with Bob Dunlevey*  
*Dunlevey, Mahan & Furry*

If you have not felt the brunt of an OSHA inspection recently, chances are you will do so soon. Inspection efforts are escalating! Our firm has been involved in many of them. Often it is a disgruntled employee who brings in OSHA - not the "random" inspection. Also, accidents which find their way into newscasts and newspapers frequently trigger inspections as well. In fact, most police and fire departments now call OSHA while they are on the scene of a job related accident. When OSHA appears, the employer's initial response will determine its success in avoiding and defending citations. **OSHA's first visit after an accident is the most important event in the life of the investigation.** Don't think that you have "nothing to hide." Procedures should be in place for dealing with an inspection. With planning, employers can manage the inspection effectively to minimize work disruptions, present the employer and its worksite in the best light possible, maintain positive employee relations and preserve sound relationships with the government agency. Failing to plan, however, may result in excessive civil penalties, significant abatement costs, criminal prosecutions, negative media coverage, and deteriorating employee relations. Taking effective steps before, during and after a government inspection or investigation is critical to limiting your liability.

Remember that you are entitled to representation in an OSHA inspection and OSHA must give your company a reasonable opportunity to have your safety consultant or OSHA attorney travel to your facility before the inspection commences. Don't be in a hurry to let OSHA into your facility. Some larger clients of the firm have made Compliance Officers ("C.O.") wait as much as two hours for us to arrive - but this is at the outer limits of a reasonable time frame.

When OSHA appears, you have two options - permit the inspection or refuse it. If the inspection is permitted, strict parameters need be set in order to keep the compliance officer from having the opportunity to engage in a fishing expedition for additional violations. Whether to grant access frequently depends upon the facts and circumstances

surrounding the citation and the working environment at time of inspection. Generally, however, if the C.O. appears with a proper complaint, he should be permitted to inspect, but only for the item identified in the complaint. The employer's limitations on the inspection should be stated to the C.O. and those limitations should be strictly followed. Remember, OSHA is empowered to expand the inspection scope and issue citations for other violations which may be in plain sight as the C.O. moves between the entrance to the work place and the area of the inspection. Anything seen is fair game! It is so important to limit the compliance officer's exposure that it is not unusual for an employer to cause the C.O. to walk outside and around the facility and therefore enter by a back or side door immediately adjacent to the area of inspection.

An employer has the right to deny access until a search warrant is obtained. Some benefits exist in requiring a warrant - it identifies the scope of the inspection, the time limitations for performing the inspection and gives the employer time to get its house in order before the compliance officer returns with the Court order. Requesting the warrant is most advised, if there are numerous items listed on the complaint or a "wall-to-wall" inspection is intended. Historically, compliance officers are not more zealous about the inspection, when required to obtain a warrant - contrary to what you may think.

Well before OSHA appears, you should establish a protocol for an inspection and designate a team which will be the only individuals interfacing with OSHA. One individual should be designated to keep tight control over the entire process - preferably someone who is not "over talkative."

Stick with the following hints and avoid being overly cooperative or overly communicative (a high level of cooperation won't do anything to mitigate your exposure to liability contrary to what you have heard):

**CONTINUED ON PAGE 17**



**DIVERSIFIED INSULATION DISTRIBUTORS**

(317) 782-1144  
FAX (317) 791-1165

**JIM CRAIG**  
President

EMAIL: [jcraig@didinsulation.com](mailto:jcraig@didinsulation.com)  
3530 DEVELOPERS ROAD  
INDIANAPOLIS, INDIANA 46227



- Designate one safety knowledgeable manager to interface with OSHA now and in anticipation of future visits.
- Consider whether to immediately employ an experienced safety consultant or OSHA attorney to handle the initial inspection and the balance of the matter so as to keep you isolated from being exposed to the C.O. and saying and doing the wrong things. OSHA will wait until your representative arrives, so don't be in a hurry!
- Review C.O.'s credentials and obtain full name and office address.
- Determine if the inspection is caused by complaint, is random or post-accident.
- Inquire as to the scope of the inspection (specific piece of equipment, area or wall-to-wall) and get a copy of the complaint at the outset and confine the inspection to the items in the complaint.
- If wall-to-wall inspection, consider requiring search warrant.
- If narrow inspection, reach agreement as to approach for inspection and confine the scope of inspection.
- Walk with C.O. (elbow to elbow) through entire inspection.
- Try to postpone employee interviews until you have a thorough appreciation of what occurred, who was involved, what OSHA Standards are applicable and whether your company was in compliance at the time of the accident. Your representative is entitled to brief employees in anticipation of their interviews and this is well worth the time and effort.
- If the C.O. asks what happened – don't guess! – even if you think you know.
- Take pictures of anything OSHA takes pictures of from the same angle and at the same time.
- Provide no unsolicited information and permit no one else to do so.

**CONTINUED ON PAGE 18**

# CUSTOM TAILORED LEGAL SOLUTIONS *for Your Business*

EMPLOYMENT • BUSINESS LAW • CONSTRUCTION

*A PERFECT FIT, NO MATTER THE SIZE*



**Bob Dunlevey**

Board Certified  
Specialist in Labor  
and Employment Law

**DUNLEVEY, MAHAN & FURRY**

[www.dmfd Dayton.com](http://www.dmfd Dayton.com) • (937) 223-6003

- Don't provide documentation to OSHA until you and your safety experts have thoroughly reviewed the documentation – consider whether the information can be provided in a form that states the company's position in the most positive light.
- Take minutes/notes regarding everything C.O. does and says, including those to whom he speaks (he has the right to interview employees outside of your presence but you may be present when supervisors are interviewed). Be careful what you write. It is discoverable.
- If C.O. has a video recorder, be cautious that, while it may be pointed to the ground, it is recording audio (a favorite trick).
- Don't take pictures or write emails during or after the inspection that could be used against you – they are discoverable.
- Refrain from having employees write witness statements of events which caused the inspection – these statements are admissible at time of trial and are seldom beneficial.
- A company representative can be present when the C.O. interviews a supervisor and a knowledgeable representative should always be present and ask for a copy of any written statement taken immediately upon conclusion of the interview – don't let the supervisor sign the statement until you are sure it properly states the testimony of the supervisor.
- Limit a C.O.'s conversation with employees at their work stations and don't permit the employees to group themselves around the C.O. to engage in group discussions.
- Avoid reenactment of accidents and merely permit the C.O. to review the normal operations.
- Take thorough notes at the “closing conference” when the C.O. reviews his findings – an experienced attorney skilled in OSHA defense should be present if it is a significant matter such as a fatality.
- Determine whether to contest any citation based upon the costs involved, the penalty amount, the severity of the citation, the precedent set, the ability to abate the alleged violation (time and method), likelihood of future violations and the impact on other possible collateral litigation. An informal settlement conference is available at OSHA's offices but seldom beneficial.

Remember, that almost always a company can receive a substantial reduction in the monetary penalty imposed but the real consideration is whether by settling the case you are agreeing to change your methods of operation in some fashion which will, at least, be expensive or, at most, be totally impractical and substantially impede effective and economic production. Don't measure the success of the outcome of the investigation by the number of dollars that the penalty has been reduced, but instead by how the agreed to abatement efforts do not impede your normal operations. Also, other types of civil court actions and administrative proceedings may arise out of the accident and OSHA's documentation will be discoverable.

OSHA's enforcement activities have changed dramatically in the recent years and your approach to dealing with the agency needs to be reconsidered, if you are to survive an inspection. Few attorneys and consultants are adequately equipped to deal with safety issues, especially when there are serious accidents. Take the time now to consider how you will approach an inspection before your day comes.

For further information utilize your Legal Services Plan and contact Bob Dunleavy, Dunleavy, Mahan & Furry at (937) 223-6003.





# CENTRAL STATES INSULATION ASSOCIATION MEMBERSHIP APPLICATION

## APPLICANT INFORMATION

Company Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City, State & Zip: \_\_\_\_\_  
 Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_  
 Contact Name: \_\_\_\_\_  
 Email: \_\_\_\_\_ Website: \_\_\_\_\_

## TYPE OF MEMBERSHIP REQUESTED (*check only one*)

- |   |          |                                       |   |                                    |                                |
|---|----------|---------------------------------------|---|------------------------------------|--------------------------------|
| <input type="checkbox"/> Contractor             | \$385.00 | <input type="checkbox"/> Insulation   | <input type="checkbox"/> Abatement                          | <input type="checkbox"/> Unionized | <input type="checkbox"/> Merit |
| <input type="checkbox"/> Distributor/Fabricator | \$385.00 |                                       |   |                                    |                                |
| <input type="checkbox"/> Associate              | \$473.00 | <input type="checkbox"/> Manufacturer | <input type="checkbox"/> Sales Manufacturing Representative |                                    |                                |
| <input type="checkbox"/> Engineer/Specifier     | \$ 55.00 |                                       |   |                                    |                                |

## APPLICANT INFORMATION

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

- Type of Work in which your company is engaged: \_\_\_\_\_
- Length of time company has been in business; date established: \_\_\_\_\_
- Primary geographic area of operation: \_\_\_\_\_
- Brief history of company: \_\_\_\_\_  
\_\_\_\_\_
- Identify Principals of Company and Titles: \_\_\_\_\_  
\_\_\_\_\_
- Number of Employees: \_\_\_\_\_
- Labor Organizations representing your employees: \_\_\_\_\_
- 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.*

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Name on Card \_\_\_\_\_ Authorized Signature \_\_\_\_\_

Send back completed form and payment to:

**FAX:** (937) 278-0317 or **MAIL:** 2077 Embury Park Road - Dayton, Ohio 45414



Central States Insulation Association  
2077 Embury Park Road  
Dayton, Ohio 45414

PH: 937-278-0308

[www.csiaonline.org](http://www.csiaonline.org)

Email: [csia@assnsoffice.com](mailto:csia@assnsoffice.com)



[www.speedlinepvc.com](http://www.speedlinepvc.com)



## PVC Fitting Covers and Jacketing Systems

Looking for a clean, durable and economical system to protect the insulation of mechanical piping and equipment?

Lowest Profile Victaulics, making Speedline® PVC Systems ideal for AGS Sizing.

- High Gloss Finish (white and various colors)
- Various Shapes and Sizes
- 25/50 Rated
- Indoor and Outdoor Use
- Corrosion Resistant
- Impact Resistant
- Easy Installation

Speedline® SmokeSafe™ PVC Systems cover piping fittings and mechanical equipment up to 24" outside diameter. Speedline also offers a wide selection of Adhesives/Sealants, Fasteners, Caulking, and Tapes. Learn more by visiting [www.speedlinepvc.com](http://www.speedlinepvc.com)

Speedline Corporation delivers the solution for your piping demands.



Corporate Office: 6810 Cochran Road ■ Solon, OH 44139  
Toll Free: 1.800.551.9759 ■ Fax: 1.440.914.9334

Manufacturing and Distribution:  
Greensboro, NC ■ Stockton, CA ■ Houston, TX ■ Ontario, Canada