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**Editor
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**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
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CSIA PRESIDENT'S MESSAGE

Brian Willett, Gribbins Insulation Co.



What a feeling - I was outside playing with my kids all weekend and actually got to fire up the grill! Baseball season is right around the corner which hopefully means some nice warm weather.

I'm guessing by the time you read this the NIA convention will be well under way. I hope to see a good showing from our CSIA group this year. If you haven't attended in the past then I would encourage you to give it a try.

We only have about a month until our CSIA Spring Meeting at the Belterra Casino resort. I believe registration is now open so please block some time out of your busy schedules for April 21st and 22nd to find out what is going on in our region. The current trade disputes between the insulators and sheet metal workers has received a lot of attention lately and this will be one of the main topics of the conference. We need your input on what is going on in your area and

you need to hear what is going on in your surrounding areas, so please attend! We are changing our approach a little bit on the contractor labor side of things; hopefully, this will open the door for more discussion between the contractors. Our plan is to have some detailed breakout group sessions over predetermined topics then all groups meet together to discuss their findings. As usual, we will have our golf outing Wednesday afternoon. Bring your umbrellas and rain gear so we can scare off the April showers.

Don't forget about our Construction Labor Resource Council membership through CSIA. They have data from throughout the construction industry that could be very beneficial with upcoming labor negotiations. Contact our association for more details.

Go ahead and block out September 10th-12th on your calendars later this year for the CSIA Fall Convention in Naples, Florida.

I hope you and your companies are off to a great 2015, see you soon.



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CSIA Spring Labor Conference and Golf Tournament



April 21-22, 2015
The Belterra Casino in Florence, IN



Tuesday, April 21st, 2015

- 2:30 - 4:00 p.m. **CSIA Board of Directors Meeting**
- 4:00 - 5:00 p.m. **Collective Bargaining Refresher Course**
with Bob Dunlevey of Dunlevey, Mahan & Furry

This seminar is designed for anyone that is new to negotiation 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: mandatory and non-mandatory subjects of bargaining; assignment of bargaining rights; preparing to bargain; strike, lockouts and pickets; and basic types of labor contract clauses.

- 5:00 - 6:00 p.m. **Traditional Bargaining vs. Mutual Gains Bargaining**
with Bob Dunlevey of Dunlevey, Mahan & Furry

This session will give an overview of what Mutual Gains Bargaining is, what the differences are between traditional bargaining and mutual gains bargaining, and when you should use one type of bargaining or the other.

- 6:00 - 7:00 p.m. **Reception for Registered Attendees**
50/50 Raffle for the CSIA Scholarship Fund

Wednesday, April 22nd, 2015

- 7:00 - 7:30 a.m. **Registration and Full Breakfast**
- 7:30 - 8:30 a.m. **The Multiemployer Pension Reform Act of 2014 -
A Lifeline for Deeply Troubled Plans**
with Michael Ledbetter and Rachel Parisi of Ledbetter, Parisi, Sollars LLC

This presentation reviews challenges facing multiemployer pension plans, legislative activity by industry groups, a summary of the Multiemployer Pension Reform Act of 2014 and possible legislative action in 2015. To provide background for attendees, the speakers will examine the industry problems created by underfunded pension plans, explore how pension plans got where they are today and review the Pension Benefit Guaranty Corporation's role and its outlook for the future.

With respect to the Multiemployer Pension Reform Act of 2014, the presentation will detail some of the technical changes implemented as well as enhancements to the Pension Protection Act of 2006. Much of the material will focus on the controversial and much-publicized benefit suspension rules under the Multiemployer Pension Reform Act of 2014, which allow some plans to cut benefits for all participants, even those in pay status. The program will conclude with a look at possible changes in 2015.

- 8:30 - 9:15 a.m. **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 - 10:00 a.m. **Update on Jurisdictional Claims between Sheet Metal Workers'
International Union and the International Association of Heat &
Frost Insulators & Allied Workers**
- 10:00 - 11:30 a.m. **CSIA Labor Seminar**
with Dave McCoy of Champaign A&K Insulation
- 11:30 - 11:45 a.m. **Breath of Life & International Update**
with Greg Revard
- 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

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 West Virginia Master Insulators Association

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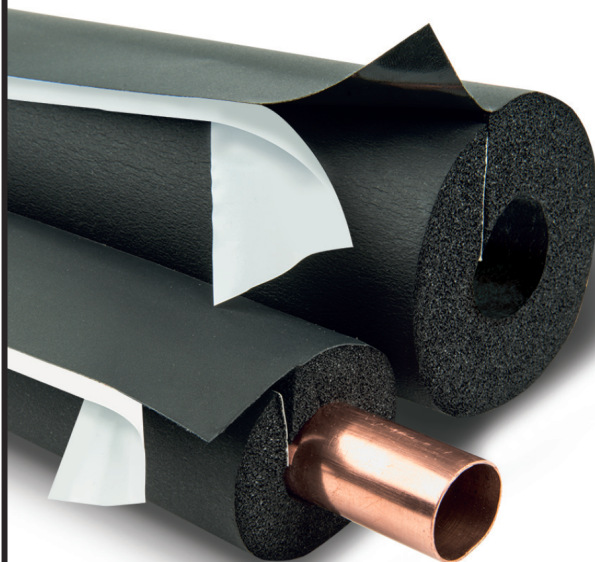
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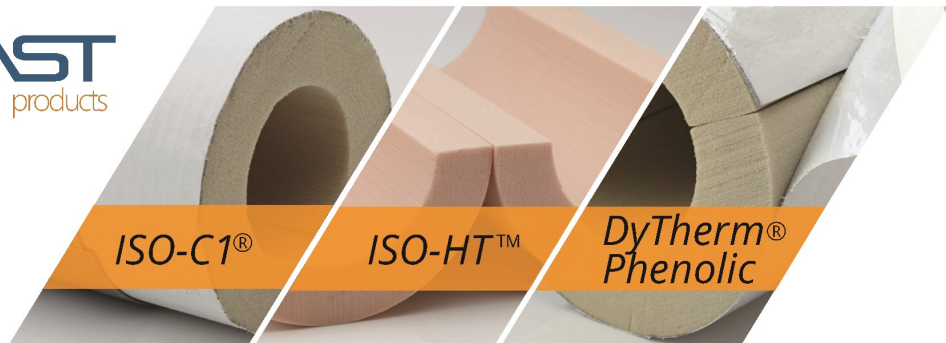


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HEALTH CARE BENEFITS ALERT

There have been **three major changes** with respect to fully insured group health plans in Ohio. The first two modifications are legislative changes that bring Ohio in line with the Federal rules and the final one is a change in the Ohio Department of Insurance's position on spousal coverage. The Federal government also issued some transitional relief for small employers. You need to know about these changes and ensure your plan is in compliance.

1. Ohio Now Permitting Spousal "Carve Outs" To Save Employer Expenses

A spousal "carve out," as opposed to a "spousal surcharge," is when the employer precludes the employee's spouse from enrolling in the group health plan if the spouse is eligible for another group health plan (i.e. a group health plan sponsored by the spouse's employer). A spousal surcharge, on the other hand, is when the employer simply charges the employee more to cover his or her spouse if the spouse has access to another group health plan. For example, the employer may tell the employee it will cost the employee \$ 100 per month to cover his or her spouse but, if the spouse has access to another group health plan, it will cost the employee \$175 per month to cover his or her spouse.

The Ohio Department of Insurance precluded insurance companies from offering a group health plan that had a spousal carve out. Therefore, employers sponsoring a fully insured health plan could not implement a spousal carve out; their only option was to impose a spousal surcharge. The Ohio Department of Insurance has changed its position and is allowing insurance companies the option of offering fully insured health plans with a spousal carve out. So, you should contact your insurance company if you want to implement a spousal carve.

Note, you cannot simply adopt an internal policy imposing the spousal carve out. You have to have the insurance company implement that provision.

The Ohio Department of Insurance is allowing insurance companies to offer these types of policies but it is up to each carrier whether or not they want to offer these types of products. Again, spouses that lose coverage due to a spousal carve out will not be eligible for COBRA coverage because there is no qualifying event.

Under all three changes, individuals will lose health coverage. Even though they may not be eligible for COBRA coverage, they (and their spouses and dependents) will have the opportunity to enroll in their employer's group health plan. Federal law allows individuals to enroll in their employer's group health plan mid-year, assuming they are otherwise eligible to participate in that plan, whenever there is a "special enrollment period." As a general proposition, a loss of eligibility in a group health plan for almost any reason creates a special enrollment period. So individuals who lose their health coverage because of these three changes will probably have the right to enroll in another group health plan immediately upon losing their coverage and they will not have to wait until the next open enrollment period.

2. Employer's Payment for Individual Health Policies Ending

The Federal government has issued a number of rulings saying employers cannot pay for or reimburse employees for individual health policies. That is, employers cannot, directly or indirectly, pay for the employee's individual premiums on either a pre-tax or post-tax basis. Employers that violate this rule are subject to a \$ 36,500 per year per employee penalty!!!!

The Federal government just issued transitional relief that allows small employers (i.e. those with less than 50 full time and full time equivalent employees) to pay or reimburse employees' premiums for individual health policies until June 30, 2015. Note, this relief is only for small employers and only until June 30, 2015.

So, larger employers are currently subject to the \$ 36,500 annual per employee penalty and starting July 1, 2015, small employers will become subject to the penalty.

Paul Routh is a Director at Dunlevey, Mahan & Furry and heads the Benefit Group. Visit our website at www.dmfdayton.com. DM+F sponsors the Legal Services Plan available to all members. Contact Bob Dunlevey at (937) 223-6003.

3. "Eligible Employee" For Mandatory Coverage Increased To 30 Hours Per Week

Ohio requires small employers sponsoring fully insured health plans to offer coverage to "eligible employees." Eligible employee is defined as an employee that works, on average, at least 25 hours per week. The hour requirement in this definition is going to change to 30 hours per week. This change, which is effective for plan years beginning on or after January 1, 2016, brings Ohio law into line with the Federal statute. That is, health care reform defines a full time employee as one that works at least 30 hours per week.

Note that this change applies to small employers in Ohio. A small employer is defined as an employer that had between 2 and 50 employees during the previous calendar year. As a side point, once the change kicks in, employees that worked more than 25 hours or more but less than 30 hours will lose their health coverage. However, they (and their family members) will not be entitled to COBRA coverage because there is no qualifying event. Remember there has to be an enumerated event that causes the loss of coverage for COBRA to apply. In this case, there is no qualifying event which means there is no COBRA coverage!!!!

4. Definition of Dependent Child Changed To Age 26

Ohio law currently requires employers sponsoring fully insured health plans to offer coverage to unmarried children up to age 28 if the child lives in Ohio or is a full time student who is not eligible for another group health plan, Medicare or Medicaid. For plan years beginning on or after January 1, 2016, the age is lowered from 28 to 26. This brings the Ohio rules in line with Federal law. This change applies to all size employers sponsoring fully insured health plans in Ohio.

The COBRA rules with respect to this change are less clear. Those rules say you have to offer COBRA coverage when a dependent loses dependency status under the terms of the plan. The COBRA rules contemplate a child attaining a certain age and losing coverage rather than a plan amendment that results in a number of children becoming ineligible for coverage. Therefore, you need to contact your insurance carrier to determine if you should offer COBRA coverage to those dependents that lose health coverage as a result of the change.



Dunlevey, Mahan & Furry Welcomes a New Associate

MATTHEW J. BAKOTA

Matthew Bakota is a member of the Labor and Employment group. In addition to counseling and representing businesses in labor and employment matters, Matthew also has significant business litigation experience involving the representation of business clients in contract and related disputes.

Matthew has first chair experience in all phases of litigation, including ADR, trial, and appeal. He is licensed to practice in Ohio and Kentucky, including the Southern District of Ohio, the Eastern and Western Districts of Kentucky, and the Sixth Circuit Court of Appeals.

Matthew also presents and writes on current issues related to privacy and data security in the workplace. This includes identifying information and data that businesses are obligated to protect under various state and federal laws, as well as information, such as trade secrets, that businesses desire to protect against disclosure.

Matthew graduated from the University of Akron School of Law and the Ohio University E.W. Scripps School of Journalism. He is a member of the Ohio, Kentucky, and Dayton bar associations. He also serves as a volunteer for the Alzheimer's Association.



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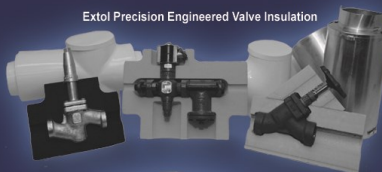
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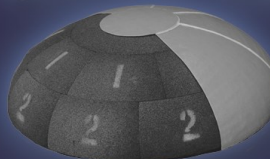
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Insulation Advocate

Update on January and February's Activities: Full Speed Ahead

The start of 2015 and the 114th Congress began with a flurry of action for the National Insulation Association (NIA). As you may remember, in 2014 we were able to secure the introduction of H.R. 4801, the Thermal Insulation Efficiency Improvement Act. This bill directs the Secretary of the Department of Energy to prepare a report on the impact of thermal insulation on both energy and water use for potable hot water, and was ultimately passed through the U.S. House of Representatives by a voice vote. Unfortunately the bill was never considered in front of the Senate in 2014 before the end of the 113th Congress.

We are pleased to report that once again Congressman Adam Kinzinger (R-IL) and Congressman Jerry McNerney (D-CA) have agreed to pursue this same legislation on behalf of NIA and have re-introduced our bill as H.R. 568. NIA and The Keelen Group have been in constant communication with both the sponsors of our bill and with the House Energy and Commerce Committee in regard to once again moving our legislation through the Committee and onto the House floor for consideration by the full House of Representatives. We are also looking for a bipartisan pair of Senators to introduce the same bill in the U.S. Senate as companion legislation, and hope to be able to report to you soon on this endeavor.

Working on our behalf, The Keelen Group has also been continuing discussions with the offices of Senator Rob Portman (R-OH) and Senator Jeanne Shaheen (D-NH) on including our language in their comprehensive government and industry energy efficiency package, the Energy Savings and Industrial Competitiveness Act, which they have been pursuing for many years.

We will continue to work on including our language from the Thermal Insulation Efficiency

Improvement Act into the underlying Senate bill, or ensure the support of adding our language as an amendment when this legislation makes it to the Senate floor for debate and consideration.

We look forward to having Matt Keelen, President of The Keelen Group, join us at the NIA's 60th Annual Convention in San Antonio this month, where he will be able to expand and update us on where these initiatives stand and our pursuit of further opportunities in states throughout the country.

Collaborating with other organizations is an excellent way to promote common goals. One of the organizations we are working with is the Alliance to Save Energy, which recently created an Energy-Water Nexus Subcommittee. The energy-water nexus refers to the efficiency issues surrounding energy and water, since water is often used in the production of energy. Mechanical insulation obviously has tremendous potential in this area, since it can significantly reduce energy usage and optimize performance, thus saving both resources. The Subcommittee is making the promotion of mechanical insulation one of their top priorities, and we look forward to further collaborating with this group to increase the use of insulation and the awareness of its benefits.

Recently, NIA signed onto a letter penned by the Family Business Coalition in support of the Death Tax Repeal Act of 2015. This act aims to repeal



taxes that businesses must pay when ownership of a business is transferred due to death. NIA joined more than 50 groups in support of this legislation, which we hope will ease the burden on businesses and help spur economic growth. We also added our support to a letter from the National Electrical Manufacturers Association (NEMA), which voiced support for S.535, the Energy Efficiency Improvement Act of 2015. This bill would enact policies that advance energy efficiency through reduced regulatory burdens, increased transparency, and a focus on the federal government as a first mover to save taxpayer dollars on energy bills.

NIA is not planning to slow down, and we will continue to aggressively pursue all avenues that can increase the awareness of the benefits of insulation as well as its use. Of course, we depend on the active participation of our members to help guide our vision and our path forward. I hope to see all of NIA's members in San Antonio for our 60th Annual Convention March 25-28. This Convention, which marks the 60th anniversary of our meeting, is the best place to network with peers, participate in industry discussions, and be a part of making the insulation industry stronger.



**10th International trade fair for
industrial insulation materials and
technologies
11–12 May 2016
Exhibition Centre Cologne**

The leading trade fair for insulation materials and technologies in Europe will occur on a new continent for the first time in 2015 to strengthen the international radiance.

The organization of the fair will be taken over by Reed Exhibitions USA in cooperation with Reed Exhibitions Germany.

Our first and most important partner is the NIA –

National Insulation Association, which is the American branch association of the insulation and isolation industry.

Date: 27th – 28th October 2015

Location: Donald E. Stephens Convention Center, Rosemont, IL

The IEX – Insulation Expo USA is the first exhibition in North America focusing only on the insulation branch. Simultaneous with the IEX USA, the annual Committee Days of the NIA take place. The USA is offering a high market potential in the fields of insulation, due to a high demand for standardizations in this sector. The market outlook is excellent. North America is having the highest, ever– expanding demand for qualitative insulation materials worldwide.

Some of the most important exhibitors of the IEX – Insulation Expo Europe have already expressed their interest to exhibit at the IEX USA. Most of the exhibitors at the IEX USA will represent the fields of production, trade and service. The expected visitors will be purchasers, decision– maker, planner, representatives of public authorities, fabricators and engineers in the fields of plant engineering, construction and operation.

The German Pavilion concept

Reed Exhibitions Deutschland is organizing a joint stand for all German companies at a central position in the exhibition hall. The stands will be offered as a complete package. The exhibiting companies of the "Made in Germany" pavilion have the possibility to present themselves with a standardized, high– quality stand construction and to make use of a full– service package.

Additional, all companies have the option to coose for an individual exhibition area outside of the German pavilion. The appropriate packages will follow soon.

Package– and stand prices will be published soon. If you are interested, please feel free to contact: Christian Poell

christian.poell@insulation-expo.com

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 2015 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.

CENTRAL STATES INSULATION ASSOCIATION

2077 Embury Park Rd.

Dayton, OH 45414

PH: 937-278-0308

FAX: 937-278-0317

csia@assnsoffice.com

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**

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Saturday
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Food and Festivities Noon-3:00 PM!
2:00 PM RAFFLE
Group Ride at 3:00 PM

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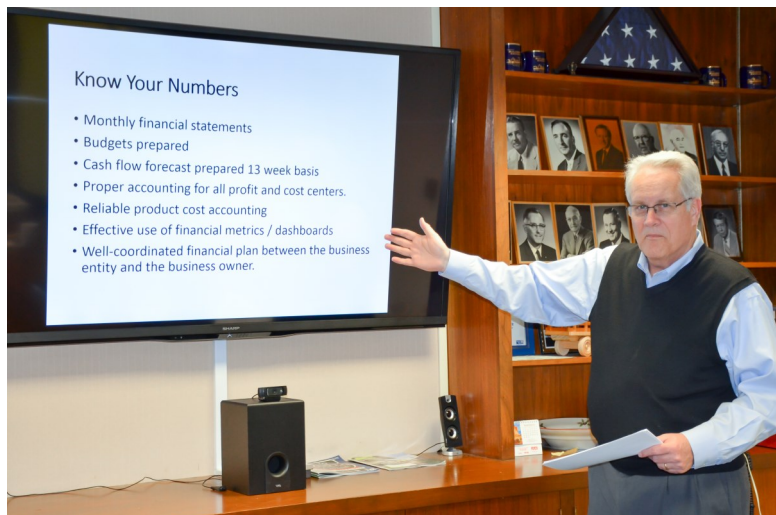
Business Consultant Lohbeck Does Session On How To Get Credit

Area Business Consultant and Aileron Advisor Jack Lohbeck presented Association Members a seminar on March 11th on how to get credit in today's market. Jack not only provided information on how the credit market has changed in the last five years, but also presented numerous ideas on how a company can put its best foot forward with a lending institution.

Jack reviewed the various levels of banking from Large Money banks to Community banks, and what can be expected from each concerning lines of credit. Jack also gave an overview of CUSO's; Credit Unions and Asset Based Lenders.

There is discussion about holding a follow-up seminar and possibly going into more detail concerning CUSO's and Credit Unions.

Jack Lohbeck is a Business Advisor at Aileron. Jack has 10 years experience as a business consultant. He has 27 years of corporate experience with both privately held and publicly traded companies. He is an adjunct professor at the University of Dayton School of Law and Instructor in account at Sinclair Community College. A graduate of the University of Cincinnati and a member of the American Institute of Certified Public Accountants.

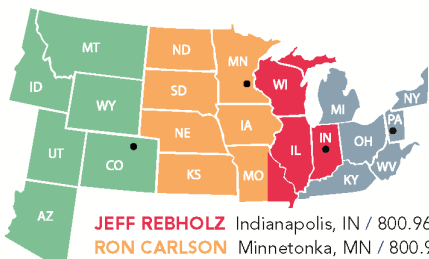


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LEGALLY SPEAKING

By Bob Dunlevey



EMPLOYEE USE OF MARIJUANA

The increasing use of medicinal and recreational marijuana is creating significant challenges for public and private sector employers and their safety consultants. These issues are not going away – in fact, they are

becoming more significant each day as 23 states and the District of Columbia have now passed laws permitting individuals to use marijuana for medicinal purposes. Colorado and Washington have even passed legislation permitting recreational use.

The recent legalization of marijuana by several states has created a major dilemma for employers. Do employers continue to enforce their traditional substance abuse policies or adopt a new approach for dealing with employees testing positive for marijuana in the workplace? Does the Americans with Disabilities Act protect employees who claim discrimination based upon their use of marijuana for a disabling medical condition? Do employers violate OSHA's General Duty Clause by allowing employees using marijuana to perform safety sensitive jobs and thereby create a workplace hazard which the OSHA Standards seek to eliminate? What about the Department of Transportation's stringent substance abuse regulations? Do they trump state marijuana laws? "Smoking-out" the answers to these and other difficult questions caused by public sentiment favoring the use of marijuana, pro-use legislation and decriminalization is quite difficult. Compounding the problem is the fact that even though the federal Controlled Substances Act prohibits the use and dissemination of marijuana, the Department of Justice issued an enforcement priorities memorandum in August 2013 indicating that federal prosecution of individuals utilizing marijuana would be deemphasized. While Ohio legislation was proposed in 2013 to allow for medicinal and recreational use of marijuana, the legislation has not been enacted. It appears that the proponents are focusing on the 2016 election. The constituents may vote in favor of legalizing marijuana because it has become big business in some states.

Can an employer ban the use of marijuana by an employee if it is permitted by state law – especially if the employee has a prescription? Even more perplexing, does an employer have the right to terminate an employee who tests positive for marijuana but shows no signs of impairment?

While the law of marijuana is in its infant stages, some conclusions can be drawn and they are:

In Ohio and most other states, including those having marijuana laws, employees who are shown to be "impaired" on the job may be disciplined and discharged by an employer.

In Ohio and other states not having marijuana laws permitting the employee to test positive while at work, an employer may discipline and discharge an unimpaired employee testing positive for violation of its drug policy - a zero tolerance policy remains lawful.

Federal government contractors subject to the Drug Free Workplace Act of 1988 should continue following all of the requirements of the Act even in states permitting marijuana use by employees.

Employers subject to Department of Transportation regulations should continue to follow the DOT substance abuse regulations and testing obligations per the DOT Medical Marijuana Notice of February 22, 2013 and the Recreational Marijuana Notice of May 27, 2014.

Employers should not consider making an ADA reasonable accommodation for a disabled individual whereby the accommodation is the use of medical marijuana.

Abandon random testing in the states where the employer has employees subject to the new marijuana laws unless the random testing is required by federal laws and regulations.

Ohio employers and employers within the 23 states and the District of Columbia should incorporate a "reasonable suspicion" criteria within their substance abuse programs so that the supervisors refer the suspected employees to drug testing based on suspicion of impairment. Reasonable suspicion includes such things as slurred words, bloodshot eyes and unstable walking. But, do not put the reasonable suspicion requirement within your published program - merely utilize it as a "behind the scenes" protocol.

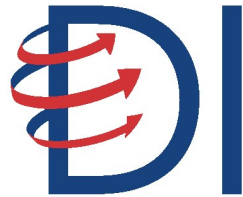
Train your supervisors on the signs and symptoms of impairment and reasonable suspicion; establish a protocol for supervisors to use.

Monitor developments in the law, including state and federal court decisions interpreting the interplay between state marijuana laws and federal drug free workplace mandates.

Monitor Dunlevey, Mahan & Furry's website for developments displayed in the Learning Center section.

Please remember that the specific facts of any circumstance and the specific provisions of the laws in a particular geographic territory may change the general advice that is provided herein. You should consult with competent labor and employment law counsel.

For more information or to receive the Power-Point seminar presentation on this subject, contact Bob Dunlevey (937) 223-6003.



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CONSTRUCTION SPENDING ENDS 2014 AT HIGHEST LEVEL SINCE 2008 AS PUBLIC OUTLAYS TURN POSITIVE, ADDING TO STRENGTH IN PRIVATE SEGMENTS

President's Budget Proposal Will Help Ensure Future Construction Spending Growth By Accelerating Debate On The Best Way To Finance Long-Term Infrastructure Investments, Construction Officials Note

Construction spending rose in December to a six-year high of \$982 billion as public construction for the year increased for the first time since 2009, according to an analysis by the Associated General Contractors of America. Association officials said President Obama's budget proposal and his suggested infrastructure funding program should help construction spending continue to grow by accelerating debate about the best way to fund repairs to the nation's aging roads, bridges, and other public infrastructure.

"For the first time in nearly a decade there was growth in all three major construction segments—public, private nonresidential and residential," said Ken Simonson, the association's chief economist. "If the president and Congress can work out a way to pay for long-term investments in our aging infrastructure, there is a good chance this pattern will repeat in 2015."

Construction spending in December totaled \$982 billion at a seasonally adjusted annual rate, 0.4 percent higher than in November, 2.2 percent higher than in December 2013, and the highest monthly figure since December 2008, Simonson noted. The full year total of \$961 billion was up 5.6 percent from 2013 and was the highest full year amount since 2008.

Private residential spending in December climbed 0.3 percent from November but slid 4.0 percent from a year earlier, while private nonresidential spending slipped 0.2 percent for the month but rose 5.3 percent year-over-year. Public construction spending increased 1.1 percent from November and 6.7 percent from December 2013. For the full year, private residential spending rose 4.1 percent, private nonresidential spending climbed 11 percent, and public spending grew 1.8 percent.

"The hottest segments in 2014 as a whole were warehouses, which leaped 50 percent, and multifamily, which climbed 34 percent," Simonson added. "Both of these categories should do well again in 2015."

Other private nonresidential segments that grew steeply in 2014 included offices (24 percent); manufacturing (16 percent); power, including oil and gas pipelines and field work (14 percent); and commercial—retail, warehouse and farm (13 percent), Simonson observed. He noted that office and retail construction included many renovation projects as well as new starts.

The two biggest public segments both grew in 2014: highways and streets (4.1 percent) and education (1.2 percent). In addition, public spending on transportation facilities such as transit, airport and ports rose 4.9 percent, Simonson said.

Association officials said the infrastructure funding outlined in the president's latest budget will help stimulate needed debate on the best way to finance repairs and additions to the nation's vital public infrastructure. "The president's budget proposal opens the door to a healthy debate about the best way to finance our long-term infrastructure needs," said Stephen E. Sandherr, the association's chief executive officer. "Congress should take advantage of this opportunity and work with the president to find the right funding solution."

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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:

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