

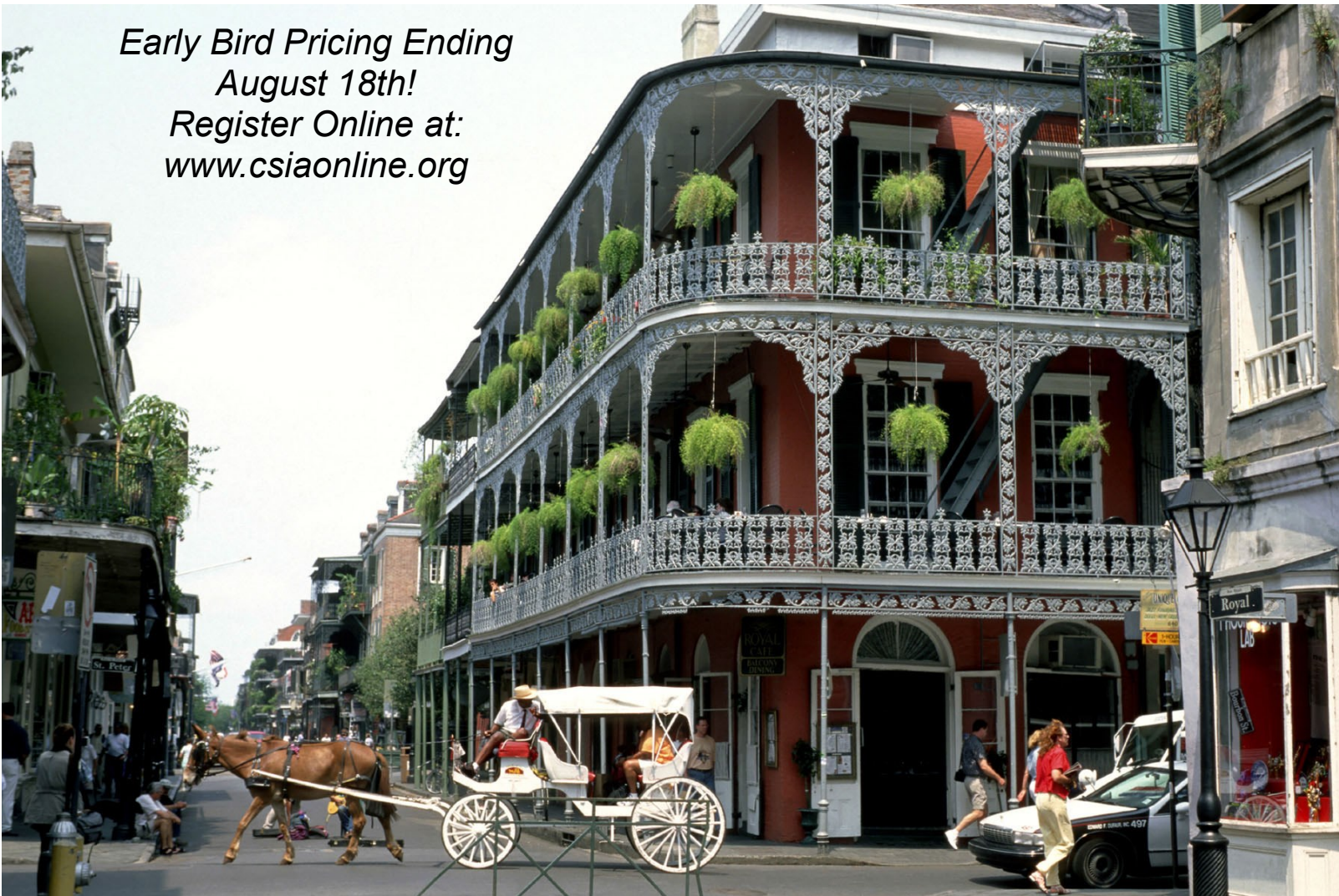


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August 2014

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**Editor
RACHEL PINKUS**



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**The Central States
Insulation Association**
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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
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CSIA PRESIDENT'S MESSAGE

Brian Willett, Gribbins Insulation Co.



Brian Willett
Gribbins Insulation
Exec. Vice President

I hope everyone is having a great summer with plenty of time to spend with family and friends. I can't believe how quickly it has gone by with only a couple weeks left until kids start school again. As usual, my parents were right when they told me to cherish these moments. They are going by extremely fast.

On September 8th, the 6th Annual Mesothelioma Golf Outing will be held at the Griffin Gate Marriott Resort in Lexington, KY. This event hosted by the Breath of Life Foundation is for a great cause that effects many in our industry and needs our support. If you are interested, please visit the CSIA website or the updated Breath of Life website for more information.
www.breathoflifefoundation.net

I hope by now you have signed up for the CSIA/ESICA Annual Fall Conference at the JW Marriott in New Orleans from Thursday, September 11th through Saturday, September 13th. This is an excellent opportunity to get away from the office and network with business associates in a great location. If you have not signed up yet for the conference, please consider attending. The conference will be most successful with the support of all members.

The association recently sent out information on the upcoming seminar for Succession Planning to be held in Perrysburg, OH on October 8th. The seminar will be conducted by nationally recognized estate and business succession planning experts. Please contact the association office for more information and to register.

Also, keep your eyes open for more information on a seminar on October 23rd discussing "Dispute Resolution Skills from the Jobsite to the Courtroom". The seminar will be held in Dayton, OH, and open to all of our members.

As you can see our CSIA staff has been busy planning many events for our membership. Along with the opportunities to network with your peers, these events offer an excellent opportunity for continuous learning and bring added value to your membership.

I hope to see you soon on Bourbon Street!

Brian Willett
Gribbins Insulation, Executive Vice President
Certified Insulation Energy Appraiser

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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.

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Employer's Name _____

Address _____

City, State, Zip Code _____

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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

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**Please include your 500-800 word essay and photo with this form when you return it to the CSIA Office
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Economists Forecast Uptick in Private Construction as Public Project Spending Dips

April 22 — Construction spending and employment will rebound from lower levels recorded in previous years as 2014 progresses, with growth expected to continue into 2015, a group of economists said during an April 17 webcast sponsored by Reed Construction Data.

During the presentation on the industry's economic outlook, Chief Economists Bernard Markstein from Reed Construction Data, Ken Simonson from Associated General Contractors, and Kermit Baker from the American Institute of Architects said they are all optimistic that the construction industry will see significant growth in the heavy engineering, residential and nonresidential markets over the next two years.

However, the economists said they expect public construction to see minimal growth in the coming years due to declines in federal spending in that area.



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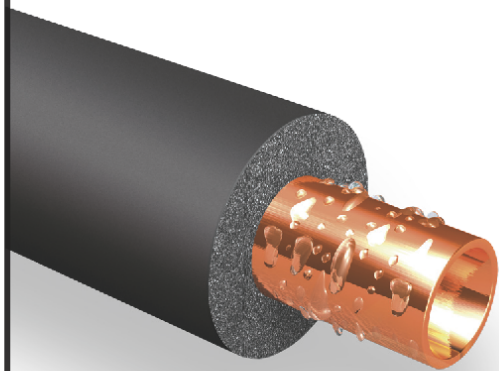
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Nebraska Construction Contractors Indicted For Embezzling from Health Benefits Program

June 23 — Two Nebraska construction contractors were indicted June 18 on charges of embezzling \$709,000 from health care benefits programs, the office of the U.S. Attorney for the District of Nebraska announced the next day (United States v. Negus, D. Neb., No. 8:14-cr-00209, indicted 6/18/14).

The contractors, Jeffrey Negus and Gregory Negus, were indicted on one count of conspiracy to commit mail fraud and to embezzle from a health-care benefits program, five counts of mail fraud, and one count of theft from an employee health-care benefits program.

They face a possible sentence of five years in prison and a fine of up to \$250,000 on the conspiracy count, of 20 years in prison and a fine of up to \$250,000 on each of the mail-fraud counts, and of 10 years in prison and a fine of up to \$250,000 on the theft count.

According to the indictment, Jeffrey and Gregory Negus were owner-operators of Negus-Sons Inc. and Netal Inc., two companies involved in highway construction, grading and earth moving. The companies shared the same owners, officers and employees. They employed both workers who were represented by unions under collective bargaining agreements and workers who were not.

During the period from 2007 to 2011, the companies entered into numerous construction contracts in Nebraska in which they were hired as sub-contractors to perform highway construction, grading and earth moving, the indictment said. A number of the contracts were with the federal government, and included prevailing wage provisions requiring them to make fringe-benefit contributions, including contributions to health-care benefit programs.

Between 2007 and 2011, the companies accepted payment of around \$4.9 million related to federally funded prevailing-wage contracts for which fringe-benefit contributions were required, the indictment said.

The fringe-benefit contributions should have been made to an in-house qualified retirement plan set up for non-union employees, and to a health benefit fund and a pension fund operated in part for the benefit of workers represented by the International Union of Operating Engineers Local 571, with whom the companies had entered into a collective bargaining agreement, the indictment said.

But the Neguses and their companies did not make the required payments, it said. Jeffrey and Gregory Negus falsified payroll reports certifying that prevailing-wage benefit contributions had been made, and falsified monthly prevailing-wage fringe-benefit reports that were submitted to the union funds, the indictment said.

The Neguses also falsely claimed on their federal corporate tax returns a tax deduction for employee benefits contributions that they had not in fact made, it said.

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We at **1-888-OHIOCOMP** are committed to providing cost-saving services and support for employers and their injured workers.

BNA Construction Labor Report

By Jeanna Smialek and Shobhana Chandra

June 26, 2014

Consumer Prices Increased in May By Most Since Early 2013, DOL Reports

June 17 — Consumer prices rose in May by the most in more than a year, according to Labor Department data released June 17.

The cost of living increased 0.4 percent, the biggest advance since February 2013, showing that businesses are gaining some pricing power as the economy strengthens.

“Inflation in the U.S. is in a sweet spot—it's not too hot, it's not too cold,” said Millan Mulraine, deputy head of U.S. research and strategy at TD Securities USA LLC, who projected a 0.3 percent increase in consumer prices. “The disinflationary stress that we've had over the past two or three years has effectively ended. That's the big story here.”

The May increase in prices meant that hourly earnings adjusted for inflation dropped 0.2 percent for a second month, according to another Labor Department report released June 17.





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COMMITTEE



DAYS
2014

EDUCATE · PARTICIPATE · NETWORK

November 11–12, 2014
Omni Fort Worth Hotel
Fort Worth, Texas

The National Insulation Association (NIA) is excited to announce that it is taking the 2014 Committee Days meeting to Fort Worth, Texas. It will be held from November 11-12, 2014 at the Omni Fort Worth Hotel. Also for the first time ever, this series of industry meetings will be open to non-members.

NIA National Insulation Association
Improving Our Industry, One Voice at a Time

This is a move that NIA President David Dzina says will make the event more accessible to members, while allowing non-members to see firsthand the benefits NIA offers to the insulation industry.

"Committee Days affords the opportunity for us to develop strategies that make the industry stronger, and discuss trends, concerns, and challenges," Mr. Dzina said. "By attending this important event, you become a part of building and shaping the industry."

A highlight of Committee Days is the keynote address at the annual luncheon. In the past, industry and safety experts, lawmakers, and policy experts have spoken. During last year's Committee Days Luncheon, attendees enjoyed an enthusiastic speech from Representative Roger Williams (R-TX). The organization is currently in the process of selecting the keynote speaker for the 2014 event.

During Committee Days, attendees hear reports on business, industry-relevant topics, and current NIA activities from committees such as Health and Safety, Distributor/Fabricator, Technical Information, Merit Contractor, Union Contractor, and others.

This event attracts approximately 100 members each year, with 55% of attendees being contractor/distributor/fabricator/laminator members and 45% being associate members (manufacturer attendees). It is an extremely important event where NIA's members help to decide NIA's areas of focus and direction, as well as provide important feedback on the biggest issues in the industry.

Fort Worth is known as the "city of cowboys and culture," and offers visitors numerous attractions and entertainment options suitable for a variety of tastes. Committee Days information and online registration will be available soon. Please visit NIA's website at www.insulation.org for the most current information.

Breath of Life FOUNDATION



2nd Annual Motorcycle Rally and Car Show



Saturday, August 2, 2014

IBEW Local 82 6550 Poe Ave. - Dayton, Ohio 45414





Press Release 08.01.2014 / Midwest Fasteners Videos

Midwest Fasteners, Inc. (Miamisburg, Ohio, USA: www.midwestfasteners.com) announces the first releases in our Video series on Insulation Fastening, Pin Welding and Stud Welding.

Initially published in June 2014, the series addresses a number of “How to” issues of interest to Insulation installers, as well as Welding professionals. Available on You Tube (<https://www.youtube.com/channel/UC28acijVURuLC52NGiW8nvg>) and via the Midwest website (<http://www.midwestfasteners.com/studweldvideos.html>), 6 videos are now available with topics ranging from **How to Install Cupheads, Weld Pins and Weld Studs to What Is Capacitor Discharge Stud Welding.**



Other highlighted topics range from “How to Install” ... Cupheads, Weld Pins and C.D. Weld Studs as well as “How to Set Up” for specific fasteners. General guidelines are given for prospective and new users, with the series extending specifically into application and proper testing to assess proper weld results all with hands-on video and easy to follow onscreen instruction.

Tom Hartmann, President and CEO of Midwest Fasteners, upon initial review of the Video series remarked: “In 2014 you can look up how to do ANYTHING on the internet. We are now providing our Market the building blocks to not only help train operators and applicators, but also redefining how this training is done. This will lead to a whole new understanding of the use of these products and processes.”

The first series of 6 videos will have an additional 2 entries before the Fall of 2014, with an additional 810 Video segments planned for the second Stage of the project. These latter titles will include emphasis on non-welded Insulation Fasteners, both how to and troubleshooting, as well as the more Heavy Duty Arc Stud Welding processes, both defined and illustrated in practice.

For more information, visit midwestfasteners.com/video, contact your MIDWEST Fasteners Distributor, or call MIDWEST at 800.852.8352.



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RPM International Inc. reaches agreement in principle to resolve asbestos personal injury claims

RPM International Inc. (NYSE: RPM) of Medina announced it has reached an agreement in principle to resolve current and future asbestos personal injury claims related to Bondex International Inc. and related entities.

In a news release, the company said a trust would be set up for current and future asbestos personal injury claimants. The trust initially would be funded with \$450 million in cash and would total \$797.5 million over time.

The company said the agreement in principle "contemplates the filing of a plan of reorganization" with the U.S. Bankruptcy Court in Delaware. RPM put Bondex and Bondex's parent company, Specialty Products Holding Corp., into bankruptcy in May 2010. In May 2013, the court issued an opinion estimating the current and future asbestos-related claims at about \$1.17 billion.

After the initial deposit, RPM would add funds to the trust in either cash, RPM stock or a combination of the two. The company's release indicated \$102.5 million would be added by the plan's second anniversary, an additional \$120 million by the third anniversary and a final payment of \$125 million by the fourth anniversary. The company said the total is expected to be tax deductible. The after-tax net present value would be about \$485 million.

Under the agreement, Specialty Products Holding would remain a wholly owned subsidiary of RPM. Specialty Products' revenue for the 12 months ended May 31, 2014, was about \$385 million. Its revenue was about \$300 million for the fiscal year ended May 31, 2010, when the bankruptcy started. Its results of operations would be reconsolidated with RPM's for financial reporting when the plan is finalized.

The agreement in principle is still subject to approval by the claimants, the U.S. Bankruptcy Court and the U.S. District Court. RPM said in the release that it expects the bankruptcy court to schedule more proceedings on the case, and it expects the plan to be completed by the end of fiscal year 2015.

"We have been able to reach a settlement on acceptable terms that will resolve the Bondex-related asbestos liability, while enabling us to reconsolidate the financial results of SPHC's growing and profitable businesses," said Frank Sullivan, chairman and CEO of RPM, in the release. "Consummation of a plan of reorganization incorporating these terms will allow RPM to move forward and put this chapter in our history behind us."

CSIA Spring Labor Conference

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April 21-22, 2015





Dad Ain't Gettin' Any Younger!

A Succession Planning Survival Guide

Transitioning any privately owned business can be tricky. Family businesses are even trickier. This Program will focus on all of the vital areas of concern for business owners assuring that you, your family and company are protected. Some of the important topics that will be addressed include:

- ⇒ Assuring that your business and years of hard work are preserved from confiscatory taxes and other predators
- ⇒ An update on the most current changes to the federal estate tax law and how a lack of understanding could result in substantial, unnecessary taxes
- ⇒ The importance of specialized Succession Planning
- ⇒ How the wrong Buy/Sell Agreement could result in the loss of your business
- ⇒ Learn how to significantly discount your out of pocket costs on estate taxes and still satisfy the IRS
- ⇒ Why it is critical to perform proper due diligence when acquiring life insurance for estate and business succession planning
- ⇒ The multiple benefits of a proper business valuation
- ⇒ How business owners can fairly treat children who are not active in the business
- ⇒ How to avoid poor liquidity positioning

October 8, 2014

**Hilton Garden Inn
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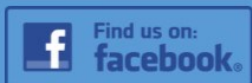
Room Block Cut-Off Date: September 12, 2014

SCHEDULE:

9:00 a.m. - 11:00 a.m. Seminar
 11:00 - 11:30 a.m. Q&A
 11:30 a.m. - 1:00 p.m. Lunch
 1:00 p.m. 30 Minute Private Sessions between individuals and the Speakers.
 If additional time slots are necessary, time will be allotted on the morning of October 9th.



www.csiaonline.org



About the Speakers: **Leon B. Resnick** and **Terrance K. Resnick**, identical twins, are partners in Resnick Associates, a nationally recognized estate and business succession planning firm with offices in PA and KS. As highly sought after Speakers, they have provided their educational seminars throughout the U.S. for nearly 20 years.

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Additional Attendees: _____

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Too Few Women Work in Construction Primarily Because of Bias, Report Says

June 13 — The rate of U.S. construction industry workers who are women—2.6 percent—has barely changed in three decades and needs to grow, according to a National Women's Law Center report released June 11.

Gender stereotypes and a lack of mentors have blocked many women from entering the industry, the report, "Women in Construction: Still Breaking Ground," said. Workplace sexual harassment has forced many others out of construction jobs.

Fatima Goss Graves, the NWLC's vice president for education and employment and one of the report's primary authors, said in a June 11 statement that it's "not surprising that the construction trades are sometimes called 'the industry that time forgot.'"

"It's time for this industry to enter the modern era—to expand apprenticeships and training opportunities for women, hire qualified female workers and enforce a zero tolerance policy against sexual harassment," she said. "This would be a win-win strategy for the industry—and for women."

Hurdles in Training, Employment

The number of women in the construction industry should be higher considering that the percentage of women in many other "dirty and dangerous" and traditionally male jobs like firefighters and correctional officers has increased substantially during the past few decades, the report said. It said affording women equal access to construction jobs is "critical" because such jobs can give women better pay and career opportunities.

Discrimination at the construction industry's entry level—particularly in career and technical education (CTE), pre-apprenticeship and apprenticeship programs—is resulting in the industry's low percentage of women, the report said.

"While apprenticeship is the traditional path to jobs in the skilled trades, entry into apprenticeship programs is highly dependent on access to information about when, where, and how to apply, as well as the training and skills necessary for particular occupations," the report said. "Access to such information has historically been tightly controlled by construction workers, who are overwhelmingly male."

Women are less likely than men to complete apprenticeships due to such obstacles as "hazing and outright hostility by some men who see women as intruders," the report said. In addition, the small number of women in the industry limits the access to potential mentors of women wanting to enter the industry.

Discrimination also cuts down on women's long-term employment in the industry, the report said. For instance, there is a "checkerboarding" practice in which employers hire women solely to show the companies are meeting gender-based goals and then quickly fire them. Proving outright hiring discrimination based on gender is difficult, considering that unsuccessful female job applicants often don't know why they were rejected or who was hired instead, the report said.

Women in construction jobs face gender stereotypes such as assumptions that they have physical incapacities in the field, the report said. It also said women construction workers experience "extreme sexual harassment and denigration," citing a Labor Department study finding that 88 percent of them experience such harassment in the workplace.

The report added that women of color are "severely underrepresented" in the industry. The report said 74.1 percent of women construction workers are white, 14.6 percent are Hispanic, 6.7 percent are black and 2.8 percent are Asian/Pacific Islander.

"Women of all racial and ethnic backgrounds are most likely to be concentrated in office positions in the construction industry, and least likely to be found in more labor intensive positions (skilled and unskilled labor)," the report said. "This concentration only serves to reinforce the notion that women belong in clerical, traditionally female positions, as opposed to physical, traditionally male construction positions. And office clerks in the construction industry make less on average than construction laborers."

CONTINUED ON PAGE 20

Report Recommends Actions by Federal Agencies

A number of government agencies can do more to enforce antidiscrimination laws and take other measures to address obstacles women face in construction jobs, the report said.

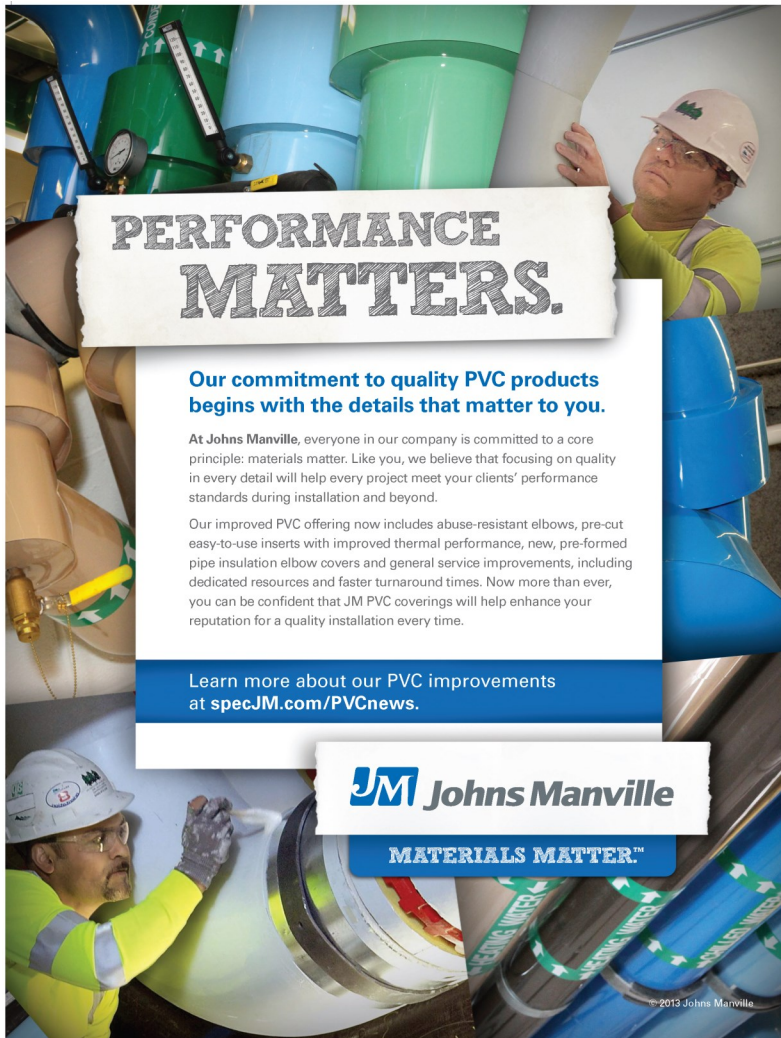
The Labor Department's Office of Federal Contract Compliance Programs and the Office of Apprenticeship should revise their affirmative action regulations to help boost the numbers of women and minorities in construction contractor workforces and apprentice programs, respectively.

The two DOL agencies should coordinate with each other to address discrimination against women "at all points along the employment chain in nontraditional fields," the report added. It also recommended that the OFCCP increase the percentage of work hours for which construction contractors are required to utilize women from the 6.9 percent target set by the agency in 1978.

Meanwhile, the Equal Employment Opportunity Commission should increase its enforcement of laws against workplace sexual harassment and work with construction employers to help curb such harassment, the report said.

The report also called for the Department of Education's Office for Civil Rights and the Office of Vocational and Adult Education to work towards boosting the numbers of women in CTE programs and science, technology, engineering and mathematics fields.

In addition, the report requested increased funding for the Women in Apprenticeship and Nontraditional Occupations grant program, as well as passage of a law that would expand upon the program.



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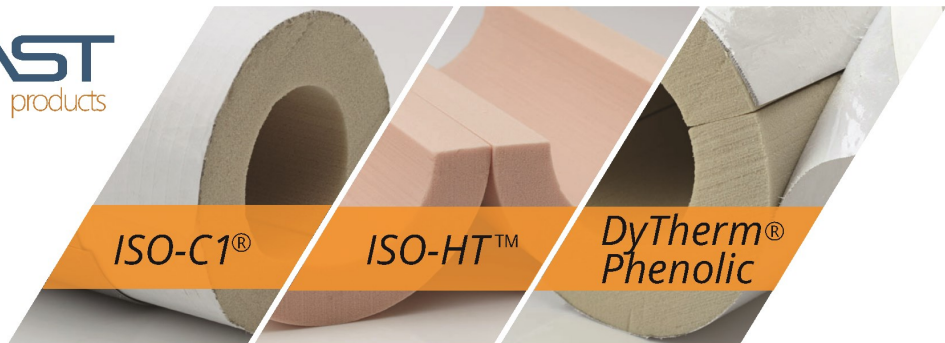


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Building Strategies for the Fall

Activities have been slowing down on Capitol Hill as Congress begins its August recess. Before taking leave for August, however, Congress passed the Workforce Innovation and Opportunity Act, which the President signed into law on July 22, 2014. This legislation seeks to streamline and customize federal workforce programs to produce the trained workers our evolving economy needs. Given that mechanical insulation workers are among the top 5 fastest growing occupations, and the need for these workers is projected to grow 46.5% by 2022, our industry must take advantage of any and all training opportunities available.



The need to develop more training programs factored into my decision to join the Commercial Workforce Credentialing Council's (CWCC's) Board of Advisors earlier this year. I worked with the other members of the CWCC's Board to establish 5 key occupations in order to improve the quality and consistency of the commercial building workforce. Creating these positions and their job descriptions will help us offer updated training programs that will be third-party accredited, industry endorsed, and recognized by the Department of Energy (DOE). While Congress is recessed, we will be considering our options and the best way to make use of this new legislation and

work it into our training agenda.

In July, the National Insulation Association (NIA) also added our support to a coalition opposing an amendment that was added to a bill that recently passed the House: H.R. 4923, the Energy and Water Development and Related Agencies Appropriations Act of 2015. NIA joined 29 organizations in signing a letter to oppose this amendment in the Senate. If this language is adopted in the Senate version of the bill, it would negatively affect water conservation by eliminating funds utilized for certain high-efficiency plumbing appliances. We feel strongly that eliminating any incentive to save water is detrimental to ongoing efficiency efforts, and hope that the Senators to whom we sent the letter take the coalition's point of view into consideration when creating their version of this bill and rescind this amendment.

While Congress is in recess, NIA will be taking time to strategize and create a plan to accomplish our upcoming initiatives. As mentioned in last month's Insulation Advocate, one of our top priorities will be introducing the Thermal Insulation Efficiency Improvement Act in the Senate, and we have begun the process of seeking out Senators who may want to join us in our efforts to get this bill passed and signed into law. We have scheduled a meeting with the Senate Energy and Natural Resources Committee to discuss moving our bill through the Senate, and are hopeful that we will be able to garner support in this important Committee. Insulation Advocate will be back in September with the latest updates from Capitol Hill and our strategic endeavors.

Michele M. Jones, NIA EVP/CEO



CSIA Members,

Below is a brief update from today's NCCMP conference call on funding reform efforts. Unfortunately, there has been little progress since the date of the last call.

Recent meetings with Congressional staffers and agency representatives have focused on alternative plan design proposals. Some are concerned about the risk-shifting from employers to plan participants. The NCCMP recognizes these concerns but has tried to emphasize that the current defined benefit pension model is unsustainable in many areas and industries. The staffers drafting legislation are attempting to insert additional protections for participants and retirees in deeply troubled plans, but it is unclear what form such protections may take.

The group was reminded of the importance of discussing the need for funding reform with members of Congress during their recess. Absent regular contact from constituents, there is concern that the funding reform and alternative plan design legislation may be pushed to the back burner.

There is no target date for legislation to be introduced, but the lobbyists noted that Congress will be focused on the mid-term elections through November.

Please let us know if there are any questions.

Michael Ledbetter

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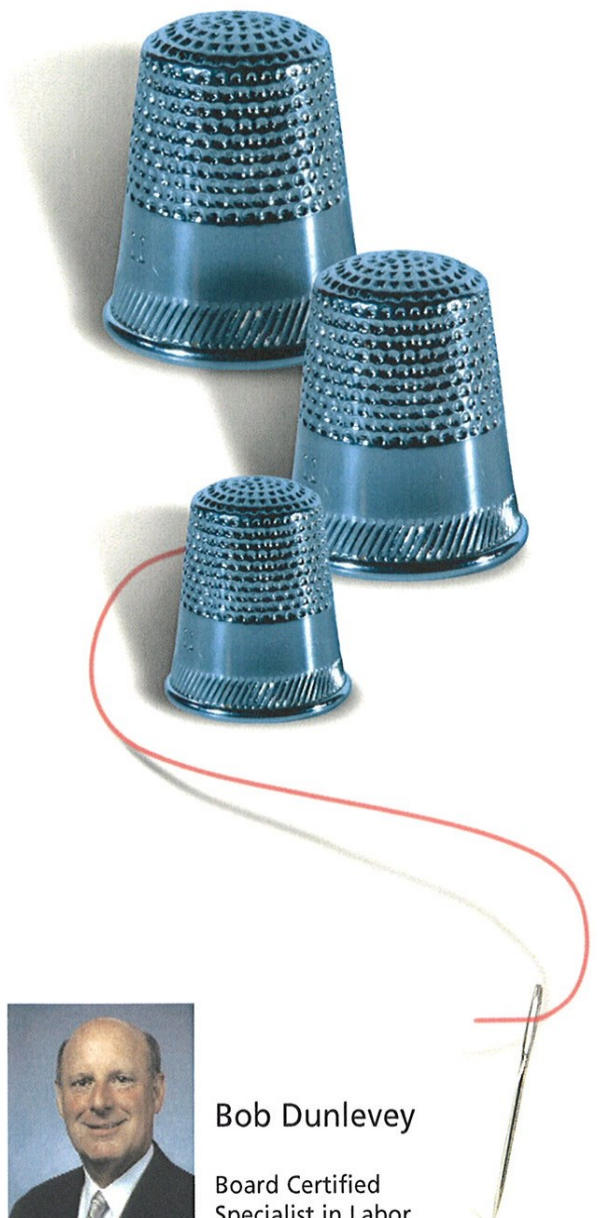
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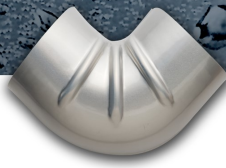
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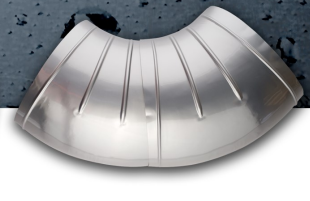
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 Contact Name: _____
 Email: _____ Website: _____

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 | | | | |

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- 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: _____
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