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August 2015



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# **THE INSULATOR**

**Editor  
RACHEL PINKUS**



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**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  
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## Contractors, Unions Optimistic About Industry Growth, But Labor Shortages Remain

June 15 — A new study based on survey responses from nearly 1,000 construction industry respondents revealed that most construction contractors, labor unions and project owners are optimistic about the industry's growth over the next few years, The Association of Union Constructors announced June 15.

However, most members of the industry still believe the existing construction workforce is too small, with labor shortages remaining in most of the crafts.

According to the report, only three of the 14 construction crafts are expected to experience growth in 2015, with the remaining crafts experiencing shortages of as much as 2.2 percent.

### A Year of Short Supply in 2014

When asked about the 2014 workforce, 41 percent of respondents told TAUC they experienced a small labor shortage and 11 percent experienced a large labor shortage. The report said 17 percent of respondents reported a surplus of workers in their areas.

Among the crafts, boilermakers had the largest shortage of workers in 2014, the report said, followed by iron workers and carpenters.

Sheet metal workers, teamsters and painters had a large surplus of workers in 2014, and

electricians had neither a shortage nor a surplus of workers.

Even though more than half of the respondents reported labor shortages in their areas in 2014, 72 percent still anticipate growth in construction and maintenance work in 2015.

### Future Growth Versus Small Workforce

According to the report, respondents believe growth could range between 3 percent and 10 percent, and continue for the next two to three years. The report said that union representatives are the most optimistic about growth, with construction project owners being the least optimistic.

Growth is most likely to take place in the civil and commercial construction sectors, the report said.

Members of the construction industry are predicting that the sheet metal workers, teamsters and insulators will have a surplus of workers by the end of the year.

However, the remaining construction crafts will continue to experience labor shortages, notably the boilermakers, carpenters and iron workers, respondents told TAUC.

While industry representatives seem to be optimistic about future growth, 45 percent said that the workforce is too small and 20 percent said the workforce is "far too small." With regard to apprenticeship classes, 43 percent said the class sizes are too small and 25 percent said the classes are far too small.

A few contractors responding to the survey said that efforts should be taken to make construction work a more attractive career option for young people. One contractor stated that the industry's inability to train more apprentices while demand for new construction is low will have an effect on the industry's ability to supply the necessary labor when demand picks up.

A project owner added that labor forecasting should be more efficient, and contractors need to be more specific about the skill sets they need to complete work on construction projects.



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Email: [avoss@shookandfletcher.com](mailto:avoss@shookandfletcher.com)

# CSIA PRESIDENT'S MESSAGE

## Brian Willett, Gribbins Insulation Co.



Amazing, I'm writing my final President Message for the newsletter. I can't believe the last two years went by so fast.

I would like to thank everyone who has helped me in the last two years and wish John Steven, incoming President, the best of luck. A special thanks to Rachel and the association for all of their hard work and keeping our Board Members in line. As with all businesses there is a lot of work behind the scenes that goes by unnoticed.

The fall conference is less than a month away and is shaping up to have good participation and great offerings. The Ritz in Naples, Florida, during September is hard to beat so if you haven't signed up yet, get on it. We have packed quality educational events and plenty of networking events in a short period of time and hopefully you will be able to attend. I also encourage you to attend the break out meeting on Saturday morning for some updates in our industry.

My intent of the last two years has been to focus on reiterating what membership benefits you have as a member of CSIA and encouraging everyone to get involved. Visit the website, attend the meetings, participate in the webinars, and network at the conferences. Without participating in this organization, I would have missed out on the development of countless relationships with business colleagues and friends who have helped me in my personal and business life. Make the most out of your CSIA membership.

I wish you all the best in your future endeavors.

Thanks,

Brian Willett  
Gribbins Insulation Company



## CONGRATULATIONS 2015 CSIA SCHOLARSHIP WINNERS!

Annalise Lane - Action Insulating Services of Galeburg, MI.  
Silas Zehnder - Hybroco Sales of Ann Arbor, MI.

**2016 Scholarship Applications are now being accepted! See pages 24-25 for Details!**

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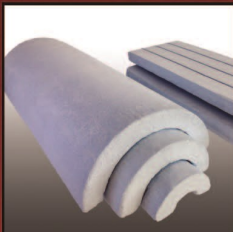
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# Motorcycle Rally Raises Funds for Breath of Life Foundation

The August 8th Motorcycle Rally for the Breath of Life Foundation raised over \$10,000.00 to support research in mesothelioma and other asbestos related diseases. The Breath of Life Foundation is a charity established jointly by the Insulator Locals and Contractor Associations throughout the Midwest.

Mesothelioma is a disease that primarily affects construction workers who worked with asbestos and similar materials. Members of the Insulators Union are particularly hard hit, but other trades have seen all too many cases among their membership as well. Presently, there is no cure for mesothelioma but intensive research is going on throughout the country. In fact, the Breath of Life Foundation supports research right here in the Detroit area, spearheaded by Dr. Michael Harbut at Beaumont Hospital.

Greg Revard, the new International Heat and Frost Insulators General Secretary-Treasurer said that the motorcycle rally was an effort to include more rank and file members in the fundraising activities. By holding the rally on the weekend, members did not have to take time off to enjoy their favorite pastime – riding motorcycles and raising funds for a worthy cause.

The actual motorcycle rally was held in Dayton Ohio, but riders came from all over the Midwest, with the Michigan contingent meeting up with Ohio riders in Toledo and then heading down to Dayton. Good weather, fellowship and riding were enjoyed by all, marred only by the ever present orange barrels marking road construction. Even they didn't dampen the day, since everyone knows that road work means work hours for brother tradesmen.

If you would like to learn more about the Breath of Life Foundation and mesothelioma risks, you can visit the Foundation's website at: [www.BreathOfLifeFoundation.net](http://www.BreathOfLifeFoundation.net).

John I. Tesija, Esq.  
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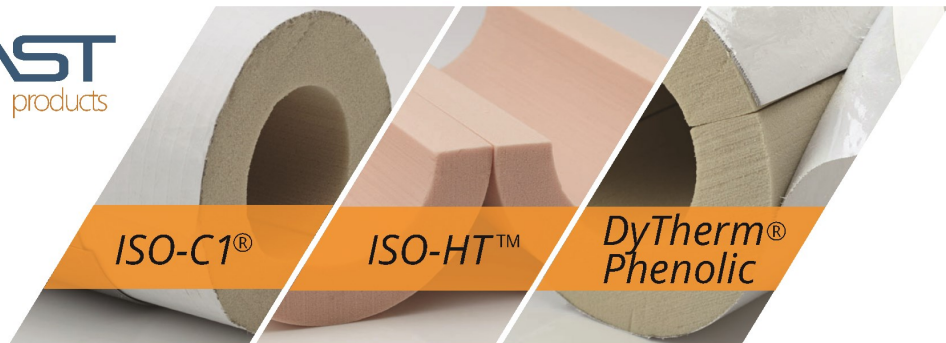


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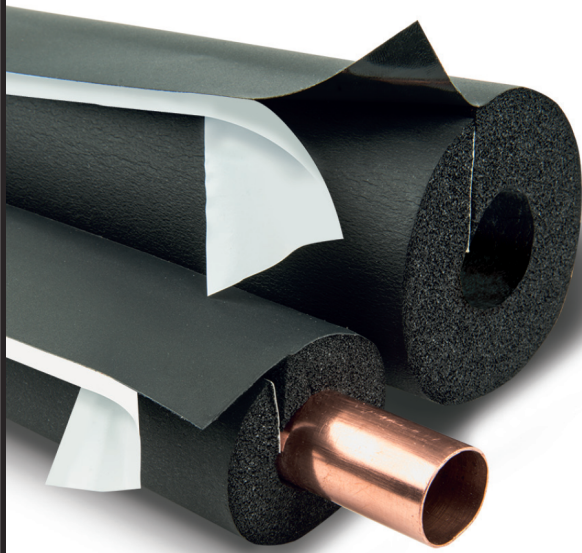


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If you have an Industry Fund in your local labor agreement, this is an easy way to finance the CSIA membership dues for all firms in your area. Simply designate \$.01 per hour of your Local Industry Fund contribution to CSIA and that will automatically 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  
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# IEX

INSULATION EXPO USA

## 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: 27<sup>th</sup> – 28<sup>th</sup> 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](mailto:christian.poell@insulation-expo.com)

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# Extol of Ohio Inc. Announces Addition of Technical Sales Representatives

## Sales Team Expanded to Service Growing Demand for Extol of Ohio Cellular Insulation Products

NORWALK, OH. – Extol of Ohio, Inc., the leader in fabricated cellular insulation systems for pipe and equipment, today announced recent additions to the company’s sales team to meet the needs of their growing customer base. Beverly Fullam and Shawn Nedley joined the Extol of Ohio Inc. as Technical Sales Representatives in June. Beverly will cover the SEICA states in the Southeast and Shawn will represent Extol of Ohio in the EASICA states in the Northeast.

“We’re thrilled to welcome Beverly and Shawn aboard during this exciting period of growth for the company,” says Michael Irlbacher, Extol of Ohio, National Sales Manager. “Their respective experience and knowledge relating to the industrial markets and that of building strong customer relations with clients will be instrumental to Extol of Ohio excelling in innovation and exceptional service.”

Beverly Fullam’s career includes selling building materials sales for Temple Eastex, abrasive products for Norton Company, and cast iron street products, hydrants, and gate valves for East Jordan Iron Works. She has a BBA degree from Stephen F. Austin State University. Cell Phone: 419.921.9813. Email: [beverly@ExtolOhio.com](mailto:beverly@ExtolOhio.com)

With extensive experience in the coatings industry, Shawn Nedley has worked for National Polymers, Inc., SSPC – The Society for Protective Coatings and the Sherwin-Williams Company. He attended the University of Pittsburgh and is a certified SSPC Protective Coatings Inspector (PCI). Cell Phone: 419.921.9423. Email: [shawn@ExtolOhio.com](mailto:shawn@ExtolOhio.com)

Joining Joe Oster; of the Upper Midwest Region and Barry Hyduk; responsible for the Midwest region, both Beverly and Shawn will be responsible for providing technical information pertaining to fabricated insulation systems for cold and hot pipe systems, primarily utilizing cellular, rigid materials to the industrial market in their respective regions of the United States. Extol of Ohio’s precision fabricated labor saving products supply constant thermal performance plus moisture and corrosion resistance for piping, fittings, valves, vessels and equipment to reduce facility energy operational expenses.

### About Extol of Ohio, Inc.

Extol of Ohio, Inc., since 1985, serving the United States and international locations, is a leading fabricator of closed cellular insulation for process and refrigeration systems; located in Norwalk, Ohio. Offering an extensive line of insulation covers fabricated from cellulair glass, extruded polystyrene (XPS), polyisocyanurate, 25/50 polyisocyanurate, phenolic and mineral wool to custom fit valves, tanks, pipes, fittings and ducts.



# 2015 FALL CONFERENCE SCHEDULE

## THURSDAY, SEPTEMBER 10, 2015

1:00 - 5:00 PM	Registration (Royal Poinciana)
2:00 - 4:30 PM	ESICA Board Meeting (Port Royal I)
3:00 - 4:30 PM	CSIA Board Meeting (Port Royal II)
5:00 - 7:00 PM	Associates Reception & Mesothelioma Research Fundraiser - Resort Casual Attire (Artisans)

## FRIDAY, SEPTEMBER 11, 2015

7:00 AM	Registration Open (Estuary Foyers)
7:00 AM - 8:00 AM	Attendee Breakfast (Estuary)
7:30 AM - 7:45 AM	President's Welcome and Introductions (Estuary) With CSIA President, Brian Willett of Gribbins Insulation Co., and ESICA President, Jerry McCaffrey of Thermal Solutions Contracting, Inc.
7:45 AM - 8:15 AM	NIA Update With NIA Executive Vice President / CEO, Michele Jones, and NIA President, J. Kenneth Freeman of Petrin Corp.
8:15 AM - 9:30 AM	Keynote Speaker - How to Find, Train, Motivate and Retain Employees With Monroe Porter of PROOF Management. Addressing proven recruiting methods, leadership skills, productivity enhancement, and motivational techniques, this program is designed for anyone who manages people, including business owners, field foremen, office managers, department heads, superintendents, and estimators. Understand how recruiting challenges have changed and what you must do to attract and retain good people.
9:30 AM - 9:45 AM	Break
9:45 AM - 12:00 PM	Associates And Sales Force Related Attendees General Session (Room TBA) With Tim Wackel, <i>The Sales Expert</i>
9:45 AM - 10:45 AM	Contractor General Session 1 Confessions of A Construction Management Consultant With Monroe Porter of Proof Management
10:45 AM - 11:00 AM	Break
11:00 AM - 12:00 PM	Contractor General Session 2 "Market Share Analysis" With Carey L. Peters, Ph.D., of the Construction Labor Resource Council Contractors, associations, owners, unions, and labor-management groups increasingly are seeing the necessity of understanding their market share. Measuring market share trends using an experienced, objective third party such as CLRC helps labor and management understand the effectiveness of their current business practices.
12:30 PM	Spouse/Guest Outing
1:00 PM	Golf & Box Lunch - Shotgun Start at 1:00 PM
7:30 PM - 10:00 PM	Farewell Dinner - Resort Dress Attire Golf Awards & CSIA Scholarship Winners

## SATURDAY, SEPTEMBER 12, 2015

8:00 AM - 10:00 AM	Attendee Breakfast Begins (Estuary Foyers)
8:30 AM - 10:30 AM	Break-out Meetings - CSIA and ESICA Contractors (Estuary I) Associates & Distributor/Fabricators (Estuary II)
10:30 AM - 11:00 AM	CSIA Board Meeting (Boardroom)
10:30 AM - 11:00 AM	ESICA Board Meeting (Pelican Bay)
11:00 AM - End	Joint Board Meeting (Pelican Bay)

**Events listed in Yellow are Open to ALL Registered Attendees and their Guests and is included in the Registration Fee.**



# FEATURED SPEAKERS



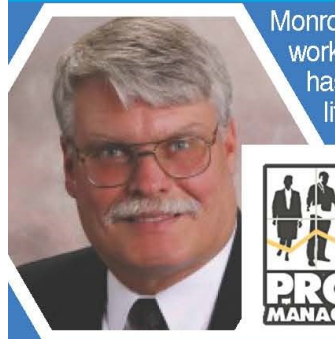
**NIA** | National Insulation Association™

NIA Executive Vice President/CEO, Michele Jones, will be presenting an overview of NIA's current programs and legislative activities. This exciting and educational update will inform attendees on their efforts as well as the association's overall structure and process to help grow our industry. Michele will be joined

by current NIA President, J. Kenneth Freeman. Kenny Freeman is President and Co-owner of Petrin Corp., an industrial insulation, painting, heat tracing, and scaffolding company located



in Port Allen, Louisiana, with branch offices in El Dorado, Arkansas; West Monroe, Louisiana; and LaPorte, Texas. A full-line distributor and fabricator of insulation materials, Petrin Corp. also manufactures and sells removable insulation covers. Mr. Freeman has decades of experience in the insulation industry and has been involved with the NIA for many years through numerous leadership positions and committee membership. In addition, he has held a variety of leadership positions in many insulation-related associations and groups.



Monroe Porter is president of PROOF Management Consultants, headquartered in Richmond, Virginia. Monroe has worked with PROOF Management since 1976. Starting at age 23 and working his way through the company, he has developed into one of the construction industry's premier consultants, facilitators and speakers. Monroe has literally lived, breathed and taught contractor business skills throughout his career. He has conducted over 1,500 workshops in the United States, Canada, the UK, New Zealand, Australia and even China. Under his direction, PROOF Management has directly helped scores of professional contractors organize their business, manage employees and priorities and address difficult decisions to build their business and have the time to build a life outside their companies as well. Since 1976, he has: Traveled over 2 million miles to teach over 1,500 seminars for clients ranging from Fortune 500 giants such as W. R. Grace and 3M, to business associations like the National Plumbing, Heating and Cooling Contractors Association. Trained tens of thousands of businesspeople in the U.S., Canada, the United Kingdom, Australia, and New Zealand. Developed powerful, time-tested solutions for issues ranging from

marketing profit analysis, employee recruiting, and business strategies. Created PROSULT™, a networking concept bringing small business owners from around the world together to share solutions and support one another in the achievement of their respective goals. In addition to his work as a consultant and speaker, he regularly contributes columns to several leading trade magazines about small business management.



Tim Wackel is one of today's most popular speakers because he makes information entertaining, memorable and easy to understand. He combines more than 25 years of successful sales leadership with specific client research to deliver high-impact programs that go beyond today's best practices. Tim's workshops are insightful, engaging and focused on providing real world success strategies that audiences can (and will!) implement right away.

His success as a speaker and trainer is built upon a lifetime of accomplishments and first-hand experiences that include:

- Being recognized as the number one producer in a 10,000 person sales organization
- Helping lead a Silicon Valley startup through a successful IPO
- Directing a 50 million dollar sales organization for a Fortune 500 Company

Today Tim is hired by clients who want their managers and salespeople to succeed in business and in life. His list of clients includes organizations like Allstate, BMC Software, Cisco, Dow Chemical, Fossil, Philips Healthcare, Hewlett Packard, Toshiba and Wells Fargo as well as many professional and trade associations.



The Construction Labor Resource Council (CLRC) has become the nation's foremost source of labor cost and related information for the unionized sector of the construction industry. The CLRC is a not-for-profit membership organization that provides labor-related research and consulting services to the construction industry. It serves as a resource for data on labor costs, market share, labor contract terms, safety, and associated topics. Members consist of management associations whose member firms employ union construction craft workers. Carey L. Peters, Ph.D. is the Executive Director of the Construction Labor Research Council (CLRC). Peters, who started with CLRC on April 4, 2011, previously spent 14 years with the Tennessee Valley Authority, the nation's largest public power company. While there, he conducted extensive market studies on wages/salaries and benefits, led all compensation related negotiations with the construction trades, and implemented a wide variety of human resources initiatives. He earned his doctoral degree in industrial/

organizational psychology at the University of Tennessee and has a Bachelor's degree from Taylor University. Carey will be presenting a market share for the mechanical insulation industry according to our geographical location. He will then teach attendees how to take this information and use it to better understand the effectiveness of their current business practices.

# Breath of Life FOUNDATION

Our mission is to prevent and cure mesothelioma and other asbestos related diseases by providing critical funding, monitoring, early detection and cutting-edge research at leading medical and academic institutions.

The Breath of Life Foundation was established through a cooperative effort of the insulating industry – including insulating companies and their Union partners who represent workers in that field, as well as other providers that serve the industry. The Foundation acts in concert with other similar institutions in seeking a cure for mesothelioma and asbestos related diseases. Because asbestos and similar carcinogenic materials were long used as key components of insulation products, everyone in that industry has potentially been exposed to one degree or another – from the worker, to the end user and even their family members. Even though new safety measures have been developed recently to deal with asbestos, the lingering health effects of this material will be felt for generations. Curing mesothelioma, the cancer that is known to be caused by asbestos, along with other diseases which are triggered by, or advanced by asbestos, is the primary focus of the Breath of Life Foundation. In this time of reduced public funding for medical research, the Breath of Life Foundation was established to make sure that asbestos exposure is properly treated and that the search for a cure for mesothelioma goes on.

100% of fundraising proceeds from the CSIA/ESICA Silent Auction are donated to research.



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“To know even one life has breathed easier because you have lived. This is to have succeeded.”

~ Ralph Waldo Emerson



Seasonal (4 Month) Beer Club



Apple Watch Sport



Michael Kors Handbag

# Auction Prizes

**100% of fundraising proceeds from the CSIA/ESICA Auction are donated to research.**



### Tiburón Golf Course

With all of its exquisite amenities, Tiburón's main attraction remains the two superb golf courses. The Gold and The Black, designed by golf legend Greg Norman. Tiburón golfers enjoy unique stacked sod wall bunkers, coquina shell waste bunkers and the absence of conventional rough. Following Greg Norman's philosophy of maximizing the natural allure of the land, each element has been carefully integrated to produce a pleasing atmosphere in which to appreciate the finer aspects of the game. Designated as a Certified Audubon Cooperative Sanctuary by Audubon International, Tiburón strives to protect and enhance its natural surroundings.



## WELCOME TO NAPLES FOOD TOURS

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### Uptown Naples Food Tour HUNGRY FOR SOMETHING DIFFERENT?

Get on board to experience wonderful foods, out-of-the-way places, and an insider's perspective on the Naples food scene! This 3-hour Naples Food Tasting Tour takes you to some of Naples most unique restaurants, markets and shops where you'll get to sample favorite foods, talk to proprietors and learn about local customs. It's a Naples experience to remember! This guided tour will be conducted via minibus. Along the way, you'll stop at 5 locations and enjoy specially prepared treats. By the time the tour ends at 5:00 you'll have sampled the equivalent of a light lunch. We guarantee your taste-buds will be happy!



### Dining at the Ritz Carlton, Naples

**Gumbo Limbo** - Casual Floridian cuisine, tropical drinks and sumptuous desserts with spectacular views of the Gulf sunsets

**Terrazza** - Italian family-friendly cuisine

**The Grill** - Aged prime meats, chops and fresh seafood paired with exceptional wines all in a romantic atmosphere with nightly piano entertainment and a cozy fireplace

**Bites** - Featuring flavorful small tastes, or tapas, from an innovative menu of global cuisine. Live Latin music played 7-10 p.m. nightly, 6-12 p.m. Friday & Saturday.

**DUSK** - DUSK is a cocktail lounge open from 5 p.m. to 10 p.m. nightly. After 8 p.m., the bar is for those 21+ years of age. Featuring nightly music and a selection of assorted Sashimi, Nigiri and Maki Rolls.

**The Poolside Café** - Outdoor dining in the warm Florida sunshine overlooking two beautiful pools and lush greenery. A light menu featuring creative salads and sandwiches, Bento Boxes, fruit and frozen cocktails.



### The Spa

Escape to The Ritz-Carlton, Naples, one of the most soothingly elegant spas in South Florida where gentle Gulf breezes drift through the cypress, mangrove and palm trees. The resort and spa beckons guests to enjoy rejuvenating and healing steam rooms, saunas and aqua lounges, along with an outdoor mineral pool to complete the holistic experience.

Replenish with a simple treatment or immerse yourself in total relaxation. The Ritz-Carlton Spa, Naples offers a complete range of services for body, mind and spirit. View a menu of services at: <http://www.ritzcarlton.com/en/Properties/Naples/Spa/Menu.htm>

For Spa reservations, please call (239) 514-6100. Salon appointments can be made by calling: (239) 514-6008.



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**Nature's Wonders, a unique interactive kids program featuring eleven aquariums**

**vue, virtual user experience** provides a luxurious, comfortable setting, where your senses are stimulated through the latest in game entertainment technology. The high tech lounge features all of the popular interactive virtual-reality games played via consoles hooked up to 40" Samsung LCD TVs and includes Xbox One, Sony Playstation 4, and Nintendo Wii.

Serious gamers will also enjoy access to high performance Alienware gaming computers with ultra widescreen gaming monitors. Additionally, vue features Cinemizers, virtual reality video glasses that provide brilliant 3-D image perfect of watching movies or gaming. The vue's lounge area also offers a 63-inch LCD TV with a Blue-ray player

The resort features a heated family pool, a relaxation pool, and an interactive children's pool. Swimming lessons are available for smaller guests as well as water aerobic classes for a low-impact workout.

**Four lighted Har-Tru Tennis courts - Fitness Center - On-site Resort Shopping**

2015 CSIA/ESICA FALL CONFERENCE  
September 10th - 12th, 2015  
The Ritz Carlton, Naples, FL

REGISTRATION AND SPONSOR FORM

Fill out the form below or go to:  
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Spouse/Guest Name: \_\_\_\_\_ Badge Name: \_\_\_\_\_  
Company: \_\_\_\_\_  
Company Address: \_\_\_\_\_  
City: \_\_\_\_\_ ST: \_\_\_\_\_ ZIP: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Email: \_\_\_\_\_

Fees: Please Circle	by 8/19	after 8/19
Contractor Member	\$725.00	\$775.00
Contractor Member & Guest	\$925.00	\$975.00
Associate Member	\$875.00	\$925.00
Associate Member & Guest	\$1025.00	\$1075.00
Distrib./Fabricator Member	\$875.00	\$925.00
Dis./Fab. Member & Guest	\$1025.00	\$1075.00
Non-Members	\$1300.00	\$1350.00
Conference Sponsorship	\$500.00	\$500.00

Credit (for an Associate or Distributor Fabricator who sponsors this conference) \$ (100.00) \$ (100.00)

Total Registration: \$ \_\_\_\_\_ \$ \_\_\_\_\_

Golf Registration \$250.00 x # people \_\_\_\_\_ = \_\_\_\_\_  
Handicap \_\_\_\_\_ Guest Handicap \_\_\_\_\_

Naples Tasting Tour \$95.00 x # people \_\_\_\_\_ = \_\_\_\_\_

Total Due: \$ \_\_\_\_\_

Payment Information:  
Make checks payable to ESICA or CSIA or pay by Visa, MasterCard, American Express.

Credit Card \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Billing Zip \_\_\_\_\_

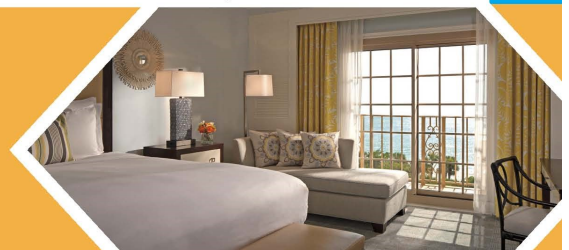
Register securely online at [www.csiaonline.org](http://www.csiaonline.org) or [www.esica.org](http://www.esica.org)!

**Or Please Return Registration and Sponsor Forms To:**

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## Roofer Faces Criminal Charges for Not Providing Fall Protection, Lying to Inspectors

June 12 — The owner of a Philadelphia roofing company faces 25 years in prison and \$1.5 million in fines for allegedly failing to provide fall protection to employees and lying to federal investigators after a worker fell 45 feet to his death, the U.S. Attorney's Office for the Eastern District of Pennsylvania said June 11 (*United States v. McCullagh*, E.D. Pa., No. 2:15-cr-00237, indictment filed, 6/9/15).

James J. McCullagh, owner of James J. McCullagh Roofing Inc. in Philadelphia, was charged with four counts of making false statements, one count of obstruction of justice and one count of willfully violating a regulations of the Labor Department's Occupational Safety and Health Administration, causing death to an employee, prosecutors said.

One of McCullagh's employees died June 21, 2013, after falling 45 feet from a roof bracket scaffold while working on the roof of a church in Philadelphia, the indictment said. OSHA regulations require that workers who use a scaffold more than 10 feet high be given fall protection.

McCullagh allegedly lied to OSHA investigators the day of the accident and three more times during subsequent investigations, telling OSHA officials that he had provided fall protection to employees when he knew he hadn't, the indictment said. McCullagh also obstructed the investigation by instructing two of his employees to falsely corroborate his story by telling an OSHA compliance and safety officer that they had been working with fall protection, including safety harnesses, on the day of the fall.

### Agency's Citations

In January, OSHA cited McCullagh for nine alleged safety violations and \$71,600 in penalties, according agency records. OSHA cited the company for three willful violations for the lack of fall protection for employees who were working as high as 45 feet from the ground and for employees working from a roof bracket scaffold.

OSHA also cited the company for six serious violations for failing to ensure that scaffold platforms weren't overloaded and for allowing two employees to work from a scaffold platform intended for just one. Additional serious violations included failing to provide proper scaffold training, not erecting the scaffold properly and failing to provide fall protection, the correct type of rope lifeline, proper anchorage points for fall arrest systems or end-restraints on the scaffold platform.

The phone number for McCullagh's roofing company has been disconnected and no defense attorney is listed on court documents. Attempts to reach McCullagh were unsuccessful.

## 2015 Contracts Reflect Average Wage Hike Of 2.7 Percent for First Year, Analysis Shows

Data compiled by Bloomberg BNA through June 15 for all settlements showed that the average first-year wage increase was 2.7 percent, compared with 1.9 percent reported in the comparable period of 2014.

The median first-year wage increase for settlements reported to date in 2015 was 2.3 percent, compared with 2 percent in 2014, and the weighted average was 3.7 percent, compared with 2.7 percent. Excluding construction and state and local government contracts, the all-settlements average increase was 3.3 percent, compared with 2.3 percent in 2014; the median was 2.5 percent, the same as that reported last year; and the weighted average was 4 percent, compared with 2.7 percent.

Construction contracts provided an average increase of 2.7 percent, compared with 0.9 percent in 2014, and a median of 2 percent, compared with 0.5 percent.

State and local government agreements provided an average increase of 2.2 percent, compared with 1.7 percent in 2014, and a median of 2 percent, compared with 1.9 percent.

When lump-sum payments are factored into wage calculations, the all-settlements average first-year increase to date in 2015 was 3.1 percent, compared with 2.3 percent reported in 2014. The median increase was 2.5 percent, compared with 2 percent reported for the comparable period of 2014, and the weighted average was 4.3 percent, compared with 2.9 percent.

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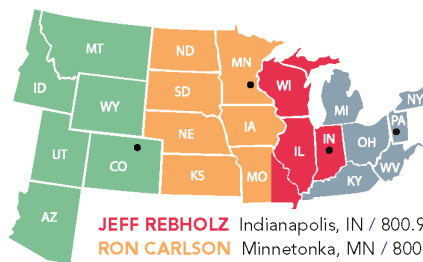


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## 2016 CSIA SCHOLARSHIP PROGRAM

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:*

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

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

- 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.
- Field of study.
- Past academic achievement and leadership qualities.

An independent group shall make selection by the 2016 CSIA/ESICA Fall Conference. All selections are final. The application form and essay are due by August 15th of each calendar year. **CSIA** is not obligated to present a scholarship each year. Awards will be presented based on the criteria.

For your convenience, an application form is posted at [www.csiaonline.org](http://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](mailto:csia@assnsoffice.com)  
[www.csiaonline.org](http://www.csiaonline.org)



# 2016 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**



# Foreman and Field Leader Training with Maxim Consulting

**Friday, October 9th**  
**The Crowne Plaza**  
**33 East 5th St., Dayton, Ohio**

## Session Schedule:

7:30 a.m. Registration & Breakfast  
8:00 a.m. - 5:00 pm Training (Lunch and afternoon snacks included)



### **SESSION 1: Driving Project Success: Keys to Improving Productivity**

How can the project manager improve productivity? By reviewing the keys to minimizing waste and inefficiencies, you will get the best effort from field forces. We will provide practical tools that can be implemented by managers to lower the cost of production.

### **SESSION 2: Project Leadership: How Leadership Differs From Management**

Project managers are also project leaders. We will explore both management and leadership behaviors and explain how they are different. We will discuss what effective leadership looks like and how to lead more effectively.

### **SESSION 3: Project Planning: From Preconstruction to Closeout**

This session will examine the value and positive impact of a well planned project and explore the different types of plans that could be developed. Planning does not end when the project starts. We will discuss how to lead planning from the beginning of the project all the way until the customer accepts the finished project.

### **SESSION 4: Time Management: Achieving Maximum Personal Productivity**

Personal productivity is about self management and improving habits to maximize your use of time. We will review several tips to improve your skills and conduct a self analysis of your use of time so we can apply the lessons learned. We will also discuss the importance of prioritizing and apply lessons that can improve your work life balance.

## **Meet Your Speaker for the Day: Stephane A. McShane**

Stephane McShane is the Associate Director at Maxim Consulting Group. Stephane works with construction related firms of all sizes to evaluate business practices and assist with management challenges. She possesses the rare combination of talent from being in the field as an apprentice, electrician, and foreman. She then went on to work her way through each operational chair within a successful electrical construction firm. Her areas of expertise include: Leadership development, executive coaching, organizational assessments, strategic planning, project execution, business development, productivity improvement, and training programs.

## **CSIA Member Registration**

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

Attendee Name: \_\_\_\_\_ PH: \_\_\_\_\_

Company Address: \_\_\_\_\_ City: \_\_\_\_\_ ST: \_\_\_\_\_ ZIP: \_\_\_\_\_

Cost is \$150 per person. Make check payable to CSIA or use a credit card below: Visa, MC, Am. Exp. Discover

Credit Card Number: \_\_\_\_\_ Name: \_\_\_\_\_

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Ted McNabb, President and CEO  
INSULATION FABRICATORS, INC. (IFI)



# Maximize Your Business Management Skills with Maxim Consulting

**Thursday, October 8th**

**The Crowne Plaza  
33 East 5th St., Dayton, Ohio**

## Session Schedule:

7:00 a.m. Registration & Breakfast

### SESSION 1:

7:30 - 9:30 a.m. Workflow Documentation and Training: Deploying Scalable Systems for Predictable Results.

### SESSION 2:

9:30 - 11:30 a.m. Cracking the 'WIP': Driving Predictable Cost Projections

11:30 - 12:00 p.m. LUNCH

### SESSION 3:

12:00 - 2:00 p.m. Dual Overhead Rates of Recovery: Demystifying Bid Markups

### SESSION 4:

2:00 - 4:00 p.m. Value Stream Mapping

### SESSION 5:

4:00 - 6:00 p.m. Performance Based Incentive Compensation



## CSIA Registration

Name: \_\_\_\_\_

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

Company Address: \_\_\_\_\_

PH: \_\_\_\_\_ Email: \_\_\_\_\_

I would like to attend the following Sessions:

- |   |   |
|---|---|
| <input type="checkbox"/> <b>Session 1</b> | <input type="checkbox"/> <b>Session 2</b> |
| <input type="checkbox"/> <b>Session 3</b> | <input type="checkbox"/> <b>Session 4</b> |
| <input type="checkbox"/> <b>Session 5</b> |   |

The cost is \$50 per person per hour for CSIA members and \$90 per person per hour for non-members.

*Example: 3 Hrs. = \$150 for Members and \$270 for Non-Members*

Member Total: \_\_\_\_\_ hours x \$50 = \_\_\_\_\_

Non-member Total: \_\_\_\_\_ hours x \$90 = \_\_\_\_\_

I would like to purchase the following Sponsorship:

- |   |   |
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| <input type="checkbox"/> <b>Lunch Sponsor \$350</b>           | <input type="checkbox"/> <b>Breakfast Sponsor \$250</b> |
| <input type="checkbox"/> <b>Afternoon Break Sponsor \$150</b> |   |
| <input type="checkbox"/> <b>Handout Sponsor \$100</b>         | <input type="checkbox"/> <b>Nametag Sponsor \$50</b>    |

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

## APPLICANT INFORMATION

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

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

Send back completed form and payment to:

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Central States Insulation Association  
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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 Jacking Systems

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

Speedline Corporation delivers the solution for your piping demands.

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)



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Manufacturing and Distribution:

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