



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

June 2016



***Industry News***

***Spring Conference Highlights***

***New DOT Regulation***



Side View

# SURESHOT

Top View

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# **THE INSULATOR**

**Editor  
RACHEL PINKUS**



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

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

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

**All information contained herein is  
considered reliable to the best of our  
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# CSIA PRESIDENT'S MESSAGE

## John C. Stevens, Thermal Solutions



Now that the Summertime warmth has finally arrived and the El Nino rain clouds and cool air have moved on, we can move forward with our family festivities, BBQ's and vacations! We are all truly Blessed to live in such a wonderful Country with so many opportunities.

Our CSIA spring meeting was a wonderful success with very good attendance again this year, I would like to give a special thank you to our panel discussion speakers who did a wonderful job with the attendees asking several questions. Fund Attorneys Mike Ledbetter and Rachel Parisi, Actuary Mike Rust. The golf outing was also a great success and was well attended. I would like to thank everyone for taking time out of your busy schedule to be part of our spring meetings.

Don't forget to get your applications filled out for the 2016' CSIA scholarship program, the deadline is August 15<sup>th</sup>, we will be awarding two \$1000.00 cash Scholarships. Also I hope everyone has set the dates in your calendars for the CSIA/ESICA Fall Conference which will be held at the Marriott Myrtle Beach property on September 8<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup>. let's all try and make it this year, especially all you Board members. This is a great time for catching up with old friends and making new ones in our great industry.

We need everyone's help and attendance for the Breath of Life Motorcycle Rally:

August 13, 2016 IBEW Hall Local 82, 6550 Poe Avenue, Dayton Ohio

...and the 8th Annual Breath of Life Charity Golf Tournament:

September 19, 2016 Belmont Country Club, 29601 Bates Road, Perrysburg, Ohio

Hope to see everyone this Fall! Until, then have a Safe and Prosperous Summer!

Sincerely,  
John C. Stevens



## CONGRATULATIONS 2015 CSIA SCHOLARSHIP WINNERS!

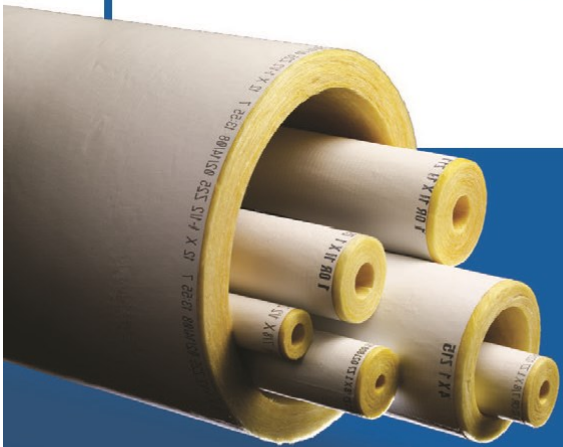
Annalise Lane - Action Insulating Services of Galeburg, MI.  
Silas Zehnder - Hybroco Sales of Ann Arbor, MI.

**2016 Scholarship Applications are now being accepted! See pages 22-23 for Details!**

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It is with great sadness that we inform you of the passing of long time CSIA board member JOHN D. "DOUG" ANDERSON Age 64, of Mt. Lebanon, on Sunday, June 5, 2016. Beloved husband of Sheila for 30 loving years; loving father of Shea (Caitlin) Anderson and Taylor Anderson; brother of Leslie (Ralph) Kearney and Kathi Anderson; many nieces and nephews. Doug was preceded in death by his parents, John L. and Margaret "Peggy".

*Doug, you will be sorely missed by all.*



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Contact: Jared Lux

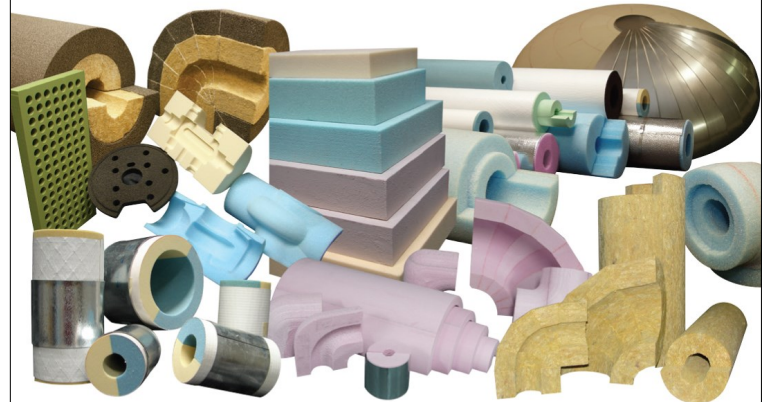
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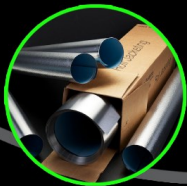
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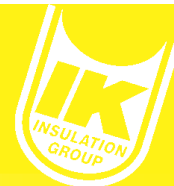
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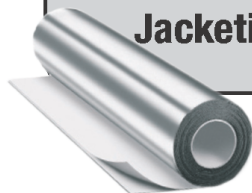
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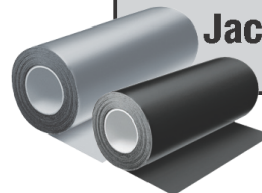
- Ideal for outdoor applications; UV and Weather resistant
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- Available factory-adhered to K-FLEX tubes and sheets

### K-FLEX CLAD® WT Jacketing



- 25/50-rated: ideal for indoor / clean room applications
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- Available factory-adhered to K-FLEX tubes and sheets

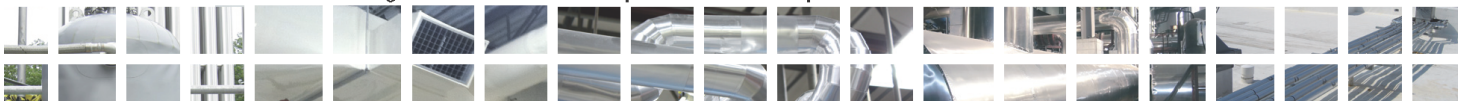
### K-FLEX CLAD® IN Jacketing



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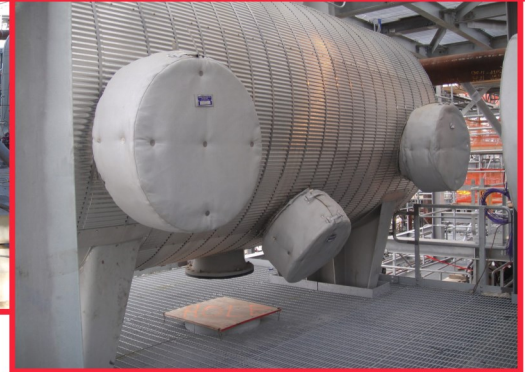






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## NIA Announces New 2016 - 2017 Board of Directors and Executive Committee

Reston, Virginia - April 25, 2016 - The National Insulation Association (NIA) is pleased to announce its officers for 2016-2017. The officers will be led by NIA's new President, Steve Luse. The new slate of officers and representatives assumed their positions following a majority vote by the NIA membership during NIA's Business Session, which took place on April 21, 2016, at NIA's 61<sup>st</sup> Annual Convention/WIACO in Boca Raton, Florida.

Steve Luse is the President/CEO of Luse Holdings, Inc. in Aurora, Illinois, and has served in that role since 1998. He joined his family's construction and distribution business in 1981. During Mr. Luse's tenure, Luse Holdings, which includes NIA-member company Luse Thermal Technologies, LLC, has grown from a small, local insulation contractor/distributor to a major regional specialty contractor/distributor serving the industrial and commercial markets in an 11-state region in the Midwest.

During his term as NIA's President, Mr. Luse's theme will be Participation Shapes Our Future. His term will conclude at NIA's 62<sup>nd</sup> Annual Convention, March 29 -April 1, 2017, at the Sheraton Wild Horse Pass Resort and Spa in Phoenix, Arizona.

### The 2016-2017 Executive Committee

- President: Steve Luse, Luse Thermal Technologies
- President-Elect: Darrel Bailey, Performance Contracting, Inc.
- Secretary/Treasurer: Dan Bofinger, Winroc-SPI
- Assistant Treasurer: Dana Vlk, Distribution International, Inc.
- Immediate Past President: J. Kenneth Freeman, Petrin Corp.

### Past President Advisors

- Ronald King and Alec Rexroat

### Regional Board Representatives

- Jim Gribbins, Gribbins Insulation Company, Inc., representing the Central States Insulation Association (CSIA)
- Joe Leo, Atlantic Contracting & Specialties, LLC, representing the Eastern States Insulation Contractors Association (ESICA)
- Jeffrey DeGraaf, Industrial Construction & Engineering Co., representing the Midwest Insulation Contractors Association (MICA)
- Matt Caldwell, Caldwell Insulation, Inc., representing the Southeastern Insulation Contractors Association (SEICA)

- J. David Gottlich, Brace Integrated Services, representing the Southwest Insulation Contractors Association (SWICA)
- Tim Stout, Hudson Bay Insulation Company, representing the Western Insulation Contractors Association (WICA)

### At-Large Representatives

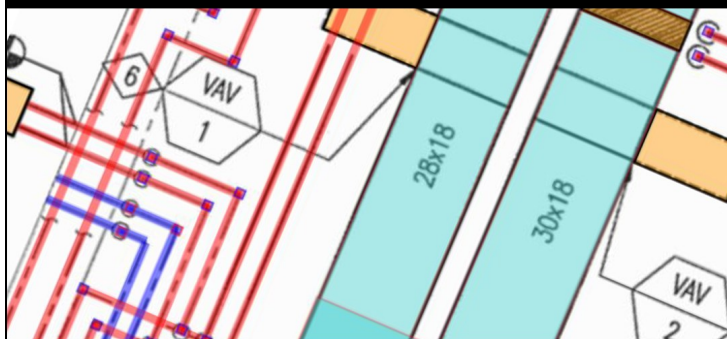
- Michael G. Benoit, General Insulation Company
- Mark Duppler, Bay Insulation Systems, Inc.
- Jason Heath, Zampell Companies
- John Lamberton, Irex Contracting Group
- Ed Mahoney, Regal Insulation Corp.
- Mike McLain, Bay Insulation Systems, Inc.

### Associate Representatives

- Doug Bolen, Knauf Insulation, Inc.
- Dave Cox, Owens Corning

Michele M. Jones, NIA Executive Vice President/CEO, and General Counsel Gary Auman, Dunlevey, Mahan & Furry, will be advising and counseling the Executive Committee and the Board of Directors.

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# Ohio booms with 2,100 new construction jobs

In a bold sign for the Ohio economy, the state added 2,100 construction jobs in February. That's the finding from the Associated General Contractors of America.

It said the Buckeye State went from 207,200 construction jobs in January to 209,300 last month.

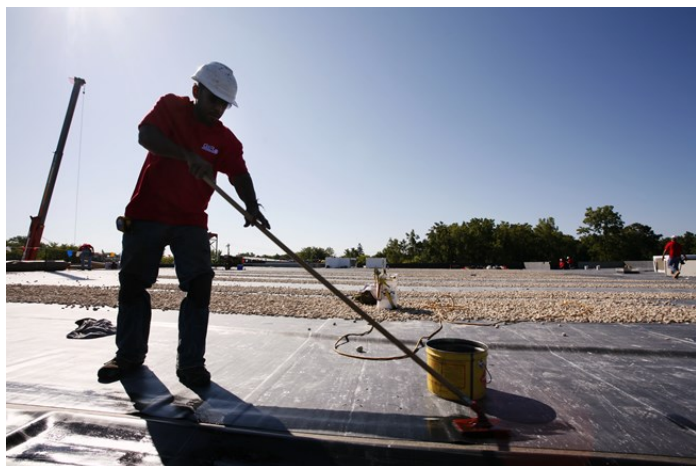
Also impressive, Ohio added 10,900 construction jobs in the past year.

An increase in these jobs suggests overall economic growth across the state, as builders are needed for housing or development projects.

Ohio is not alone in adding construction jobs.

In fact, 27 states added workers in February compared to the previous month.

"In most of the country, construction continues to outpace other industries in adding jobs," said Ken Simonson, chief economist for the association. "Contractors remain upbeat about demand for many types of projects, but they are having difficulty finding enough qualified workers."



**DAYTON  
BUSINESS JOURNAL**



## New DOT Regulation

CDL Drivers need to be proactive when renewing their medical cards or it could be costly and time consuming.

Being prepared will expedite the process of receiving a DOT medical card and eliminate the need and cost for a **completely new** DOT physical exam.

Drivers need to be aware of the conditions that can prohibit certification. If any of these medical conditions may apply, drivers should be prepared to provide medical documentation that disqualifying conditions such as high blood pressure, diabetes, hearing and vision deficits, cardiovascular disease and sleep apnea are under control. Allow yourself plenty of time to retrieve medical clearance from your primary care physician. DOT certified medical examiners will require medical documentation in order to clear CDL drivers to issue a new DOT medical card.

If a short-term card (3 month, 6 month or 1 year) is issued, the medical examiner is **required** to perform a **new** DOT physical in order for a new medical card to be issued.

See more at: <https://www.fmcsa.dot.gov/medical>



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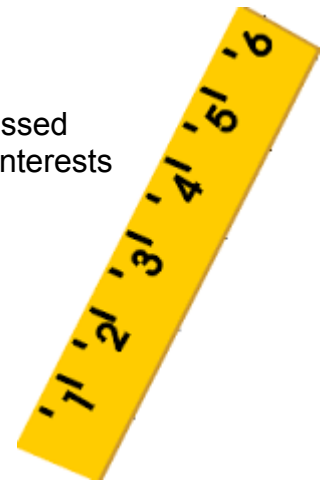
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# HOW DO YOUR ATTORNEYS MEASURE UP?

Today, whether we are clients, patients or customers, we want value and quality when we buy services and products. You should expect no less from your advisors. Along with these expectations, however, exists an obligation on the part of the client to effectively communicate with counsel, establish realistic goals at the outset of engagements and cooperate fully. Most of the more progressive law firms are highly receptive to this process of understanding and efficiently accommodating client requests and needs because they subscribe to “total quality management” programs similar to those utilized by many businesses. Most such firms have specialists assigned to certain areas of the law and clients now utilize a variety of firms to perform their legal work based upon the nature of the engagement.

***Here are some of the major things you should expect and demand:***

- ◇ High ethical standards
- ◇ A sound legal reputation in your business community and industry
- ◇ Competence, experience and specialization in the area of the law to be addressed
- ◇ A commitment to take all reasonable efforts to zealously represent your best interests
- ◇ Accessibility of counsel and the firm's staff at all reasonable times
- ◇ Confidentiality and written information security protections
- ◇ Knowledge of your industry and your business
- ◇ Understanding of your needs, expectations and cost considerations
- ◇ Practical solutions to complex problems
- ◇ A willingness to explore settlement when the circumstances demand it
- ◇ Clear, concise and timely written communications
- ◇ Prompt return of telephone calls, faxes and e-mails
- ◇ Good listening techniques
- ◇ A receptiveness to adopting your concepts and wishes if the legal principles will permit it
- ◇ Conferences at your facility and other locations for your convenience
- ◇ Sophisticated and knowledgeable office support staff with whom you can effectively interact
- ◇ Law firm operations which are conducted in a cost efficient manner
- ◇ Periodic news bulletins and seminars to keep you up to date on current developments
- ◇ Engagement letters explaining the terms of representation and anticipated expenses
- ◇ Fair pricing for services rendered based upon complexities of the matter, the skill and experience required and the response times established
- ◇ Itemized fee statements presented timely showing hours worked and expenses incurred
- ◇ Willingness to consider alternative billing methods such as flat rate project cost
- ◇ State of art computer, communications and information systems
- ◇ File information retention at no expense to you for a period of no less than 6 years



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# 2016 CSIA Spring Golf Winners

Longest Drive #1 Joe McCoy  
 Longest Drive #3 Alan Walker  
 Longest Drive #9 Jared Lux  
 Longest Drive #3 Nick Lee

Closest to Pin #2 Steve Snow  
 Closest to Pin #4 Jim Diersing  
 Closest to Pin #15 Tom Dylenski



1<sup>st</sup> Jared Lux  
 Mark Gribbins  
 Shannon Luckey  
 Nick Lee



2<sup>nd</sup> Mark Artrip  
 Tony Curran  
 Adam Baker  
 Kyle Forrester

3<sup>rd</sup> John Stevens  
 Carlo Rinehart  
 Chris White



**Pictured Right:** Ernie Iulianetti with WINROC-SPI was the lucky winner of the 50/50 Raffle to raise money for the CSIA Scholarship Fund. Ernie graciously donated back the entire \$450.00!!



To view all photos from previous CSIA Events, find us on Facebook at: <https://www.facebook.com/CentralStatesInsulationAssociation/>

## **Employers Be On the Lookout for CMS Data Match Letters**

By: Erin Shick, Esq.—Ledbetter Parisi LLC

The Centers for Medicare and Medicaid Services (CMS) have recently began sending letters to employers regarding a joint Data Match Project in collaboration with the Social Security Administration and the Internal Revenue Service. The letter is called “Requirement to Submit the Group Health Plan Report for the IRS/SSA/CMS Data Match Project.” Essentially, the Data Match Project is an effort by CMS to identify primary and secondary payers for medical services provided to Medicare beneficiaries. Many employers receive this letter and have no idea what it means. Some employers assume the letter is fraudulent and others assume their plan administrator will complete the Data Match Questionnaire on behalf of the plan or that the letter is referring to the annual Medicare Part D filing. The letter is not fraudulent, the plan administrator will not complete the Questionnaire and this Questionnaire is entirely separate from the Medicare Part D filing. Employers **must** complete the Questionnaire within 30 days of receiving the letter from CMS. If the employer does not complete the Questionnaire within the 30 days, CMS may assess a fine of up to \$1,000 for each employee for whom an inquiry regarding coverage was made. Employers can request an additional 30 day extension from CMS to complete the questionnaire but CMS cautions that most employers with less than 150 employees will not be granted an extension.



If an employer receives a letter, the letter will contain a Personal Identification Number (PIN). The employer will use the PIN and its Employer Identification Number (EIN) to create an account on the secure IRS/SSA/CMS Data Match Website. After an account is created, there is a one to two day wait so that the account can be connected with the Data Match program. The Questionnaire will ask questions about the plan generally, for example group ID number, RX PCN numbers and carrier information. For multi-employer group health plans there are also questions about the types of employers who participate in the plan. Employers will probably need information from the plan administrator to complete these sections. After the general questions, the Questionnaire will identify specific employees or their spouses who are Medicare-eligible. Generally, the Questionnaire will ask if each named individual worked during a specific time period and, if so, whether he or she had Group Health Plan coverage. To complete the Questionnaire, the employer will need to certify that the information is correct. The employer may receive a follow-up letter from the CMS/SSA/IRS requesting additional information.

In short, if you receive one of these letters, **do not ignore it.** Begin the Questionnaire immediately to ensure that there is enough time to collect all of the information requested and coordinate with your plan administrator.

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

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

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

***IT'S EASY TO DO! JUST CONTACT  
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# NIA Announces the 2015 Theodore H. Brodie Distinguished Safety Award Winners



Boca Raton, Florida - April 22, 2016 - The National Insulation Association (NIA) announced the 2015 Theodore H. Brodie Distinguished Safety Award winners at its 61st Annual Convention/WIACO in Boca Raton, Florida, on April 21, 2016. Industry leaders from around the globe were in attendance at NIA's Convention and the World Insulation and Acoustic Congress Organization

(WIACO) meeting, which is hosted in the United States every 8 years.

NIA's Safety Award is the only national award for outstanding safety performance in the mechanical insulation industry. NIA created the award program in 2004 to recognize top companies that have established structured safety programs to ensure the well-being of their employees and create safe working environments.

NIA's Executive Vice President/CEO Michele M. Jones said, "NIA applauds our member companies that make safety a top priority. Two years ago, we were excited to double the number of Platinum winners over the previous year, and this year we are thrilled to set a new record with 28 Platinum winners. We were also very pleased to increase the total number of Contractor applicant companies this year. NIA's goal is to help our members take their safety programs to the next level to help ensure a safe workplace for all employees. We would like to congratulate all of this year's winners."

Throughout the judging process, applicant companies remain anonymous and winners are evaluated on the basis of their overall safety program, means of communication, and safety policy. The judging panel of expert safety professionals includes Health and Safety Committee leadership and NIA's General Counsel and Occupational Safety and Health Administration (OSHA) Expert Gary Auman of Dunlevey, Mahan & Furry. All applicant companies receive an individualized and detailed Safety Training Analysis Results (STAR) Report, which includes personalized recommendations based on each applicant's answers to the application questions.

NIA's Safety Award program honors 4 levels of excellence: Platinum, Gold, Silver, and Bronze for Associates (Manufacturers), Contractors, Distributors/Fabricators, and new for 2015: Metal Building Laminators.

The **Associates (Manufacturer) category** winners are:

**Silver:**

- Proto Corporation, *Clearwater, FL*
- ROXUL Technical Insulation, *Milton, Ontario, Canada*

**Gold:**

- Armacell, *Chapel Hill, NC*
- CertainTeed Corporation, *Valley Forge, PA*
- Industrial Insulation Group/Johns Manville, *Denver, CO*

**Platinum:**

- Dyplast Products, LLC, *Miami, FL*
- ITW Insulation Systems, *Houston, TX*
- Pittsburgh Corning, *Pittsburgh, PA*

The **Contractor category** winners are:

**Bronze:**

- Apache Industrial Services, Inc., *Houston, TX*
- ATI, Inc., *Grand Junction, CO*
- Axion Specialty Contracting, *Foxboro, MA*

**Silver:**

- ABMECH, Inc., *W. Homestead, PA*
- Marquis Construction Services, *Clute, TX*
- Robinson Brothers Environmental, Inc., *Waukegan, WI*
- Smart Energy Insulation-Michigan Mechanical Insulation, *Farmington*
- TGB Insulation, *Fort Smith, AR*

**Gold:**

- Brand Energy & Infrastructure Services, *Kennesaw, GA*
- DKB, Inc., *Pasco, WA*
- Hudson Bay Insulation Company, *Seattle, WA*
- Industrial Construction & Engineering Co., *Saint Peters, MO*
- Petrin Corporation, *Port Allen, LA*
- Redi Solutions, *Murray, UT*

**Platinum:**

- Advanced Energy Protection, LLC, *Lancaster, PA*
- Advanced Industrial Services, LLC, *Toledo, OH*
- Advanced Nuclear, LLC, *Lancaster, PA*
- Advanced Specialty Contractors, LLC, *Aston, PA*
- Atlantic Contracting & Specialties, LLC, *Yonkers, NY*
- Brace Integrated Services, *Houston, TX*
- Cornerstone Services Group, LLC, *Kansas City, MO*
- Farwest Insulation Contracting, *Anaheim, CA*
- F & H Insulation Sales and Services, Inc., *Kechi, KS*
- Geo. V. Hamilton, Inc., *McKees Rocks, PA*
- Gribbins Insulation Company, Inc., *Evansville, IN*
- Iowa Illinois Taylor Insulation Company, *Davenport, IA*
- I-Star Energy Solutions, *Lancaster, PA*
- L & C Insulation, Inc., *La Crosse, WI*
- Luse Thermal Technologies, *Aurora, IL*
- New States Contracting, LLC, *Sayreville, NJ*
- Performance Contracting, Inc., *Lenexa, KS*
- Summit Contracting, LLC, *Salt Lake City, UT*
- Thermal Solutions-Ohio, Inc., *Proctorville, OH*
- Zampell Companies, *Newburyport, MA*

The **Distributor/Fabricator category** winners are:

**Gold:**

- Winroc-SPI, *Lancaster, PA*

**Platinum:**

- Bay Insulation Systems, Inc., *Green Bay, WI*
- Distribution International, Inc., *Houston, TX*
- Pacor, Inc., *Bordentown, NJ*

The **Metal Building Laminator category** winners are:

**Platinum:**

- Bay Insulation Systems, Inc., *Green Bay, WI*
- Distribution International, *Dallas, TX*



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# Labor Department announces \$1.9M funding opportunity to expand apprenticeships, support for women in nontraditional occupations

**WASHINGTON** – The U.S. Department of Labor today announced a \$1.9 million grant competition to recruit, train and retain women in high-skill occupations, such as advanced manufacturing, transportation, energy, construction and information technology. The Women in Apprenticeship and Nontraditional Occupations program will fund the grants.



“Apprenticeships are a time-tested method for training workers with the skills needed to succeed in the jobs employers need most, but for too long these earn-while-you-learn opportunities have been too scarce for women and other under-represented populations,” said U.S. Secretary of Labor Thomas E. Perez. “These grants will help to turn the tide and ensure that more women have the support and access they need to be successful in a variety of ‘nontraditional’ careers.”

The department will award approximately four grants to community-based organizations to create regional, multi-state Technical Assistance Resource Centers. The centers will support efforts to increase the number of women entering into nontraditional occupations and Registered Apprenticeships. Services to current and potential sponsors of apprenticeship will include providing technical assistance and support related to:

Development of connections with pre-apprenticeship programs to prepare women for Registered Apprenticeship programs.

- Orientations for employers on creating a successful environment for women in apprenticeship.
- Identifying resources for supportive services including child care, transportation, support groups and other efforts to remove barriers to women succeeding in these industries.

Eligible applicants include community-based organizations capable of establishing technical assistance resources for Registered Apprenticeship programs to assist women to enter nontraditional occupations. The department’s Women’s Bureau and Office of Apprenticeship are jointly administering the grants.

The solicitation for grant applications will be available at <http://www.grants.gov/>. For information on the department’s range of employment and training programs, visit <http://www.doleta.gov/>.



# MEDICAL MARIJUANA IS HERE – NOW WHAT?

By Legal Counsel, Bob Dunlevey of Dunlevey, Mahan & Furry

Ohio has just become the 25th state to legalize medical marijuana and, most importantly, this probably ends any ballot initiative to amend Ohio's Constitution this Fall to allow recreational marijuana – just what the Statehouse hoped. Governor Kasich signed the legislation on June 8 and it becomes effective in early September, but various state agencies must now create the framework for the "seed-to-sale" system for growing, testing and dispensing marijuana derivatives for 20 medical conditions, including chronic pain – anticipate at least one year. Users will not be allowed to smoke or grow their own marijuana but may use vaping products, patches, oils and edibles.



What are employers to do now that medicinal marijuana is becoming lawful and employees believe that they can "smoke dope" before, during and after work without fear of discipline or discharge? The simple answer is that employers should "stay the course" and administer their substance abuse policies the same as before the legislation was enacted. The reason for this is that Ohio's new law permits such and also because marijuana in any form continues to be a Schedule One illegal drug unless and until the Feds de-schedule it.

Even if the marijuana is prescribed by a physician to treat a disability recognized under the American with Disabilities Act and even if the marijuana is used during off-work time, these employees still can be terminated for testing positive. It is not a violation of the ADA for an employer to refuse to accommodate the medicinal use of marijuana, but most employees will probably think that now that the law has been passed, they may use marijuana without reprisal by their employer. This expectation will cause additional challenges for employers as employees report to work under the influence. So, here are some recommendations:

- Continue to enforce your lawful drug-free workplace substance abuse program.
- Reaffirm your policy to your employees.
- Don't race to soften your policy to allow use under some circumstances.
- Address the use of prescription drugs in your policy to insure authorized and prescribed use.
- Consider incorporating "reasonable suspicion" criteria for drug testing and train supervisors on the signs of being impaired.
- If an injury covered by Workers' Compensation occurs, insure that you have reasonable suspicion for testing.
- If your policy mandates automatic testing for each employee injured, consider whether to modify this to testing only for reasonable suspicion in light of OSHA's May 12 commentary that effective August 10, 2016, mandatory testing will be considered in violation of OSHA's Workplace Accident Reporting Procedure – 29 CFR 1904.35b(1)(i).
- Federal contractors and Department of Transportation employers must remain strict in the application of the substance abuse mandates previously employed.
- Closely monitor whether the federal government de-schedules marijuana and thereby permits state laws to override the previous federal prohibitions.
- Determine the local laws in any state in which you operate before creating a substance abuse policy or discharging or disciplining for violation of that policy.
- Contest unemployment compensation claims of employees terminated for marijuana use because testing positive will constitute just cause for termination.
- Monitor developments related to Ohio's new marijuana law as the program develops over the next year.



While Ohio's new law probably will not change how employers address substance abuse issues in the workplace, OSHA's May 12 pronouncements and future state and federal regulations may very well do so. This is a rapidly developing area of the law that requires you to consult with your employment law counsel to avoid potential liabilities.



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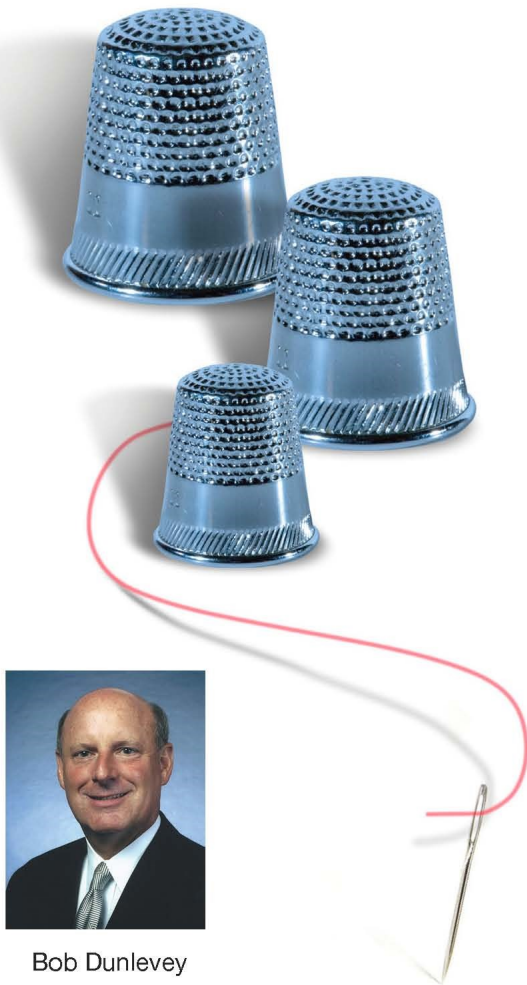


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## 2016 CSIA SCHOLARSHIP PROGRAM

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**

# Worker Fatality Rate Grew in 2014 for First Time Since 2010

By Bruce Rolfsen, Published by: BNA Construction Labor Report on April 28, 2016

The workplace fatality rate in the U.S. increased slightly during 2014, rising to 3.4 deaths per 100,000 full-time-equivalent workers, the Labor Department's Bureau of Labor Statistics announced April 21.

Although 3.4 is the second lowest rate recorded since 2006, when the agency changed how it calculates fatality numbers, the uptick marked the first time since 2010 that the fatality rate increased. The record low, 3.3, was recorded in 2013 (61 CLR 225, 4/30/15).

Altogether for 2014, the BLS counted 4,821 workplace deaths, up about 5 percent from 4,585 in 2013. The 4,821 fatalities is the most deaths since 2008 when 5,214 workers died on the job.

An increase in overall deaths was expected. American workers logged about 2 percent more work hours on the job in 2014 than they had the previous year, according to the BLS.

The numbers released April 21 were the BLS's final calculations for the 2014 Census of Fatal Occupational Injuries. In September 2015, the BLS issued preliminary numbers for 2014. The final calculation added 142 deaths that hadn't been officially counted as on-the-job when the September figures were issued (61 CLR 729, 9/24/15).

## Hispanic Deaths Decline

While rates and fatalities grew slightly during 2014 for most worker categories and occupations, there was one notable decrease. Deaths among Hispanic workers declined.

The fatality rate among Hispanic workers was 3.7, down from 2013's rate of 3.9. The overall number also decreased, from 817 deaths in 2013 to 804 during 2014. Foreign-

born workers accounted for 64 percent of the Hispanic losses in 2014.

Among industry groups, construction continued to have the most deaths—899 in 2014—up about 9 percent from the prior year. The number of hours worked grew 7 percent.

The construction fatality rate increased 1 percent to 9.8 deaths for every 100,000 full-time-equivalent workers. By construction occupation, roofers had the worst fatality rate—47.4, and structural iron and steel workers the second most—25.2.

Transportation and warehousing had 766 deaths, up about 5 percent from 2013. The rate increase was less than 1 percent.

Manufacturers experienced 349 deaths, about 12 percent more than in 2013. The rate grew about 10 percent.

## Wyoming High

When examined by state, Wyoming had the highest 2014 fatality rate—13.1. North Dakota, which had experienced the highest rate for 2013 and 2012, had the second highest rate—9.8. The states' high rates have been attributed to several factors including the rapid growth of oil and gas industry that put thousands of inexperienced workers into hazardous jobs and the large numbers of high-hazard agriculture and mining jobs.

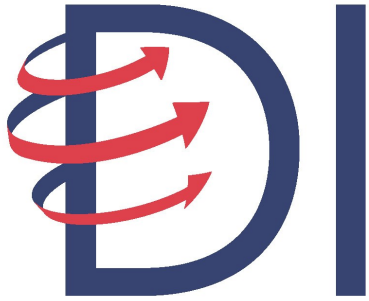
Most of the states with the lowest rates were clustered in Northeast, with Massachusetts recording the lowest figure—1.7.

Texas had the largest number of fatalities, 531, with a rate of 4.5, and California the second most deaths, 344, with a rate of 2.0.

**Bloomberg  
BNA**







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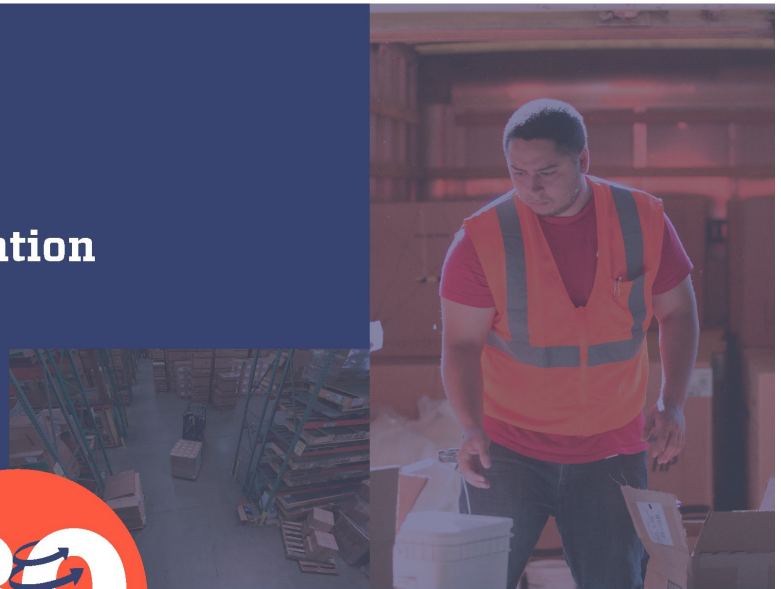
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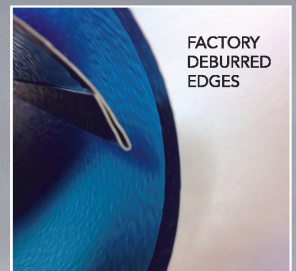
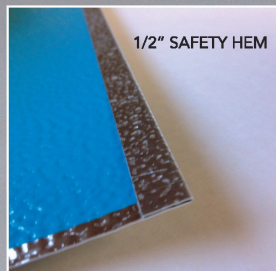




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## APPLICANT INFORMATION

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"/> Manufacturer | <input type="checkbox"/> Sales Manufacturing Representative |                                    |                                |
| <input type="checkbox"/> Associate              | \$513.00 |                                       |   |                                    |                                |
| <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.  
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Name on Card \_\_\_\_\_ Authorized Signature \_\_\_\_\_

Send back completed form and payment to:

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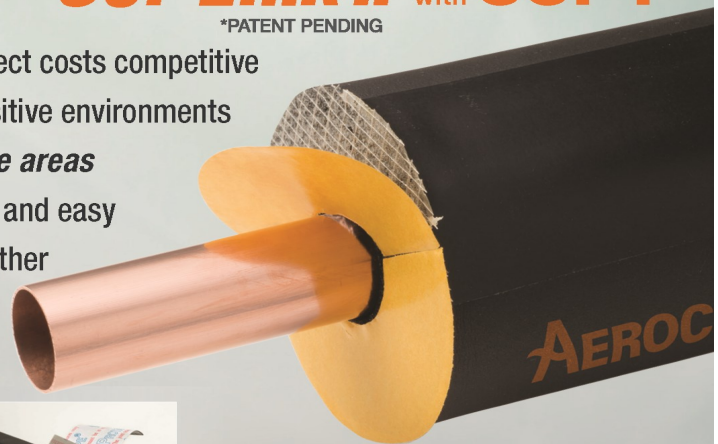
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