



CENTRAL STATES INSULATION ASSOCIATION'S

INSULATOR

March 2020

Legally Speaking
What the New
Federal Overtime
Rules REALLY Did!

Bureau of National Affairs
Worker Classification
Legislation Moves
Ahead in Virginia

Business Management
Understanding
the Pros and Cons
of Your Business
Structure

Spring Conference Preview

INDIANA

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March 2020 CONTENTS

President's Message	4
SAVE THESE DATES	5
BREATH OF LIFE EVENT	6
Bureau of National Affairs Worker Classification Legislation Moves Ahead in Virginia	7
Spring Conference Registration and Schedule	8-9
Business Management Understanding the Pros and Cons of Your Business Structure	14-15
Legally Speaking WHAT THE NEW FEDERAL OVERTIME RULES REALLY DID!	18-20
2020 CSIA Scholarship Application	24-25
Daily Labor Report® Chicago Votes to Phase in \$15 Minimum Wage by 2021	26-27



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INSULATOR Magazine



editor
Rachel Pinkus

The Central States insulation Association is a not-for-profit trade association dedicated to working with its member firms and their labor counterparts, the International Association of Heat and Frost Insulators and Allied Workers, to insure that their customers get the best engineered, installed and maintained mechanical insulation systems.

CSIA is dedicated to keeping its members at the forefront in helping their clients and industry partners realize the full benefits of the positive "Green" impact mechanical insulation systems can have on their power, petrochemical, pulp and paper, refining, gas processing, brewery, health care, institutional, food processing, manufacturing and commercial projects.

Disclaimer: The opinions and positions stated in articles published herein are those of the authors and not, by the fact of publication, necessarily those of CSIA. CSIA does not endorse insulating products or systems and shall not be deemed by anything herein to have recommended the use or non-use of any particular insulation system.

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Presidents Message

Brad Viers - Advanced Industrial Services, LLC



PRESIDENT
Brad Viers

Spring is upon us and the primary focus for the CSIA Board, Education Committee and staff at this time is preparation for the Annual Spring Labor Conference being held April 28-29 at the French Lick Resort in French Lick, IN. This year's conference will feature educational sessions that are jam packed with all of the information you will need to stay on top of the industry and prepare for your next contract negotiation as well as a Vendor Tabletop Reception where Contractors can see the latest products and services offered by our Associate members. Attendees will also be learning about the NEW CSIA Safety Program Template being offered to Members. What does that mean for your company? It means you now have every reason – and the proper tools – for constructing a solid safety program that will put you in a good position to defend your company in a case with a regulator or a plaintiff. You'll learn the importance of customizing your safety program rather than using an "off-the-shelf" approach, and hear about a number of refinements you can make to your safety program so that it serves you and your employees well. Make sure to also bring your golf clubs and be prepared to enjoy a challenging day on the Donald Ross Golf Course at French Lick. This is always a fun event even when we get those April showers.

Speaking of "serving your employees", don't forget to tell them about the CSIA Scholarship Program. Each year, the Central States Insulation Association offers two \$1,500 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 July 15th. Download the application at www.csiaonline.org.

Hopefully you have also registered for the National Insulation Associations 65th Annual Convention April 15-17, to be held at the beautiful JW Marriott Scottsdale Camelback Inn Resort & Spa in Scottsdale, AZ. This year's Convention theme is LET'S MAKE IT HAPPEN and it will be woven into the education and networking elements, with each new action and commitment multiplying and moving the industry forward. This is a great time for recharging your batteries and networking with friends and colleagues.

With that, I hope you enjoy this edition of the Insulation Outlook magazine and I look forward to seeing you in French Lick.

Brad Viers
CSIA President
Advanced Industrial Services, LLC



CSIA SPRING LABOR CONFERENCE & SYMPOSIUM

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WORKER CLASSIFICATION LEGISLATION MOVES AHEAD IN VIRGINIA

Virginia lawmakers are advancing legislation that would punish employers for misclassifying their workers as contractors rather than employees.

The House of Delegates approved a bill (H.B. 1407) Tuesday that would impose a fine of up to \$1,000 per worker on businesses that improperly treat their employees as independent contractors. Maximum fines would be boosted to \$2,500 per misclassified individual for second offenses and to \$5,000 for any additional violations.

Virginia's Senate approved its version of the measure (S.B. 744) on Jan. 27. Once differences between the bills are reconciled, the measure will be sent to Gov. Ralph Northam (D), who is expected to sign it. Both versions were approved largely along party lines, with Democrats voting in favor and Republicans against the legislation.

Worker classification has attracted growing attention from state lawmakers, partly due to the spread of the gig economy and app-based transportation and delivery services such as Uber, DoorDash, and Lyft that connect workers to consumers. But the issue affects a broad range of industries such as construction, health care, and information technology.

Workers properly classified as independent contractors rather than employees aren't guaranteed minimum wages, overtime benefits, or other employment protections. That means employers can face higher labor and other costs for workers deemed to be employees under the law.

New Jersey and California both recently enacted employee classification laws and other states including New York are considering similar legislation. California's new requirements are facing multiple court challenges.

Northam issued an executive order in 2019 calling for an inter-agency task force to make recommendations on how to address the issue in Virginia. The pending measures stem from that study.

When he announced the study results in November, Northam said that about 214,000 state workers are misclassified as contractors, costing the commonwealth some \$28 million in tax revenues each year.

The House and Senate bills pending in Virginia would prohibit the awarding of public contracts for a certain period of time to employers that misclassify workers. The legislation also would allow the state Tax Commissioner to share information to help with enforcement. Both versions would take effect Jan. 1, 2021.

The bills' proposed use of IRS guidelines to determine classification is considered a more employer-friendly model than California's classification law.

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The Virginia state capitol.



Photographer: Drew Angerer/Getty Images



SPRING LABOR CONFERENCE & SYMPOSIUM

April 27-29, 2020
French Lick Springs Hotel
8670 West State Route 56
French Lick, IN 47432

*Please print clearly or Register Online at www.csiaonline.org
Use a separate form for each registrant, and duplicate form as necessary.*

Company Name _____

Full Name _____ First Name for Badge _____

Title _____ Email _____

Company Address _____

City _____ State _____ Zip _____ Country _____

Work Phone _____ Cell Phone _____

Contractor Conference Registration		Member		Non-Member	
Contractor FULL Registration	<input type="checkbox"/> \$525	<input type="checkbox"/> \$625	<i>Includes Reception, all educational sessions and affiliated meals, golf fees, lunch and beverage cart tickets.</i>		
Educational Sessions ONLY Registration	<input type="checkbox"/> \$399	<input type="checkbox"/> \$425	<i>Includes Reception, all educational sessions and affiliated meals.</i>		
Contractor GOLF ONLY Registration	<input type="checkbox"/> \$199	<input type="checkbox"/> \$250	<i>Includes Reception, golf fees, lunch and beverage cart tickets.</i>		
Contractor RECEPTION ONLY Registration	<input type="checkbox"/> \$100	<input type="checkbox"/> \$150	<i>Includes Reception Only!</i>		
Associate Conference Registration					
		Member		Non-Member	
Associate FULL Registration	<input type="checkbox"/> \$650	<input type="checkbox"/> \$750	<i>Includes Reception, golf fees, lunch and beverage cart tickets for one person as well as one 6 foot draped tabletop and signage with recognition in pre and post – conference materials.</i>		
Associate FULL Registration NO GOLF	<input type="checkbox"/> \$475	<input type="checkbox"/> \$575	<i>Includes Reception for one person as well as one 6 foot draped tabletop and signage with recognition in pre and post – conference materials.</i>		
ADDITIONAL Associate Registration NO GOLF	<input type="checkbox"/> \$100	<input type="checkbox"/> \$150	<i>Can only be purchased in addition to an Associate Full Registration. Includes Reception Only.</i>		
Associate GOLF ONLY Registration	<input type="checkbox"/> \$199	<input type="checkbox"/> \$250	<i>Includes golf fees, lunch and beverage cart tickets.</i>		
Subtotal A \$		_____			

Sponsorship Opportunities	
<i>Includes Recognition on CSIA Social Media, in Event Program, Signage, Pre and Post-Conference Materials and a Sponsor Ribbon on Name Badge.</i>	
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Closest to the Pin Sponsor	<input type="checkbox"/> \$150
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Full Page, Full Color Ad in the Conference On-Site Program	<input type="checkbox"/> \$300
Golf Beverage Cart Sponsor	<input type="checkbox"/> \$500
Reception Food Sponsor	<input type="checkbox"/> \$500
Reception Beverage Sponsor	<input type="checkbox"/> \$500
Breakfast Sponsor	<input type="checkbox"/> \$500
Golf Lunch Sponsor	<input type="checkbox"/> \$500
Golf Outing Prize Sponsor	<input type="checkbox"/> \$500
Logo Button Link on the CSIA Website for 1 Year	<input type="checkbox"/> \$500
Subtotal B \$	

Total Payment Due		A + B \$	
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<input type="checkbox"/> Discover	Card # _____ Exp. Date _____		
Name on Card _____		Billing Zip Code _____	

Cancellation Policy

All cancellations must be received in writing. A \$15 processing fee applies to all cancellations. No refunds will be given after April 16, 2020.

All refunds will be processed after the conference.

RETURN TO: CSIA - 7250 Poe Ave. Ste. 410 - Dayton, Ohio 45414 or FAX TO: 937-278-0317
QUESTIONS? Contact Rachel at: 888-294-0084 or rpinkus@assnsoffice.com

2020 CSIA Spring Conference Schedule of Events

Monday, April 27, 2020

4:00 pm Board Meeting (Truman Room) (closed meeting)

Tuesday, April 28, 2020

(Windsor A Room)

8:30 am Breakfast
 9:00 am Welcome, Introductions and Conference Overview
 9:45 am Presentation of Safety Awards
 10:15 am Presentation of new CSIA Safety Manual Template
 10:45 am BREAK
 11:00 am NUICA Report
 11:30 am The Threat of Non-Union and Double-Breasted Contractors
 12:00 pm LUNCH
 1:00 pm Update on National Pension Fund Status and Updates by Local Union
 2:00 pm Growing our Ranks, the Manpower Shortage and Travelers
 2:30 pm BREAK
 2:45 pm CLRC Report with Carey Peters
 5:00 pm Reception with Vendor Tables (Windsor B Room)
 7:00 PM Dinner on your own. Enjoy French Lick!

Wednesday April 29, 2020

(Windsor A Room)

8:00 am Breakfast
 8:30 am Negotiation Tactics with Bob Dunlevey
 9:30 am BREAK
 9:45 am Labor Conference – The Climate of each Local
 10:45 am Closing Comments and Discussion
 11:00 am Golfers Lunch at the Donald Ross Golf Course
 12:00 pm Golf Outing Shotgun Start at Donald Ross Golf Course



HOTEL INFORMATION:

French Lick Springs Hotel
 8670 West State Route 56
 French Lick, IN 47432

ROOM RATE: \$154.00 + tax
 Check-in time 4:00 PM
 Check-out time 11:00 AM

Room Block Cut-Off: March 31, 2020.

After this date, reservations from the Group will be granted based on a space and rate availability basis.

To reserve a room, call 888-936-9360 and use Group Code **0420CSI**

Or go to <https://book.passkey.com/event/49808910/owner/4812/landing>

CSIA GOLF OUTING



The CSIA Annual Golf Outing will be held at the nearby course designed by iconic architect Donald Ross. The course underwent a \$5 million restoration in 2007 and when the project was completed, 80 of Ross' trademark bunkers with flat bottoms and deep, gnarly faces were once again in place along with expanded, square or rectangular shaped greens that severely undulate. Thirty-five of these bunkers are original to the course that Ross constructed in 1917. The course is a par 70 and plays to 7,000 yards. The Donald Ross course has been rated the No. 2 public course in Indiana by GolfWeek every year since 2011.

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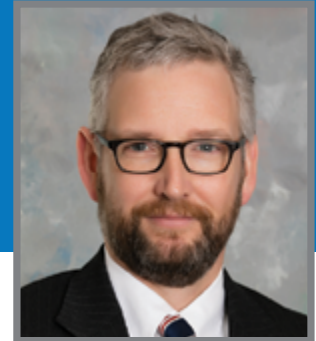


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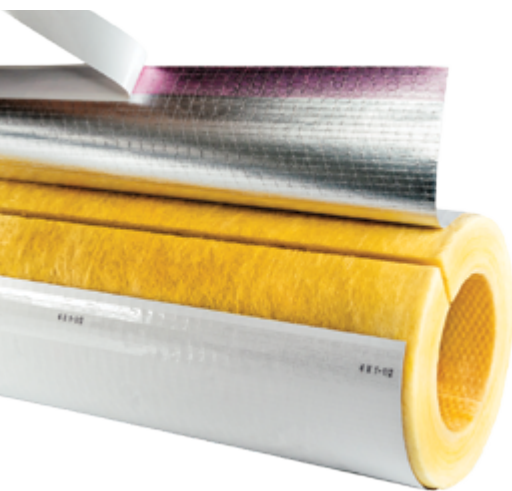
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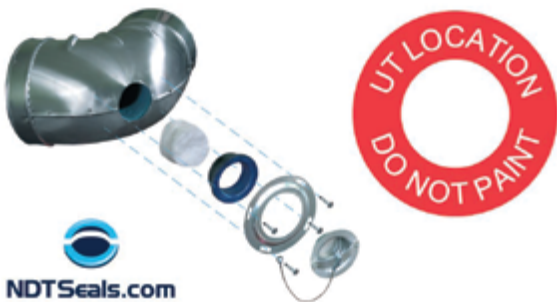


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UNDERSTANDING THE PROS AND CONS OF YOUR BUSINESS STRUCTURE

An important decision for business owners is choosing the type of business entity to operate as during the course of business. Each type of business structure has various pros and cons in relation to organization and business operations.



By: Brian Oles

Sole Proprietorship

A sole proprietorship is a popular choice for businesses due to the ease and low cost to set up. A sole proprietorship is owned by one individual who is in charge of business operations and is not hindered by requirements to hold annual meetings or consult with other individuals on the direction of the business.

Another benefit of a sole proprietorship is that there is not a separate tax return to be filed. The profit or loss is reported on the owner's individual return on a schedule C or E. For legal and accounting purposes, there is no separation between the business and the individual which could present problems due to an accident or a loss.

The owner of a sole proprietorship has unlimited liability and is therefore responsible for all losses that may be incurred by the business as a result of roofing accidents and lack of profit. The losses

extend to the individual, which could result in loss of personal property to cover the loss.

Limited Liability Company (LLC)

An LLC is a unique business structure because it can be taxed as either a partnership or an S-Corporation and it provides protection for the business owner by limiting the liability to only the business which can protect them from business losses.

An LLC taxed as a partnership can prove beneficial for growing businesses because there is an opportunity to have multiple owners who can contribute capital to the business. In a partnership, responsibilities can be shared which will alleviate the stress of one person trying to run the entire business on their own. This also means that owners share gains and losses incurred in the business between each other regardless of who is responsible for them.

An LLC taxed as an S-Corp allows a business to be incorporated while still retaining the benefits of an

LLC. An S-Corp can be comprised of one shareholder or up to one hundred shareholders which could provide opportunities to generate additional capital to fund business operations. A shareholder can take distributions from the business which are not subject to tax. With an S-Corp, shareholders are taxed on their portion of profit or loss.

Whether the LLC is taxed as a partnership or an S-Corp, both are considered pass-through entities. A pass-through entity is an entity where the profit or loss is taxed at the individual level as opposed to the business level. Unlike a sole proprietorship, both entities require filing a separate tax return in addition to an owner or shareholder's personal tax return.

Qualified Business Income Deduction for Pass Through Entities

A significant benefit of a pass-through entity like those described above is it allows the owners or shareholders the ability to take advantage of the new tax deduction for qualifying businesses. This new deduction allows individuals who qualify to deduct up to twenty percent of qualifying business income in order to lower the individual's taxable income. The qualified business income deduction is not available for C-Corporations.

C-Corporation

A C-Corporation is the most complex business structure which requires multiple documents to be

filed with the federal and state governments in order to be granted a C-Corp status. Like LLCs, a C-Corp offers owners and shareholders protection against losses and debt incurred by the business.

An advantage of a C-Corp is the ease of generating capital because it can issue various classes of stock offering greater control over ownership of the company. C-Corps also benefit from a flat tax rate of twenty-one percent on profits from the business.

A C-Corp has a perpetual existence which means it will exist indefinitely regardless of if an owner or shareholder leaves or dies. This makes it easy to transfer ownership because the transfer is done through the exchange of stock.

Conclusion

While each type of structure has pros and cons, an important aspect to consider is where the business is going in the future and how complex the owners need the business structure to be. For more information on which business entity is right for you, feel free to reach out to our office at (614)-487-0774 or visit us online at www.oles-cpa.com.

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By: Bob Dunlevey



By: Nadia A. Lampton

WHAT THE NEW FEDERAL OVERTIME RULES *REALLY* DID!

“Many have discovered that their purported exempt employees have been misclassified”



With the ushering in of the new year came the new federal overtime rules but with little flurry. These rules changed

the exemption status of approximately 1.3 million employees who must now be treated as hourly employees and paid overtime. Probably the lack of fanfare can be attributed to the fact that this is the second time employers have gone through this in the last few years – recall that President Obama attempted similar revisions in 2016 and a Texas federal court struck down the regulations.

What the advent of the new rules actually did was to make **employers** sit up and take **notice** of their wage-hour practices and many found that they were **not in compliance** with the law – old or new. Many have discovered that their purported exempt employees have been misclassified all along. Others discovered that they were not properly tracking hours worked. Some employers got out and dusted off their job descriptions for the first time in years only to find that those descriptions were obsolete and the duties did not support exempt status.

Recent client wage-hour audits performed by our firm's labor and employment law attorneys have discovered glaring violations of the law. But, better to have an internal, confidential audit reveal these than a full blown investigation by the Department of Labor. In the last five years, the Department of Labor has assisted more than 1.3 million workers in recovering more than \$1.4 billion in back wages. In addition, private attorneys representing claimants have advanced a barrage of multi-plaintiff collective actions against employers – civil suits appearing in the news quite frequently and getting the

attention of your employees. Wage-hour claims are more prevalent today than ever before.

Remember the basics – to now be exempt under the “white collar” exemptions for executive, administrative, and professional employees, the employee must be paid on a “salaried basis” and earn at least \$35,568 per year – up from \$23,660. Up to 10% of lump sum non-discretionary bonuses may now be counted toward the \$35,568. The duties test has not changed but those duties generally must be managerial in nature. Remember, to be exempt from minimum wage and overtime, an **administrative** employee's primary duties must be non-manual in nature and related to the management or general business operations – not routine clerical work. The employee must exercise discretion and independent judgment with respect to matters of significance.

Docking exempt employees' wages for the quality or quantity of work such as sending the employee home when work is slow, reducing the weekly salary for inefficiencies, docking the employee who is absent for less than a day for personal affairs or docking the employee for a full day of illness when the employer does not have an established PTO plan covering the employee is a violation and may “blow” the exemption. Misclassifying **executives** as managers when they do not actually supervise two or more employees can destroy the exemption as well. If not already, **you should**:

- Audit your pay practices today;
- Revisit the duties supposedly making each of your employees exempt;
- Determine which employees no longer

(continued on pg 20)

meet the salary test and consider raising their compensation to \$35,568;

- For those no longer being exempt, realign their assigned benefit packages – salary vs. hourly and consider realigning their job duties;
- Revise your policies and practices to address these changes including publishing a rule about not working overtime without advanced authorization;
- Install a system for the newly covered employees to keep track of their time and their non-working break time while at work and train the employees on tracking time and how the new law works;
- Consider how to address the diminished flexibility in schedules newly covered employees will experience having lost some flex time opportunities and becoming subject to more rigid schedules and formal breaks;
- Revise employment contracts to reflect their new status and any adjustments to compensation and benefits;
- Be sensitive to the morale changes of those previously exempt who may now consider the reclassification to hourly as a demotion;
- Review and revise your budget to reflect the additional cost of overtime for newly non-exempt and how you are going to control the overtime of those who may have previously worked extended hours;

Are your wage-hour policies and pay practices compliant? **Consider having**

your operations audited today before you possibly have to pay damages in an amount of three years of back overtime pay and also pay the claimants' attorneys' fees.

For additional information, use your Legal Services Plan and contact labor and employment law attorneys Bob Dunlevey at (937) 641-1743 or email rdunlevey@taftlaw.com or Nadia A. Lampton at (937) 641-2055 or email nlampton@taftlaw.com.



Bay Insulation Supply

Member of the Bay Family of Companies

SERVICE FROM 29 LOCATIONS

<p>800 West Fairmont Drive, Suite 2 Tempe, AZ 85282 480-967-1881</p> <p>3133 S. Dodge Blvd. Tucson, AZ 85713 520-777-0303</p> <p>18825 Railroad Street City of Industry, CA 91748 626-626-2700</p> <p>130 Mason Circle, Suite B Concord, CA 94520 925-691-9880</p> <p>3008 Orange Grove Avenue North Highlands, CA 95660 916-978-9071</p> <p>7328 Trade Street, Suite 200 San Diego, CA 92121 858-530-0414</p> <p>14200 East 33rd Place Aurora, CO 80011 303-371-0505</p> <p>5810 East Avenue Countryside, IL 60525 708-352-9663</p> <p style="color: red;">3530 Developers Road Indianapolis, IN 46227 317-782-1144</p> <p>2802 Independence Road Iowa City, IA 52240 319-248-7602</p>	<p style="color: red;">108 Westhampton Drive Lexington, KY 40511 859-254-0399</p> <p>6095 East River Road Fridley, MN 55432 763-502-9977</p> <p>5201 E. Front Street Kansas City, MO 64120 816-920-5900</p> <p>1170 Central Industrial Drive St. Louis, MO 63110 314-776-2002</p> <p>3555 Ponderosa Way, Unit E Las Vegas, NV 89118 702-891-5333</p> <p style="color: red;">2630 Glendale Milford Rd Cincinnati, OH 45241 513-563-8200</p> <p style="color: red;">4755 West 150th Street, Suite E Cleveland, OH 44135 216-362-7338</p> <p style="color: red;">2245 Westbelt Drive Columbus, OH 43228 614-345-0804</p> <p>3342 N.W. 26th Avenue #14 Portland, OR 97210 503-248-9662</p> <p>5043 Martin Luther King Jr Wy Fort Worth, TX 76119 817-617-4383</p>	<p>2745 Market Street, Suite 100 Garland, TX 75041 972-278-4900</p> <p>4411 B Darien Street Houston, TX 77028 713-675-1811</p> <p>2701 Gattis School Road, Ste 110E Round Rock, TX 78664 512-582-0929</p> <p>8559 NE Loop 410, Suite 132 San Antonio, TX 78219 210-610-9950</p> <p>7043 S. 190th Street Kent, WA 98032 425-251-6750</p> <p>308 Chenoweth Street Mount Vernon, WA 98273 360-395-8602</p> <p>1017 North Bradley Road, Suite B Spokane Valley, WA 99212 509-893-3411</p> <p>2929 Walker Drive Green Bay, WI 54311 920-406-4100</p> <p>823 South 60th Street, Suite R1 Milwaukee, WI 53214 414-258-9333</p>
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locations listed in red are CSIA members

www.bayinsulationsupply.com



ADVERTISE WITH CSIA in 2020

As you know, the top 20% of the industry sell 80% of the jobs. CSIA gives you access to that 20% of the industry. Look over the following special details and select the one that **HITS THE MARK** for your audience.



ALL ADS ARE FULL COLOR AT NO EXTRA CHARGE AND ALL NEWSLETTERS ARE ARCHIVED ON THE CSIA WEBSITE!

<u>EDITORIAL CALENDAR:</u>	
Issue Month	Ad Deadline
February	1/15
April	3/15
June	5/15
August	7/15
October	9/15
December	11/15

	1X	3X	6X
Full Page	\$175	\$475	\$850
1/2 Page	\$150	\$400	\$700
1/4 Page	\$95	\$250	\$500
<u>Get your own Button Link on</u> <u>www.csiaonline.org</u> <u>Just \$600.00 a year!</u>			

Advertising Spec:

Full Page - 7.5" x 10" Full Page Bleed - 8.75" x 11.25"
1/2 Page Horizontal - 7.5" x 4.875" 1/2 Page Vertical - 3.625" x 10.0"
1/4 Page Horizontal - 7.5" x 2.25" 1/4 Page Vertical - 3.625" x 4.875"

ADVERTISE IN BOTH THE NEWSLETTER AND ON THE WEB AND WE'LL TAKE 10% OFF YOUR TOTAL BILL!!

Company Name _____
 Contact Person _____ Phone _____
 Address _____
 City _____ State _____ Zip _____
 Email _____ Website _____
 Newsletter Ad Size Desired: _____ Issue Month: _____

Total Due: _____

Please make checks payable to Central States Insulation Association or pay by credit card:

Credit Card Number: _____ Exp. Date _____

Signature: _____ Billing Zip _____

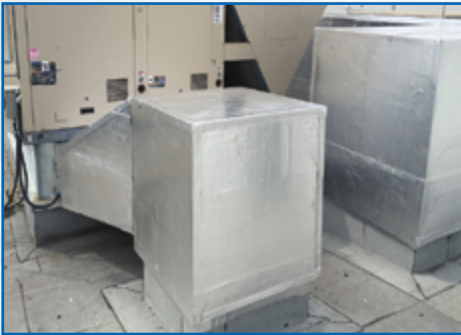
Digital ads need to be submitted as a High Resolution .pdf file.

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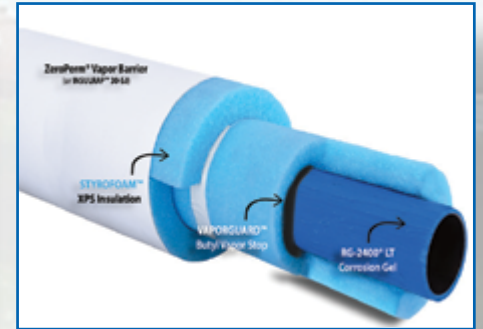
Long known for its weatherproof cladding and vapor barriers, Polyguard's Mechanical Division now offers superior insulation systems (including corrosion protection for CUI) targeting below ambient and chilled water applications.



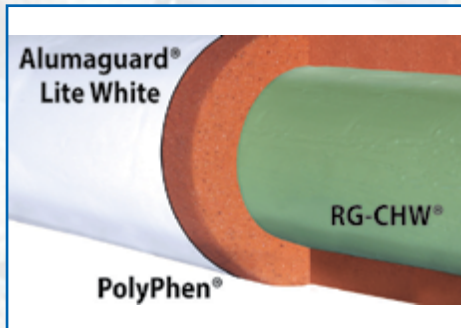
Alumaguard



RG-2400



Styrofoam XPS



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214-515-5000

Mechanical Division

For a complete list of products, visit www.Polyguard.com/mechanical



LEGAL SERVICES PLAN



WHAT IS IT?

The Central States Insulation Association has entered into an agreement with Bob Dunlevey and the Taft/ law firm to provide CSIA membership with this unique service. Taft/ represents numerous businesses and associations throughout the Midwest, including CSIA.

WHAT TYPES OF LAW?

Taft/ emphasizes services for your business – corporate, construction, and labor and employment law including OSHA, workers' compensation, construction claims and contracts, litigation, wage-hour, discrimination, government contracting, pensions, fringe benefits, collective bargaining, taxation, real estate, and securities.

WHAT IF I NEED ADDITIONAL HELP?

Additional legal services will be offered to members on a preferred hourly rate.

WHAT DOES IT COVER?

The primary purpose of this service is to provide CSIA members the opportunity to discuss and identify legal problems, and to resolve general questions and concerns quickly through convenient access to specialized and qualified legal counsel.

Each CSIA member is entitled to one 30 minute consultation per month either by telephone, email, or office conference, at no charge. It is understood that these consultations and conferences will be based on existing knowledge of the attorney without further research and analysis. When calling Taft/, please ask for Bob Dunlevey and identify yourself as a CSIA Member calling under the Legal Services Plan.

HOW DO I CONTACT BOB DUNLEVEY?



40 North Main Street Suite 1700
Dayton, OH 45423-1029
(937) 641-1743
rdunlevey@taftlaw.com

Central States Insulation Association

7250 Poe Ave., Suite 410
Dayton, OH 45414
www.csiaonline.org

937-278-0308

937-278-0317

csia@assnsoffice.com

facebook.com/CentralStatesInsulationAssociation

A MEMBER OF ***YOUR*** FAMILY MAY BE ELIGIBLE FOR A

CENTRAL STATES INSULATION ASSOCIATION



SCHOLARSHIP

The Central States Insulation Association offers two \$1,500 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, technical institute, or trade school, 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 July 15th.

**CENTRAL STATES
INSULATION ASSOCIATION**
7250 Poe Ave. Suite 410
Dayton, OH 45414

PH: 937-278-0308
FAX: 937-278-0317
csia@assnsoffice.com
www.csiaonline.org

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 \$1500 that will be paid on or about September 1st to each recipient. The scholarship will be paid to the student directly 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 a Trade Agreement) of a current **CSIA** member.

b) Must be currently enrolled or preparing to enroll in undergraduate study at an accredited college, university, technical institute, or trade school.

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 the importance of mechanical insulation and how it affects the student's life and the lives of others

b) Field of study being pursued

c) Past academic achievement and leadership qualities

An independent group shall make selection prior to the CSIA/ESICA Fall Conference.

All selections are final. The application form and essay are due by July 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 forms and essay information can be requested from the **CSIA** Office.

For your convenience, an application form is also posted at www.csiaonline.org.

CSIA SCHOLARSHIP APPLICATION

Name _____
Address _____
City, State, Zip Code _____
Telephone Number ____ (____) _____
E-mail Address _____
Relationship to CSIA Member Employee _____

CSIA MEMBER INFORMATION

Name of **CSIA** Member Employee _____
Employer's Name _____
Address _____
City, State, Zip Code _____
Telephone Number ____ (____) _____
Fax Number ____ (____) _____
E-mail Address _____

EDUCATIONAL BACKGROUND

High School Name _____
Address _____
City, State, Zip Code _____
Telephone Number ____ (____) _____
Office Contact / Guidance Counselor _____
Current Grade Point Average: _____ out of a _____ scale
Extra Activities, sports, clubs, achievements (*use separate sheet if necessary*) _____
Probable Field of Study _____
Educational Goals (*use separate sheet if necessary*) _____
Selected University, College, Training 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 by July 15th to the CSIA Office 7250 Poe Ave. Suite 410 - Dayton, Ohio 45414

Chicago Votes to Phase in \$15 Minimum Wage by 2021



- Accelerates pay boost governor approved Feb. 19
- Concerns of wage violations, harassment remain

By: Stephen Joyce
Bloomberg Law Staff Correspondent



An ordinance the Chicago City Council approved Nov. 26 to increase the city's minimum wage to \$15 an hour included a controversial lower-tier minimum wage for workers receiving tips.

Illinois earlier this year became the first Midwestern state to enact a minimum wage of \$15 an hour, with phased-in increases between 2020 and 2025. The Chicago City Council Nov. 26 adopted a more aggressive wage increase schedule, approving on a 39-11 vote a citywide \$15-an-hour minimum wage by 2021. Chicago's current minimum wage is \$13 an hour.

Both the state and city standards contain a lower minimum wage for workers who receive gratuities from customers; in Chicago, that rate is now \$6.40 and will increase to \$8.40 by 2021. The Chicago ordinance requires all workers to earn \$15 an hour once it's phased in completely. If a tipped worker's salary plus tips don't equal at least \$15 an hour, the employer must make up the difference.

Supporters of the higher Chicago measure said they were disappointed by the lower wage for tipped staff. But they also said the City Council soon might consider a "one fair wage" ordinance to eliminate the lower wage tier for tipped staff. They also applauded what they said is a meaningful change for low-income workers across the city, who will see an annual increase in pay of about \$3,600 from the higher minimum wage.

"We're very happy with the vast majority of this ordinance. By boosting the wage to \$15, we are lifting 100,000 Chicago residents out of poverty," Mackenzie Thurman, spokesman for ordinance sponsor Alderman Sophia King, said in an interview.

Opponents of the lower-tier minimum wage said the move leaves tipped employees behind.

"Instead of increasing the exploitative subminimum tipped wage to the full minimum wage and lifting thousands of working families out of poverty and combating racial and gender injustice, the Council listened to the corporate restaurant lobby," Nataki Rhodes, lead organizer for Restaurant Opportunities Centers United Chicago, said in a statement.

Phase-In Schedule

The ordinance sets out pay raises for three different groups. For Chicago companies employing more than 20 workers, a \$14-an-hour minimum wage takes effect July 1, 2020. A year after that, the rate moves to \$15 an hour. The ordinance also mandates hourly increases after the \$15-an-hour threshold is met: beginning in 2022, the city's hourly rate will increase each year based on a consumer price index but will be capped at 2.5%.

Employers with more than three but fewer than 21 workers are required to increase minimum pay by 50 cents each year until wages reach \$15 an hour in 2023. The separate minimum wage for workers younger than 18 will reach \$15 an hour in July 2024.

The ordinance requires employers paying their workers the lower minimum wage because they receive tips to make up any difference between what workers earn in wages plus tips and \$15. Critics of the ordinance, however, said they expect enforcement to be inadequate and "wage theft" from employers.

Critics of the ordinance also said workers' continual dependence on tips to earn the city's minimum wage gives customers an economic leverage that can lead to sexual harassment.

"In other words, the higher the income from wages, the lower the probability for tolerance of sexual and other workplace harassment," Eva Putzova, a Restaurant Opportunities Center United spokeswoman, said in an email. The restaurant industry is the number one source of sexual harassment claims filed with the federal Equal Employment Opportunity Commission, she said.

The ordinance doesn't cover students at accredited universities already covered under the Fair Labor Standards Act, some camp counselors, and others specifically carved out by the ordinance. Contractors, as defined by federal Internal Revenue Service guidelines, are also not covered by the ordinance.

To contact the reporter on this story: Stephen Joyce in Chicago at sjoyce@bloomberg.com

The Construction Labor Research Council

The Construction Labor Research Council (CLRC) is the nation's foremost resource for data and research on union crafts in the construction industry. For well over 30 years its work has earned the respect of, and credibility with, both labor and management for its fair data analyses and rigorous methodologies. The CLRC database for wages and fringe benefits contains information on hundreds of contracts in over 200 cities for 18 crafts. CLRC serves as a key resource on labor costs, market share, workforce needs, labor contract terms, safety, and associated topics.

CLRC is sponsored by 11 management associations in the construction industry.

- Associated General Contractors of America (AGC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- Mechanical Contractors Association of America (MCAA)
- National Association of Construction Boilermaker Employers (NACBE)
- National Electrical Contractors Association (NECA)
- National Fire Sprinkler Association (NFSA)
- North American Contractors Association (NACA)
- Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)
- The Association of Union Constructors (TAUC)

In addition to doing work directly for these associations, CLRC offers consulting services to their regional chapters/affiliates and others. The other side describes some of our most popular reports.

- Market Share Study*
- Union-Nonunion Wage and Fringe Benefits Comparison*
- Benchmark Analysis*
- Contract Costing*
- Survey Development, Administration and Analysis
- Workforce Planning
- Custom Work

*For members of the associations listed above, the cost for each of these reports is \$2,500. For more information on CLRC's products and services, please contact Carey Peters, Ph.D., Executive Director, at clpeters@clrcconsulting.org or 865-414-2678.

Construction Labor Research Council

1250 Connecticut Avenue, NW

Suite 700

Washington, DC 20036

202.347.8440

clrc@clrcconsulting.org

www.clrcconsulting.org

CLRC Custom Reports

Report	Description	Benefit
Market Share Study	Shows what percent of a given occupation (e.g., plumbing/ pipefitting, carpenters) is worked by union contractors.	Allows management and/or labor to more precisely define their share of the market, and more importantly, the trend over time. Also, can document the impact of specific programs (e.g., market recovery, new classifications).
Market Share Study with Sectors	Adds to the standard Market Share Study by breaking market share into sectors: Residential, Commercial, Service and Industrial	Gives more understanding and greater precision by showing how market share compares among different segments of the market.
Union-Nonunion Wage and Fringe Benefits Comparison	Compares a specific local's wage and fringe benefits package to nonunion data for that craft in the same geographic region.	Tangibly shows the difference in both dollars and percents between union and nonunion pay and fringe benefits.
Benchmark Analysis	Graphs actual wage and fringe benefits rates compared to indexes (e.g., CPI, nonunion) over time to show the trend.	Compares actual pay to what it would have been using an index.
Contract Costing	Provides a detailed cost analysis of 8-12 categories in a contract (e.g., 2 nd shift, foreman ratio, clean-up time) on a per employee per hour and total contract cost basis.	Helps the parties in collective bargaining better understand the real costs associated with contract language clauses.
Survey Development, Administration and Analysis	A survey is a valuable means of collecting information from key constituents (e.g., owners, contractors).	Survey results provide a useful summary of one or more topics as well as guidance for future actions.
Workforce Planning	Evaluates a specific local's employment trends and combines that with growth projections to determine future workforce needs.	Provides useful data for planning apprentice classes, understanding workforce demographic information (e.g., average age, number close to retirement), and related topics.
Custom Work	Tell us what you are looking for, we can probably help you.	Offers you greater understanding and useful data to use during collective bargaining or internal business decisions.

CSIA

Giving You More For Your Dollar Every Day!



LEGAL SERVICES PLAN:

This plan provides members with the ability to get back their investment in dues many times over. Every CSIA Member is entitled to one consultation per month with attorney Bob Dunleavy of Taft/. This firm specializes in Labor Law, OSHA, and Construction Contract Law.

BI-MONTHLY NEWSLETTER:

The CSIA Newsletter highlights Association activities and upcoming events. It also brings news of the region, including labor and legal matters, items of general business interest, personnel changes within member companies, and information on new products and technologies available from member supplier firms.

E- BULLETIN:

The E-Bulletin brings industry news to our members in between newsletter issues. It also provides information in a condensed format and a great vehicle to get your message out fast to the membership!

SPRING LABOR SEMINAR:

Spring of each year, CSIA holds its Annual Labor Seminar which covers 16 area agreements and labor trend updates. We also provide the *Labor Management Manual* which is an excellent reference manual for labor statistics and contract issues. This conference combines valuable networking opportunities, education and fun.

FALL CONFERENCE:

Each year, a Fall Conference is conducted at a facility within or near the region. At this business conference, directors and committee chairs are elected and official business is conducted. Guests are welcome at this conference featuring outstanding speakers and workshop presentations. This conference is also a great opportunity for a little relaxation and recreation which is made even more valuable by the added chance to build social relationships with your colleagues from the insulation industry.

FULL TIME ASSOCIATION STAFF:

CSIA Members receive the service of a full time staff, ready to give direct answers to your questions or to find the source with the answer you need. We have members on our staff who are well versed in labor relations, government affairs, construction industry issues, and inter-industry relations. We'll help you get the resources you need to keep your business running smoothly.

WEBSITE—www.csiaonline.org:

The website is a key item in our ongoing program to promote our CSIA Members. This website is not only designed to help the insulation customer find a CSIA Member in their area, it is also designed to help you the contractor stay informed about current issues that affect your business, as well as providing access to contractor services and product suppliers. Enjoy the convenience of online registration and dues renewal too!

ANNUAL SCHOLARSHIP PROGRAM:

Each year, CSIA offers two \$1500.00 college or technical school scholarships to students who are the children of or under the legal guardianship of employees of CSIA member companies. The purpose of this Scholarship Program is to help two college students per year in a field of study that is relevant to the Mechanical Insulation Industry.

WEBINARS:

Each quarter CSIA offers you the best in business management sessions in human resource management, risk management for safety directors, financial management for construction, and more! You tune in from your desk to hear and see the speaker, eliminating the need for costly travel and expanding CSIA's resources to all management personnel!

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*)

Contractor \$425.00 Insulation Abatement Unionized Merit
 Distributor/Fabricator \$425.00
 Associate \$513.00 Manufacturer Sales Manufacturing Representative
 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 as necessary.

1. Type of Work in which your company is engaged: _____
2. Length of time company has been in business; date established: _____
3. Primary geographic area of operation: _____
4. Brief history of company: _____

5. Identify Principals of Company and Titles: _____

6. Number of Employees: _____
7. Labor Organizations representing your employees: _____
8. Is your company a member of NIA? Yes No

This application for membership is made subject to the Bylaws governing such membership. It is understood and agreed that, if and when approved by the association's Board of Directors, the applicant shall maintain membership in good standing and shall terminate it only in writing, and only after all obligations to the association have been met. The undersigned company and its representatives agree to abide by all terms and conditions of the association's bylaws.

Membership Proposed by: _____
Existing CSIA Member

Signature of Applicant: _____ Date: _____

*Make dues check payable to CSIA and return with application.
 Payment via Visa, MasterCard, Discover and American Express are also accepted.*

Card Number _____ Expiration Date _____

Name on Card _____ Authorized Signature _____

Send back completed form and payment to:

FAX: (937) 278-0317 or **MAIL:** 7250 Poe Avenue, Suite 410 - Dayton, Ohio 45414



CENTRAL STATES INSULATION ASSOCIATION


7250 Poe Ave. Ste. 410

Dayton, Ohio 45414

937.278.0308

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www.csiaonline.org

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