HIGHLIGHTS OF THE FALL 2018 CONFERENCE
Westin Savannah Golf Resort & Spa in Savannah, Georgia

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We recently established a program to train the apprentices that have passed the test and been through the interview process. These individuals will be in training while waiting to be hired. The training is paid for out of the JAC training fund and better prepares them to start installing insulation right out of the box.

Kenny Graves, TBN Associates
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APPRENTICESHIP PROGRAMS ENHANCE PRODUCT KNOWLEDGE

“We as manufacturers are involved in product demonstrations and donating Owens Corning product to apprenticeship programs. We coordinate our efforts with the program trainers and when the apprentices are ready to learn about our materials and methods, we demonstrate pipe insulation to the class.”

Brad Power  
Owens Corning
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*ProRox® with WR-Tech™ complies with EN 13472 (pipe sections) and EN 1609 (boards and mats) after heating to 250°C for 24 hours.
Greetings, I hope the new year is off to a great start for each of you!

We are starting off the new year with the launch of our re-designed and revamped website. The ESICA website has transitioned to a platform that is all about member experience. Our members now have the opportunity to interact with each other, whether it be through a community feed, group forums or idea boxes. So far, the feedback we have received has been fantastic. Not only does it make it easier to communicate with other members, the association can transmit announcements and notifications easily to all its members. For any members who have not yet logged into the website, please be sure to do so, as you do not want to miss out on these great features. To find out more, please contact the association office.

Our feature story for this issue focuses on building our workforce for the future. For this story, we enlisted feedback from members on how and where they find skilled workers. The resounding response was through their local union apprenticeship programs. As you will see throughout the article, these apprenticeship programs, offered by nearly 100 local unions across the country, are crucial in preparing a strong workforce. They also play a large role in promoting the trades to the next generation. I hope you enjoy the article!

I am excited to inform you that our keynote speaker for our upcoming Spring Conference (May 1-3) in Asheville, North Carolina is Meridith Elliott Powell. Meridith is local to Asheville and will be joining us to discuss succession planning, which ties nicely into finding great talent who will become leaders in your business. Her powerful presentation, “Building Your Human Capital: Strategies for Innovative Succession Planning”, is sure to inspire you and leave you with a plan of action that you can execute effectively. Be sure to visit our website to register!

I look forward to seeing everyone in Asheville!

Kind Regards.

Ray Levesque
ESICA President
B.C. Flynn Contracting
Our mission is to exceed expectations every step of the way. Every product we manufacture is engineered to the highest performance standards in the industry. Our knowledgeable customer care team will deliver outstanding service and support from start to finish. When QUALITY and PERFORMANCE matter most, PROTO is the only choice.

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APPRENTICESHIP PROGRAMS BRING NEW TALENT INTO THE INDUSTRY

“There’s a lot of skill leaving our industry. We must attract new talent to overcome the skilled worker shortage we all face. At Proto, we put forth a total team effort to support apprenticeship programs by providing product knowledge, samples and ongoing training. This is a great industry and we all need to help support the future.”

Louis Walton
Proto Corp.
Our Fall Conference was held in the historic coastal city, Savannah, at the Westin Savannah Resort & Spa.

**ASSOCIATES COCKTAIL RECEPTION:**
Our associates cocktail reception was a great way to kick off the conference as attendees reconnected with old friends and networked with new ones. We held our Annual Mesothelioma Raffle, where $1,300 was raised for the Breath of Life Foundation.

**OPENING PERFORMANCE:**
Tell Scarlet, the Savannah based Alternative-Pop-Rock & Country band joined us to kick off the conference. The powerhouse family band wowed attendees with their performance!

**PRESENTATIONS:**

- **Keynote: The Power of Storytelling**
  Ty Bennett, CEO, Entrepreneur and Best-Selling Author, joined us as the conference's keynote speaker. Ty gave a compelling presentation on how we retain more information when it is told to us in the context of a story because communication plus storytelling creates a connection. Attendees learned how to adopt valuable storytelling skills to leverage influence, extend emotional reach, and create customers for life.

- **NIA Update**
  It was a pleasure having Michele M. Jones, Executive Vice President/CEO, join us at the conference. Michele discussed NIA's current activities, with an emphasis on its new certification class, the Thermal Insulation Inspection Program. The program will educate and train insulation inspectors on how to evaluate installation work and determine whether it is compliant with mechanical insulation specifications.

- **Associate Breakout: Transportation Industry Update**
  David A. Sardinta, Senior Logistics Manager at Johns Manville, presented transportation industry updates. He discussed capacity constraints in the market, driver shortage, regulation changes, Hours of Service (HOS) – Electronic Log Devices and what shippers and receivers need to do in this constrained market.

- **Contractor Breakout: Mechanical Insulation's Key Estimator (MIKE™) & Visual TakeOff® (VTO)**
  Michael R. McMillin, President and General Manager of Comput-Ability®, Inc. (CAI) presented on the MIKE™ Estimating Software and VTO system.

**ACTIVITIES:**

- **Narrated Harbor Luncheon Cruise**
  Participants enjoyed a relaxing cruise along the Savannah River aboard 1,000 passenger riverboat, the Georgia Queen. The captain spoke of intriguing tales and historic facts, as guests feasted on a delicious southern style buffet.

- **Fishing Trip**
  Unfortunately, we were forced to cancel the Fishing Trip with Miss Judy Charters, due to weather conditions. Thankfully, participants were able to hop on to the luncheon cruise instead!

- **Golf Tournament**
  Golfers enjoyed a beautiful day at the home for The PGA TOUR's Champions Tour, Liberty Mutual Insurance Legends of Golf Championship the Club at Savannah Harbor.

**Tournament Winners:**

- **1st Place** – Mike Mann, Edward R Hart Company, Jared Lux, Bay Insulation Supply of Indiana & Michael Robbins, Thermo-Dynamics International, Inc
- **2nd Place** – Ken Langevin, ELCO Sales, John Stevens, Thermal Solutions, Inc & David Taylor, Manson Insulation
- **3rd Place** – Joseph Leo, Atlantic Contracting Specialties, Mathew Yenrick, Johns Manville, John Kennard, Distribution International & Don Wadden, GLT Products/Speedline PVC
- **Longest Drive** – Charlie Sortino, Armacell, LLC

- **DINNER PERFORMANCE:**
  Mentalist Team, Larry and Raven, joined us at our Annual Fall Conference Dinner. Larry and Raven have been performing together for over 17 years, and it showed as guests were amazed by their mental and intuitive abilities.

- Aeroflex USA, Inc.
- Armacell, LLC
- Bay Insulation Supply of Indiana
- Distribution International
- FBM-SPI
- Foster/Childers
- General Insulation
- Ideal Products of America
- Insulation Materials Corporation
- ITW Insulation Systems
- Johns Manville
- Knauf Insulation
- McCormick Insulation Supply
- Owens Corning
- Polyguard Products
- Proto Corporation
- RPR Products, Inc.
- Vimasco Corporation
UPCOMING CONFERENCES

2019

ESICA SPRING CONFERENCE
May 1 – 3, 2019
Omni Grove Park Inn, Asheville, NC

ESICA/CSIA FALL CONFERENCE
September 5 – 7, 2019
The Ritz-Carlton, Naples, FL

2020

ESICA SPRING CONFERENCE
April 29 – May 1, 2020
Four Seasons Hotel Baltimore, Baltimore, MD

ESICA CSIA FALL CONFERENCE
September 3 – 5, 2020
Renaissance Boston Waterfront Hotel, Boston, MA

WELCOME TO OUR NEW ESICA MEMBERS

Rebecca Mayes
Business Manager
Mayes Coating, Ridglok
Reed, KY

Marjorie Russer
President
Coldwater Insulation
Conesus, NY

Justin Rispoli
District Manager
Aspen Aerogels
South Park, PA

Tara Lichterman
Managing Partner
Independence Insulation, LLC
Clifton Heights, PA

“Apprenticeship programs help bridge the retirement gap. I believe that the apprenticeship programs do a good job of ‘back-filling’ and maintaining a vibrant work force as the existing work force moves towards retirement age. The key is, securing work within the local’s jurisdiction to be able to employ apprentices on a full-time basis through their years in the apprenticeship training program. I believe the job-site is the best place for apprentices to determine and set their place in the industry.”

Ray Levesque
B.C. Flynn

We are delighted to welcome Rebecca, Marge, Justin and Tara to the ESICA family!
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.

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- RG-2400
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- Insulrap/ZeroPerm

- Weatherproof Jacketing
- CUI protection
- Vapor Barriers
- Insulation

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Mechanical Division

For a complete list of products, visit www.Polyguard.com/mechanical
NIA's new Thermal Insulation Inspector Certification™ program will educate and train insulation inspectors on how to evaluate installation work and determine whether it is compliant with mechanical insulation specifications.

Benefits of a Certified Insulation Inspection
Inspection can be an integral part of QC/QA, Commissioning, and other processes while helping to achieve the benefits the mechanical insulation system was designed for by verifying the materials and the installation are in compliance with the specifications, standards, or assessments of previously installed mechanical insulation systems.

Who Should Take this Course
If you work with or are involved in the mechanical insulation industry and have a responsibility for areas such as contracts, maintenance, business development, QA/QC, project oversight, estimating, management, product development, specifications, or inspections, you will want to have at least one person on your team with this certification. Professional Development Hours (PDHs) will be available. All participants are required to have at least 3 years of experience in the construction industry, comprehensive knowledge of the online Mechanical Insulation Design Guide, and successful completion of the 5 online e-learning modules.

In-Person Classes
To become a Certified Thermal Insulation Inspector, class participants must complete both sections of the 4-day course and receive a passing grade on the exam at the end of each section.

Part 1:
NIA’s Introduction to Mechanical Insulation, which includes a review of the insulation industry market segments, the need and importance of inspection; the purpose of mechanical insulation systems; primary insulation materials and protective coverings; the importance of Safety Data Sheets; and codes, standards, regulations, and guidelines, and how they are intertwined.

Part 2:
NIA’s Thermal Insulation Certification Course includes topics such as the roles and responsibilities of an inspector; the basis of inspection—what are you inspecting to; the inspection process in new construction and maintenance; inspection tools and techniques; common occurrences/problem areas that may be encountered during an inspection; and inspection documentation and reporting.

2019 Spring Classes
Hotel:
Sheraton North Houston at George Bush Intercontinental
15700 John F Kennedy Blvd
Houston, TX 77032
May 7-10, 2019
June 25-28, 2019

To register for this course and obtain additional course details visit www.insulation.org/training-tools/inspectorprogram/.

To ensure an appropriate instructor-to-student ratio, class size is limited to 30 students. Paid registrations will be taken on a first-come, first-served basis. We expect to sell out.

Be the first to know about future class dates by contacting training@insulation.org to be added to our interested party list.

Thank you to the NIA Foundation for Education, Training, and Industry Advancement for helping to fund the development of this course.

For more information, please visit NIA’s website at www.insulation.org/training-tools/inspectorprogram.
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CALL TO ACTION!

JOIN THE NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS IN CONSTRUCTION

Visit www.stopconstructionfalls.com for all the details!

The 6th annual National Safety Stand-Down to prevent falls will take place the week of May 6-10, 2019. The Stand-Down was conceived by OSHA in 2014 as part of the National Falls Campaign to raise awareness surrounding the severity of fall hazards in construction and the importance of preventing them.

During this week, major campaign partners will be providing resources and hosting stand-down events across the nation and internationally. OSHA is partnering with key groups to assist with this effort, including the National Institute for Occupational Safety and Health (NIOSH), the National Occupational Research Agenda (NORA), OSHA approved State Plans, State consultation programs, the Center for Construction Research and Training (CPWR), the American Society of Safety Engineers (ASSE), the National Safety Council, the National Construction Safety Executives (NCSE), the U.S. Air Force, and the OSHA Training Institute (OTI) Education Centers.

Anyone who wants to prevent hazards in the workplace can participate in the Stand-Down. In past years, participants included commercial construction companies of all sizes, residential construction contractors, sub- and independent contractors, highway construction companies, the U.S. Military, other government participants, unions, employer’s trade associations, and others.

You can organize your own stand-down on your jobsites, join with others in your area to hold an event, or check out a list of regional events open to the public at www.osha.gov/StopFallsStandDown/calendar.html.

The Campaign website www.stopconstructionfalls.com provides ideas for participation on your jobsite through a 5-Day Plan, Success Story examples of past events, and a variety of resources such as toolbox talks, inspection check lists, videos and free hardhat stickers that can be ordered at stopconstructionfalls.com/online-ordering-form.

After you have participated you will get an OSHA certificate at www.osha.gov/StopFallsStandDown/index.html#cert!

Falls are a leading cause of death for workers, accounting for 350 of the 937 construction fatalities and 648 of the 4,836 fatalities in all industries (recorded in 2015 (BLS data). But they are also preventable! Hazard elimination, proper training, and use of fall protection can change these numbers. Join the National Safety Stand-Down today and help prevent falls in construction!
SPOTLIGHT ON...

TIM HARTNETT AND PAUL BIZZOZERO

ESICA’S NEWEST BOARD MEMBERS SHARE THEIR THOUGHTS ON FAMILY, WORK, AND PLAY

Where we live
Tim: East Islip, NY
Paul: Canton, MA

What we do
Tim: Vice President, Hart Insulation
Paul: President, Dynamic Insulation

Three things we would like everyone to know about us
Tim: I’ve been running Hart Insulation for 17 years; I’ve been a member of ESICA since 2011; When I’m not working I like to golf!
Paul: I started in the insulation industry 37 years ago; I started my own business 24 years ago; I’m married and the father of 5 children!

What we like most about our work
Tim: The challenge of running a construction business in these changing times.
Paul: The diversity of each work day.

Our most difficult challenge
Tim: Adjusting to the changing construction market.
Paul: Labor shortage with an increased work load.

The best advice we ever received
Tim: Take pride in whatever you do.
Paul: If you want something you don’t have, you have to do something you’ve never done.
Our greatest inspiration
Tim: My wife, Diane.
Paul: My father, who encouraged me to take risks in life.

Our happiest moments
Tim: The birth of my children.
Paul: In my cabin in the white mountains.

What we’re most proud of
Tim: My children and my company.
Paul: My 5 children all graduating from college.

Most exciting part of being a new ESICA Board Member
Tim: It’s a new challenge and a learning opportunity.
Paul: I hope to influence change and attract new members.

Bucket list for the near and distant future
Tim: Travel to Asia ... Grow my company ... Break 80!
Paul: Traveling to Europe and eventually retirement.

Congratulations, Tim and Paul on your election to the ESICA Board! We wish you continuing success in all your endeavors!
SureShot changes your concept of pin welding...times TWO. Be it Cupheads, Weld Pins, or even Weld Studs -- SureShot can deliver. With updated Hybrid Technology and Dual Operating Power, SureShot uses the best of all worlds to provide Capacitor Discharge fastener welding second to none. In the lightweight and rugged packaging you've come to expect from SureShot (weighing in at 18 lbs.) this Welder has the power to weld virtually any Stud fastener known to the CD application market: with only 110 volt (or 220 volt incoming power). User-friendly, the system offers multi-level safety and operational designs to get the job done quickly, safely and reliably --- truly delivering the power of "II".
Union Apprenticeship Programs: Building Our Workforce for the Future

In our Fall 2018 issue of ESICA Review, we focused on the outstanding training and education programs available through NIA as well as a number of the industries leading insulation manufacturers. Today we are excited to bring you another dimension of training and education in our industry: The apprenticeship programs crafted by the International Association of Heat and Frost Insulators and Allied Workers.

With nearly 100 local unions represented throughout the country, all the apprenticeship training is done through a unique partnership of local unions and area contractors, ensuring that programs are relevant and effective in preparing our workforce for the future.

Union Program Directors and ESICA Contractors speak out on the value of their local apprenticeship programs...

Targeting the Needs & Demands of the Industry

“It’s important to keep in mind that a Joint Apprenticeship Committee (JAC) oversees the training programs,” said John Stahl, JAC Administrator of Local 14 in Philadelphia. “The committee is made up of three Union representatives and three Contractor representatives, so both sides are represented. This joint effort ensures that the training program is appropriate and relevant to the current needs of insulation contractors.”

(continued on page 25)
Steve Foley, Vice President of Foley Insulation, is one of the three Contractor Reps on the Local 14 JAC Board. “Local 14 out of Philadelphia has one of the top apprenticeship schools in the country and has consistently provided us with quality workers in our area. They have a rigorous five-year program which touches on each aspect of our industry. Apprentices are safety trained and certified to make them as valuable as possible to the contractor.”

Apprenticeship programs encompass on-the-job training and classroom instruction with textbooks and other course materials that give participants a thorough knowledge of the trade. Classes are taught by highly qualified instructors chosen for their extensive knowledge and expertise. Safety plays a major role in the program. All apprentices must complete OSHA Safety Courses and receive the proper certifications before they may work on a job site in their first-year.

“We have a comprehensive hands-on instruction curriculum that provides our students and Journeyman with the industry’s latest skills and safety needs,” reports Jim Hoos, Director of Apprenticeship and Training, HFIAW local 24 in Laurel, Maryland. “We’re in the process of expanding in order to increase our teaching capabilities and provide a state-of-the-art training facility for our membership.”

The five-year apprenticeship programs feature 10 training classes per semester. Courses cover a wide range of basic and advanced insulation technologies, methods and materials. All apprentices must complete 900 hours of on-the-job training, meet training class attendance requirements and achieve passing grades to be promoted to the next training period.

### Learning Into Action: On-the-Job-Training

Apprentices put their classroom knowledge to the test in real-world jobs with professional supervision. “Signatory contractors not only have a say in the apprenticeship program ... they have a substantial responsibility for the quality of on-the-job training,” emphasizes John Stahl.

Jerry McCaffrey, President of Thermal Solutions currently has eight, Local 14 apprentices on the job, working with his foreman. “We constantly move our apprentices around with most of our foreman so they can see various ways to get jobs done,” reports Jerry. “They also see our interaction with the other trades on a project for maximum efficiency. We teach them that a little pre-planning goes a long way to help productivity. We try to expose our apprentices to all types of materials and applications, so they are well rounded when they become mechanics.”
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Scott Grant, President of Insul-Tech, has 12 to 14 Local 24 apprentices on the job at any given time. “It’s a definite asset to have future employees who’ve been through qualified training and have on-the-job experience,” says Scott. “We bring the apprentice applicants into our office for our company orientation and interview them to learn about their background in construction. Together, we talk about our expectations and try to place them on a job that will give them experience in what we believe are their strongest traits. Once they have gained confidence, we can move them around to get experience in other applications. It is in our best interest to expose them to as many different aspects of our trade as possible so that we can determine where they will be most successful in the future. If they have innate mechanical ability and good work ethics, they learn the way we do things in a relatively short time and can solidify a great trade that will provide a good living with benefits for their future.”

Apprentices file electronic job reports on the job, ensuring that they are getting a well rounded education. Information such as contractor and foreman name, job-site tasks, materials used and types of system worked on is gathered and evaluated on a daily basis.

As apprentices progress through each year of the program, their assigned tasks become more complicated and their work requires less supervision. Gradually, they accomplish increasingly more difficult tasks with less assistance and instruction. Earnings are adjusted to reflect advancing skills and increasing knowledge of the trade.

From Apprentice to Full-Time Employee

“Our training program and curriculum ensures that every apprentice is able to perform his job, no matter what the application, or where he is,” says Brian Urquhart, Director of Apprentice Training for Local 26 in Rochester, NY. Brian stresses that knowledge, skill and productivity are the primary attributes that turn apprenticeships into full-time employment with participating contractors.

Marge Russer, President of Coldwater Insulation in Conesus, NY agrees with Brian wholeheartedly. “We have worked with Local 26 over the years, molding our apprentices to our own standards. We always pair them with workers we know and trust. Through the years my husband has taken apprentices under his wing and they are now full time employees with us. They are our best workers. They take pride in their accomplishment and gain ownership of a project.”

“It is our ultimate goal to give full-time employment to those who have served as apprentices,” reports Steve Foley. “We have had apprentices stay with us throughout the program who have become foreman. Many of the contractors in our area latch onto the apprentices and train them with the intent of keeping them as they complete the program.”

(continued on page 29)
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njsales@imcinsulation.com
Apprentices at Thermal Insulation are proving valuable from the first day they begin. “We teach them that just getting a job done is not as important as getting it done safely and profitably,” enthuses Jerry McCaffrey. “We keep most of our apprentices as full time employees. Many of them test out in four years versus the standard five and a number of them have won the apprenticeship competition locally & nationally.”

As Jim Hoos of Local 24 states: “Our apprentices bring a professional attitude and all the skills and safety knowledge necessary to create a profitable workforce for our signatory contractors.”

**Ongoing Recruitment:**

**Ensuring the Next Generation of Skilled Workers**

Local unions actively recruit new trainees to meet the growing demands of contractors for additional workers.

“The number of new recruitments in our training program is decided by the JAC,” comments John Stahl. “They evaluate how many members are going to retire that particular year and the work picture outlook. Typically, our class size is 12, however when needed, we have taken as many as 24 in one class. Overall, we maintain 90-100 registered apprentices in the program.”

Both Jim Hoos and Brian Urquhart actively recruit, as well, in their areas: “Open, continuous recruitment is helping to fill the demands of our contractors as workers retire and new projects increase the need for additional help,” reports Brian. Likewise, Jim Hoos works with local building trade councils, school systems and government programs to continuously recruit the best workers available.

*With the ultimate goal of putting out only the highest quality workers, Union Apprenticeship programs are helping to alleviate the skilled worker shortage in many areas. “Apprentices are helping to build our future companies,” concludes Scott Grant. “Ultimate success is based on the oversight of contractors and the willingness of apprentices to better themselves every day.”*
We always look forward to spending some quality time together with our members, reminiscing about how much this organization has grown and progressed over the past decades.

Today, we are excited to share the thoughts and memories of three long-time ESICA members, Ken Kisiel, John Leo, and Louis Walton.

**Ken Kisiel, Market Development Manager / Insulation Systems**
**Johns Manville, North East Region**

“At ESICA, you can successfully create a connection with your customers and with industry leaders. During my time with ESICA, I have shaped and forged many loyal relationships that I know will last a lifetime, while creating a solid foundation of industry knowledge through sharing practices. These connections are the footings and pillars of our Association.

“Achieving these connections and forging relationships is no easy task. It’s our loyal members that make ESICA successful and offer the collaborative environment that we know of and see today.

“I’ve been an ESICA member from the time I got into the industry back in 2000… and I’m on my 3rd 2-year term on the Board! I think in the early 2000s ESICA was much smaller and not as connected to all facets of industries and customers. We have grown into a more sophisticated association and a truly dynamic networking organization. Our core values have not changed and we stay true to them: To meet people and develop relationships.

“We as manufacturers are here to help the contractors in their daily grind. What Paul Camara said to the Board members is probably the most personal and gratifying moment for me and what I consider ESICA is all about. Paul stated: “I come to ESICA to network with people like Ken. He’s the resource I rely on to provide tech support, clarification and industry support to help me run my business.”

“In closing, I thank each and every member that stays true to the core values... I am proud to be associated with ESICA!”

**John Leo, Manager of Business Development and Training**
**Distribution International**

“I started in the insulation business 34 years ago, and I have witnessed firsthand how ESICA has helped shape the industry we enjoy today. Our Industry is always evolving and improving. Many of those changes begin with a simple conversation we are able to share when we are together as one cohesive unit, Contractor, Distributor and Manufacturer. Organizations such as ESICA have always provided the breeding grounds for future innovative solutions & products.

“The early years at ESICA were very different than now. At the earlier conferences, it was extremely rare to see a contractor from the NY area – now we see contractors attending far more frequently. The conferences are very well organized and the agenda provides us with information that is of interest to us personally and professionally. In my opinion these changes have helped increase attendance.
“I have always enjoyed the opportunity to meet and socialize with colleagues from the industry. We work at a very fast pace which leaves us very little time to really get to know one another. ESICA has allowed me the opportunity to slow down, take a breath and get to know the person on the other end of the phone that’s glued to my ear.

“I believe the next greatest challenge facing the industry is training. Today a Sales Person/CSR/Estimator needs to be technically competent as well as a problem solver. The challenge is to provide a continuous training path that all can follow.

“Truth be told everyone knows ‘Cathy is really my secret weapon!’ Without her at my side I couldn’t be successful.”

---

Louis Walton, Vice President, Sales & Marketing
Proto Corp.

“Throughout my career, I’ve actually had the pleasure of joining ESICA a number of different times over the years as a result of several career and industry changes. I initially joined ESICA for the first time back in 1993, then in 2010, when I served on the board, and again in 2017.

“I know everybody simply because I’ve been around for so long! I attend the conferences for many reasons – they’re inspiring, enjoyable, and a great way of meeting with friends and associates in a social environment. These conferences are where a lot of my friendships began. ESICA is one of the reasons I’m now at Proto Corp.

“I believe in giving back to the industry. Unquestionably, you get back what you put in. The May Omni conference was my first time back in a while and it was amazing to run into familiar faces as well as new blood. I realized once again the great value and benefits that ESICA brings to its members and the industry.

“I want everybody to know that John and Lucy DeLillo are truly a ‘golden couple’ – absolutely wonderful to work with.”

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We invite all of you to share your thoughts, memories and stories with our members in future ESICA Reviews. Feel free to email Harriett Ruderman at rudermanpr@aol.com or call anytime at 516-484-9245. The next ESICA Review (Fall 2019) is scheduled to print in late July, so start thinking about those memorable stories you want to share with your ESICA partners.

Looking forward to hearing from you!
Go Mobile!

Keeping track of subcontractors, daily workflow, schedules and much more are a vital part of every construction professional’s day. Now that most contractors have smartphones or tablets, there is a great opportunity to improve efficiency while reducing costs with mobile technology.

Check out the following six mobile apps designed to make your life easier...

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Track Hours & Activities on the Go
www.exaktime.com

ExakTime was built almost 20 years ago by a contractor who felt that his crews were taking advantage of his inability to be on site all the time. Inaccurate, missing, and even false time cards inspired him to create a time and attendance tracking software system for the construction industry.

Today ExakTime is a mobile, cloud-based solution for your company’s time tracking and workforce management needs. You can finally track remote workers’ hours and activities accurately, pinpoint their locations, and reduce payroll costs.

Exaktime turns any iPhone or Android into an on-the-go workforce management tool for tracking employee time and GPS location in real time.

PLANGRID
Accurate Data Collection – and Connection - Wherever You Are
www.plangrid.com

Plangrid is designed to keep field and office teams all on the same page with a platform that provides real-time updates and seamless file synchronization over Wi-Fi and cellular networks.

The Plangrid App enables users to instantly distribute plans and documents that are automatically hyperlinked, versioned in order, and easily searchable with full sheet search. Users can mark up plans with notes and photos, comment on issues, resolve punch lists, tap into contract documents or specs, and more right from the field and share with the entire project team in real-time. With accurate data collected and saved during construction, it’s easy to turn over a digital ‘as-built’ for facilities management and operations.
FIELDWIRE
Coordinate and Share Information with Field and Office Teams
www.fieldwire.com

Fieldwire’s mobile and web-based construction management software connects field and office teams, giving everyone on the jobsite the tools to execute day-to-day tasks while keeping the full project plan in sight.

The platform enables users to create schedules, assign tasks, repeat best practice, and track performances, identifying exactly who did what on a job—aligning field and office personnel across all projects. The software is designed to capture as-built project information, which creates an accurate record of work performance.

FALL SAFETY PRO
Built specifically for those who work at heights
www.fallsafetyapp.com

Falls are the leading cause of death and injury in construction site accidents according to the Occupational Health Safety Administration (OSHA). While there are many fall protection tools such as ropes and harness, the Fall Safety Pro app actively monitors for falls.

When the app detects a fall using the sensors built into iPhone or Android, the user’s emergency contacts receive an alert with GPS location for a quick response. Created for iPhone and Android, this App automatically notifies emergency contacts according to safety protocols.

Designed for individuals and teams large and small, Fall Safety Pro advances a safer more productive workplace and features advanced detection that proactively prevents false alarms and daily start-up reminders that ensure worker protection.

SMARTBID
Bid projects easily and securely from any location
www.smartbid.com

SmartBid is a bid-management app offering a secure web-based and mobile platform to streamline bid project data, documents and subcontractor communications.

The App provides a cloud-based platform to send invitations to bid, share project documents, and collaborate with subcontractors. It allows SmartBid users to securely access their network of subcontractors so that they can easily bid projects from any location.

Smartbid provides a wide range of tools and modules to simplify, integrate and customize their preconstruction process. All data and projects are guaranteed private and secure, only shared with those given authorized access. With unlimited 24/7 live support, users are guaranteed maximum customer service in the preconstruction process.

TRUELOOK
View jobsites live and share webcam images
www.truelook.com/app

TrueLook, a provider of webcam systems, has a new mobile application that enables clients to interact with their webcams directly from any smartphone or tablet. The app is currently free for both iOS and Android devices, via the iTunes App Store and Google Play respectively.

Once users log in, they can view live images (or video, when applicable) from their webcams. Webcam images can be shared via email or Facebook directly from the application and saved to the user’s mobile device or an online photo album.

A number of image archiving features have been included. Most notably, all time-lapse photography archives are available for viewing as videos. Users can even pull up a calendar to view time-lapse videos at certain dates.

Clearly, today’s mobile apps can deliver many bottom-line benefits to everyone in the construction industry. A wide variety of data can be collected in real-time and sent anywhere, streamlining collaboration between teams wherever they are. Cloud mobile apps are easier to use and are more powerful than ever. They can increase a firm’s productivity and greatly reduce costs.
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\(^1\) ASJ Max jacket does not support mold growth when tested in accordance with ASTM C 1338.

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Seventy-Nine Percent of Construction Firms Plan to Expand Headcount in 2019, but Most are also Worried About Their Ability to Find Qualified Workers

Seventy-nine percent of construction firms plan to expand their payrolls in 2019 but an almost equal percentage are worried about their ability to locate and hire qualified workers, according to survey results released today by the Associated General Contractors of America and Sage Construction and Real Estate. The findings are detailed in Contractors Remain Confident About Demand, Worried About Labor Supply: The 2019 Construction Hiring and Business Outlook Report.

“Construction executives appear to remain confident about their market prospects for 2019 and plan to add headcount to cope with the added workload,” said Stephen E. Sandherr, the association’s chief executive officer. “Even as they are optimistic about growing demand, contractors are concerned about finding qualified workers to execute projects.”

The percentage of respondents who expect a market segment to expand exceeds the percentage who expect it to contract for all 13 categories of projects included in the survey. For every segment, between 23 and 32 percent of respondents expect the dollar volume of projects they compete for to increase. Meanwhile, for all but one segment, between 11 and 16 percent of respondents foresee less work available in 2019. The difference between the positive and negative responses – the net reading – was between 10 and 17 percent for every category except multifamily.

Public building construction scored the highest net positive reading of 17 percent. Three other segments had a 16 percent net positive: highway, K-12 school, and hospital construction. Projects for federal government agencies and retail/warehouse/lodging both had a net positive reading of 15 percent. Water & sewer and transportation facility construction had a net positive reading of 14 percent.

Four categories had a slightly less-positive net reading: private office construction (13 percent); manufacturing construction (12 percent); higher education construction (11 percent) and power construction (10 percent). The lowest net positive reading was for multifamily residential construction, at 5 percent. Association officials said this may indicate that multifamily construction has outpaced demand for now in some locations.

Most contractors plan to add staff in 2019 to keep pace with growing demand. Nearly four out of five (79 percent) plan to increase headcount this year, up from 75 percent at the start of 2018 and 73 percent at the start of 2017. However, just under half of firms report their expansion plans will only increase the size of their firm by 10 percent or less. About one-fifth of respondents plan to increase headcount by 11 to 25 percent. Only 7 percent of respondents plan to increase employment by more than 25 percent.

Despite firms’ plans to expand headcount, 78 percent report they are having a hard time filling salaried and hourly craft positions. That share was down slightly from 83 percent at the start of 2018. In addition, 42 percent expect it will continue to be hard to hire in the next 12 months and 26 percent expect that it will become harder to hire in 2019.
These labor shortages are having an impact on construction costs and project schedules, association officials noted. One-third of respondents report that staffing challenges drove costs higher than anticipated. In reaction, 37 percent of firms are putting higher prices into new bids and contracts. Similarly, 34 percent report projects have taken longer than they anticipated.

Firms continue to raise pay and provide bonuses and benefits in response to labor shortages. Fifty-nine percent of firms report they increased base pay rates. Twenty-nine percent provided incentives and/or bonuses. Twenty-four percent of firms increased contributions or improved employee benefits to cope with workforce shortages.

Many firms are also investing more in training programs for current and new workers, association officials added. They noted that 63 percent of firms report they plan to increase investments in training and development in 2019, up from 52 percent at the beginning of last year. Large firms, in particular, are likely to do so, with 71 percent of companies with more than $500 million in revenue saying they plan to increase investments in training, compared with 59 percent of firms with $50 million or less in revenue.

“As growing demand and labor shortages force contractors to do more with less, many firms are increasing their investments in labor-saving technologies and techniques like building information modeling, lean construction and robotics,” said Ken Simonson, the association’s chief economist. He noted that 32 percent of respondents report their firms are using methods to reduce onsite worktime, including lean construction, virtual construction techniques or offsite prefabrication. Twenty-eight percent are investing in labor-saving equipment, including drones, robots and 3-D printers.

Officials with Sage noted that 42 percent of respondents will increase their IT investments in 2019. The largest share of firms, 30 percent, plan to increase their investments in project and document management software. Firms also appear to be increasingly comfortable with moving data to the cloud. Thirty-one percent said they are very comfortable with such a step, compared with 24 percent last year. Yet even as firms embrace information technology, 28 percent report their biggest IT challenge is that they lack the time needed to implement and train on new systems.

“Contractors are realizing that IT is becoming more diverse and are considering services outside their companies that can do a better, more cost-effective job at managing this important component of their business,” said Dustin Anderson, vice president of sales for Sage Construction and Real Estate, North America.

Association officials noted that despite the headwinds of political partisanship and ongoing trade disputes, contractors are optimistic about demand for construction services in 2019. But they noted that the Outlook is based on responses that were provided before the recent partial federal government shutdown. And responses were provided at a time when President Trump had announced a halt to pending tariffs on a wide range of Chinese goods as negotiators seek to address trade concerns.

“This means that if Washington officials can’t find a way to work together to continue needed regulatory reforms and enact new infrastructure funding, many contractors’ more optimistic expectations will not be met,” Sandherr said. “And many contractors will be squeezed by growing costs for materials at a time when an expanded trade war will likely undermine private-sector demand if American and Chinese officials cannot resolve their trade disputes.”

Sandherr added that the association was committed to making sure Washington leaders act to support continued economic growth in 2019. He noted that the association will continue to advocate for new infrastructure investments, regulatory reforms, federal funding for career and technical education, and comprehensive immigration reform. He added that the association will continue to offer ways to help member firms embrace and adopt new labor-saving technology and techniques.

“Our goal is to ensure that the construction industry expands in 2019 amid growing demand for new projects and an infusion of new and qualified workers,” Sandherr said. “If that happens, the entire economy will benefit.”

The Outlook was based on survey results from over 1,300 firms from 49 states and the District of Columbia. Varying numbers responded to each question. Contractors of every size answered over 20 questions about their hiring, workforce, business and information technology plans.
Survey Shows Manufacturers Used Over 2.2 Billion Pounds of Recycled Materials in the Production of Fiber Glass and Slag Wool Insulation

The North American Insulation Manufacturers Association (NAIMA) has announced the results of a survey of its members’ use of pre- and post-consumer recycled materials in insulation and acoustical products in 2017. The survey includes data from both U.S. and Canadian manufacturing facilities.

According to the survey, U.S. manufacturers used more than 2.2 billion pounds of recycled glass in the production of residential, commercial, and industrial thermal and acoustical insulation – roughly equivalent to the amount of Municipal Solid Waste generated by 1 million people in the U.S. in a year.

NAIMA Canada members together used 346 million pounds of recycled glass in the production of residential, commercial, industrial, and air handling thermal and acoustical insulation.

U.S. and Canadian facilities used more than 675 million pounds of recycled blast furnace slag in the production of thermal and acoustical insulation. Since the industry’s recycling program began in 1992, NAIMA members’ plants have diverted an estimated 58.2 billion pounds of recycled materials from the waste stream.

“Our industry is tremendously proud of the substantial use of recycled content in the production of energy saving insulation products,” said Curt Rich, President and CEO of NAIMA. “These products ultimately reduce building energy use and decrease our carbon footprint. Over the long term, the fiber glass and mineral wool insulation industry expects to continue using substantial amounts of recycled content in the production of insulation products.”

While recycled content is just one indicator of a product’s environmental impact, the survey results illustrate the significant impact that an industry can have through the conscientious use of materials.

For more information about the environmental benefits of fiber glass, rock wool and slag wool, visit www.insulationinstitute.org.
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Lawmakers Should Act on President’s Call to Enact Major New Investments to Rebuild Aging and Over-Burdened Infrastructure

Construction Official Urges Congress to Act on the President’s State of the Union Call for New Infrastructure Investments to Support Continued Economic Growth and Prosperity

The chief executive officer of the Associated General Contractors of America, Stephen E. Sandherr, released the following statement in reaction to President Trump’s State of the Union call for new infrastructure investments:

“President Trump understands that one of the most effective ways to ensure continued economic growth is through making needed investments in our roads, bridges, water systems and other public infrastructure. These economic benefits accrue from the expansion of new, high-paying construction career opportunities. But the more significant economic gains will come as we make our economy more efficient by relieving congestion, making drinking water safe for all and improving safety.

“We strongly urge Congress to act on the President’s call to craft new, bipartisan, infrastructure legislation. This association and our tens of thousands of member firms will work tirelessly to educate and encourage members of Congress to take the steps needed to improve our aging and over-burdened infrastructure. Our message will be clear, the most effective way to support continued economic growth and prosperity is by investing in infrastructure.”

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Contact: To learn more visit www.jm.com/InsulThin-HT

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(continued on page 42)
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(continued on page 45)
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