

APRIL 2019

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SWICA NEWS

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SWICA President Daniel King

EXPO2019 RECAP

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SWICA
Southwest Insulation
Contractors Association



Message from SWICA President Daniel King, Bay Insulation



What a great 2019 SWICA expo and craft competition! The only thing I can say to start this month's message from the president. We are so pleased of the number of exhibitors that participated and the number of attendee's that came through that day. One of the best overall and successful expo's we have hosted. Thank you to Jay Bridgewater SWICA VP/ Expo chair, the Expo committee and everyone that helped make this so successful. As many of you saw and responded to, was our first survey we sent out just after the expo. The responses received were very positive and informative. The most encouraging and gratifying for us at SWICA that came from the survey was how so many enjoyed seeing the

craft competition. If you were there, you saw the number of people sitting in the bleachers watching the competition. Which is the sole purpose of why SWICA came up with the craft competition idea. To showcase the importance of the craft and installed by skilled, trained and experienced insulators. Congratulations to all this year's winners.

We all know the importance of the insulation. No matter where insulation is being installed, who is putting it on, the material being used, there is designed specification that should be followed. The NIA Thermal Insulation Inspection Program and certification (TIIP) officially launches in May 2019. With the first classes to be held in Houston. Please go to the NIA website www.insulation.org for more info. In full support of this program SWICA is currently developing scholarship(s) that will allow members to apply for a scholarship and attend the NIA TIIP course.

SWICA is alive, on the move and growing. In part to our new social media presence, we are being followed and shared. Interest in SWICA as an association is growing and our membership is at an all-time high. Our membership committee chaired by board member Ralph Parrot is gaining steam. After several committee meetings they have agenda, ideas in motion to promote membership and what SWICA can bring to its members.

New to SWICA and our members. I'm pleased to announce that we have brought on as legal consultant to SWICA, Board Certified in Labor and Employment Law attorney Tony Stergio with Andrews Myers. Tony will be available to provide general legal advice, speak at conferences, and keep us informed of current legal issues happening within industry.

See the events coming up at our 2019 conference the Waldorf Astoria in Boca Raton, FL. Such a great venue to host or 61st annual conference. The conference will be informative, fun, enjoyed and remembered by all. Look forward to seeing everyone in Boca.

Keep Calm and Carry on Insulating.

Daniel King
SWICA President



SWICA CONFERENCE
JUNE 8-11, 2019
BOCA RATON, FLORIDA

Petrin wins the Byron Sadler Craft Competitions for Cryogenic and Rigid Insulation Contests for 2019!



Congratulations Jay Bridgewater, Petrin, LLC for serving as Expo chair and bringing your best! Felipe Serrato & Tomas Loredo competed on both winning teams. Ironically in both competitions within a few points Apache Industrial Services took both second places and BrandSafway took third place within points of Apache Industrial Services in both rigid and cryogenic. This can't speak any more highly for the talent these three companies bring forward to our industry and support of industries endeavors. Congratulations to all.

Special Thanks goes to the Expo/Craft Committee!
Their tiredless efforts made this all come together! Note the companies represented ... It takes a Village!



(L-R) Ron Roth, SPI, David Patrick Apache Industrial Services, Ralph Parrott, Owens Corning-Foamglas, Jay Bridgewater, Petrin, LLC, Daniel King, Bay Insulation, Linda Tracey, SWICA, Vince Darder, BrandSafway, Mark Stripling, HB Fuller, Matt Ball, Johns Manville, Ginny Gier, MIT, Michael Alcorn, Aspen Aerogel, Jenny Ferrell, Coastal Plains, John Harvey Talon and Mark Jumper, Knauf. Missing from photo but intricate to duties is Mike Feehery, SPI, Dave Francis and Franco Sala, Dung Group, Adam Whitney, ROCKWOOL Technical, Trent Lesikar, Petrin LLC, Jeff Murphy, Distribution International and Ken Zagorsik, Rilco Manufacturing. And in the background the sponsor banner recognizing their committment as well.

Brock Group Retains Trophy for Another Two Years



Unfortunately SWICA had a competing team scratch and promises for next time as field work keep removable folks from competing. Seemed okay with Jason Agee and Rocky Comier to return that traveling trophy back home at Brock Group. That with the \$100 they won and they champion medals made it a good day for bragging rights!

Building Specialties Inc. Keeps their Trophy Home as Well



Cesar Preto and Jose Ramos with boss John Juzswik proud to keep the Commercial Competition trophy around another two years! They outperformed Petrin and Performance Contracting. However, the scoring is so close in most of these competitions it's a mathematical formula of skills and written tests compilation.



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Apache Industrial Wins Second in Two Competitions



Apache Industrial's second place team for both Cryo and Rigid Competitions with foreman Robert Roshito, Axial Medina, Eduardo Cintron and David Patrick.

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BrandSafway Wins Third in Two Competitions



BrandSafway's Third Place Team for both Cryo and Rigid Competitions with Expo Chair, Jay Bridgewater, Petrin are Juan, Lozano and Rey Quinonez

The Judges Behind the Scenes Hard at Work

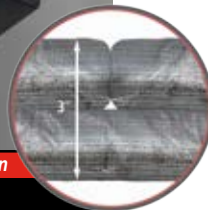


If you missed Mike Feehery at the SPI booth he spent the entire Expo in judges room tallying competition scores.

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Cross section of applied insulation



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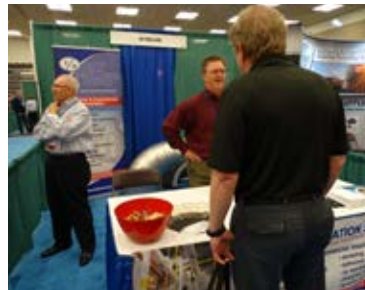
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The Expo Committee gets set up. Jeff Murphy, Distribution International taping down ramboard for competition. David Patrick, Apache Industrial stepping down the tape straight.



Matt Ball with Johns Manville proctored tests with contestants and Michael Alcorn, Aspen Aerogel was interpreter.



DI, SPI & Bay supplied materials for competition with Ron Roth SPI managing materials and set up.



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* See data page for complete details

Exhibitors's Appreciation Reception



Left - Judges, Toby Grebe, SPI, Bill Brayman, Brayman Insulation Consulting, Bobby Ferrell, Owens Corning-Foamglas, DJ Page, Thermal Supports, Lee McSpadden, retired. And Mike Feehery, SPI, keeping score! Howard Lavender, Dow, judged Cryo.



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Incoming First Female NIA President will Speak at the SWICA Conference



Dana Vlk serves as Vice President of Marketing at Distribution International, Inc. and served as its Vice President of Operations of BWI Distribution, Inc. Ms. Vlk responsibilities

include overseeing the company's North American marketing efforts, external communications and advertising and market expansion. As a legacy employee who has been with DI since 1980, she served in several roles such as sales, operations, purchasing and acquisitions and now spearheads the marketing group.

She currently serves on the Board of Directors of the National Insulation Association (NIA) and incoming first female NIA President and will speak at SWICA Conference.



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Dyplast Helps Create Portable Produce Pod with Huntsman Corp and Kroger

“Dyplast participated with Huntsman Corporation, Kroger, and others to create a “Portable Produce Pod” - much like a big, mobile walk-in cooler for the Montgomery County Food Bank (MCFB) in Texas.

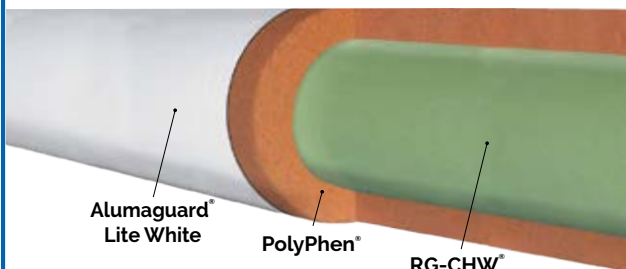
MCFB collects and distributes food to partner agency food pantries, and aims to have fresh produce make up at least 50% of its total distribution. However, most of their receiving food pantries do not have sufficient refrigerated space to hold and re-distribute perishable products. Hence the need for a refrigerated Pod.



The whole process of designing the Pod and finding manufacturers and suppliers took less than a year. Dyplast is proud to have been able to offer its ISO-CF polyisocyanurate (a modified polyurethane) insulation with the requisite thermal resistance, strength, and other advantageous properties.

Dyplast views this a just one more example of how technologies can merge to create better products to benefit society-at-large!”

The Optimal Chilled Water System

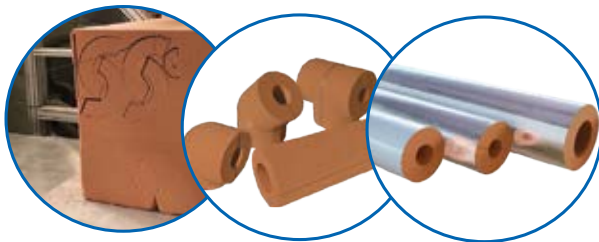


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Fix It Till It's Broke?

The Real Truth About Change Management

The more you keep changing the basic structure of something, the more likely people will stop believing in it. According to a 2017 survey by the American Psychological Association's Center for Organizational Excellence (the seventh year in a row the study has been conducted), people exposed to change are much more likely to have chronic stress and less likely to trust their employer. So, change in the workplace, as important and necessary as it is, has a track record for having a negative impact on employee culture and performance.

Regardless of how much we talk about embracing change and needing to be flexible, changing too often is never a great idea for employee retention. On some level, it's a lot like getting update after update on your cellphone. After repeatedly adjusting to change upon change, ultimately you just want to throw the phone away. Also, let's be honest - if you are changing all the time, it's highly likely you are the victim of self-inflicted poor planning.



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Additionally, you could end up with “Fix it till it’s broke” syndrome in which we start to believe that change itself is more important than success.

Change is inevitable and unavoidable for organizations; and you will learn to implement and navigate change better as you gain more information and experience (though learning from the mistakes of others is smarter and less painful). But if you have a well-thought-out, practical and simple basic structure, you will not have to change as often. You can adjust to new situations as they arise, or plan to make the “right new move” and apply tweaks along the way. Sometimes we forget the basics and then wonder why the specifics won’t work.

¹ American Psychological Association. 2017 Work and Well-being Survey. Washington, DC: APA Center for Organizational Excellence, 2018. Available at <http://www.apaexcellence.org/assets/general/2017-work-and-wellbeing-survey-results.pdf>.

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What Happens at the BBQ Cookoff... Stays at the BBQ Cookoff!

Specialty Products & Insulation (SPI) Mike Feehery has had the WeBQn barbecue cookoff team at the Houston Livestock Show and Rodeo now for it's 26th year. It is a staple for insulation folks around the country to kick off the rodeo with Mike. What goes on in preparation and behind the scenes is hard to comprehend.

Just simple things like 7500 jello shots. Pictured below, Kent Revard, SPI, Mike Feehery and daughter Liz ready to fork lift up two containers of jello to be poured into foreground solo cups. It's a friends and family affair the weekend before the cookoff and there's a mighty sticky team before it's over but we get it done with many hands! Great fun for a good cause.

This year WeBQn changed hotels for guests arriving from all over the country so they could ride the train to the NRG stadium. Sounds simple? Over 500 room nights and coordinating all that behind the scenes. It takes a MIGHTY big village. Oh but Mike's secret weapon always come through--ALICE!

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Safety Standards: What Do They Look Like In Construction?

Raise your hand if you've seen the life-defying, iconic photos of a construction worker sitting on a beam hundreds of feet in the air. While a thrilling and often aesthetic image, many parents would say "absolutely not" in regard to their children doing something similar. Having done everything you can to keep your child safe up to this point, the last thing you want to do is send them off to a career you may consider as being dangerous.

When it Comes to Safety, Money Talks

Thankfully, those beam sitting days are done for construction workers, especially if they aren't attached to a fall protection safety harness.

Safety matters to the construction industry and even impacts bidding and contracts. As the importance of safety was recognized, owners began holding contractors to high standards of safety performance when awarding contracts.



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Since OSHA, the Occupational Safety and Health Administration, was established in 1971, they've had a big influence on workplace safety. In fact, by 2016, worker injuries were down to under three per 100 workers from almost 11 incidents per 100 workers in 1970.

Training is Key

Just as important as being taught the skills of the trade is learning safety best practices. The Construction Industry Institute (CII) outlines 5 key techniques that contribute to zero injury safety performance:

- Safety Pre-Project/Pre-Task Planning
- Safety Training and Orientation
- Safety Incentives
- Alcohol/Substance Abuse Program
- Accident and Incident Investigation

Achieving zero accidents on projects is an attainable goal. By making it part of training and recognizing the importance of keeping employees safe, the construction industry has continued to make great strides towards becoming safer.

Interestingly, the major premise of zero incidents is simple: If you can work safe on a task one time, you can do it twice; if you can do it twice, you can do it four times; if you can do it four times, you can do it eight; and so on.

You're Only as Safe as You Want to Be

Taking responsibility for their own safety and their coworkers is crucial in workplace safety. A survey completed by more than 250 contractors in 2016 found jobsite worker involvement as the most widely recognized aspect of a safety program — an increase of 19 percent from a similar 2012 survey.

The Future is Now

Technology advancements are also a contributing factor in increasing safety in the workplace. Exoskeletons provide support and help decrease the strain of repetitive motions. Virtual reality provides training in areas such as welding and heavy equipment operating, letting trainees learn the basics at a distance while still getting experience. Drones help monitor worksites, especially in elevated surfaces that could be high risk.

There's always room for improvement, but with an eye to the future, the industry is making strides towards creating a safer workplace. Perhaps Richard Campbell, an instructor with more than forty years of construction experience, put it best when he shared this thought: "One of the biggest changes I've seen over the years has been in safety. Companies care more about the health and well-being of the employees."

Reprint: 2019 NCCER & BYF



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Office: 432-217-5502

Project Director

JoshMiller@MillerInsulation.com

www.millerinsulation.com

Anthony G. Stergio



Andrews
Myers
Attorneys at Law

Anthony Stergio has been engaged as legal counsel for SWICA. He is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and has extensive experience in the defense of State and Federal employment discrimination claims, wage and hour compliance and claims, OSHA compliance and contests, Davis-Bacon Act compliance, noncompetition agreements, Department of Labor and TWC investigations and employment policy design and review. He will provide counsel and direction to the SWICA Board of Director and member firms.

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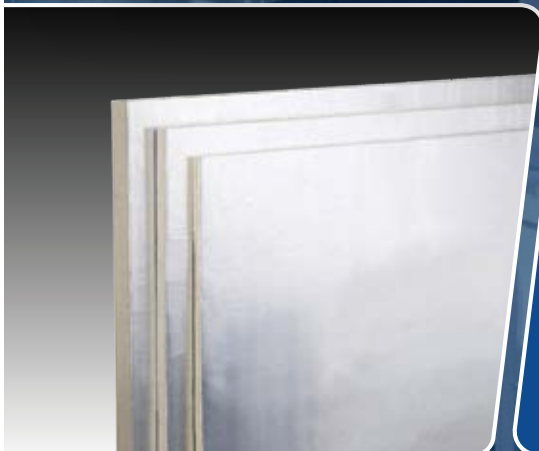
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SWICA Conference Golf Tournament

Enjoy this great opportunity to play on this on site prestigious course. We'll have burgers on the deck at Mulligans grill and fill your coolers with your choice of libations. Monday, June 10, 2019 with a 12:30 shotgun start

Boca Raton Resort & Club is home to two of the finest and most renowned golf courses in South Florida. The Resort Course was built in 1926 and enjoys world fame and acknowledgement as one of Florida's golden age courses. Discover the rich historic value and tradition of this exquisite golf course, dating back to when PGA professionals Sam Snead and Tommy Armour served at the resort. This distinctive Resort Course (SWICA Tournament) with a signature water feature designed by Hugh Hughes promises to provide a truly exclusive golf experience.



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Fishing in Pompano Beach



You just have to look at the name to know that Pompano Beach is home to some truly awesome fishing. What may surprise you is that most Pompano Beach fishing charters don't actually target inshore species at all. What makes the town's fishing special is the fact that the water drops very quickly, allowing you to target species like Snapper and Grouper within a mile or two offshore. Head out a few miles more and you can be trolling for big game pelagic species before you know it.

The town's fishing is no secret. Every year several tournaments and thousands of anglers descend on Pompano Beach and they are happily greeted awesome sportfishing boats, ready and waiting to head offshore. Add in the town's warm weather and beautiful beaches and you have the dream catch at the Tuesday, June 11 SWICA fishing tournament. A short bus ride from hotel with lunch on board before we hit the deck and bring in the 'big one'!!! Sign up today space limited.



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Travis Sellentin, New Gen Transports, LLC to Speak at SWICA Conference

New Gen Transports was formed in 2018 and operates as a Dry Van, Flat Bed and Hot Shot Truckload Carrier with authority in all 48 states.

Travis Sellentine operate the terminal in Houston, Texas (Headquarters) and focuses on taking care of our Independent Contractor and/or Owner Operators!

Sellentin extensive background in transportation will be extended to SWICA Conference attendees and a Q&A format as well.

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Repeat of Spouse Program by Request!

Again this year we'll be asking spouses to choose their own treatments from an impressive selection of facials, massages, baths, wraps and scrubs. And, a full service salon offers haircuts, manicures, pedicures and more. With over 44 treatment rooms and a vast range of signature treatments, Waldorf Astoria Spa provides the perfect Florida retreat.

We will send spouses the contact and menu of services for them to plan their treatments around a SWICA lunch at the pool spa. If spouses choose not to have treatments then they still are invited to lunch and will have use of the facility to change and relax. The ladies had a wonderful day last year and requested to stay on site and enjoy the spa facilities and give them time to enjoy their day. As you requested! Treatments are paid by individuals. Lunch and wine on SWICA...Friendships on SWICA ladies!



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Register for SWICA's 61st Annual Conference Today!

June is always a challenge for weddings, graduations and summer travel. But, we are pretty much locked into these first few weeks in June with the other regional associations closely behind us. We will enjoy the Beautiful Waldorf Astoria Boca Raton Resort for a \$189 rate that we negotiated in Puerto Rico two years ago but the hotel canceled us due to hurricane repairs. We have shifted from a Thursday- Sunday event to a Sunday thru Wednesday event hoping to dodge weekend commitments and relieve air fare costs. So, at this time, please register, get your hotel room and air fare. Southwest flies into Fort Lauderdale and only 30 miles away. There are shuttles less expensive than parking a car and Uber when you get here. All our activities are on site or SWICA is providing transportation. Be sure to arrive before 5:00 PM on Sunday, June 9 to catch bus to opening reception. We'll be busy every nite with Monday being the Vendor Appreciation chartered yacht to cruise with waterways. Then Tuesday is the gala and CMO auction. Pretty much every event requires sandals...no ties allowed. The ladies will have a fabulous spa day while most golf and then the optional event just has to be fishing considering where we are. Just come, learn from our educational seminars, relax, enjoy SWICA friends and take the experience home with you.

Hotel reservations: <https://book.passkey.com/event/49860890/owner/10914323/home>



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REGISTRATION FORM

Southwest Insulation Contractors Association

61th Anniversary Conference -- June 9-11, 2019
Waldorf Astoria Boca Raton
 Boca Raton, Florida

Register online
www.swicaonline.org

Registrant Name _____
 Spouse/Guest Name _____
 Child (Children) Name (s) _____
 Company Name _____
 Company Address _____
 City _____ State _____ Zip Code _____
 Phone Number: _____ Fax Number: _____ e-mail _____

REGISTRATION FEES

	Early Bird (By April 15, 2019)	Regular (After April 16, 2019)	
Contractor/Distributor (SWICA Member)	\$725.00	\$775.00	\$ _____
*Additional Personnel (How many? _____)	\$650.00	\$700.00	\$ _____
Associate/Supplier (SWICA Member)	\$775.00	\$825.00	\$ _____
*Additional Personnel (How Many? _____)	\$750.00	\$800.00	\$ _____
Non-Member Registration	\$950.00	\$1000.00	\$ _____
Spouse/Guest Fee (includes spouse tour and banquet)	\$525.00	\$575.00	\$ _____
Youth Fee- Dinner	250.00	\$300.00	\$ _____

GOLF TOURNAMENT REGISTRATION

Scramble Golf - Monday, June 10, 2019 - On site - Boca Raton Course

Players _____ @ \$295.00 each (Includes lunch/range balls/green fees/cart/libations!)

Name _____ Handicap _____

Name _____ Handicap _____ \$ _____

OPTIONAL EVENT REGISTRATION-Tuesday, June 11

Deep Sea Fishing - lunch/transportation @\$225 How many _____ \$ _____

__Yes, Please run our ad in the Conference Program @\$400 \$ _____

Gotta have a SWICA Logo Shirt(s) __M__L__XL__XXL @\$50 \$ _____

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Signature _____

Boca Raton accommodations CALL (1-800-HILTONS) Rates Good until May 9, 2019.
MUST Refer to "SWICA Convention block" Rate: \$189
 (Refunds: No refunds after May 2, 2019 Prior to May 2, 2019 written cancellations *only* will be refunded, less \$100.00 pp service fee.)

Mail to SWICA, 2211 Briarglen #609, Houston, TX 77027 or FAX (713) 977-1321 TODAY!!

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