

NIA's 2022 Fall Summit
Wednesday, November 2, 2022 | 8:00 a.m. – 9:30 a.m. ET
Aria

Union Contractors Subcommittee Meeting Agenda (*Open Only to Signatory Contractors of the International Association of Heat & Frost Insulators and Allied Workers*)

1. Anti-Trust Policy Review, Roll Call, and Introductions
2. Approval of March 2022 Convention Meeting Minutes
3. Presentation: Gary Auman, Auman, Mahan & Furry *Legal Insights on Key Contractor Topics*

From significant safety updates to recent employment law changes to the latest on collective bargaining, NIA Legal Counsel Gary Auman will help bring you up to speed on key issues for your business! Discussion topics will include recent anti-trust news, OSHA insights, and more. (Open only to Signatory contractors of the International.)

4. Regional Updates
5. Adjourn

NIA's 2022 Fall Summit
Wednesday, November 2, 2022 | 9:30 a.m. – 10:00 a.m. ET
Aria

Union Contractors Committee Meeting Agenda

1. Review of Committee Purposes/Objectives/Actions Items
2. Update on NIA Programs and Improvements
 - NIA's new association management system (AMS) with a user-friendly portal for member access
 - NIA's Education Center (www.niaeducationcenter.org)
 - The Foundation for Mechanical Insulation Education, Training, and Industry Advancement—now a separate 501(c)(3) tax-exempt organization, managed by NIA
3. *Insulation Outlook* Magazine: Content by members, for engineers
 - Suggest a topic or volunteer to be interviewed at editor@insulation.org.
 - Sign up for your 2023 digital and print marketing plans with NIA by November 15, 2022 to avoid the 2023 price increase. The 2023 media kit and editorial calendar are available. Email ads@insulation.org to personalize your marketing program for 2023.
4. Upcoming Events:
 - November 30–December 1, 2022
[**NIA's Understanding Mechanical Insulation \(virtual\)**](#)
Registration Deadline: November 14, 2022
 - November 30–December 1, 2022, and December 7–8, 2022
[**NIA's Thermal Insulation Inspector Certification \(virtual\)**](#)
Registration Deadline: November 14, 2022
 - December 5–6, 2022
[**NIA's Insulation Energy Appraisal Program \(virtual\)**](#)
Registration Deadline: November 14, 2022
 - March 15–17, 2023
[**NIA's 67th Annual Convention**](#)
Hyatt Regency Maui Resort & Spa, Maui, Hawaii
Hotel Reservation Deadline: February 8, 2023
Early-Bird Registration Deadline: February 13, 2023
5. Group Picture

6. Adjourn

UNION CONTRACTOR COMMITTEE

Chairman: John Lamberton, Irex Contracting Group

Vice-Chairman: Rick Sutphin, Performance Contracting, Inc.

Purpose: To promote the growth of industrial and commercial union contractors through education, training, productivity enhancement, and strong union relations.

Key Objectives:

- Increase the share of union contracting in the industrial and commercial insulation industry.
- Maintain continuous close liaison and dialogue with the officers of the International to achieve positive actions and results.
- Assist Union NIA members with programs and solutions that will help them become more productive with their union counterparts and more effective as managers.
- Discuss and analyze key clause, wage, and fringe benefit packages.
- Encourage NIA Union Contractors to support the insulation industry International Apprentice and Training Fund.
- Promote union insulation contractors for membership in NIA.

Actions:

1. Meet with the Union bi-annually to promote and discuss Union/Contractor labor issues.
2. Discuss jointly with the Union productivity guidelines including contractor improvements, good worker practices, and key clause recommendations.
3. Maintain liaison and input to the National Maintenance Agreement.
4. Develop and implement joint programs, when appropriate, with the Merit Contractor Committee.
5. Discuss and work with the International Union to ensure quality and availability of manpower.
6. Encourage NIA Union Contactor members to participate and support the functions of NUICA/LMCT.

**National Insulation Association
Anti-Trust Compliance Policy**

POLICY:

Any infraction of anti-trust laws could subject member companies and/or individuals to legal penalties, including possible fines, possible imprisonment, and liability for attorneys' fees.

It is the policy of the National Insulation Association (NIA), its board of directors, officers, and staff, and its active and associate members, to strictly comply with all laws applicable to its conduct, and specifically with federal and state antitrust laws. Compliance with these laws requires obedience both to the letter and spirit of the law.

A basic tenet of NIA's Anti-trust Compliance Policy is that no member shall enter into any understanding, agreement, plan, or scheme, whether express or implied, informal or formal, oral or written, with any competitor with respect to prices, terms or conditions or sale, output, production, distribution, territories, or customers. NIA policy absolutely prohibits any consultation between competitors relating to prices or terms and conditions of sale.

This brief statement is not intended to be a complete statement of all aspects of the anti-trust laws. Members should seek legal advice if they have any questions concerning antitrust law compliance.

PROCEDURE GUIDELINES:

1. Always have an agenda, have it reviewed by counsel well in advance of the meeting.
2. Stick to your agenda - do not get into general discussions concerning topics which are not on the agenda.
3. Do record, accurately, the minutes of all committee meetings sponsored by the NIA.
4. Have legal counsel present at any meetings in which information or topics, which may have an anti-trust significance, are likely to be discussed.
5. Retain copies of any and all documents exchanged or relied upon at any committee meeting.
6. Be very careful in language used on any document produced for a committee meeting, including minutes, memos, and letters. Avoid including potentially suspicious phrases in any meeting document such as "please destroy after reading."
7. Never discuss pricing information. This includes prices charged to customers, change in the pricing levels of raw materials, terms and conditions of sales, credit terms used by you or imposed upon you by your suppliers, etc.
8. Do not discuss prospective production plans, allocation of markets, and/or actions aimed at hindering competitors.
9. Do not disparage a competitor's or a supplier's product unless you have specific proof that your statements are correct.
10. Avoid joint ventures and research projects unless you have discussed the matter with counsel with regard to any possible anti-trust problems that may arise out of such ventures.
11. Do not enter into any agreements or understandings with a competitor concerning discounts, terms, or conditions of sales, profits, profit margins, shares of the market, bids, or intents to bid.
12. Do not exclude competing NIA members from any committee.

By signing on the attached page, you are in agreement with the Anti-Trust policy.

Representing the mechanical and specialty insulation industry

NIA's 66th Annual Convention
Wednesday, March 30, 2022 | 1:05 p.m. – 2:30 p.m. ET
Magnolia

Union Contractor Subcommittee Meeting Minutes - DRAFT

Attendees:

Chairman: John Lamberton, Irex Contracting Group

Vice Chairman: Rick Sutphin, Performance Contracting, Inc.

Rick Baptista, Performance Contracting, Inc.

R. Dean Burows, DKB, Inc.

Glenn Crouse, Breeding Insulation Co., Chattanooga, Inc.

Joe Leo, Atlantic Contracting & Specialties, LLC

Ashley Luse, Luse Thermal Technologies

Robert Miller, APi Construction Co.

Michael O'Connell, Smart Energy – Michigan Mechanical Insulation

Daniel Patterson, EPI Insulation Co.

Lance Pickerign, Gagnon, Inc.

Tim Settles, Performance Contracting, Inc.

John Stevens, Thermal Solutions Ohio, Inc.

Matthew Stillitano, Insul-Tech, Inc.

Rick Sutphin, Performance Contracting, Inc.

Art Sweeney, Tempered Insulation, Inc.

Brian Willett, Gribbins Insulation Company, Inc.

Jarend Goodsite, Pedersen Insulation

Devon Liddell, Irex Contracting Group

Katie Burrell, Breeding Insulation Co., Chattanooga, Inc.

Scotty Burnette, Breeding Insulation Co., Chattanooga, Inc.

Sean McLaughlin, Insul-Tech

John Leo, International Asbestos Removal

Staff:

Kristin V. DiDomenico, Vice President

Counsel:

Gary Auman, Auman, Mahan & Furry

Guest:

Rachel Pinkus, CSIA

1. Anti-Trust Policy Review, Roll Call, and Introductions

- J. Lamberton called the meeting to order at 1:10 p.m.
- The anti-trust was reviewed.

- Attendees introduced themselves.

2. Presentation: Gary Auman, Auman, Mahan & Furry, Legal Insights on Key Contractor Topics

- The committee welcomed G. Auman. He presented on a variety of topics including from significant safety updates, recent employment law changes, the latest on collective bargaining, and more.

3. Approval of October 2021 Convention Meeting Minutes

- The committee reviewed the October 2021 minutes. A motion was made by D. Burows to approve the minutes as presented. That motion was seconded by B. Willett.
- With no objections, the October 2021 minutes were approved as presented.

4. Download the Convention App

- K. DiDomenico reminded the attendees to download the NIA Convention app if they had not already done so and stated that all Convention information, including surveys, schedules, locations of events, list of attendees and more could be found there.

5. Chair and Vice-Chair Committee Leadership Elections

- Chairman Lamberton and Vice-Chairman Sutphin both agreed to serve another year in their positions.
- With no other nominations submitted prior to the meeting or during the meeting, a motion was made by M. O'Connell to approve both gentlemen in their current positions for another 1-year term. That motion was seconded by D. Burows.
- With no objections, J. Lamberton and R. Sutphin were appointed to another 1 year term in their current positions.

6. Committee Purposes/Objectives/Actions Items

- The committee reviewed their current purposes and objectives.
- A motion was made by B. Willett to approve the purposes and objectives as presented. That motion was seconded by J. Stevens.
- The committee's purposes and objectives were approved as presented.
- It was decided that after the leadership elections of the International Union, being held in August 2022, the committee would send a letter to the International's leadership about attending the NIA Union Contractor subcommittees in the future. An update will be provided at the next meeting. The letter would be drafted by NIA and signed on by committee members. A draft of the letter would be sent to NIA Counsel G. Auman for review before sending to the International.

7. Award Program Concepts

- K. DiDomenico presented the concept of creating a new set of awards for members to consider. They included Project of the Year, Craftsperson of the Year, Product Innovation, and Rising Star.

- The committee overwhelmingly did not support the idea of the awards concept, with the exception of the Rising Star award.
- K. DiDomenico stated that other committees are being presented this concept and that she would update the committee on their responses in the fall.

8. Feedback on Contractors' Corner column in NIA News

- The committee provided feedback on topics for the Contractors Corner in NIA News. Subjects of interest included Heat Illness and regulatory issues.

9. Regional Updates

- The committee members presented updates on the status of work in various regions.

10. Update on NIA Programs and Resources

- K. DiDomenico provided an update on the following:
 - Mechanical Insulation Basics: Available at www.insulation.org/basics
 - New NIA's Understanding the Submittal Process Course
 - For the latest updates, follow NIA on LinkedIn and all social media
 1. www.linkedin.com/company/NIAinfo
 2. www.twitter.com/InsulationInfo
 3. www.twitter.com/NIAInfo
 4. www.facebook.com/NIAinfo

11. "I am NIA" Social Media Membership Campaign

- K. DiDomenico updated the committee on a new campaign to promote pride in NIA membership. She referred the committee members to the NIA website www.insulation.org/membership/iamnia for more information as to how they could submit information and a video stating why their company is a member of NIA.

12. Insulation Outlook Magazine: Members' Forum to Speak to Engineers

- K. DiDomenico shared the following:
 - Visit www.insulation.org/io/authors for the 2022 editorial calendar or to participate in an upcoming Q&A. Email ads@insulation.org to personalize your marketing program for 2022.

13. Upcoming Events

- K. DiDomenico shared the following events taking place at NIA:
May 10–11, 2022

NIA's Understanding Mechanical Insulation (virtual)

Registration Deadline: April 27, 2022

May 10–11, 2022 and May 16–17, 2022

NIA's Thermal Insulation Inspector Certification (virtual)
Registration Deadline: April 27, 2022

June 8–9, 2022

NIA's Insulation Energy Appraisal Program (virtual)
Registration Deadline: April 27, 2022

November 2–3, 2022

NIA's Fall Summit 2022
MGM National Harbor, National Harbor, Maryland

March 15–17, 2023

NIA's 67th Annual Convention
Hyatt Regency Maui Resort & Spa, Maui, Hawaii

14. Adjourn

- The meeting was adjourned at 2:35 p.m.

Union Contractors Committee

Voting Member Companies

- Aarc-West Mechanical Insulation (USA), LLC
- Advanced Industrial Services, LLC
- Advanced Nuclear, LLC
- Advanced Specialty Contractors, LLC
- AIS, Inc.
- Alloyd Insulation Co., Inc.
- All-Temp, Inc.
- APi Construction Co.
- Argus Contracting, LLC
- Atlantic Contracting & Specialties, LLC
- Bartelt Insulation Supply, Inc.
- Boyter Brothers, LLC
- Breeding Insulation Company, Chattanooga, Inc.
- Brock Industrial Services, LLC
- Caldwell Insulation, Inc.
- Campbell Gibbons and Associates, Inc.
- Champaign A&K Insulation Co.
- Coldwater Insulation, Inc.
- Cornerstone Services Group, LLC
- DKB, Inc.
- Dynamic Insulation, Inc.
- E.P.I. Insulation Company
- Earp Insulation
- Eco Thermal Contracting, Inc.
- ED-O Insulation Company, Inc.
- Energy Insulation Conservation, LLC
- Enervation, Inc.
- Farwest Insulation Contracting
- Foley Insulation, Inc.
- Fortunato Insulation, Inc.
- Gagnon, Inc.
- Gateway Insulation, Inc.
- Geo. V. Hamilton, Inc.
- Goel Services
- Gribbins Insulation Company, Inc.
- Hailey Insulation Corp.
- Hudson Bay Insulation Company
- Insko Industries, Inc.
- Insulation Industries, Inc.
- Insulation Specialty, Inc.
- Insul-Tech, Inc.
- International Asbestos Removal, Inc.
- I-Star Energy Solutions
- Johnson Thermal Solutions
- L J Insulation Services, Inc.
- L&S Insulation Co., Inc.
- Legacy Insulation
- Liberty Industrial Group
- Liberty Insulation, LLC
- Luse Thermal Technologies
- Mavo Systems
- McDermaid Roofing and Insulating
- Midland Thermal, Inc.
- Mid-Plains Insulation
- Midwest Insulation Services, Inc.
- National Environmental Contracting, Inc.

- NF Insulation, LLC
- Norris Insulation, Inc.
- Patriot Insulation Contractors, LLC
- Pedersen Insulation Co.
- Performance Contracting, Inc.
- Prime, Inc.
- Pro Insulation
- RWB Contracting Corp.
- Sabert Insulation, Inc.
- Smart Energy - Michigan Mechanical Insulation
- Sprinkmann Sons Corporation
- Summit Contracting, LLC
- TBN Associates, Inc.
- Tempered Insulation, Inc.
- Thermal Solutions - Ohio, Inc.
- Thermal Solutions Contracting, Inc.
- Thermo-Dynamics International
- Ticon, Inc.
- Triangle Enterprises, Inc.
- Tristan Contracting Corp.
- VC Insulation, Inc.
- Viking Industries, Inc.
- Vital Insulation Services