

**NIA's 67<sup>th</sup> Annual Convention**  
**Wednesday, March 15, 2023 | 8:00 – 9:30 a.m.**  
**Maui Suite 1 Meeting Room**

**CAN/AM Committee Meeting Agenda**

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1. Anti-Trust Policy Review, Roll Call, and Introductions J. Leo/M. Jones
  - Introduction of incoming NIA President
  
2. Review of Minutes from October 2022 J. Leo
  
3. NIA Report on NIA Programs and Resources J. Leo/M. Jones
  - NIA/TIAC MOU Review M. Jones
  - NIA Committee Reports
    - Education/Training – Education Center Demo
  
4. TIAC Report on Programs/Meetings J. Fabing
  - Update on Technical Initiative and Strategic Relationship Coordinator initiatives
  
5. Global Website and Social Meeting Marketing Discussion Concept All
  
6. Next Meeting: Location/time suggestions All
  
7. Upcoming Events:

NIA

April 24–25, 2023

**NIA's Understanding Mechanical Insulation (virtual)**

Registration Deadline: April 5, 2023

April 24–25, 2023 and May 1–2, 2023

**NIA's Thermal Insulation Inspector Certification (virtual)**

Registration Deadline: April 5, 2023

June 13–14, 2023

**NIA's Insulation Energy Appraisal Program (virtual)**

Registration Deadline: May 25, 2023

July 2023 (dates TBD)

**NIA Board and Convention Summer Mtg (invitation only)**

**Foundation Board Summer Mtg (invitation only)**

Herndon, Virginia

October 25–26, 2023

**NIA's Fall Summit 2022**

MGM National Harbor, National Harbor, Maryland

April 17–19, 2024

**NIA's 68<sup>th</sup> Annual Convention**

Naples Grande Beach Resort, Naples, Florida

TIAC

August 23-26, 2023

**61<sup>st</sup> TIAC Annual Conference**

Westin Resort & Spa, Whistler, British Columbia, CANADA

8. Adjourn



**Thermal Insulation Association of Canada**  
*The Voice of The Mechanical Insulation Industry*

**Association Canadienne de l'Isolation Thermique**  
*La voix de l'industrie de l'isolation mécanique*

**CanAM Meeting**  
**Friday, August 19, 2022**  
**Ottawa Marriott Hotel, Ottawa, ON**

**Minutes**

**1. Welcome and Call to Order**

Joey Fabing welcomed everyone and called the meeting to order at 9:12 am EST. There were 24 members in attendance.

**2. General Discussion Summary**

- Contractors attending events is very important to ensure Manufacturer/Distributor participation. Numbers in both Canada and the US have been trending down. It was suggested that options to fund NEW contractor participants could be explored (i.e., M&D funded).
- Continuing education and credit for training hours will attract the engineering community. Promotion of NIA courses (full certification, webinars, micro-learning) and content (product videos, etc.) may build engagement. Both national associations need to work together more to produce/host training to avoid duplication of effort.
- A branding and social media plan could be developed to put out consistent messaging from both Associations. Could also look at joint social media accounts. It was recommended that paid social media expert be engaged to build/maintain online presence.
- The labour shortage and the need for recruitment/outreach plan/programming to attract people to the skilled trades. NIA hasn't been focusing much on this issue. TIAC is looking to include presentations focused on women in trades and helmets to hardhats in the 2023 Conference. In the US there is the Non-traditional Employment for Women association (<https://www.new-nyc.org/>), whose mission is: *prepares, trains, and places women in careers in the skilled construction, utility, and maintenance trades, helping women achieve economic independence and a secure future for themselves and their families. At the same time, NEW provides a pipeline of qualified workers to the industries that build, move, power, green, and maintain New York.* There may be similar organizations for refugees and immigrants.
- Skills competitions are of interest and could drive participation to the Conferences. The Southwestern Insulation Contractors Association includes a skills competition in their Conferences and could be a resource to others.
- NIA is looking to encourage both engineers and engineering students to attend certain meetings/session on a complimentary basis. Outreach will be done to local universities where the conference is being held to encourage attendance at no cost.
- TIAC needs to start building a presence at engineering-focused events (i.e., ASHRAE). This will be an objective for the position that TIAC is hiring for.
- Internship programs were suggested.
- There is no P.Eng. specialty for insulation, soundproofing, etc. Could this be an opportunity?
- Adding asset and facility managers to outreach plans.



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- With the new NACIIS Manual, work needs to be done to get it referenced in the building codes and enforced. The inspection/QAC programs will support and take the inspection requirements out of the engineers hands.
- TIAC and NIA to ensure that more regular meetings (Exec) are scheduled to facilitate information sharing and the identification of partnership opportunities.

### **3. Adjournment**

**MOVED** by Louis Walton, seconded by Dean Jeske, that the meeting be adjourned at 10:02 am.

**Carried.**

**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 of 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**