

NIA's 2023 Fall Summit
Thursday, October 26 | 9:35 a.m. – 11:05 a.m. | Beau Rivage

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 2023 Convention Meeting Minutes
3. Discussion with Leaders of the International Association of Heat and Frost Insulators and Allied Workers
 - **Speakers:**
 - Terrence Larkin, General President, International Association of Heat and Frost Insulators and Allied Workers
 - Robert Reap, General Secretary–Treasurer, International Association of Heat and Frost Insulators and Allied Workers
4. Adjourn

NIA's 2023 Fall Summit
Thursday, October 26 | 11:05 a.m. – 11:35 a.m. | Beau Rivage

Union Contractors Committee Meeting Agenda

1. Review of Committee Purposes/Objectives/Actions Items
2. Next Meeting: Suggestions for Speaker and Topics
 - Joint Contractor Meeting
3. Industry Measurement Survey Questionnaire
4. 2024 Convention Sustainability Panel – Feedback Requested
5. Update on NIA Programs and Resources
 - NIA Education Center (www.niaeducationcenter.org)
 - Read the bimonthly E-News Bulletin for the latest member news.
6. *Insulation Outlook* Magazine: Content by Members for Engineers
 - We will continue to offer free member sections in 2024. Metal building lamination and HVAC products are coming up. What other topics should be included?
 - The 2024 media planner and editorial calendar are available. Visit www.insulation.org/io/authors for the 2024 editorial calendar. Email ads@insulation.org to sign up for your 2024 digital and print marketing plans with NIA by November 15, 2023, to avoid the 2024 price increase.
7. Upcoming Events:
 - December 5–6, 2023
[**NIA's Understanding Mechanical Insulation \(virtual\)**](#)
Registration Deadline: November 13, 2023

 - December 5–6 and December 12–13, 2023
[**NIA's Thermal Insulation Inspector Certification \(virtual\)**](#)
Registration Deadline: November 13, 2023

 - April 17–19, 2024
[**NIA's 68th Annual Convention**](#)
Naples Grande Beach Resort, Naples, Florida
Hotel Reservation and Early-Bird Deadline: March 15, 2024
8. Group Picture
9. 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 the quality and availability of manpower.
6. Encourage NIA Union Contractor 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 67th Annual Convention
Friday, March 17, 2023 | 10:15 a.m. – 12:00 p.m. | Maui Suite 2

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

Attendees:

Chairman: John Lamberton, Irex Contracting Group
Vice Chairman: Rick Sutphin, Performance Contracting, Inc.
Rick Baptista, Performance Contracting, Inc.
R. Dean Burows, DKB, Inc.
Matt Caldwell, Caldwell Insulation, Inc.
Reid "Huck" Finn, APi Construction Co.
Kenny Graves, TBN Associates, Inc.
Joe Leo, Atlantic Contracting & Specialties, LLC
Ashley Luse, Luse Thermal Technologies
Robert Miller, Api Construction Co.
Lance Pickerign, Gagnon, Inc.
Tim Settles, Performance Contracting, Inc./Insulated Panel Services
John Stevens, Thermal Solutions – Ohio, Inc.
Rick Sutphin, Performance Contracting, Inc.
Brian Willett, Gribbins Insulation Company, Inc.
Kevin Butcher, Thermal Solutions – Ohio, Inc.
Nick Stevens, Thermal Solutions – Ohio, Inc.
Kirk Baker, Performance Contracting, Inc.
Shawn Reichenbach, Performance Contracting, Inc.
Ed Mahoney, ICANYC
Doug Barton, Midwest Insulation
Paul Sawatzke, Enervation, Inc.
Charlotte Nisleit, KW Specialty Services
Claire Gagnon, Gagnon, Inc.
Jordan Farrell, Irex Contracting Group
Craig Skeie, Irex Contracting Group
David Leialoha, Acutron
Joey Fabing, Custom Insulation Systems
Chris Grando, IAR, Inc.
Al Duranti, Gateway Insulation
Donald Donnally, Hailey Insulation
John Leo, IAR, Inc.

Staff:

Kristin V. DiDomenico, Vice President

Counsel:

Gary Auman, Auman, Mahan & Furry

Guest:

Terrence Larkin, International Association of Heat and Frost Insulators and Allied Workers
Robert Reap, International Association of Heat and Frost Insulators and Allied Workers

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

- J. Lamberton called the meeting to order at 10:15 a.m.
- The anti-trust was reviewed by G. Auman.

2. Approval of November 2022 Meeting Minutes

- J. Lamberton directed the committee to the draft of the November 2022 minutes on the app and in the handout and asked that they review them.
- With no discussion a motion was made by D. Burows to approve the minutes as presented. That motion was seconded by J. Stevens.
- With all in favor, and no one opposed the November 2022 minutes were approved as presented.

3. Discussion with Leaders of the International Association of Heat and Frost Insulators and Allied Workers

- Committee members had the opportunity to hear from General President T. Larkin and General Secretary R. Reap regarding updates from the International. T. Larkin and R. Reap also addressed members' questions about issues they are facing in their businesses.

4. Adjourn

- A motion was made by T Settles to adjourn the Union Contractor sub-committee meeting. That motion was seconded by R. Baptista.
- With all in favor and no one opposed, the Union Contractor sub-committee meeting was adjourned at 12:00 p.m..

NIA's 67th Annual Convention
Friday, March 17, 2023 | 12:00 p.m. – 12:30 p.m. | Maui Suite 2

Union Contractors Committee Meeting - 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.
Matt Caldwell, Caldwell Insulation, Inc.
Reid "Huck" Finn, APi Construction Co.
Kenny Graves, TBN Associates, Inc.
Joe Leo, Atlantic Contracting & Specialties, LLC
Ashley Luse, Luse Thermal Technologies
Robert Miller, Api Construction Co.
Lance Pickerign, Gagnon, Inc.
Tim Settles, Performance Contracting, Inc./Insulated Panel Services
John Stevens, Thermal Solutions – Ohio, Inc.
Rick Sutphin, Performance Contracting, Inc.
Brian Willett, Gribbins Insulation Company, Inc.
Kevin Butcher, Thermal Solutions – Ohio, Inc.
Nick Stevens, Thermal Solutions – Ohio, Inc.
Kirk Baker, Performance Contracting, Inc.
Shawn Reichenbach, Performance Contracting, Inc.
Ed Mahoney, ICANYC
Doug Barton, Midwest Insulation
Paul Sawatzke, Enervation, Inc.
Charlotte Nisleit, KW Specialty Services
Claire Gagnon, Gagnon, Inc.
Jordan Farrell, Irex Contracting Group
Craig Skeie, Irex Contracting Group
David Leialoha, Acutron
Joey Fabing, Custom Insulation Systems
Chris Grando, IAR, Inc.
Al Duranti, Gateway Insulation
Donald Donnally, Hailey Insulation
John Leo, IAR, Inc.

Staff:

Kristin V. DiDomenico, Vice President

Counsel:

Gary Auman, Auman, Mahan & Furry

Guests:

Terrence Larkin, International Association of Heat and Frost Insulators and Allied Workers
Robert Reap, International Association of Heat and Frost Insulators and Allied Workers

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

- J. Lamberton called the meeting to order at 12:00 p.m.
- The anti-trust was reviewed by G. Auman.

2. Review of Committee Purposes/Objectives/Actions Items

- The committee reviewed their purposes, objectives, and action items. There were no changes made.

3. Update on NIA Programs and Resources

- K. DiDomenico updated the committee members on how to register for a new username and password for the new members-only platform, and information on the new NIA Education Center.

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

- K. DiDomenico updated the committee members on free member sections this year. The next one will be on the technical and product solutions that member companies offer to end users for free. She encouraged committee members to contact Julie McLaughlin if they were interested in participating.

5. Election of Committee Chair and Vice-Chair

- K. DiDomenico stated that both J. Lamberton and R. Sutphin had agreed, if elected, to serve another one-year term in their positions.
- She asked if there were any other nominations. There were none.
- With no further discussion, a motion was made by K. Graves to approve J. Lamberton and R. Sutphin in their current positions for another one-year term. That motion was seconded by J. Leo.
- With all in favor, and no one opposed, J. Lamberton and R. Sutphin were elected for another one-year term as Chair and Vice Chair of the Union Contractors Subcommittee/Committee.

6. Adjourn

- A motion was made by B. Willett to adjourn the meeting. That motion was seconded by R. Sutphin.
- The meeting was adjourned at 12: 30 p.m.