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FEBRUARY 2019

## *Message from SWICA President Daniel King Bay Insulation*



My message has been over the last several months is that our association SWICA, we be changing things. Which was requests made to us from our members. Since our last newsletter in December here's what we have been doing. First I would like to say this. Back in one of my first Presidents message articles I mentioned to look at the word "Association" defined as "an organized body of people who have an interest, activity or purpose in common." I cannot express how much this is true. The support and excitement I have seen, people I have heard from, conversations had, suggestions made regarding our association on how to make truly "better serving" has been positively overwhelming. SWICA is alive!

January and February very busy for SWICA. On Jan. 15th SWICA held its Byron Sadler Cryo craft competition at Rilco Manufacturing. A very special Thank You to Ken Zagorski and his entire Rilco team allowing us to host this event at his place. On February 7th is our 2019 Expo and the second portion for the Bryon Sadler Craft completion at the Pasadena Convention Center. We are very excited for this event being

(Continues page 2)

## *SWICA EXPO 2019 Craft Competitions Seminars ONE BIG DAY*



Plan to be there early for first seminar and stay the day visiting exhibitors and watching two rounds of the rigid, removable and commercial insulation installers competition. Free lunch 11:30 to 2:00 PM. **Sign up to attend seminars at [www.swicaonline.org](http://www.swicaonline.org) today!**

*10:00 - 11:00 AM - Peter Beard,  
Greater Houston Partnership,  
Workforce program*



*Noon - 1:00 PM - Ron King,  
National Insulation Assoc.  
Thermal Insulation Inspectors  
Program Certification*



*2:00 - 3:00 PM - Michael Bergen  
Industrial Info Resources  
Update Gulf Area*



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2211 Briarglen #609  
Houston, TX 77027-3518  
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President Daniel King  
Editor Mellanie Askew  
Executive Director Linda Tracey

February 7, 2019 - SWICA EXPO/Bryon Sadler Craft Competition - Pasadena Convention Center Pasadena, TX

April 3-6  
NIA Conference  
Nassau Bahamas

June 9-11  
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literally "sold out" with the number of exhibitors that will be in attendance. The purpose and sole message of our Craft competitions is showcasing the "importance" of the craft is the key to a properly installed insulation system by skilled, trained and experienced insulators. Of course with our Expo it allows everyone to attend educational seminars see products, services and people that makes our industry one of a kind.

How do you sadly announce to the end of an era and be excited all at the same time? On page 13 of this newsletter it is said.

This will be the last PRINTED and mailed SWICA newsletter.

We have elected to go electronic. Next newsletter(s) from this

(Continues page 18)



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## 2019 Cyrogenic Competition Winners!



*1st Place Petrin LLC- Felipe Serrato, Jesus Ojeda and Tomas Loreda and Expo Chair Petrin's Jay Bridgewater*



*Second Place Apache Industrials David Patrick with Axial Medina, Eduardo Cintron & Robert Roshto*



*3rd Place - BrandSafway Rey Quinoez, Juan Lozano & Jose Quinoez*



*Thanks to Judges Bobby Ferrell-OC Foamglas, Toby Grebe-SPI, Howard Lavender-Dow, JD Page, Thermal Supports & Retired Lee McSpadden*

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# One Big Day for Mechanical Insulation - Thursday, February 7th at Pasadena Convention Center

## 2019 EXPO & Byron Sadler Craft Competitions Schedule Wednesday, February 6, 2019

7:00 AM – Noon - Phoenix decorating pipe/  
drape set up

Noon – 5:00 PM Exhibitor move in Pasadena  
Convention Center Exhibit Hall

5:00 PM – 7:00 PM – “Exhibitors Appreciation  
Reception” Exhibit Hall Pasadena Convention  
Center

## Thursday, February 7, 2019

8:00 AM – 10:00 AM – Exhibitor final move in  
materials

10:00 – 11:00 AM – Peter Beard, Greater  
Houston Partnership – Workforce program

10:30 AM – Rigid, Removable,  
Commercial Craft Competi-  
tors check in/orientation

11:00 AM – Morning flight of  
contestants report to models  
for installation competition

• Afternoon flight contestants  
report to written test room.

11:00 AM – Exhibit Hall Opens

11:30 – 2:00 – Lunch served

Noon – 1:00 PM – Ron King –  
Thermal Insulation Inspectors

Program Certification

2:00 PM – Morning competi-  
tors report for testing,

Afternoon flight of contestants  
report to models

2:00 – 3:00 PM – Michael

Bergen Industrial Info

Resources Update

5:00 PM – Competitions

end. Contestants change to  
company shirts for Awards

Ceremony

5:30 PM – Exhibits close.

Awards Ceremony.



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## Competitors Needed for All Competitions



Cryogenic Competition was held offsite at Rilco Manufacturing on January 15th using PIR products and won by Petrin LLC.



Rigid Competition will use an Aerogel product and the current Trophy holder to beat is BrandSafway



Removable/Reusable Pad competition current Trophy Holder to beat is Brock Group



The Commercial Competition current trophy holder is Building Specialties.

*Do You have what it takes to take the trophy away from the above and home for your company???*

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 Michele Wierzbicki - Western Region 801-835-7686

*Thank You Sponsors FOR YOUR SUPPORT for 2019 SWICA  
Byron Sadler Craft Competition*

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Rilco Manufacturing also provided their facility for committee meetings and the 2019 Cryogenic Competition.



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\* See data page for complete details

## *There Are No Miracles....Just a great Team to Make things Happen!!*

Special thanks to the Expo/Byron Sadler Craft Competition Committee and the companies that support their dedicated Involvement. It takes a village!

First, Petrin LLC has loaned SWICA Jay Bridge-water to chair the Expo Committee with his tentacles in every direction.

Specialty Products & Insulation (SPI) has long stepped forward transporting our models to the site and assembling each for competition by Mark Rich & Mike Feehery. Ron Roth is in charge of materials and getting them packaged on site. SPI is a materials supplier.

Daniel King, Bay Insulation is a materials supplier, got speakers and will do competitor orientations. Also with materials supplied, Jeff

Murphy with Distribution International also got judges for the events.

Ken Zagorski, Rilco Manufacturing, donated his facility and worked with the Duna USA team of Dave Francis and Franco Sala to get assembly drawings and cryo competitor data. Rilco will supply personnel to give safety orientations.

Ginny Gier, MIT/DI marketed event to competitors and got their registration and competition data to them. Vince Darder, BrandSafway helped with competitor procurement.

John Havey, Talon and Michael Alcorn, Aspen Aerogel will proctor Cryogenic testing with Matt Ball of Johns Manville.

Jenny Ferrell, Coastal Plains will do competitor registration with Ginny Gier - MIT.

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Trent Lesikar, Petrin LLC, with Shawn Camfield, Camfield Creative will be the video on site at the Cryo Competition to show at Expo. Camfield has also upgraded website and provided electronic marketing for all events. Mark Stripling, HB Fuller and Adam Whitney, Rockwool Technical will provide help with set up and teardown.

David Patrick, Apache Industrial, has provided input for Cryo and Rigid competitions based on past competitions and will help with scoring with Mike Feehery, SPI.

The Grievance Committee is Victor Morales, Bay Insulation, Michael Alcorn, Aspen Aerogel and Jay Bridgewater, Petrin LLC.

Bobby Ferrell, Owens Corning Foamglas was point in creating this Cryo Competition held at their facility in 2017 and interfaced with support data for 2019 and is chair of the judges committee. He will do judges orientation and has been supportive that judges get packages prior to competitions and grievance committee is to attend orientation. Cryo judges giving their time and expertise are: Bobby Ferrell, OC Foamglas, DJ Page, Thermal Insulation, Lee McSpadden, retired, Toby Grebe, SPI and Howard Lavender, Dow (Cryo only). Bill Brayman, Brayman Consulting will join rest for the Rigid, Removable and Commercial Competitions February 7th at Pasadena Convention Center.

The team has met 4 times and will step up with time and resources day of the events. These are time and funding intensive events. Many of the committee were also sponsors. In a big word

***Thank You!***

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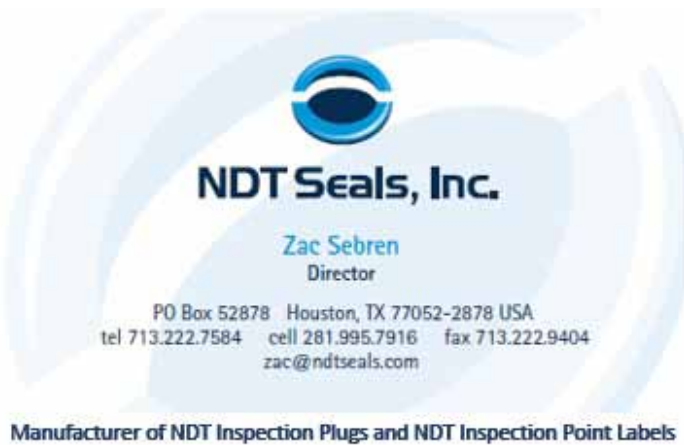
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## Welcome CLH Strapping as New Associate Member

This is a renewed membership and we're glad to have Chris Huck and CLH Strapping back with SWICA as a new associate member. Chris will be with Protecto Wrap Company at the SWICA trade show in booth # 111 so drop by and say hi. You can reach him at:

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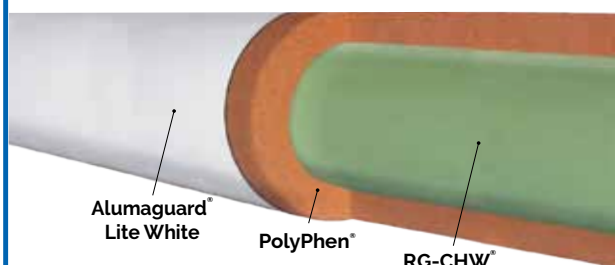
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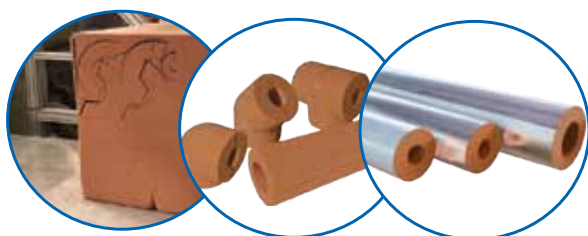


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This is the last printed SWICA Newsletter. In the future it will be distributed electronically to a much larger base. If you don't get one or want to add someone please contact us with data. We will continue to distribute every other month... so next is in April. Besides information timely to our region you will now be able to click on advertisers ads and go to their website as an added value to all. You can also print it out or parts you find you might want to share in your lobby or information board. As always we are looking to you to provide information about your company, new products and any personnel changes that impact our region. We're here to serve you.



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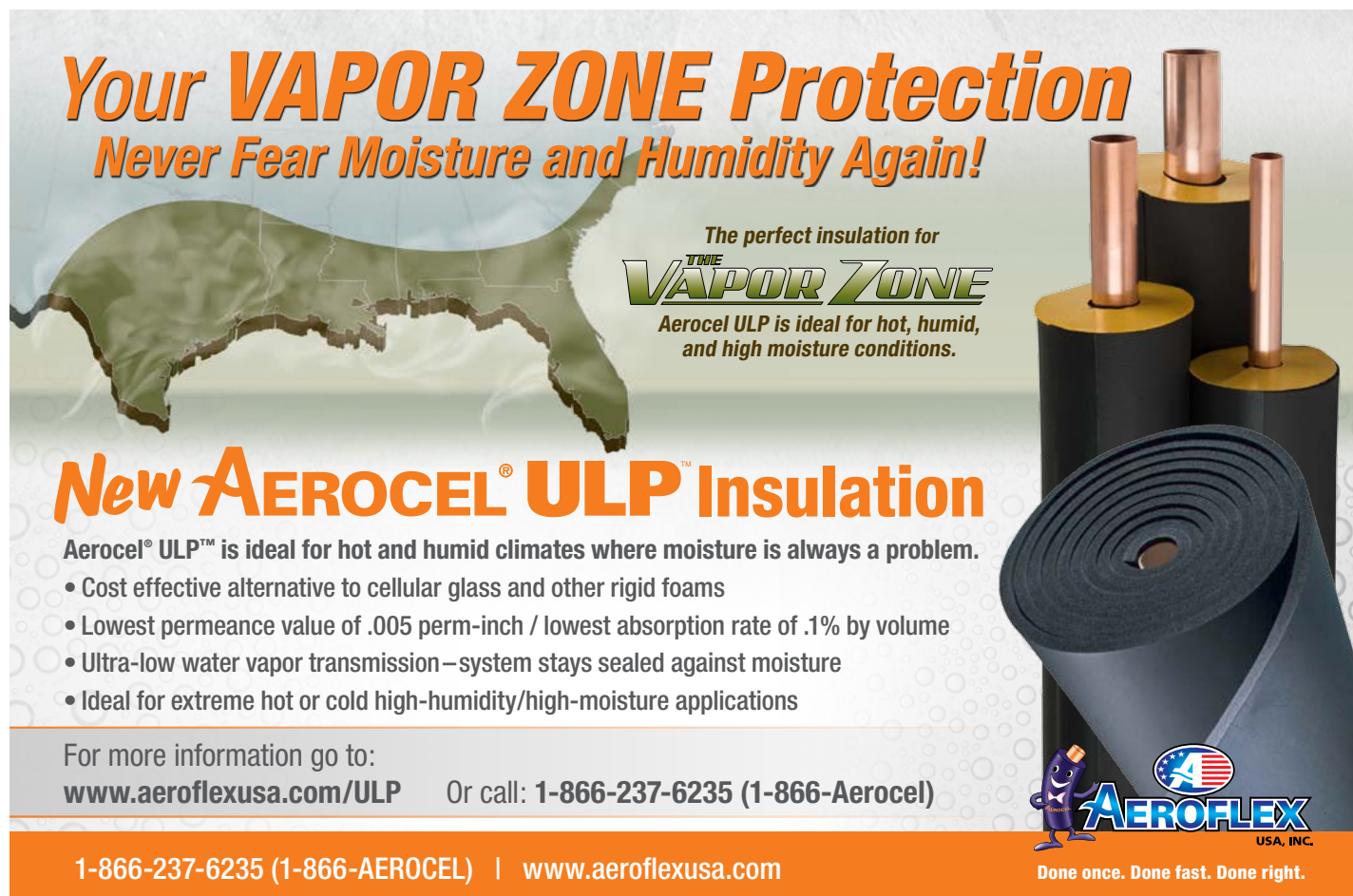
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## Taking action saves lives

There are several options when facing an active shooter situation: run, hide or fight. "Make the best decision you can as quickly as you can," advised Sgt. Neal Bohannon of Tactical Edge. "You need to do something. Doing nothing is a surefire way to find yourself dead."

If possible, Bohannon said to run, evacuate and avoid the shooter. "It's much harder to hit a moving target. Getting your body moving increases your survival rate by 90%."

He recommended knowing where the exits are in a location. "Do you know where they are and have you been through them? Under stress your body changes — noise sounds more muffled, you get tunnel vision and all of the blood rushes away from your extremities and towards your organs, causing you to lose fine motor skills, such as using a key to unlock a door in a shooting situation. Your mind starts looking for something it can relate to and you freeze and don't move."

Side View Top View

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If it isn't possible to leave the area, taking cover and concealing yourself is the next option. Cover can save you from gunfire if it is something solid like steel or concrete. "If you put multiple textbooks together, you can stop a bullet," shared Bohannon, "a single textbook won't stop a bullet. Concealment hides you from the shooter's view, but it won't stop a bullet." Employees who have to take cover in a work environment have mere seconds to take action. Bohannon emphasized the importance of pre-planning. "Think about your work environment and space. Understand the capabilities of your space — does the door lock? Which way does it swing? Are there windows in the doors? (These can be covered.) Are there



windows in the room? Do they open or can they be broken? If you're on the first or second floor, you can escape out of them."

He also advised identifying any dead space in a room — some place that may not be visible from outside of the door. In a classroom, one teacher could stand outside of the door while another teacher moves about the room to find the dead space. Bohannon said to place a mark on the floor to indicate the dead space spot.

Consider items that can be used to barricade the door — computer cords, rope, tables or a door-stop can hold the door if it opens to the inside. Shoestrings or lanyards can be used to tie a door shut. A belt over a scissor hinge or pull bar can also prevent it from opening.

If the last option is to engage the shooter, act as aggressively as possible against him or her. "If you are face-to-face with a shooter — you can voluntarily surrender your life or you can fight

for it," stressed Bohannon. He recommended throwing items, yelling at the shooter or using improvised weapons. "Fight with everything you have like your life depends on it, because it does."

It will be necessary for someone to act first to attack the gunman. "If you do, chances are that others will follow you," advised Bohannon.

Unfortunately, the key to improving your chances of survival in an active shooter situation involves taking immediate action. In public areas look for exits, possible places to hide or barriers that provide a measure of protection. Pay attention to your surroundings — your life depends on it.

*Reprint from  
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## ***Paid Family Leave Benefits Saw Major Gains in 2018***

*December, 2018*

*Benefits Pro.com*

As the labor market tightened in 2018, organizations turned to one benefit in particular to attract and retain U.S. employees: Paid family leave.

After Starbucks Corp. and Walmart Inc. extended paid time off to hourly workers in January, 18 more large companies followed suit. As a result, an estimated 4.8 million people had access to more generous paid leave benefits this year, according to data compiled by PL+US, a paid leave advocacy organization.

Many employers, like General Mills Inc., increased the amount of paid time off available to new moms and added the benefit for new dads, too. Paid time off to care for a sick relative or loved one is also on the rise, the survey found. About a dozen companies now say they offer paid caregiver leave, up from just two in 2017.

The U.S. remains the only high-income country that fails to provide paid family leave, and companies have typically only extended their benefits to salaried or full-time workers. This year, that

started to change. In addition to Starbucks and Walmart, H&M, Dollar General Corp. and Darden Restaurants Inc. extended their policies to cover more classes of workers. Now more than half of the 57 largest employers tracked by PL+US now offer the same amount of leave time to all classes of employees.

“When a few big companies implement a policy there’s a little bit of follow the leader,” said Annie Sartor, an advocacy director at PL+US. “They’re leveling up.”

They’re also getting pressure from their employees. Millennials, now the biggest demographic in the U.S. workforce, have pushed for paid family leave as they age into parenthood. At H&M, union members worked for two years to get paid



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family leave for part-time workers; their new contract, signed earlier this month, includes the expanded coverage.

“When employees demand it companies have to respond, especially when unemployment is so low,” Sartor said.

Workers aren’t alone in advocating for better family benefits. Earlier this year Microsoft Corp. announced that it would require the companies it contracts with to provide at least 12 weeks of paid time off at the birth or adoption of a new child, establishing the influence a big company can exert over its business partners.

Even so, most employees — 83 percent, according to the Bureau of Labor Statistics — don’t have access to paid family leave. The federal Family Medical and Leave Act guarantees 12 weeks of unpaid leave for certain workers. The policies at many major employers don’t cover large swaths of workers. Contract workers in particular, who make up nearly 7 percent of the workforce, are still largely excluded, though that too is under scrutiny: Google employees recently lobbied the company’s CEO demanding more generous coverage for the tech giant’s contractors.

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(Continues from page 2)

point forward will be emailed and posted on our website. The SWICA newsletter has been and will continue to be a staple of our association and to our members.

We have begun the formation of other committees within SWICA. The purpose of this is to allow our members to get involved with our mission, planning of events etc. With each committee a board member will chair. One of the newest is our Membership committee, which will be chaired by board member Ralph Parrott with Owens Corning. Thank you Ralph. More to come on this later and at our 2019 Conference in Boca Raton, FL. Which at time there will be the opportunity to sign up and get involved. Remember PPE, participate, plan and execute. Special thank you to Jay Bridgewater our VP / Expo Chair, the Craft Competition committee,

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our volunteers, judges and everyone else for their hard work bringing this Expo and craft competitions all together. Just too many people to thank.

Would like to welcome our new members and thank you for joining our association. We are glad you joined and look forward to having you involved and part of the SWICA family.

Hope everyone enjoys our Expo and look forward to seeing everyone there.  
Keep calm and carry on insulating.

*Daniel King*  
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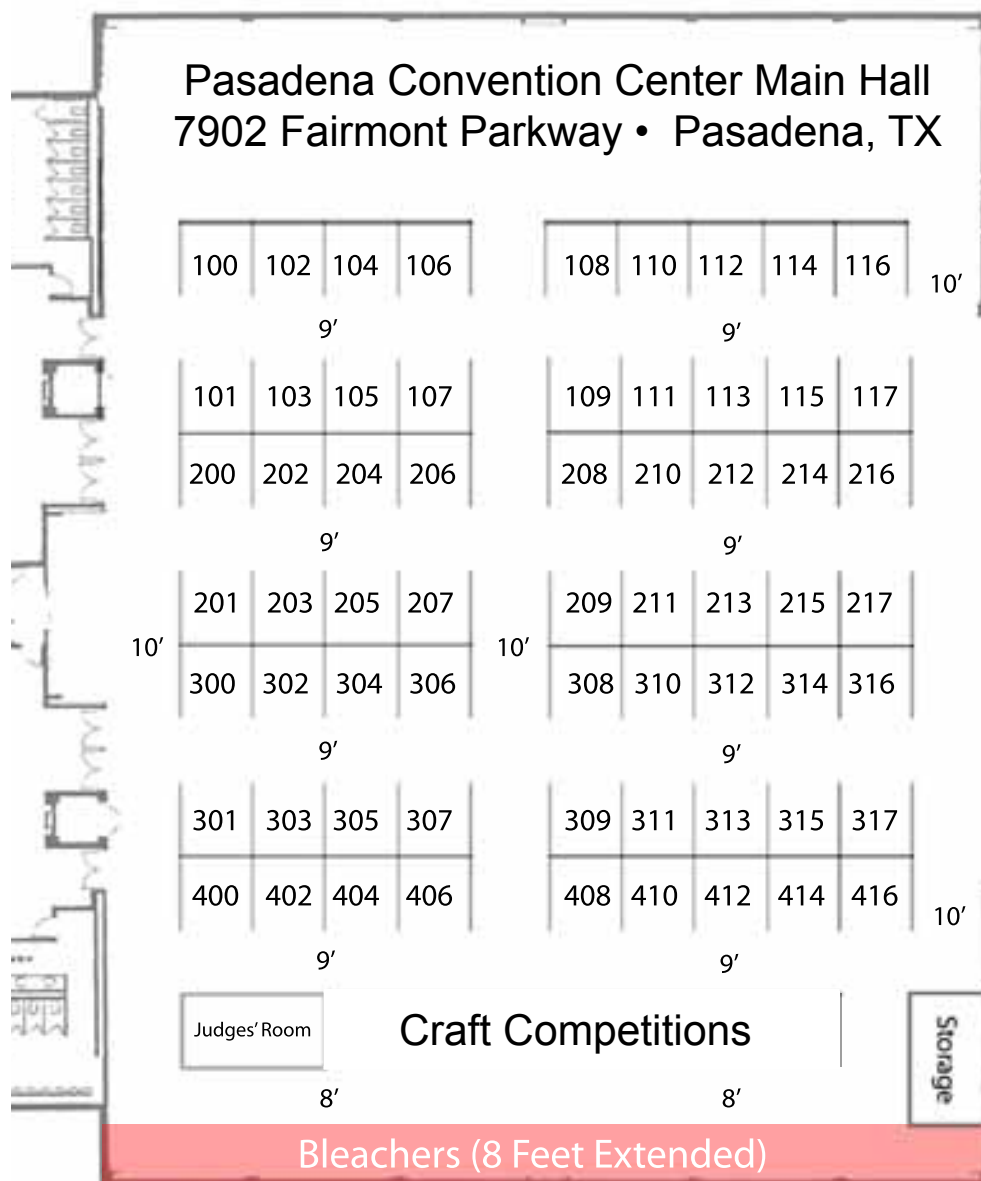
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