



AIR & WASTE MANAGEMENT
ASSOCIATION
SINCE 1907

Indiana NEWs

February 2005

News from the Indiana Chapter of
the Air & Waste Management
Association

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Highlights from the December 14, 2004 INAWMA Annual Chapter Meeting

State Rep. David Wolkins presented a Legislative perspective of the environmental processes within Indiana. He advocated needed efficiencies and prioritization of IDEM programs. Inclusive in this would be the emphasis on more acceptance of recycle/reuse concepts.

Tom Easterly of Environmental Business Strategies (now IDEM's new Commissioner) discussed the IDEM Task Team Report of the Government Efficiency Commission. Through increased efficiencies in staff time and decision making time, a five to twenty million dollar savings can be realized within just IDEM in the next five to ten years. These savings may be necessary to cover internal cost increases. These efficiencies may be attained through such practices as electronic compliance reporting, improved inspection policies, and use of field citations. In all, twelve recommendations were developed by the Commission.

Steve Dixon opened the Chapter's annual business meeting and introduced the officers and committee chairs of the board. With the assistance of the officers and committee chairs, the status of the treasury and the membership levels were reviewed.

(Continued on page 5)

March 16, 2005 INAWMA Breakfast Meeting

Current Topics in Air: Is there a new vision for IDEM? What is happening in the legislature? How is nonattainment affecting our communities?

The Chapter will host a breakfast meeting on March 16, 2005 addressing current air topics. This meeting will include a presentation by IDEM's new Commissioner, Tom Easterly, discussing his vision for IDEM; a presentation by Vince Griffin of the Indiana Chamber of Commerce discussing activities at the Indiana General Assembly; and presentations by Scott Deloney, IDEM, Christine Altman, Hamilton County Commissioners, and Jerrold Bridges, Madison County Council of Governments discussing issues associated with ozone and PM2.5 nonattainment. A registration form and program agenda is provided in this newsletter.

AWMA Golf Outing
Set for May 19, 2005

Twin Bridges Golf Course,
Danville

Please refer to our web
site, www.inawma.org for
additional information.

Thanks to our
Indiana NEWs sponsor:
The Environmental Department
of

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From the Chairman's Corner:

By: Stephen B. Dixon

As your Indiana Chapter Chair, I want to welcome you to another new year of challenges and opportunities. Both the International A&WMA, and the Indiana Chapter, have many activities on the planning board. The Chapter will offer its session on local ozone planning on March 16 (see details in this newsletter); the scholarship golf outing will be in May; a summer technical session will be held in July or August after the Minneapolis Annual Conference (June 21-24); the Chapter will host the East Central Section annual meeting in October; and, we will plan the traditional Chapter annual meeting in December.

I encourage you to take advantage of as many of these sessions as you can. Remember, we still need help on all of the Chapter committees. Contact any of the board members listed in this newsletter if you can participate with us.

As always, check out our website (www.inawma.org) for continuing information on programs and contacts.

The Indiana Chapter of the A&WMA
THANKS the Indiana Chamber of
Commerce for the opportunity to display at
its environmental seminars and conferences.

IndianaChamber.com
*The Voice of
Indiana Business.*

Please note the Chamber's upcoming events
listed on page 11 and consider attending.



AIR & WASTE MANAGEMENT
ASSOCIATION

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SINCE 1907

***Indiana Chapter, Air & Waste Management Association
is proud to present***

Current Topics in Air

Is there a new vision for IDEM?

*What is happening in the legislature?
How is nonattainment affecting our communities?*

Wednesday, March 16, 2005

Agenda

- | | |
|-------------------------|--|
| 8:00 a.m. -- 8:25 a.m. | Registration and Breakfast |
| 8:25 a.m. -- 8:30 a.m. | Welcome |
| 8:30 a.m. -- 9:00 a.m. | IDEM Transition
Tom Easterly
Commissioner, Indiana Department of
Environmental Management |
| 9:00 a.m. -- 9:30 a.m. | Indiana State Legislature Update
Vince Griffin
Vice President, Energy and Environmental Policy,
Indiana Chamber of Commerce |
| 9:30 a.m. -- 9:45 a.m. | Break |
| 9:45 a.m. -- 11:00 a.m. | Ozone and PM2.5 Nonattainment
What's new with ozone and What's up with PM2.5
Scott Deloney , Section Chief, Air Program Planning
& Policy
Indiana Department of Environmental Management
Local Perspective on Ozone Nonattainment
Christine Altman , Hamilton County Commissioners
Jerrold Bridges , Madison County Council of Government |

*The Indiana Chapter, Air & Waste Management Association Invites You to
our Spring Breakfast Meeting!*

Current Topics in Air

Is there a new vision for IDEM?

*What is happening in the legislature?
How is nonattainment affecting our communities?*



Wednesday, March 16, 2005

Breakfast Meeting: 8:00 am -- 11:00 am

Where: Crowne Plaza Hotel

123 West Louisiana Street, Downtown Indianapolis

When: Wednesday, March 16, 2005

Program:

IDEM Transition

Tom Easterly, Commissioner, Indiana Department of Environmental
Management

Legislative Update

Vince Griffin, Vice President, Energy and Environmental Policy,
Indiana Chamber of Commerce

Ozone and PM2.5 Nonattainment

Scott Deloney, Section Chief, Air Program Planning & Policy
Indiana Department of Environmental Management

Christine Altman, Hamilton County Commissioners

Jerrold Bridges, Madison County Council of Governments

Cost:

\$15.00 Students and Government Employees

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COMPANY: _____

Address: _____

Phone: _____ **E-mail address:** _____

RETURN REGISTRATION FORMS AND PAYMENTS TO: Kristen Belcredi, Keramida Environmental, Inc.

Make Checks Payable to:

330 North College Avenue, Indianapolis, IN 46202

Indiana Chapter, A&WMA

Phone: (317) 685-6600, Fax: (317) 685-6610

OR REGISTER ONLINE AT: <http://www.inawma.org/registration.asp>

(Continued from page 1)

Pat Carroll with the IDEM Office of Water Quality, Drinking Water Branch, noted that a shift in the funding emphasis from EPA providing 75% of the program funds down to only 45%. However, the program foresees increased staff resources to provide more direct services to communities and to meet upcoming rules for permitting, operator certification, and correction of significant deficiencies found by EPA during surface water inspections.

Paula Smith, Assistant Commissioner with the Office of Planning & Assessment introduced the attendees to a new Permit Wizard tool released on September 30. The tool assists new business owners in assessing and contacting environmental regulatory impacts, links to web locations for forms, and identifies key contacts for special assistance.

Janet McCabe, Assistant Commissioner, Office of Air Quality reviewed the new ozone and PM-2.5 non-attainment designations. Mercury emission reductions and changes to New Source Review rules will be areas for more attention. IDEM-OAQ still has about 60 Title V permits to issue and the renewal cycle has already begun for many others. Enforcement emphasis will be on the largest emitters – those contributing 95% of the emissions statewide. Improved data management and enhanced electronic reporting are longer term goals.

Closing out the battery of IDEM agency contacts was Bruce Palin, Deputy Assistant Commissioner, Office of Land Quality. The Excess Liability Trust Fund (ELTF) will see Legislative activity. There is increasing support for increasing fees. Tier 2 Filing, new rules for R&D at landfills and composting, and the need to address Industrial Waste Processing by many facilities through closure or permitting were identified as concerns into 2005.

Within several weeks of the meeting, significant changes occurred within the ranks of IDEM. Tom Easterly, a Chapter member, was named as the new Commissioner. The Indiana Chapter extends its congratulations to Commissioner Easterly and hopes for a continued close relationship with IDEM. Janet McCabe, a Chapter member and long time supporter of the Chapter, resigned her position coincident with the gubernatorial change. Ms. McCabe has participated often with the Chapter as a speaker and has fostered the promotion of A&WMA within IDEM. The Indiana Chapter extends a sincere thank-you to Janet and wishes her much success in her future endeavors.

U.S. SUPREME COURT DECISION COULD IMPACT CONTRIBUTION RECOVERY FOR VOLUNTARY CLEANUPS

*By: Carolyn S. Hesse, Esq., Michael T. Scanlon, Esq.,
and Cheryl A. Gonzalez, Esq., Barnes & Thornburg LLP*

On December 13, 2004, the U.S. Supreme Court issued a decision in *Cooper v. Aviall Services, Inc. (Aviall)*, 125 S. Ct. 577 (2004), that could have significant ramifications on companies that perform voluntary remediations and attempt to recover remediation costs from other Potentially Responsible Parties (PRPs). The issue in *Aviall* was “whether a private party who has not been sued under §106 or §107(a) [of the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA)] may nevertheless obtain contribution under §113(f)(1) from other liable parties.” The Supreme Court held they can not.

Aviall purchased several Texas properties from Cooper and later discovered that both it and Cooper had contaminated those properties. Aviall notified the state environmental agency about the contamination, and the state agency demanded that Aviall clean up the sites. However, neither the state nor the EPA took any enforcement actions to compel a cleanup of the sites. Aviall remediated the sites under state supervision and sued Cooper to recover part of the more than \$5 million in costs. Aviall’s position was that, pursuant to §113(f)(1) of CERCLA, it, as a PRP, was entitled to seek contribution from Cooper because Cooper was another PRP for the properties in question.

Section 113(f)(1) of CERCLA provides that “[a]ny person may seek contribution from any other person who is liable or potentially liable under [§107(a)], during or following any civil action under [§106] or under [§107(a)].”
(Continued on next page)

Even though there was no dispute that Cooper and Aviall were PRPs under §107(a), the Supreme Court decided that Aviall could not recover response costs from Cooper under §113(f)(1) because Aviall was not subject to a civil action under §§ 106 or 107(a). The Supreme Court relied on statutory construction to reach its decision. According to the Court, the language in the first sentence of §113(f)(1), the enabling clause, means “that contribution may only be sought subject to specific conditions, namely, ‘during or following’ a specific civil action.” Aviall argued that the “may” in the enabling clause should be read such that the “during or following any civil action” language is but one type of situation in which a PRP can sue under §113(f)(1). The Supreme Court disagreed with this reading because it contradicted the natural meaning of the sentence and would render other parts of CERCLA superfluous. According to the Supreme Court, “[t]here is no reason why Congress would bother to specify conditions under which a person may bring a contribution claim, and at the same time allow contribution actions absent those conditions.”

The Supreme Court also decided that the last sentence of §113(f)(1), the savings clause, did not change its decision. The savings clause states that “[n]othing in this subsection shall diminish the right of any person to bring an action for contribution in the absence of a civil action under [§106] or [§107] of this title.” According to the Supreme Court,

[t]he sole function of the [savings clause] is to clarify that §113(f)(1) does nothing to ‘diminish’ any cause(s) of action for contribution that may exist independently of §113(f)(1). In other words, the sentence rebuts any presumption that the express right of contribution provided by the enabling clause is the exclusive cause of action for contribution available to a PRP. The sentence, however, does not itself establish a cause of action; nor does it expand §113(f)(1) to authorize contribution actions not brought “during or following” a §106 or §107(a) civil action; nor does it specify what causes action for contribution, if any, exist outside §113(f)(1).

The Supreme Court also stated that §113 provides two avenues for contribution. The first is “during or following” specified civil actions (§113(f)(1)) and the second is “after an administrative or judicially approved settlement that resolves liability to the United States or a State” (§113(f)(3)(B)).

As final support for its decision, the Supreme Court pointed to the statute of limitations requirements established for contribution actions, and noted that they only refer to triggering dates that involve a civil action or the settlement of CERCLA claims with the government. The Supreme Court found this to be further evidence that barring one of those two events, §113(f)(1) did not create a separate contribution action that would be available to Aviall. Therefore, the Supreme Court held that because §113(f)(1) “authorizes contribution claims only ‘during or following’ a civil action under §106 or §107(a), and it is undisputed that Aviall has never been subject to such an action . . . Aviall . . . has no §113(f)(1) claim.”

It should be noted that the *Aviall* decision is limited because the Supreme Court refused to decide if Aviall could recover costs under §107(a). As observed by the Court,

[t]he parties cite numerous decisions of the Courts of Appeals as holding that a private party that is itself a PRP may not pursue a §107(a) action against other PRPs for joint and several liability. . . . To hold here that Aviall may pursue a §107 action, we would have to consider whether these decisions are correct, an issue that Aviall has flagged but not briefed. And we might have to consider other issues, also not briefed, such as whether Aviall, which seeks to recover the share of its cleanup costs fairly chargeable to Cooper, may pursue a §107 cost recovery action for some form of liability other than joint and several. . . . In view of the importance of the §107 issue and the absence of briefing and decisions by the courts below, we are not prepared . . . to resolve the §107 question

The *Aviall* case is significant because it reduces the options previously available to a PRP that caused some, but not all, of the contamination at a site to recover cleanup costs from other liable PRPs. In light of the *Aviall* decision, unless a responsible party is the subject of a civil action under §106 or §107, or enters into an administrative or

(Continued on next page)

judicially approved settlement with EPA or a State, it has no assurances of recovering in contribution against other PRPs under §113(f). Therefore, *Aviall* appears to create a disincentive for voluntary remediation of sites that may not rise to the level of government enforcement, unless there is an independent right to contribution under state or federal law.

This Barnes & Thornburg LLP publication should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general informational purposes only, and you are urged to consult your lawyer on any specific legal questions you may have concerning your situation. Carolyn S. Hesse is a partner in the Environmental Department of Barnes & Thornburg LLP's Chicago Office and can be reached at (312) 214-8301 or carolyn.hesse@btlaw.com. Michael T. Scanlon and Cheryl A. Gonzalez are associates in the Environmental Department of Barnes & Thornburg LLP's Indianapolis Office and can be reached at (317) 231-7387 and (317) 231-7732 or michael.scanlon@btlaw.com or cheryl.gonzalez@btlaw.com respectively.

IDEM DRAMATICALLY REDUCES TCE CLEAN-UP VALUES IN INDIANA

By: John M. Kyle III, Esq. Barnes & Thornburg LLP

On January 1, 2004, IDEM published revised "default closure tables" for its RISC program, setting forth new, dramatically lower, default TCE clean-up values for soil and groundwater remediation projects in Indiana. This development will create significant issues for any TCE environmental clean-up project that is not "grandfathered" under the previous clean-up values.

TCE is one of the most common contaminants found in a wide variety of remediations in Indiana and across the nation. TCE is a common industrial solvent that has been used in a wide variety of applications for decades. TCE is also a "breakdown product" of PCE, the widely used dry cleaning solvent.

IDEM's RISC guidance (originally published in 2001) sets forth investigation and clean-up protocols for remediation projects. RISC allows "default" and "non-default" closure options. Under the default option, one must follow conservative, prescribed requirements for investigating and remediating contamination, and pre-calculated clean-up values set forth in default closure tables. The default option is useful for relatively simple projects. The non-default option allows one to deviate from the default protocols and to develop non-default clean-up standards that are higher than the conservative default values.

IDEM's January 1, 2004 revised default closure table lowered the TCE industrial clean-up values for soil from 3 parts per million to 82 parts per billion ("ppb"), and for groundwater from 260 ppb to 7.2 ppb. The reason for this dramatic reduction is that IDEM used U.S. EPA's *proposed* change to the "cancer slope factor" ("CSF") for TCE contained in a 2001 preliminary, draft TCE health risk assessment. (A cancer slope factor relates to the potency of a carcinogen, and is a variable in the equations used to calculate clean-up values.) EPA's proposed 2001 TCE CSF has drawn widespread criticism and is now the subject of an ongoing National Academy of Sciences ("NAS") study which will take some 15 months to complete. According to EPA, a new, final CSF for TCE is not expected for a few years.

IDEM claims it must use EPA's 2001 preliminary, draft CSF because of the "toxicity hierarchy" for selecting toxicity values set forth in its RISC document. The problem is that U.S. EPA headquarters, EPA's Integrated Risk Information System, and EPA's National Center for Environmental Assessment have all *rejected* the use of the 2001 *draft* CSF values pending completion of the NAS study. Many states have followed EPA's lead. In fact, California EPA studied this issue and rejected the use of the more stringent CSF, leading CalEPA to have higher default industrial TCE clean-up values than the State of Indiana. This problem is not limited to default clean-ups, however.

(Continued on next page)

IDEM Dramatically Reduces TCE Clean-up Values in Indiana (Cont.)

IDEM has made it clear that people also must use the draft 2001 CSF values to calculate non-default values as well, which will lower non-default values in much the same manner as the default values.

We hope that the new Daniels/Easterly administration will revisit this issue and withdraw the current default TCE values. In the meantime, two key ways to deal with this issue are: first, do everything possible to confirm you are grandfathered under the previous TCE values by virtue of IDEM's transition policy; and second, take advantage of creative and aggressive non-default remedies that do not focus upon numeric clean-up values, but instead focus on eliminating exposure pathways. This can be accomplished through restrictive covenants that, for example, prohibit contact with affected soils or prohibit human consumption of groundwater. These approaches require a sophisticated understanding of your non-default closure options and persistence in pursuing those options with IDEM.

This Barnes & Thornburg LLP publication should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general informational purposes only, and you are urged to consult your lawyer on any specific legal questions you may have concerning your situation. John M. Kyle III is a partner in the Environmental Department of Barnes & Thornburg LLP's Indianapolis Office and may be reached at (317) 231-7284 or john.kyle@btlaw.com.

***Mark your calendars for the COATING 2005
Conference and Exhibition that will be held from
September 19 - 22, 2005, at the Indiana Convention
Center - Indianapolis.***



CITES TO HOLD 34th ANNUAL ENVIRONMENTAL SYMPOSIUM

The **Central Indiana Technical and Environmental Societies (CITES)** is pleased to announce their 34th Annual Environmental Symposium. The Symposium will be held Thursday, April 21, 2005 at The Garrison at the Fort Golf Resort and Conference Center at Fort Harrison State Park, located on the northeast side of Indianapolis, Indiana. CITES presents its annual symposium for the purpose of informing and assisting technical and managerial people in seeking solutions to environmental challenges.

The CITES program committee continually seeks to select timely topics that reflect the ever changing and expanding environmental laws and regulations. Topics for this year include: *Top IDEM Enforcement Issues, EPA Criminal Investigation, Environmental Self Audit, Compliance Assurance for Title V Certification Diagnostic Tool, Issues on Buying and Selling Contaminated Properties, Public and Community Relations and Environmental Issues - Why Important?, and Experimental Design for Restoring Riverbanks: the Lilly ARBOR Project Update.* Continuing a long tradition, Bill Berenak, Jr. of the Indiana Environmental Institute will provide an overview of the hottest environmental issues at that moment. Patrick Bennett of the IMA will provide an up to the minute report on environmental legislative issues. In addition, Tom Easterly, IDEM's Commissioner, will provide the keynote address.

Please contact the Registration Chairperson, Anne Heighway, at (317) 276-2446 or aheighway@lilly.com for a copy of the brochure. Additional contacts are Dear Schramm at (317) 162-5473 or Marc Hancock at (317) 308-3113.

CALLING ALL STUDENTS!

Logo Design Contest Offers a \$1000 Cash Prize

In 2007, A&WMA will celebrate its 100th anniversary, and the centennial celebration will be a major component of the 2007 Annual Conference & Exhibition. In seeking a creative logo to help commemorate and promote the anniversary, A&WMA is launching a design contest open to all current college students. Contestants are not required to be A&WMA members. The winning entry will earn its designer a \$1000 cash prize and be prominently featured in Conference marketing materials. For complete rules, access the online flyer <http://www.awma.org/education/images/LogoDesignContestFlyer.pdh> (pdf), which may be printed and posted where students can view it.

New Members/Anniversaries

Please welcome the new International A&WMA members who joined the Indiana chapter in late 2004 and early 2005:

Lynne Sullivan, Indiana Department of Environmental Management
Gregory Gotwald, Plews, Shadley, Racher & Braun
Larry Reynolds, SES Environmental
James Hauck, Hatchett & Hauck, LLP
Alexandra Yeung, Indiana Department of Environmental Management
Richard Kraft, Patriot Engineering and Environmental, Inc.
Jennifer Woertz, University of Notre Dame
Susan Harris, Superior Oil Co.
Jennifer Thompson, Bingham McHale LLP
Yu-Tzu Chen, Purdue University
Catherine Ehlhardt, Eli Lilly & Company
Ricky Bryant, NIBCO Inc.
Sean Grady, Conestoga - Rovers & Associates

Please congratulate the members celebrating membership anniversaries in the first quarter of 2005:

30 years

Edgar Stresino

25 years

David Hitt, ESSROC Cement

20 years

David Jordan, ERM, Inc.

10 years

Timothy Higgins, KERAMIDA Environmental, Inc.

If there was a mistake and we left you off, we're sorry! Please let Bryan Sheets, Membership Chair know, and we will acknowledge you in the next newsletter.

Our thanks to



www.m3v.net

*for sponsoring the Indianapolis Chapter website,
www.inawma.org*

**A&WMA
Specialty Conferences
Conferences & Courses**

**Environmental Issues for Energy
Generation in the Non-Utility Sector**

April 4 - 5, 2005
Arlington, VA

**Symposium on Air Quality
Measurement Methods and
Technology - 2005**

April 19 - 21, 2005
San Francisco, CA

**Conference on Environmental
Nuisances - Noise, Odour and
Fugitive Dust**

May 10 - 11, 2005
Mississauga, Ontario, Canada

**Animal Agriculture and Processing:
Managing Environmental Impacts**

Jointly sponsored by A&WMA and
WEF

August 31 - September 2, 2005
St. Louis, MO

**Environmental Data Analysis:
Assessing Health and
Environmental Impacts, Developing
Policy, and Achieving Regulatory
Compliance**

October 4 - 5, 2005
Oak Brook, IL

**Guideline on Air Quality Models:
Applications and FLAG
Developments**

An A&WMA Specialty Conf.
October 26 - 28, 2005
Denver, CO

Hazardous Waste Combustors

November 1 - 3, 2005
St. Louis, MO

NSR 2005

**Reform School: Understanding the
Changing World of New Source
Review (NSR)**

April 14 - 15, 2005
Las Vegas, NV

**Reform School:
Understanding the Changing World
of New Source Review (NSR)**

September 8 - 9, 2005
New Orleans, LA

*For further information on the Specialty
Conferences or Workshops, visit the
A&WMA's homepage at
<http://www.awma.org/events/>*

Mark Your Calendar

Indiana Recycling Coalition's "E-Scrap Action Program Toolkit Workshop"

February 22 - Howard County Hearing Room, 120 East Mulberry, Kokomo
February 24 - Red Cross Building, 29 S. Stockwell Rd., Evansville
March 1 - Columbus City Hall, 123 Washington Street, 1st Flr. Conf. Room,
Columbus

See www.indianarecycling.org/E-Scrap_Action_Program.html or call (877) 283-9550 to register or for more information.

CITES (Central Indiana Technical and Environmental Societies)

Annual Environmental Symposium April 21, 2005 - Indianapolis, IN
Brochures with registration available through Anne Heighway
aheighway@lilly.com or (317) 276-2446

Earth Day Festival

11 a.m. - 4 p.m. - April 23, 2005
American Legion Mall - Indianapolis, IN
www.earthdayindiana.org

Indiana Manufacturers Association's "Forum for Environmental Issues"

May 5, 2005, Barnes & Thornburg LLP's Indianapolis Office Conference Center, 11 S. Meridian Street.
See www.imaweb.com/meeting_desc.asp for more information.

A&WMA Annual Conference and Exhibition

June 21 - 24, 2005, Minneapolis, Minnesota

The COATING 2005 Conference and Exhibition - September 19-22, 2005

Indiana Convention Center - Indianapolis

Indiana Chamber of Commerce Conferences

Workplace Harassment Seminar - March 9, 2005

Hyatt Regency - Indianapolis

Indiana Safety & Health Conference & Expo - March 22 - 23, 2005

Indiana Convention Center - Indianapolis

11th Annual Employment Law Seminar - March 24, 2005

Radisson Hotel City Center - Indianapolis

HAZWOPER 24-Hour Course - April 4 - 6, 2005

Indiana Chamber of Commerce Office - Indianapolis

HAZWOPER 40-Hour Course - April 4 - 8, 2005

Indiana Chamber of Commerce Office - Indianapolis

Building an HR Department - April 6, 2005

Barnes & Thornburg LLP - Indianapolis

Successfully Working with People - April 14 - 15, 2005

Indiana Chamber of Commerce Office - Indianapolis

Principles of Safety Leadership - April 19 - 20, 2005

Indiana Chamber of Commerce Office - Indianapolis

2005 Indiana Tax Conference - May 3 - 4, 2005

Hyatt Regency - Indianapolis

NEW!!! NFPA 70E Course - May 17, 2005

Westin - Indianapolis

How to Survive an OSHA Inspection/Road Map to a Safety Review - May 18, 2005

Westin - Indianapolis

OSHA Recordkeeping - May 19, 2005

Westin - Indianapolis

Supervising & Managing People - May 19 - 20, 2005

Indiana Chamber of Commerce Office - Indianapolis

Basic FMLA Pre-Conference - May 23, 2005

Hyatt Regency - Indianapolis

Advanced FMLA Conference - May 24, 2005

Hyatt Regency - Indianapolis

41st Annual Human Resource Conference and Expo - June 7 - 8, 2005

Indiana Convention Center - Indianapolis

Environmental Permitting in Indiana - June 14 - 15, 2005

Hyatt Regency - Indianapolis

Health Care Cost Containment Seminar - June 28, 2005

Radisson Hotel City Center - Indianapolis

*For more information on conferences and events, visit the Indiana
Chamber's homepage at www.indianachamber.com*



AIR & WASTE MANAGEMENT
ASSOCIATION
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INDIANA CHAPTER

Indiana NEWs

Newsletter of the Indiana Chapter

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c/o Jim Hauck
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10 West Market Street
Suite 1025
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