



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 15, Issue 212 March 1, 2018

What Your Employees Want You To Know About Authenticity By Ann Elliott, The Berkana Company

One obvious requirement of business leadership involves the universally respected value of trust. This leads us to the topic of authenticity.

Are business leaders today seen as highly rated by their authenticity or are they seen as disingenuous, shallow, self-promoting or even dishonest? Are business leaders trusted?

This is a hard problem to quantify. Entire industries, as we know, are sometimes marred by isolated scandals that lower the public's view of them. When an oil tanker leaks, the reputation of an entire industry sinks. When the Great Recession hit in 2008, bankers were considered the scourge of their times.

When authenticity erodes, profits tumble and the public wants someone punished. In a publicly traded company, this often goes straight to the top office.

Your business is a microcosm of this dynamic. If a business leader is disingenuous or dishonest, middle management becomes restless and employees sense trouble. Discipline breaks down as employees begin to take shortcuts and feel more anxious about their job security. Morale falls and turnover rises. Blaming becomes commonplace.

In the words of Ricky Nelson, "...ya can't please everyone, so ya gotta please yourself." Trying to please everyone is an energy drain. Who respects a leader who tries to make everyone happy all the time at the expense of her values? This is not sustainable. It's a recipe for burnout.

Authenticity promotes stability, strong company values and teamwork. It also promotes clarity and loyalty, both of which contribute to productivity.

What can you do to establish greater authenticity among a diverse group of managers, division leaders and employees?

Here are what your employees want you to do:

1. Lead by example. Your behavior speaks volumes.
2. Treat others with respect at all times, and especially when you have to give constructive feedback.
3. Establish a company mission statement based on company values. Promote it extensively. Let this guide your decisions; it ensures consistency and provides clarity.
4. Be the expert in your field to earn respect. Remember, however, you don't know everything.

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**14th ANNUAL
STATEWIDE
MEETING
PHILLIPS MARKET
CENTER
STATE FARMER'S
MARKET
WEST COLUMBIA
WEDNESDAY
MARCH 14, 2018
REGISTRATION
FORM
SEE PAGE 5**

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**Mechanical Member:
EASLEY MECHANICAL SERVICES, INC.**

Art Brewer has been associated with several companies since 1955. He is now co-owner of Easley Mechanical Services, Inc., which was chartered in 2009 after the last recession and after commercial construction had nearly ceased in the Piedmont area.

Easley Mechanical Services has an unlimited mechanical license for both Plumbing and HVAC for the State of South Carolina. The focus is on commercial plumbing and HVAC construction. Taylor Brewer manages Easley Mechanical Services, Inc., and he is also the Plumbing Qualifier for the company.

Art Brewer (MCASC President 1964) has supported the South Carolina Mechanical Contractors Association through all these years, and continues to support the Association through Easley Mechanical Services, Inc.

***Easley Mechanical Services, Inc.,
111 Neal Street
Easley, SC 29642-4976
Phone: (864) 859-4976 Fax (864) 855-1905***

INSPIRATIONAL QUOTE

Twenty years from now you will be more disappointed
by the things that you didn't do
than by the ones you did do,
so throw off the bowlines,
sail away from safe harbor,
catch the trade winds in your sails.
Explore, Dream, Discover.
Mark Twain

MARCH BIRTHDAYS

Montez Self	3/1	Honorary Life Member	Wife of Bill
Michelle Duncan	3/3	Trane Comfort Solutions	
Martha Goff	3/5	SIFCO Mechanical	Wife of Allen
Charles Hipp, III	3/7	Hipp Properties	
Emily Gibbs	3/9	Bear Mechanical Services	Wife of Edward
Tami Jacques	3/9	Hajoca Corporation	Wife of Bob
Judy Haynes	3/17	Faulkner, Haynes & Associates	Wife of Jim
Robert Goff	3/19	Honorary Life Member	
Guy Rogers	3/22	Hoffman & Hoffman	
Bob White	3/22	Walker White, Inc.	
Wink Major	3/23	Honorary Life Member	
Russell Lamb	3/30	Honorary Life Member	
Julie Clark	3/31	RepSouth	Wife of Mitch

*Happy Birthday Members!
We Would Like To Announce Yours. If you would like to be listed,
please call the Birthday Hotline at 803-772-7834 or Email to mflowers@mcasc.com*

“Tool Box Talks” - Safety Tip

President’s 2019 Budget Represents Strong Commitment to Worker Safety

President Donald J. Trump’s fiscal year 2019 budget request for OSHA supports his continued efforts to assure safe and healthful jobs for the American people.

The President’s budget provides a fiscally responsible framework to advance the Department of Labor’s mission of ensuring all Americans have access to family-sustaining jobs,” said Secretary of Labor Alexander Acosta. “From addressing the skills gap through apprenticeships to prioritizing workplace safety, this budget reflects a strong commitment to the American workforce. It also includes important reforms to ensure that taxpayer dollars are used to maximum effect.”

OSHA’s FY 2019 budget request provides an increase of \$6.1 million for 42 new Compliance Safety and Health Officers to continue the agency’s strong commitment to [enforcement](#); and another \$5.1 million for 24 [Compliance Assistance Specialists](#) and eight [Voluntary Protection Programs](#) staff to allow the agency to expand its training, outreach, compliance assistance, and cooperative programs.



Condolences

Mr. & Mrs. Tim Bedenbaugh & Family
Johnson Controls, Inc., Columbia
On the loss of his father
Paul Nichols Bedenbaugh

Mr. & Mrs. Gill Holland & Family
Johnson Controls, Inc., Columbia
On the loss of his mother
Katherine Miller Holland

Welcome New Members

Piedmont	Nolan Graham Carotek Matthews, NC
	David Crocker Mechanical Solutions, Inc. Hillsborough, NC
Midlands	Kirby Wright Mueller Industries, Inc. Columbia
Pee Dee	Greg Moses United Rentals, Inc. Florence
Coastal	Brian Lish Scaffolding Solutions, LLC North Charleston

Upcoming Events

MCASC Annual Statewide Meeting
Wednesday, March 14, 2018
Phillips Market Center, West Columbia



9th Annual Midlands Area Nine
At Night

Scholarship Golf Tournament
Thursday, March 22, 2018

Charwood Country Club, West Columbia



12th Annual Piedmont Area Clays for College
Friday, April 20, 2018
The Clinton House Plantation, Clinton



The Charleston Slam 10th Annual Inshore
Fishing Tournament

Captain’s Meeting - May 18, 2018
Graybar Electric Co., Inc.
Tournament - May 19, 2018



174th Annual MCASC Summer Convention
August 2-5, 2018
Hammock Beach Resort, Palm Coast, FL



Anniversaries

Mr. & Mrs. Gerald Edwards - 3/8
Mr. & Mrs. Billy Zimmerman - 3/21
Mr. & Mrs. Ray Merritt - 3/25

Update Your Outlook

Chuck McDonald, Esquire,
Belser & Belser, PA
PO Box 96
Columbia, SC 29202-0096
Office: (803) 929-0096 Direct: (803) 999-1260
Fax: (803) 929-0196
E-mail: chuck@belserpa.com

**Let us know if we need to update your Outlook
 or if you know someone who does!**

(Continued from page 1)

- 5. Admit mistakes; learn how to apologize clearly, simply, without excuses.
- 6. Practice open management. Divulging reasons for a decision helps people understand something they may not like although it is necessary.
- 7. Be clear about what's OK and what's not OK. People respect boundaries.

It's worth building your business on a foundation of authenticity. Your employees respect you. It's easier to follow someone you respect. Aligning your values with your behavior serves not only the business but you. Self-respect is priceless.

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Ann Elliott is a leadership strategist and founder of The Berkana Company LLC. She is the author of "What Successful Women Know about Leadership." As an experienced facilitator, trainer, and business consultant, she helps entrepreneurs and business owners build a thriving business from the inside out. Ann speaks professionally at conferences, workshops and seminars. To schedule her for your event, visit: Contact Ann at www.berkanacompany.com.

AROUND THE STATE



Midlands Area Meeting
Ferguson Enterprises, Inc.
February 2, 2018



Pee Dee Area Meeting
Longley Supply Company
February 8, 2018



Piedmont Area Meeting
Hahn-Mason Air Systems Inc. at Demetre's
February 20, 2018



Coastal Area Oyster Roast
James Island Yacht Club
February 22, 2018

NOTICE: CALLED OPEN BUSINESS MEETING



As voted by the Board, the called open business meeting will take place at 5:00 PM on Wednesday, March 14, 2018 at the 14th Annual MCASC Statewide Meeting at The Phillips Market Center, at the State Farmers Market, Off 3483 Charleston Highway, West Columbia, SC.

MCASC 14th Annual Statewide Meeting

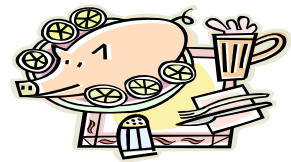
Registration Form

March 14, 2018

The Phillips Market Center

Located At The State Farmers Market,

Off 3483 Charleston Highway, West Columbia 29172



I. REGISTRATION FORM:

FAX OR MAIL TO THE MCASC STATE OFFICE – (803) 731-0390 or P.O. Box 384, Columbia, SC 29202

Name: _____ Name: _____

Name: _____ Name: _____

Name: _____ Name: _____

Company: _____

Address: _____

City/State/Zip: _____ Phone No.: () _____

Number Attending Meeting/Dinner _____

MEETING FEE: Members: \$25.00

You May Sign-Up On Brown Paper Tickets At statewidemeeting.brownpapertickets.com

If You Are Not Able To Sign-Up On Brown Paper Tickets, You Will Be Invoiced By Your Local Area Treasurer

AGENDA

5:00 – 5:30 PM MCASC Called Open Business Meeting

5:30 – 6:00 PM Sign-In For Members & Guests

6:00 – 7:00 PM Cocktail Reception

7:00 – Until Keynote Speaker – Catherine Templeton, Esquire
Republican Candidate For South Carolina Governor
Dinner & Closing Remarks

DEADLINE TO REGISTER: MARCH 7, 2018



HAMMOCK BEACH RESORT

PALM COAST FLORIDA

200 Ocean Crest Drive • Palm Coast, FL 32137

(386) 246-5500

www.hammockbeach.com

GROUP: MCASC SUMMER CONVENTION RESERVATION FORM

DATES: AUGUST 2-5, 2018 CUT-OFF DATE: JULY 12, 2018

GROUP RATES ARE AVAILABLE 3 DAYS PRE AND POST CONVENTION DATES

Name: _____

Address: _____

Home Tele. # _____

Work Tele. # _____

Fax # _____

Room Request:	1/Bedroom Ocean View Suite Main Resort	_____	\$199.00 plus resort nightly service fee and tax
	3/Bedroom Ocean View Suite Main Resort	_____	\$349.00 plus resort nightly service fee and tax
SOLD OUT	4/Bedroom Ocean View Suite Main Resort	_____	\$439.00 plus resort nightly service fee and tax
	3/Bedroom Ocean View Suite Ocean Tower	_____	\$409.00 plus resort nightly service fee and tax
	2/Bedroom Resort View Villa Main Resort Complex	_____	\$249.00 plus resort nightly service fee and tax
	3/Bedroom Resort View Villa Main Resort Complex	_____	\$289.00 plus resort nightly service fee and tax

The Resort Service Fee Is 11.5% & Includes: complimentary local and 1-800 calls, pool access with floats, beach chairs, towels and umbrellas, fitness center with sauna and steam room, wireless internet access, shuttle service to Hammock Beach amenities, 9-hole putting course, 1-hr bike rentals, complimentary use of driving range after 2:00 pm, and self-parking.

Arrival Date: _____ Departure Date: _____ # Of Adults / Children: _____ / _____

CREDIT CARD INFORMATION

Type of Card _____ Name on Card _____

Card # _____ Exp. Date _____

Additional Info: _____

- 1 night deposit will be taken at time reservation is made. Balance will be due upon check out.
- Reservations are subject to a 7 day cancellation policy. Please cancel reservations 7 days prior to arrival to avoid forfeiture of deposit.

For Your Convenience, You May Book Your Reservations By Calling 1-877-834-8862 & Be Sure To Mention Code 0718MCA, Fax This Form To 1-386-246-5535, Or Book Online At:

[https://www.phgsecure.com/IBE/bookingRedirect.ashx?
propertyCode=dabhb&group=0718MCA&arrivalDate=07-24-2018](https://www.phgsecure.com/IBE/bookingRedirect.ashx?propertyCode=dabhb&group=0718MCA&arrivalDate=07-24-2018)

**Associate Member:
BB&T BOYLE-VAUGHAN INSURANCE**

BB&T Boyle-Vaughan Insurance, the endorsed commercial insurance agency of the Mechanical Contractors Association of South Carolina, continues to offer a full line of insurance coverages for contractors in and throughout the Southeast. Our clients enjoy the hands-on approach of working with a local independent agency, the largest in the state, while fully accessing the vast resources of BB&T Insurance Services, the fifth largest broker in not only the nation, but in the world.

The construction specialists at BB&T Boyle-Vaughan Insurance use their extensive knowledge of your industry to identify ways to reduce your exposure to loss. As your company grows and your industry evolves, we review your plans and design new strategies to ensure your coverage(s) optimally work for you.

To help our clients address complex risks, we provide integrated consulting services, including, but not limited to claims consulting, risk control solutions, analytics and training and vendor services. This multi-discipline approach allows us to respond quickly to emerging risks, improve efficiencies, eliminate redundancy and drive superior results. Whether you need a detailed ModMaster report, loss trending and benchmarking data, safety training solutions or captive programs allowing your business to self-insure certain exposures, the experienced insurance professionals at BB&T Boyle-Vaughan will work alongside you to lower risk – and the cost of protection – while maintaining necessary controls and full compliance.

Your business is important to you, and you want to work with someone who understands your business. We do. As a long-standing, proud partner of the Mechanical Contractors Association of South Carolina, we are pleased to play a role in strengthening the presence and performance of its member companies. If we can be of any assistance to you, please do not hesitate to reach out to a member of our team.

***BB&T Boyle-Vaughan Insurance
2000 Center Point Road, Suite 2400, Columbia, SC 29210
Phone: (803) 748-0100 Fax: (888) 751-3201***

**Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of “The Tool Box”:
Carotek, Matthews, NC - Associate Member
Miller HVAC Service, Easley - Mechanical Member**

MARCH 2018 MONTHLY AREA MEETINGS

MIDLANDS AREA

Wednesday, March 14, 2018
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Phillip’s Market Center,
The State Farmers Market, West Columbia

Thursday, March 22, 2018 @ 4:00 PM
Location: Charwood Country Club,
222 Clubhouse Dr., W. Columbia

**Statewide Meeting
With Special Guest Keynote Speaker
Catherine Templeton, Esquire
Republican Candidate For Governor of South Carolina**

**9th Annual Nine at Night Scholarship Benefit
&
Election of 2018-2019 Officers & Board**

PEE DEE AREA

Wednesday, March 14, 2018
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Phillip’s Market Center,
The State Farmers Market, West Columbia

**Statewide Meeting
With Special Guest Keynote Speaker
Catherine Templeton, Esquire
Republican Candidate For Governor of South Carolina**

PIEDMONT AREA

Wednesday, March 14, 2018
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Phillip’s Market Center,
The State Farmers Market, West Columbia

**Statewide Meeting
With Special Guest Keynote Speaker
Catherine Templeton, Esquire
Republican Candidate For Governor of South Carolina**

COASTAL AREA

Wednesday, March 14, 2018
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Phillip’s Market Center,
The State Farmers Market, West Columbia

**Statewide Meeting
With Special Guest Keynote Speaker
Catherine Templeton, Esquire
Republican Candidate For Governor of South Carolina**



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*Serving mechanical contractors in
South Carolina since 1912.*

MCASC Executive Board & Staff

Duwayne Jacobs, President
Bob Miller, Vice-President
Edward Gibbs, Treasurer
Stan Harbourt, Secretary
Leslie Whitehurst, Associate President
Mona Flowers, Managing Director

Mechanicals make it happen -
Be part of the best!

MCASC Vision Statement

The Mechanical Contractors Association of South Carolina (MCASC) will be the leading construction association in South Carolina for specialty contractors and suppliers in the electrical, mechanical (HVAC), and plumbing fields by serving its membership, the industry, and the Community in a vibrant and harmonious fashion.

MCASC Mission Statement

The Mechanical Contractors Association of South Carolina (MCASC) will provide its membership with:

- current business/technical information and support
 - a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
 - educational scholarships for deserving students
- the development of industry related career opportunities

The Association's objective for this mission is to enhance the future of the Construction Industry in South Carolina.