



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 15, Issue 216 July 1, 2018

Full Speed Ahead. Go Fast, Train Less? By Wally Adamchik, Firestarter Speaking and Consulting

In 2017, just after 5 o'clock in the morning on the 21st of August, the Arleigh Burke-class guided-missile destroyer USS *John S. McCain* collided with the merchant vessel *Alnic MC*. Berthing areas were immediately flooded and a total of 10 sailors lost their lives. Two months earlier, the USS *Fitzgerald* was struck by the merchant vessel *Crystal* at approximately 1:30 in the morning. Again, several sailors sleeping or working below decks were imperiled. This time, the toll turned out to be seven dead and three injured.

Although you aren't sailing ships through crowded sea lanes, the lessons learned from these two fatal incidents are relevant to commercial contractors. Poor training, understaffing, and overworked crews contribute to the challenges you face every day. In an effort to be more streamlined, to rely more on technology, and "do more with less," sailors were put at risk. Sound familiar?

Let's start with workload. In a twist of words we could only expect from the government, we read that "optimal manning" considers a 70-hour week to be the standard. It should be noted that "optimal" sounded better than the original "minimal" manning. This was deemed the *lowest staffing level possible* to make a ship work. Great idea. However, what happened when someone fell ill, was in training, wasn't proficient, or was otherwise not available? A classic case of theory versus reality, where what was intended isn't really what was gained. Think about your staffing. I know it's lean. Smaller and smaller crews try to do more with less. There is an unfortunate tendency to dodge training in favor of project work that seems more critical at the time. It's a downward spiral that manifests in lower safety and productivity.

Construction unemployment is at the lowest level it has been in ten years. It is hard to find people. From an overworked estimating department to project teams that are at the outer edge of capacity, it is a recipe for failure. You tell yourself that the turnover you are having has nothing to do with staffing, but the employees who are leaving tell us differently. The government accounting office (GAO) reports the Navy is having a hard time finding people. The Navy agrees. So do you. But that doesn't make the problem go away. There is no single solution. A combination of recruiting and retaining strategies is required to add people.

Xbox and PlayStation are no substitute for real world training. For three decades prior to 2003, the U.S. Navy sent all of its new officers, whatever their commissioning source, to the Surface Warfare Officer's School (SWOS) in Newport, Rhode Island. There, the officers underwent extensive simulator training featuring a variety of military vessels, and they worked through numerous courses that emphasized the practicalities of navigation and seamanship.

"But all that changed fifteen years ago," says Capt. Kevin Eyer, a retired Navy skipper who served aboard seven cruisers and commanded three during his Navy career. "Instead of going through the rigorous training at SWOS for several months before reporting to their first ship, these young people went directly to the new ship with nothing more by way of training than a box of CDs the Navy termed CBT, or Computer-Based Training."

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2018 SUMMER CONVENTION

HAMMOCK
BEACH
RESORT
PALM COAST, FL

AUGUST 2-5, 2018

CONVENTION
FORMS
SEE PAGE 5-8



**Mechanical Member:
PIEDMONT MECHANICAL, INC.**

Piedmont Mechanical, Inc. is a heavy industrial mechanical contractor with offices in Spartanburg, SC and LaGrange, GA. The company was founded over 40 years ago in a small building in Spartanburg, SC. Since that time, the company has built two new offices, has over 100 employees, and has contracting licenses in 21 states. Piedmont Mechanical, Inc. is on the ENR top 600 Specialty Contractors list at # 583.

Piedmont Mechanical, Inc. has full in house fabrication / installation capabilities for large ductwork projects in galvanized, stainless, or aluminum and large (4" up to 54" diameter) piping projects in carbon, stainless steel, PPR, or HDPE. We also perform cooling tower, chiller, air compressor, AHU, and boiler installation projects for our clients.

We have full design build capabilities with six full time Professional Engineers on staff.

Safety is of the utmost importance at Piedmont Mechanical, Inc. We were awarded the 2017 ABC STEP Platinum safety award and our current EMR rating is 0.71.

Piedmont Mechanical, Inc. is excited to be a new member of the Piedmont Chapter of MCASC.

**Piedmont Mechanical, Inc.
PO Box 4925
Spartanburg, SC 29305-4925
Phone: (864) 578-9114 Fax: (864) 578-5314**



**Charleston Slam
Fishing
Tournament
May 18-19, 2018**



**Board of
Directors
Meeting
May 30, 2018**

JULY BIRTHDAYS

Meredith Sloan	7/2	Hoffman & Hoffman, Inc.	
Al Simpson	7/3	Honorary Life Member	
Margaret Allen	7/8	H.R. Allen, Inc.	Wife of Rod
Glenn Greer	7/9	Gregory Electric Company, Inc.	
Lodema Adams	7/9	Adams Insurance	
Anne Campbell	7/21	Carrier Enterprises	
Wayne Kimball	7/21	Kimball's Plumbing, Heating & Electrical	
Leslie Whitehurst	7/21	James M. Pleasants Co., Inc.	
Kim Richardson	7/22	Atlantic Electric	Wife of Mike
Darrell Durham	7/27	Honorary Life Member	
Michael "Scat" Scaturro	7/28	Eastern Industrial Supplies, Inc.	
Tim Whitehurst	7/28	James M. Pleasants Co., Inc.	Husband of Leslie
Leigh Zimmerman	7/29	Charlotte Pipe & Foundry Company	Wife of Billy
Vaughn Padgett	7/30	Carolina Insulation Contractors, Inc.	
Ray Merritt	7/31	Honorary Life Member	

*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

THE RIGHT BOOT FOR THE JOB

To some people, one type of boot is the same as another. In construction, you've got to have the right boot for the job.

STEEL-TOED BOOTS FOR MOST WORK

Steel-toed boots should be worn for most work. They not only protect your feet, but keep them dry. Your boots should have good soles to resist punctures or cuts from pointed or sharp objects. Safety insoles can be worn as an extra precaution against nail punctures. Laces that are too long could trip you up. Either cut them off or tuck the excess length in the top of your boots.

NO USE UNLESS YOU WEAR THEM

Probably everyone who wears safety boots can tell you of more than once when their boots prevented a serious injury. One important thing to remember, though: Safety boots will only protect you when you wear them.

WORKING IN WATER

Hip, hip, hooray! That’s how many persons who work in water over a foot deep feel about hip boots. They keep their feet dry. It's also the way many persons pouring concrete feel about overshoes. They not only keep the concrete out, but they're comfortable. Overshoes have buckles that hold them tight to the ankle for more support, and there's nothing flopping or hanging from the top. Of course, if you get into concrete over a foot deep, you'll have the unpleasant experience of feeling the concrete seep into the boots and between your toes. You also may experience skin irritation or infection, which concrete can cause.

A form of protection worn in muddy areas is the over-the-shoe boot. Called the engineer's boot by some, it isn't as snug as the overshoe and has a tendency to bend or flop as you walk along.

TAKE CARE IF YOU SHARE

There's always a danger in sharing protective footwear, like hip boots, with someone else. If that person has a foot infection, you'll soon inherit it.

Update Your Outlook

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

Condolences

Mr. Gene Hopkins and Family
Honorary Life Member
On the loss of his wife
Peggy Hopkins

Upcoming Events



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

11th Annual Pee Dee Blast Sporting Clays Event
Friday, September 21, 2018
Back Woods Quail Club, Georgetown



Welcome New Members

Piedmont Winston Anderson
Piedmont Mechanical, Inc.
Spartanburg, SC

Midlands John Babson
South Risk Management
Columbia

Anniversaries

Mr. & Mrs. Lee Richardson - 7/1

Mr. & Mrs. Jim Brewer - 7/8

Mr. & Mrs. Manuel Hendrix - 7/18

Mr. & Mrs. John Minor - 7/20

Mr. & Mrs. Coles Dwight - 7/21

Mr. & Mrs. Bob Jacques - 7/23

(Continued from page 1)

CBT was not an especially popular replacement for SWOS. Often, it was humorously dismissed as “SWOS in a box” by the new officers who attempted to wade through its content - content which, according to its developers, would generate “higher professional satisfaction, increase the return on investment during the first division officer tour, and free up more career time downstream.”

“But what SWOS in a box really meant,” reveals Eyer, “was that the skipper of the ship that the new officer was assigned to was now expected to stand in for all the training that had once been provided by the school. And trust me - the skipper and everyone else on board already had plenty of other things to do.” Sounds like a field issue.

With the shuttering of SWOS in Newport, the Navy’s emphasis on training across the board began to falter and continues to do so. “We don’t let people fly airplanes without sending them off to a ground school to learn the basics,” says retired Navy Capt. Rich Hoffman. “Why are we assigning our sailors to ships before they understand the fundamentals ... Some of them apparently don’t even understand the importance of looking out the damn window!”

If the stakes weren’t so high, this would almost be comical. While the risks on your jobsite and in your office may be somewhat less than the unforgiving ocean, they do remain. And let’s not blame the new employee for the skills gap they bring to the job. Training our operational managers at all levels - from foreman to president - to be more effective leaders should be top priority. Training must include classroom and on-the-job application. And we must incorporate technology that will truly optimize our teams.

These challenges will persist. A weak economy might lessen the labor shortage, but the skills gap and the focus on project execution rather than team development will never go away. We know that the best firms in the industry are finding ways to overcome these challenges. Daily efforts to create trust, pride, and camaraderie, are required.

Wally Adamchik is President of FireStarter Speaking & Consulting. Visit the website at www.beaFireStarter.com. He can be reached at 919-673-9499 or wally@beaFireStarter.com.

ON WORK

By Tom Frisby, The Frisby Group

At the coffee shop this morning, I was listening to a couple of young folks (say in their mid 30s) talk about work. One said: “Yeah, I had to put in a couple of days overtime last week. It gets old, you know. I don’t know if we are ever going to the 35 hour work week.” The other said: “Yeah, I know what you mean. And when Monday morning comes, I just about freak out. Another week.”

And I started thinking. What if these lines had been spoken by some people whose names you might recognize:

“Damn war anyway! To hell with it. I am going to spend the day in the pool.” Franklin Delano Roosevelt.

“Look, general, I am not about to fly another mission. I have put in my time this week. Enough is enough!” General Doolittle.

“Mom, this damn basement is driving me nuts. It’s dark down here and I am going batty. I am going to the sports bar and just hang out.” Bill Gates.

“This lab stinks. This job stinks. I got nothing to show for what I am doing. No one else is working half the night seven days a week. Why should I?” Dr. Jonas Salk.

“Look, isn’t my problem. There were slaves before I was born and the framers of the Constitution didn’t do anything about it. Why should I risk my reputation over this?” Abraham Lincoln.

“Man, this ain’t going to work. Too many of them, not enough of us. And why should I be the first guy ashore? I’ve got a date tonight, for god’s sake. I ain’t going!” Leonard Shroeder. First man ashore at Normandy on D-Day.

I was thinking how “work” has seemingly come into such disrepute.

And I was wondering how the unemployed will feel about work when electronics and robots take their jobs.

And I was thinking if work is not important, then neither is the worker.

And that is all I have to say about that.

Tom Frisby, The Frisby Group, tffrizzle@gmail.com



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)

When The Meeting Breaks ... The Ocean Awaits!

The 174th Mechanical Contractors Association of South Carolina Summer Convention



**HAMMOCK BEACHSM
RESORT**

PALM COAST FLORIDA

August 2-5, 2018

MCASC Registration Form

Please complete form By Friday, July 13, 2018 and fax to
(803) 731-0390 or mail to P. O. Box 384, Columbia, SC 29202

Please List Names of Attendees & Indicate who will be playing Golf, Tennis, Fishing or Poker by circling a (G) for Golf, a (T) for Tennis, a (F) for Fishing or a (P) for Poker by the appropriate names:

Name: _____	G T F P	Name: _____	G T F P
Name: _____	G T F P	Name: _____	G T F P
Name: _____	G T F P	Name: _____	G T F P
Name: _____	G T F P	Name: _____	G T F P

Please List Any Food Allergies: _____

Company: _____

Address: _____

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

Billing Information:

Please Invoice Company: _____ My Check Is Enclosed: _____

Hotel Information: Please Refer To The Enclosed Reservation Form

MCASC attendees will receive a group discounted rate if reservations are made by Friday, July 13th

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 & 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.

Reservations can be made after the deadline date at regular prices.

Make your reservations by calling: 1-877-834-8862 or faxing to 1-386-246-5535

(Be sure to mention MCASC Group No. 0718MCA to get our Group Rate)

Call Or Complete the enclosed Hotel Registration Form & Fax To Hammock Beach Resort

For more Hotel Information visit their website at www.hammockbeach.com

Continued On Next Page

MCASC Fees For When The Meeting Breaks ... The Ocean Awaits!

Cost: \$450.00 per person, which includes the following:

- Daily Social Gatherings at The Hospitality Suite
(hors d'oeuvres and your favorite adult beverages)
- Poker Tournament On Thursday Evening At The Hospitality Suite
- Breakfast Meetings Friday Morning
- Members' Breakfast Friday Morning
- Educational Workshop(s), Friday Morning
- Pool Party To Include: Drinks, Dinner & Lots of Fun For Everyone Friday Evening
- Educational Workshop(s), Saturday Morning
- Past Presidents' Reception & Dinner Saturday Evening With Special Entertainment
- Open Business Meeting, Awards & Farewell Breakfast Buffet Sunday Morning

Note To Parents: *The Children Will Join The Adults On Friday Evening For The Pool Party. There Will Be A Planned Event For The Children On Saturday Evening While The Adults Attend The Past Presidents' Reception and Dinner.*

Optional Activities:

Golf (Ocean Course): \$129.18 per person plus lunch \$24.95 for a Total of \$154.13

Sat., August 4th 12:30 PM Modified Shotgun. All Green Fees Include: The Use of Resort's World-Class Practice Facilities (1) One Hour Prior To Scheduled Tee Times, In-Cart GPS System, Ice Cold Bottled Water, Hand Towels, Club Cleaning & Storage. To Book Personal Tee Times On Other Days Call 1-386-447-4611

*Golf Fees & Lunch will be billed to individual rooms

Tennis: \$21.40 Per Person / Per Day - 8 Clay Courts (Sub-Surface Irrigation)

Fishing: Four (4) Hour To Twelve (12) Hour Charters Are Available

Pricing From \$750.00 To \$2,000.00, Call For More Details

Prepare Yourself For An Adventure In Relaxation & Renewal At The Spa

Guests should make their own reservations by calling 1-386-246-5580

Kids Crew Programs

For More Details Call 1-386-246-5661

For Additional Information, Please Visit Their Website At www.hammockbeach.com

**For Additional Information Call
MCASC State Office At (803) 772-7834**

NOTE: A full refund of MCASC Convention Registration Fees will be made on cancellations received prior to Friday, July 13, 2018. After that date, only 50% will be refunded up until Friday, July 20, 2018. Substitutions will be allowed.

Your Presence and Presents Are Highly Sought After....

Become a *Sponsor* for the
MCASC 174th Semi-Annual Summer Convention – August 2-5, 2018
Hammock Beach Resort – Palm Coast, Florida

By becoming a sponsor, your presence will be seen and known to all members and associate members through our "Tool Box", website, upcoming meetings, convention materials and events. And your Presents will allow the MCASC Summer Convention to be memorable. Don't miss this wonderful opportunity for you and your company to be promoted during the next couple of months.

DON'T DELAY BECOME A SPONSOR TODAY!

Sponsorship Packages Include the following opportunities. Please choose the one(s) you wish to sponsor, complete the form and email or fax to Mona at mflowers@mcasc.com or (803) 731-0390.

THURSDAY:

Board Of Directors Meeting	\$1,000.00
Hospitality Suite	\$2,000.00
Surcies & Prizes	\$500.00

FRIDAY:

Associate Member's Breakfast Meeting	\$2,500.00
Past President's Breakfast Meeting	\$1,500.00
Member's Breakfast	\$4,500.00
Educational Workshop(s)	\$2,500.00
Drinks At The Pool	\$2,500.00
Dinner At The Pool	\$6,000.00
Entertainment Ocean Front Lawn	\$2,500.00
Hospitality Suite	\$1,500.00
Surcies & Prizes	\$500.00

SATURDAY:

Educational Workshop	\$2,500.00
Ladies / Spouse Surcies	\$1,000.00
Golf Tournament (4 Sponsors - 2 For Front Nine & 2 For Back Nine)	\$250.00
Tennis Tournament	\$250.00
Fishing Tournament	\$250.00
Children's Program & Dinner (Ages 0-3)	\$500.00
Children's Program & Dinner (Ages 4 & Up)	\$500.00
Cocktail Reception Honoring Past Presidents	\$2,500.00
Dinner Honoring Past Presidents	\$6,000.00
Entertainment	\$2,500.00
Hospitality Suite	\$1,500.00
Surcies & Prizes	\$500.00

SUNDAY:

Pick A Winner Awards Breakfast / Open Business Meeting	\$3,000.00
Awards & Prizes	\$500.00

Yes, I Would Be Happy To Sponsor The _____
Please Invoice My Company For: \$ _____ **Phone No.** _____
Company Name: _____
By: _____ **Date:** _____

Mechanical Contractors Association of South Carolina
 Post Office Box 384, Columbia, SC 29202-0384
 Phone: (803) 772-7834 Fax: (803) 731-0390
 Email: mflowers@mcasc.com Website: www.mcasc.com

**Associate Member:
OLD DOMINION INSULATION**

The Story of an All-American Company

When you combine humble beginnings, with good old-fashioned hard work, and American ingenuity you get Old Dominion Insulation. Fast approaching 40 years in business, ODI has become the leader in mechanical insulation contractors in the Mid-Atlantic region.

ODI has worked hard to become the most respected and requested contractors in the mechanical insulation industry by working hard to achieve the respect and admiration of our customers throughout the East Coast.

Our dedication to the customers who have made us the success we are today doesn't end with a job well done; we take pride in our efforts to give back to our community. At ODI we are committed to taking an active role in the communities that have made us who we are today.

South Carolina Location

Old Dominion's quality craftsmanship and dedication to our customers is nowhere more evident than at our Charleston, South Carolina location. Opened in February of 2017, our Charleston location is fast approaching the output of our other outlets.

Our plan for South Carolina includes continuing to growing our commercial mechanical insulation business, as well as expanding into the industrial sector with maintenance and scaffolding work, and by growing our Firestopping division. We plan to achieve this growth through solid relationships with our customers that are based on quality craftsmanship.

Our satisfied, impressive clientele includes such major businesses as Mercedes, Volvo, Boeing, Nucor, Roper, and MUSC.

At Old Dominion Insulation, we live by the motto we hold true; "DWYSYWD" Do What You Say You Will Do. It may be a simple phrase, but we have found that not many companies live up to the simple meaning of the motto.

***Old Dominion Insulation
2154 Center Street, Suite B-201
North Charleston, SC 29406-4080
Phone: (843) 729-8465***

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
Sosa Manzo and Company, Columbia - Associate Member
Barwick Plumbing, LLC, Pinewood - Mechanical Member**

SEPTEMBER 2018 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday September 6, 2018 @ 6:00 PM
Location: 1222 Bluff Road, Columbia
Sponsored By: Murray Supply Company

**Topic: "TBA"
Presented By: TBA**

PEE DEE AREA

Friday, September 21, 2018 @ 9:30 AM to 5:30 PM
Location: Back Woods Quail Club, 647 Hemingway Lane,
Georgetown
Sponsored By: Pee Dee Area

**11th ANNUAL PEE DEE BLAST
SPORTING CLAYS EVENT**

PIEDMONT AREA

Thursday September 18, 2018 @ 6:00 PM
Location: TBA
Sponsored By: Johnson Controls, Inc.

**Topic: "TBA"
Presented By: TBA**

COASTAL AREA

Tuesday, September 25, 2018 @ 6:30 PM
Location: 4801-A Rivers Avenue, North Charleston
Sponsored by: Capital Electric (Formerly Eck Supply Company)

**Topic: "TBA"
Presented By: TBA**



P.O. Box 384, 29202
1504 Morninghill Drive
Columbia, SC 29210
Phone: (803) 772-7834
Fax: (803) 731-0390
E-mail: mflowers@mcasc.com
www.mcasc.com

*Serving mechanical contractors in
South Carolina since 1912.*

MCASC Executive Board & Staff

Bob Miller, President
Edward Gibbs, Vice-President
Mike Richardson, Treasurer
Duwayne Jacobs, 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.