

The Road Signs of Leadership

Wally Adamchik, FireStarter Speaking & Consulting

Wouldn't it be great if your employees displayed easy to read and easy to understand signs? These signs would indicate how they are reacting to your new program or what they are thinking about your actions as a leader.

Just like traffic signs give us information, employees provide signs that give us information too. But employees are often subtle and hard to interpret, or we are not tuned in to looking for the signals, so we miss them. Let's look at some of the signs your employees might be displaying. Your ability to tune in to these messages and adjust your activity will lead to success as you reach toward your objectives.

SPEED LIMIT 70

This is a good sign to see. Your employees are fully on board with your program or plan and actively support it. They understand the mission and are aligned with it. When asked to explain what the leader is trying to accomplish, they respond in the proper fashion, almost as if it were their own plan. At 70 mph there is still time to react to sudden dangers, to make mid-course corrections, and to interact with other stakeholders. This sign is characterized by a unity of purpose, a dedication to the mission, a sense of urgency, and a willingness to be creative.

Don't confuse this sign with a situation in which there is no speed limit at all. While we want our employees to be productive, moving full speed ahead, they must know what they are working toward and, when possible, have a hand in crafting the vision.

STOP

When your employees give you the stop sign, you have simply gone too far too fast and they are unable to follow you for now. They need something to be able to continue. You need to determine what that something is. They cannot or will not continue until you adjust what you are doing. This adjustment is difficult. First, you have to recognize that they are showing the stop sign, then you have to figure out why. Often that means you must take time to ask questions, a skill in itself, to get their input. In some cases, they may need a simple clarification, but in other cases, they may not agree with your course of action and you will need to persuade them to adopt what you want to do. In some cases, they may require training, while in others, they may need simple reassurance. The best way to get them moving depends on the reason they indicated for you to stop in the first place. A big mistake leaders make is not even seeing the stop sign. A bigger mistake is ignoring it, if seen, since the leader thinks the current course is best and that the employees will follow soon enough. To ignore the stop sign invites danger.

YIELD

Slow down; you are moving too fast. Your employees are not at a standstill here, but they are unable to fully support you. This sign means it's time for active listening on your part. Again, you need to question people and react accordingly to get them up to speed. There can be several reasons for this sign. It is often seen in the downsized, fast-track world of today. "Yield" on the road means there are things coming together and you need to give way to the others to avoid a collision. In organizations, this potential collision can come from multiple agendas and multiple priorities.

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**2012
SUMMER
CONVENTION
CHÂTEAU
ÉLAN
AUGUST 2-5, 2012
HOTEL, MCASC &
SPONSOR
RESERVATION
FORMS
SEE PAGES 6 THRU 9**



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

Teachey Mechanical, Inc.

In 1969, Glenn Teachey started Teachey Mechanical specializing in design build commercial and industrial heating, ventilation, air conditioning, plumbing, process piping and energy management. Working day-by-day and job-by-job, Teachey Mechanical became a trusted leader in design and installation of mechanical systems earning a reputation for quality, integrity and reliability.

Teachey Service Company, Inc.

Teachey Service Company, formerly TBG, Inc. was created in 1972 as the start-up and warranty subcontractor for Teachey Mechanical. Teachey Service Company expanded its services to include preventative maintenance, service, replacement, building controls, energy management and electrical services. As a result, "The Teachey Companies" became one of the leading single source providers for mechanical and electrical solutions in the Southeast.

Ben Teachey, P.E. is the president of both companies.

**Teachey Mechanical, Inc.
P. O. Box 339
Simpsonville, SC 29681-0339
Phone (864) 967-2917, Fax (864) 967-3817**

Congratulations Scholarship Graduates

The Mechanical Contractors Association of South Carolina would like to congratulate the following scholarship recipients who have recently graduated.

James G. Barton graduated USC with a degree in mechanical engineering and is working for Carolina Gas Transmission, Columbia.

Kyle C. Fry graduated The Citadel with a degree in civil engineering and is working for Timmons Group, Raleigh, NC.

Calvin Hendrix graduated USC with a degree in mechanical engineering and is working for AVANTech, Inc., Columbia

Daniel Tolson Miller graduated The Citadel with a degree in business administration and is working for Nucor Corporation, Berkeley.

Thomas B. "Bo" Minor, Jr. graduated The Citadel with a degree in Business Administration.

JULY BIRTHDAYS

Meredith Sloan	7/2	Hoffman & Hoffman, Inc.	
Al Simpson	7/3	Honorary Life Member	
Wesley Goff	7/6	SIFCO Mechanical, Inc.	
Margaret Allen	7/8	H.R. Allen, Inc.	Wife of Rod
Glenn Greer	7/9	Gregory Electric Company, Inc.	
Anne Campbell	7/21	Carrier Enterprises	
Wayne Kimball	7/21	Kimball's Plumbing, Heating & Electrical	
Darrell Durham	7/27	C. C. Dickson Company	
Michael "Scat" Scaturro	7/28	Eastern Industrial Supplies, Inc. - Florence	
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	
Marlies Rosas	7/31	RSS Safety, LLC	Wife of Mel

*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**FIRST AID**

It's an excellent idea for construction workers and for everyone to know first aid fundamentals: how to stop bleeding, start breathing, start a stopped heart beating again, and give any other vitally needed care until professional help arrives.

Suppose there is an accident here at the job site and a person is bleeding badly. **THE MOST IMPORTANT THING YOU CAN DO FOR A SERIOUS INJURY IS CALL 911.** A knowledge of simple first aid is also necessary. It is important to stop the bleeding immediately. Have the victim lie quietly, and then apply direct pressure right on top of the wound with a sterile pad or the cleanest piece of cloth you can find. Minor wounds such as cuts and scratches should always be treated too.

If someone should happen to get concrete in their eyes, it is important to act quickly. The first thing you must do is dilute the concrete by pouring water into the eyes. Have the victim lie with the head to one side, and then have someone hold the eyes open while you pour water into them. You may need medical attention if it is severe. Remember you only have one pair of eyes. Take care of them by using proper eye protection.

Do not try to remove a foreign particle embedded in the eye's surface. Instead, have the victim lie flat, place a sterile pad over the eye, bandage it in place, and get medical help immediately. If the particle is under the eyelid or floating on the surface of the eyeball, you can try removing it with the corner of a clean piece of cloth. Never rub the eye to get it out.

Let us review the more important first aid procedures:

THE MOST IMPORTANT THING YOU CAN DO FOR A SERIOUS INJURY IS DAIL 911.

Get first aid for all wounds, even minor ones.

Stop severe bleeding with direct pressure on the wound, preferably with a sterile pad or clean cloth. Use rubber gloves for protection if available. There should be a pair in the first aid kit. Inspect it regularly and replace used supplies.

Irrigate eyes that have been splashed with concrete and remove foreign particles with a clean bit of cloth. If necessary, get proper medical attention.

If you can remember these few rules, you will be able to act in a mature, responsible way during an emergency.

SAFETY REMINDER: FIRST AID CASES ARE NOT CHARGEABLE TO YOU OR THE CREW. DO NOT BE AFRAID TO GET PROPER MEDICAL ATTENTION.

PinPoint Safety, LLC - Mel Rosas, formerly, RSS Safety, LLC
12216 Pinegate Court, Pineville, NC 28134-9139
Telephone (704) 277-5673 Fax (704) 900-8241

Upcoming Events!!!**MCASC Summer Convention**

August 2-5, 2012
Château Élan Winery & Resort
Braselton, Georgia

4th Annual Pee Dee Blast Sporting Clays Event

Friday, September 21, 2012
Back Woods Quail Club, Georgetown

**Welcome New Members**

Larry Smith - Graybar Electric Company, Inc.
N. Charleston

Happy Anniversary

Mr. & Mrs. Jim Brewer - 7/8
Mr. & Mrs. John Minor - 7/20
Mr. & Mrs. Coles Dwight - 7/21
Mr. & Mrs. Bob Jacques - 7/23
Mr. & Mrs. Harvey Coleman - 7/25
Drs. Terry & Mary Frame - 7/27

Concerns

Bryan Finch, Control Management, Greenville
Art Hafner, Unitherm, Columbia

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DETOUR

This sign says the employees are working their own plan and - although they support the ultimate goal you have articulated (a successful project) - they are not using the means and methods you want to use to get there. As organizations adapt to changing market demands and implement new procedures, this situation is increasingly problematic. A glaring example is the senior employee who delivers profitable work but leaves a wrecked relationship with the other stakeholders - internal and external. The company professes to value integrity and caring, long-term relationships, but it does nothing when this person “does what it takes” to make money and trashes relationships.

Another manager may be great at producing work. However, he is stifling growth and initiative by his “my way or the highway” style. Yet the company says it values creativity and development of subordinates.

In both cases, each employee has their own way of doing things and they do deliver results, but the means and methods are counter to the organization’s priorities and goals. This situation is one of the toughest a leader faces. Left alone, this conflict between values and procedures damages the credibility of the organization.

ROAD CLOSED

This is different from a stop sign. In the case of the stop sign, they are ready to move forward once you educate, clarify, or explain your intent. The road closed sign is more akin to outright insubordination and refusal to cooperate. This problem may evolve from the detour situation when an employee fails to heed your advice, exhortations, and counseling. In other cases, people may refuse to change because they do not feel you are committed to your path and will give up in a few months anyway, and then they can get back to mediocrity as usual. Unfortunately, this may happen with a small number of people.

EXIT RAMP SIGN

These are the big green signs with the white arrows. They tell you the next move you have to make to stay on course. In business, these signs come from people who support you and what you are trying to accomplish and want to make it better. They are on board with the means and methods and even the general direction you are taking. However, they have ideas, suggestions, and contributions to make that will ease the trip and make it better for you and your organization.

For example, three months after implementing a new system to make the handoff between sales and operations better, a line supervisor comes to you and offers some thoughts on how to improve what you have already done. The exit ramp sign is a great signal because it sends a message of commitment, interest, and understanding of the mission. However, some leaders ignore this sign because they view a modification to their plan as an admission that it was lacking in the first place. This misguided and shortsighted behavior by leaders often leads to the detour and road closed sign from the people being led.

RAILROAD CROSSING

Danger ahead; you are doing something that is about to lead to a train wreck. Like the exit sign, the employees have information, but in this case, they are not sharing it with you and they will allow you to head right onto the tracks and crash. This sign is shown most often when the leader has previously diminished his or her credibility or refused to listen. Failure to heed this sign results in fairly large consequences. The least consequence is that somebody quits or is fired. Larger consequences include damaged reputation, unsuccessful projects, liquidated damages, claims, and litigation.

HISTORICAL MARKER

These are the signs tucked on the side of the road that you notice in the corner of your eye. Sometimes we stop to read one because we have time, and there it is. Other times, we stop because we are looking for a special one. Although they are not official traffic signs, they do serve a useful purpose for the traveler. These signs tell us the history of the area we are traveling in. They give us context and a sense of perspective. In business, this sign is displayed in two basic ways. First, it is displayed by the people being led - it just appears. In the second way, we ask for it.

For example, the new executive is overseeing a fairly large and complex project that is similar to other projects he has done. However, it is in a location he has never worked. As initial planning is completed and implementation begins, a manager who has recent experience with a similar project in the same city recognizes a situation that looks and smells a lot like one on the last project - a potential “rock in the road” that may cause lost time. He doesn’t tell the new executive simply because he doesn’t think it is important because the executive didn’t ask about it - if the executive did think it was important, surely he would have mentioned it. This is a case of a historical marker just waiting to be read.

DRIVING ON THE TRIP

If you are new to a leadership position, there is a good chance you are missing a lot of these signs because you are overloaded with your daily tasks. However, this may be your best opportunity to look for the signs. Think back to when you first

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learned to drive. Initially, you were too busy operating the car to focus on the other stuff around you, but shortly after that, you were getting the hang of it. You were more aware but weren't getting complacent yet. Teach yourself now to look for the signs as part of your daily interactions with those you lead.

If you have been in leadership positions for some time, you too may be missing the signs. Think about your own driving now that you have been doing it for years. It comes quite naturally - you relax, you even do other things while you are driving. But, do you ever miss a turn? The answer is probably "yes," and that means you were complacent or preoccupied with something else. You missed the sign. This happens at work too. For example, suppose you were recently promoted and are busy getting ready for the strategic planning retreat for which you have some great ideas. You don't see the railroad sign from your assistant who has been with the firm for years. When you get to the retreat, you are ill-prepared and too aggressive. Your assistant could have given you some insights on how to handle the situation and how to interact with the executive team. You missed the sign. It happens every day.

People constantly give us these signs. When we are driving on the road, we know what to look for. In the case of leadership, it's harder to know the signs to look for, and we can easily miss them to our detriment and to the detriment of the organization. Look hard for these signs, and look for other ones. Ask questions and don't assume. The journey a leader embarks on is fraught with challenges and perils, but the rewards are great and the payoff huge. People want to help you, if you just look for the signs.

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

Total Quality Management

By Tom Frisby, The Frisby Group, www.frisbygroup.net

A few years back I was asked to consult with a construction company about implementing a TQM program. (Total Quality Management, as everyone knows is a management process developed by Arthur Deming which he taught the Japanese and helped them develop a strong, global economy after WWII. It is a concept of participatory management, customer obsessed with quality at every level being the culture of the company.) After a great deal of work, discussions, training and process review, and with the enthusiastic support of the supervisory personnel, the program was ready for implementation. Including a Best Practices Field Committee.

And then I received a telephone call that the operational manager of the company had told his project managers: "Listen, don't pay attention to this stuff. I am just going along with it because the President thinks it is a good idea."

The company has since faced oblivion three times, countless claims and almost a culture of repetitive mistakes. At about the same time, another company wanted to develop a plan to improve its operations. Everyone got on board and in the last ten years it has been one of the more successful and profitable companies in its region. Same kind of company, same region, same economy.

The principles of the latter company, though not called TQM, totally embraced the concepts of Total Quality Management. These concepts are embraced in four major groups:

- I. Foundation: Ethics, Integrity and Trust
- II. Building Blocks: Training, Teamwork, Leadership
- III. Binding Mortar: Communication
- IV. Roof: Recognition

I enjoy visiting the latter company. It is fun to work there. The employees enjoy their work environment. It has become the preferential company to serve the needs of most of its customers. The company stays on top of its game, now uses BIM for example and is a leader in design build delivery systems. It has adopted some of the practices of Lean Management. It continues to improve through process evaluation and training of its personnel . . . at every level. The company does not take on work just for revenue - and it stays within its limits, its capability to perform. Its craftsmen are skilled and the supervisory personnel have the commitment to assure an excellent work force.

I only mention the two examples (by the way, each is a composite and so don't try to figure out which companies I am talking about) to illustrate that the concept of continuous improvement works and further that it is vital to sustained prosperity of any company. Deming, the father of TQM, had a fourteen point program and the first was "*consistency of purpose*" which in my language was to develop an organization for the long haul and not just short term profit. Frankly, if a company really thinks out that first point and implements it, the other thirteen points follow. *Organize for the long haul.* What does

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Mechanical Contractors Association of South Carolina Summer Convention
Thursday, August 2, 2012 thru Sunday, August 5, 2012
Reservation Form



Château Élan Winery & Resort

100 Rue Charlemagne
Braselton, Georgia 30517
Telephone: 678-425-0900 or 1-800-233-9463
Fax: 678-425-6004
Email: reservations@chateauelan.com

Please complete this form to confirm your overnight accommodations.
Mechanical Contractors Association of South Carolina has secured a block of Run of House rooms from August 2nd through August 5th, 2012 (see below for rates). Please Call, Email or Fax the completed form to Reservations at Chateau Elan to confirm booking.
Rate is good pre and post convention dates based on hotel availability.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

E-Mail _____

Arrival Date _____ Departure Date _____

Number of Adults _____

Room Preference:

- Run of House (1 king or 2 doubles, \$169.00 + tax) _____
- King Corner Suite (\$219.00 + tax, limited availability) _____
- Two Bedroom Villa (\$339.00 + tax, limited availability) _____
- Three Bedroom Villa (\$439.00 + tax, limited availability) _____

Note: Two & Three Bedroom Villa's Are Approximately 1 Mile from Hotel
(Complimentary Shuttle Service Is Available.)

Credit Card Number _____

Expiration Date _____

Name on Card _____

Signature _____

All rooms are non-smoking. Changes or cancellations must be made at least 72 hours prior to arrival. If cancellations are not made 72 hours in advance the credit card will be charged the first nights room and tax. Applicable room taxes are currently 12%.

100 Years And Still Building

The 162nd Mechanical Contractors Association of South Carolina Summer Convention



August 2-5, 2012

MCASC Registration Form

Please complete form By Wednesday, July 11, 2012 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, Poker, or Bridge by Circling a
(G) for Golf, a (T) for Tennis, a (P) for Poker, a (B) for Bridge by the appropriate names:

Name: _____ G T P B Name: _____ G T P B

Name: _____ G T P B Name: _____ G T P B

Name: _____ G T P B Name: _____ G T P B

Name: _____ G T P B Name: _____ G T P B

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 Monday, July 2nd

There is No Resort Fee. Included In Hotel Room Rate Are: Complimentary Self Parking, Access To The Inn Fitness Center, Pool Access & Towels, Guest Room High Speed Internet Access, In-Room Coffee, & Concierge Service.

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

Make your reservations by calling: 1-800-233-9463 or 1-678-425-0900 or faxing to 1-678-425-6004
(Be sure to mention MCASC to get our Group Rate)

Call Or Complete the enclosed Hotel Registration Form & Fax To Château Élan Winery & Resort
For more Hotel Information visit their website at www.chateauelan.com

MCASC Fees For “100 Years And Still Building”

Cost: \$395.00 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
- “Leveraging Your Competitive Advantage By Improving Productivity” By: Jim Schug, FMI Senior Consultant Friday Morning
- “Elements Of Cash Flow Management And Getting Paid” By: Jim Schug, FMI Senior Consultant Friday Morning
- Bridge Tournament Friday Afternoon At The Hospitality Suite
- Pavilion Party To Include: Drinks, Dinner & Lots of Fun For Everyone Friday Evening
- “Key Federal Government Contracting Programs In 2012 Opportunities, Issues & Risks” By: Gene Rash, Matthew Cox, and Stephen Kelleher, Attorneys With Smith, Currie & Hancock, LLP Saturday Morning
- Past President’s Reception & Dinner Saturday Evening
- Open Business Meeting, Awards & Farewell Breakfast Buffet Sunday Morning

Note To Parents: The Children Will Join The Adults On Friday Evening For The Pavilion Party. There Will Be A Planned Event For The Children On Saturday Evening While The Adults Attend The Past President’s Reception and Dinner.

Optional Activities:

Golf (Château Course): \$90.95 per person plus lunch \$23.50 for a Total of \$114.45

Sat. August 4th 12:30 PM Shotgun. All Green Fees Include: Golf Cart, Range Balls, and Bag Handling. To Book Personal Tee Times On Other Days Call 1-800-233-9463, Ext. 41

*Golf Fees & Lunch will be billed to individual rooms

Tennis: \$18.00 Per Hour / Per Court - 6 Courts (4 Hard & 2 Clay)

Prepare Yourself For The Spa:

Indulgent Sensory Treatments Refresh And Revive The Body, Mind & Soul

Guests should make their own reservations at least six (6) weeks prior to arrival by calling 1-800-233-9463, Ext. 41

Chateau Elan Winery Tours, Cooking Demonstrations, Etc.

Skip Barber Racing School: For More Info. Call 1-866-932-1949 or go to www.skipbarber.com

Lake Lanier: Water Park, Boating, Etc.

Lots of Nearby Shopping: Mall of Georgia, Lenox Square, Phipps Plaza, Tanger Outlet Center & Commerce Factory Stores, and North Georgia Premium Outlets

For Additional Information, Please Refer To The Enclosed Château Élan Winery & Resort Brochures Or Visit Their Website At www.chateauelan.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 Monday, July 9, 2012. After that date, only 50% will be refunded up until Friday, July 20, 2012. Substitutions will be allowed.

Your Presence and Presents

Are Highly Sought After....

Become a *Sponsor* for our 100 Year Celebration August 2-5, 2012

Château Élan Winery & Resort – Braselton, Georgia

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	\$500.00
Hospitality Suite	\$1,000.00
Surcies & Prizes	\$500.00

FRIDAY:

Associate Member's Breakfast Meeting	\$500.00
Past President's Breakfast Meeting	\$500.00
Member's Breakfast	\$1,500.00
Educational Workshops (2)	\$1,500.00
Drinks At The Pavilion	\$1,500.00
Dinner At The Pavilion	\$5,000.00
Entertainment At The Pavilion	\$1,000.00
Hospitality Suite	\$500.00
Surcies & Prizes	\$500.00

SATURDAY:

Educational Workshop (1)	\$2,000.00
Ladies / Spouse Surcies	\$1,000.00
Golf Tournament (2 Sponsors - 1 For Front Nine & 1 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	\$1,500.00
Dinner Honoring Past Presidents	\$3,000.00
Entertainment	\$1,500.00
Hospitality Suite	\$500.00
Surcies & Prizes	\$500.00

SUNDAY:

Pick A Winner Awards Breakfast / Open Business Meeting	\$2,000.00
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

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this entail?

- Customer Commitment
- Quality at every function, every day
- Training of field personnel and management personnel alike
- Improving processes and people
- Participative Organizations
- Removing fear as an obstacle
- Recognition of personnel
- Successorship development
- Being Problem Solvers
- Work Place Environment where people want to work
- Development of reputation: customers for life concept
- Strong Values and Ethics
- Productivity Practices that separate you from competition
- Effective use of technology
- Conflict prevention/conflict management
- Effective Reporting Systems
- Leadership

Well, you see why the one contractor's operational manager didn't want to fool around with a TQM type program. It is difficult to be an excellent contractor. You have to want to do it. But it is difficult to be an excellent anything . . . an excellent doctor, welder, spouse, parent . . . or president of a construction company. You have to believe that the cost benefit ratio exists, that the commitment to develop an excellent organization which is in the loop for the long haul is a better life than one where the struggles are constant and the wolf may not be at your door but has it on his GPS.

You also have to believe that Darwin has been and is working and that the future is for the best, not second best.

The Lien Agent Bill Threatens Lien Rights

The North Carolina Land Title Association ("NCLTA") introduced a bill this week that threatens the value of lien rights. The bill, which is identified as Senate Bill 42, will require subcontractors, suppliers and other lien claimants to provide written notice to a "Lien Agent" in order to preserve their lien rights. By adding steps to the lien process, the bill appears to favor the interests of title companies, lenders and others over the interests of contractors, subcontractors and suppliers. In fact, if the extra steps associated with the new Lien Agent concept are not followed, a contractor's, subcontractor's or supplier's lien rights could be terminated or subordinated to others' interests.

Senate Bill 42 will require the appointment of a Lien Agent for all projects where the total cost of the improvements is \$30,000.00 or more. In order to preserve the full lien rights that subcontractors and suppliers now possess, potential lien claimants will be required to (1) figure out who is designated as the Lien Agent and (2) serve a Notice to Lien Agent before the owner sells or refinances the property. Unfortunately, figuring out who is designated as the Lien Agent may not be easy because it may require a visit to the project site, a visit to the permitting office, or the submission of a formal request to the project's owner. Additionally, since subcontractors and suppliers are not likely to know when or if an owner will sell or refinance the property, they will be forced to serve a Notice to Lien Agent on every project in order to preserve fully their lien rights. As a result, this bill will add a significant paperwork burden and expense to every project.

If a Notice to Lien Agent is not served in time, a subcontractor's or supplier's lien priority wither will be terminated or will fall behind the interests of others. If a lien priority is terminated or falls behind the interests of others, the lien claim is not likely to be paid. This bill may cause many contractors to lose the priority of their liens for work performed or materials supplied on projects, because they may fail properly to comply with the extra notice provisions in the new law.

Senate Bill 42 was approved by the House June 21, 2012. It next will go to the Senate for concurrence, and if the Senate concurs, the bill will be enacted (and will be scheduled to take effect April 1, 2013).

Greg Higgins, Nexsen Pruet, PLLC, 701 Green Valley Road, Suite 100, Greensboro, NC 27408, PO Box 3463 (27402), T: (336) 387-5121, F: (336) 387-8918, Email: ghiggins@nexsenpruet.com, www.nexsenpruet.com

**Associate Member:
VICTAULIC**

Victaulic, the world leader in mechanical pipe joining systems, was founded in New York City in 1925 to market a radical new concept in the piping industry – a mechanical bolted coupling that would engage into pipe grooves and use a gasket seal.

The concept of joining pipe with bolted mechanical couplings originated during World War I for rapid deployment of fuel and water lines to allied forces. The company that worked closely with the War Department of England to develop this new method of joining pipe was named Victory Pipe Joint Company after the coupling it had engineered – known as the “victory joint” from early military uses. Later, combining the words “Victory” and “Hydraulics” the name was shortened to Victaulic, and the company began to shift its focus to commercial piping applications to market its new innovative method of joining pipe.

For more than 85 years, the company’s enthusiasm for crafting unconventional solutions has allowed it to forge new paths in new markets as it tackles the industry’s most unique challenges.

The grooved pipe joining method – which dramatically reduces the amount of installation time as compared to welding, threading or flanging – is now used extensively in a variety of piping applications.

The Victaulic grooved pipe joining method accommodates most piping materials, including lightweight, standard and extra-heavy steel, stainless, aluminum, PVC, and other plastics, as well as high-density polyethylene. In addition, products for copper tubing (CTS) and ductile iron (AWWA) for water supply, as well as underground and waste-treatment process piping are available.

There is also a press-to-connect system for joining schedule 10 stainless steel (Victaulic Vic-Press™ system) and push-to-connect systems for joining copper tube via (Victaulic PermaLynx™ systems).

Contact: Hal Van Vliet
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**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of “The Tool Box”:
Catastrophe Services, Inc., Columbia - Associate Member
Boykin Contracting Group, Inc., Columbia - Mechanical Member**

SEPTEMBER 2012 MONTHLY AREA MEETINGS**MIDLANDS AREA**

Thursday, September 6, 2012 @ 6:00 PM
Location: 9221 Farrow Road, Columbia
Sponsored By: Ferguson Enterprises, Inc.

Topic: TBA
Presented By: TBA

PIEDMONT AREA

Tuesday, September 11, 2012 @ 6:00 PM
Location: TBA
Sponsored By: TBA

Topic: TBA
Presented By: TBA

PEE DEE AREA

Friday, September 21, 2012 @ 9:30 AM to 5:30 PM
Location: Back Woods Quail Club, 647 Hemingway Lane,
Georgetown
Sponsored By: Pee Dee Area

**5th ANNUAL PEE DEE BLAST
SPORTING CLAYS EVENT****COASTAL AREA**

Tuesday, September 25, 2012 @ 6:00 PM
Location: 4447 Dorchester Road, N. Charleston
Sponsored By: Eck Supply Company

Topic: TBA
Presented By: TBA



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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.