



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 10, Issue 152 March 1, 2013

C H A N G E

By Tom Frisby, The Frisby Group

Since that time (1872) change has grown to metamorphosis. For Indian tepees, with their trophies of bow, lance, shield and dangling scalp-locks, we have towns and cities, resorts of health and pleasure seekers . . . Paris fashions, the magazines, the latest poem, and the last novel. The sons of civilization, drawn by the fascinations of a fresher and bolder life, thronged to the western wilds in multitudes which blighted the charm that had lured them. The buffalo is gone, and of all his millions nothing is left but bones. Tame cattle and fences of barbed wire have supplanted his vast herds and boundless grazing animals. Those discordant serenaders, the wolves that howled at evening about the traveller's camp-fire, have succumbed to arsenic and hushed their savage music. The wild Indian is turned into an ugly caricature of his conqueror; and that which made him romantic . . . is in large measure scourged out of him. The slow cavalcade of horsemen armed to the teeth has disappeared before parlor cars and the effeminate comforts of the modern travel . . . He who feared neither bear, Indian, nor devil, the all-daring and all-enduring trapper, belongs to the past or lives only in a few gray-bearded survivors. In his stead we have the cowboy and even his star begins to wane. The Wild West is tamed, and its savage charms have withered.

The foregoing is a passage from the Oregon Trail by Francis Parkman, an adventurer and historian who also was one of the first white men to lay eyes on Pikes Peak. I am impressed by the passage for a number of reasons.

First, of course, Parkman is a great writer. He really grabs you with his descriptions. But I think his prose comes from deep in his gut. He *feels* what he is writing about. He wasn't just writing dispassionately about an historical era gone by. He was writing about how his own soul had been affected by the "metamorphosis" and you can tell he really didn't like what had happened . . . and what was continuing to happen. Over 135 years later, I seem to have the same feelings, a nostalgia for times gone by, even rough and tough times, but they were *my times* and I have a sadness that I am living in this generation instead of the one in which I was born and grew up.

Second, this is the story of change. I work with a lot of companies whose management seems to be stuck in time. They liked it the way it was when they were coming up and without exception, I will be told, almost in a whisper: "I know you believe we need to do things differently, but see, I really don't like change." And the story above tells me, though, that a lot of change happens whether we want it to or not, and when it does occur, we have to play the hand that is dealt. We may not like the change from a handwritten note to an e-mail message, but we had better get with the program because that is the way communication is done today. So, like it or not, we must never turn our backs on change for in this world of technology and cultural metamorphosis, if we are not aware of it, and how to deal with it, then we go the way of the Indians and the buffalo on the prairies.

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**9th ANNUAL
MCASC
WINTER
CONFERENCE &
STATEWIDE
MEETING
THE COOP
COLUMBIA
MARCH 27, 2013
MARK YOUR
CALENDARS!!!
SEE PAGE 5
TO REGISTER**



**Mechanical Member:
PRECISION PLUMBING OF SANDY RUN, INC.**

Precision Plumbing of Sandy Run, Inc. is a family owned and operated plumbing contractor (est. 1983) that specializes in restaurant plumbing. In 1981 Gene Crim started in the residential market and eventually migrated to the commercial market in the mid 80's. In 1991 his daughter, April Coleman, joined the business and trained in estimation and project management.

We are licensed and work in both North Carolina and South Carolina. Present day we have five trucks on the road with sales of \$1.5 million annually. We concentrate on \$40,000 to \$300,000.00 plumbing projects retail, up-fits, restaurants, offices, etc. Presently we are working on the new Rioz Brazilian Steakhouse and Liberty on the Lake restaurants in the Columbia area.

We hope joining the Mechanical Contractors Association will continue to enhance our business opportunities.

“Quality First ~ Safety Always”

***Precision Plumbing of Sandy Run, Inc.
1137 Old Swamp Road, Swansea, SC 29160-8379
Phone (803) 791-5820 Fax (803) 739-9282***

Quote of the Month

The ultimate inspiration is the deadline.
-Nolan Bushnell

MARCH BIRTHDAYS

Montez Self	3/1	Self's Heating & A/C, Inc.	Wife of Bill
Michelle Duncan	3/3	Trane Comfort Solutions	
Martha Goff	3/5	SIFCO Mechanical	Wife of Allen
Harvey Coleman	3/7	Honorary Life Member	
Robbie Stephens	3/7	Temporary Services, Inc.	
Tami Jacques	3/9	Hajoca Corporation	Wife of Bob
Robert Goff	3/16	SIFCO Mechanical	
Judy Haynes	3/17	Faulkner, Haynes & Associates	Wife of Jim
Bob White	3/22	Walker White, Inc.	
Kenny Bolin	3/23	Trane Comfort Solutions	
Wink Major	3/23	Honorary Life Member	
Russell Lamb	3/30	Honorary Life Member	
Harold Gillespie	3/31	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
EYES, A PRICELESS POSSESSION

Let's take a quick test. How many basic senses do we have at birth? Name them. Is it one.... two.... four? I'm sure we all agree the answer is FIVE. These five senses are SIGHT, HEARING, TASTE, TOUCH and SMELL.

If you were faced with sacrificing four of these five basic senses, which one would you keep? Most people would keep their sense of SIGHT. Yet on so many occasions, we treat this most priceless possession too lightly. The value of our sight cannot be measured.

The eye is like a camera. The eye too has a lens. The eye consists of the retina, iris, cornea and optic nerves. These parts of the human body, in an almost supernatural way, coordinate their activities to transmit impulses to the brain. These impulses provide vision, the miracle of color, perception and the ability to learn. Eighty percent of everything we learn, comes to us through our sight and the use of our eyes.

It's common sense to take good care of your eyes. Still, we sometimes neglect them. There was an accident recently in which an employee lost the sight of one eye when a grinding wheel exploded. This employee wore a pair of safety goggles at the time of the accident, but unfortunately, they were on his forehead and not over his eyes. The ironic part of this story is that the injured person owned many valuable cameras. He protected each camera lens well with a lens cap, to prevent scratches. How sad that something that could be judged in dollars and cents was worth protecting, but sight was taken for granted.

Medical science today works near miracles, in so many different areas - replacing vital organs such as the heart or lungs or kidneys. They can re-attach arms and legs that have been severed. We were given only two eyes and medical science with all its knowledge, cannot replace them.

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

Birth Announcements



John McCabe Asay

Born January 16, 2013, 8 lbs 12 oz, 19 in.

Proud Parents: John & Margaret Asay
Proud Grandparents: Phil & Beth Wilson
Control Management, Inc., Columbia

Jackson Heyden Linden

Born January 25, 2013, 8 lbs 3 oz, 21 in.

Proud Parents: Joey & Lisa Linden
Proud Grandparents: Albert & Karen Linden
Central Controls, Inc., Columbia

George Cole Granger, Jr.

Born January 25, 2013, 9 lbs 2 oz, 21 1/2 in.

Proud Parents: Cole & Kenan Granger
Proud Grandparents: Tommy & Terry Walkup
Walkup Electrical Construction, Inc., Florence

Happy Anniversary

Mr. & Mrs. Wells Whaley - 3/1

Mr. & Mrs. Gerald Edwards - 3/8

Mr. & Mrs. Billy Zimmerman - 3/21

Mr. & Mrs. Ray Merritt - 3/25

Welcome New Members

Piedmont Area:

Robbie Stephens - Temporary Services, Inc.
Spartanburg

Midlands Area:

Pee Dee Area:

BJ Hackman - CED - Florence
Florence

Coastal Area:

Robert Haney - City Electric Supply
North Charleston

Condolences

Mr. & Mrs. Jeff Greenway & Family
Elliott Davis, LLC, Columbia
On the loss of their son
Emory Harrison Greenway

Mr. & Mrs. Stan Harbourt & Family
H. R. Allen, Inc., Charleston
On the loss of his father
Matthew S. (Stan) Harbourt, Jr.

(Continued from page 1)

Third, however, the story poignantly highlights a point I always try to make to my clients and that is that *all improvement is change but all change is not improvement*. The Indians would certainly argue that the change which was brought about by the "sons of civilization" was not improvement at all. Cultural changes are happening in our country and around the world and at warp speed. Materialism has been the engine of the "improved way of life, the American Dream" and this has caused great changes in our lives, in what we consider important and what drives us. A change from a more rural, family driven culture . . . Improvement? Change, yes. Improvement . . . Your call.

In business, a consultant comes in and sells you on all kinds of new technologies, or to do a Six Sigma program, or whatever. Change . . . Yes. Will it work for you and your company? If so, then change is improvement. If not, then change is disruptive.

For change to be improvement, it has to work for you; it has to fit your culture in such a manner that you see its benefits and embrace it passionately.

If you resist change for the sake of resisting it . . . "well, this is the way I have always done things" . . . then I can safely say there is trouble ahead. If you are wise, and you examine how better to do things, and make change based on that evaluation, then you have improvement. There is still trouble ahead because there is always trouble ahead. But it is a speed bump and not a brick wall.

Clemenceau, or some guy with a name like that, once said that "freedom is like bread; you go on earning it day by day." Well, so is success, whether in a relationship or a business. You go on earning it day by day, which means that you are like an owl who can turn its head 360 and constantly be aware of what is going on around you, then picking the targets that you can actually capture. The owl does not set as a target attacking an elephant. It does not waste its energy on mindless targets. He concentrates on a prey that he can attack and devour. And I guess that is what successful people do to improve. They identify those prey (issues) they know need to be dealt with and develop strategies that will succeed. And that means they will improve, and if they improve, that means they changed.

And that means they will be around a while. No parched bones on the prairie.

Upcoming Events!!!

4th Annual Midlands Area Nine at Night
Thursday, March 7, 2013
Charwood Country Club, W. Columbia, SC

6th Annual Piedmont Area Clays for College
Friday, April 19, 2013
Harris Springs Sportsman's Preserve, Waterloo, SC

9th Annual MCASC
Winter Conference & Statewide Meeting
March 27, 2012
The Coop, Columbia, SC

25th Annual George W. Bryce, Jr.
Memorial Golf Tournament
Friday, May 3, 2013
Oakdale Country Club, Florence, SC

The Charleston Slam
5th Annual Inshore Fishing Tournament
Captain's Meeting - May 17, 2013
Tournament - May 18, 2013

NOTICE:

CALLED OPEN BUSINESS MEETING

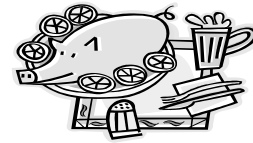


As voted by the Board, the called open business meeting will take place at 5:00 PM on Wednesday, March 27, 2013 at the MCASC Winter Conference and Statewide Meeting at The Coop, 1100 Key Road, Columbia, SC.

MCASC Winter Conference & Statewide Meeting



Registration Form



March 27, 2013

The Coop, 1100 Key Road, Columbia

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: _____

Company: _____

Address: _____

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

Number Attending Workshops/Lunch _____ Number Attending Meeting/Dinner _____

II. CONFERENCE & MEETING FEE:

MEMBERS: Same as Monthly Area Meeting \$25.00

NON-MEMBERS: \$100.00

AGENDA

10:00 – 10:15 AM	Welcome & Introduction of Workshop Facilitators
10:15 – 11:00 AM	“Davis-Bacon Update – MCASC Ad Hoc Committee” By: Tom Brock, Chris Cullum, Frank Hill & Vaughn Padgett
11:00 – 12:00 Noon	“How The American Taxpayer Relief Act of 2012 Affects You & Your Business” By: Jeff Greenway, CPA, Shareholder, Construction Practice Chair, Travis Bogan, Senior Tax Manager & Brittany Owen, Tax Manager – Elliott Davis
12:00 – 1:00 PM	Lunch (provided)
1:00 – 2:15 PM	“Health Care Reform – Preview Of Coming Attractions” By: Brian Black, Esquire – Ogletree Deakins
2:15 – 3:30 PM	“How Job Budgets Affect The Company Bottom Line” By: Scott Hendrix, MBA, CPA, CVA, Managing Member – Hendrix & Company
3:30 – 3:45 PM	Break
3:45 – 5:00 PM	“Liability Questions: What Can Make You Personally Liable In South Carolina? & What Triggers Insurance Coverage Under Your CGL?” By: Matthew Cox, Esquire & Gene Rash, Esquire – Smith, Currie & Hancock
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 Honoring Past Presidents
7:00 PM Until	Welcome, Dinner & Keynote Speaker: Glen Ward, Humorist & Inspirational Speaker

III. BILLING INFORMATION:

Member Companies Will Be Invoiced By Your Local Area Treasurer

IV. DEADLINE TO REGISTER: MARCH 15, 2013



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 1-4, 2013 CUT-OFF DATE: JULY 10, 2013
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	_____	\$180.00 plus resort nightly service fee and tax
3/Bedroom Ocean View Suite Main Resort	_____	\$318.00 plus resort nightly service fee and tax
2/Bedroom Resort View Villa Main Resort Complex	_____	\$219.00 plus resort nightly service fee and tax
3/Bedroom Resort View Villa Main Resort Complex	_____	\$271.00 plus resort nightly service fee and tax

The Resort Service Fee Is 9.75% & Includes: complimentary local and 1-800 calls, pool access with floats, beach chairs, towels and umbrellas, fitness center and health spa access, valet parking, high speed internet access, in-room coffee, plus all gratuities for bellmen, valet, concierge service, pool/beach/locker room attendants and housekeepers.

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 And Be Sure To Mention MCASC Group No. 20J5W1, Or Fax This Form To 1-407-390-3855

**Associate Member:
PREMIER ELECTRICAL STAFFING, LLC**

Charles Blevins, President and Charles Orndorff, COO, opened Premier Electrical Staffing, LLC three years ago with one primary focus to employ only top notch electricians, mechanics, and helpers. We provide electrical support to local, regional, and national electrical contractors. Our electricians staff various construction projects that include data and distribution centers, hospitals, industrial, power plants, shopping centers, etc.

Our team prides itself on Electricians hiring Electricians, with several members of the management team holding credentials that include state electrical licenses in multiple states, years of contracting/sales/management experience working for large electrical contractors, and a general electrical knowledge base spanning more than 100 years. Mike Rhodes, Vice President, has over 30 years in electrical contracting, running branches, regions and companies. He is an apprentice instructor holding an unlimited electrical license. Elmer Rogers, Charleston Regional Manager, has over 40 years experience as Division Manager, Construction Manager, Project Manager; Service Manager and is a NCCER Instructor. Premier Electrical Staffing is proud to be a labor partner of MCASC, BBB, ABC, and CECA.

Premier Electrical Staffing has an extensive testing process for prospective employees that include both a written exam and a conduit bending test. We evaluate each candidate to determine their knowledge of safety, electrical field experience, NEC code, work history, and field techniques. Our intense screening process has allowed us to ensure quality workmanship and continued success with our clients.

Premier Electrical Staffing is proud to announce that we now have over 500 field employees, a highly professional, dedicated management team, and offices now serving Raleigh, Charlotte, Fayetteville, Wilmington, Charleston, Atlanta, and Sterling, VA.

We encourage you to check us out online, www.premierelectricalstaffing.com. For further information about our services, please feel free to contact one of our local offices.

**Premier Electrical Staffing, LLC
7349 Peppermill Parkway, Suite B
N. Charleston, SC 29418-7413
Phone (843) 767-3838 Fax (843) 767-3837**

**Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":
Insurance Management Group, Inc., Columbia - Associate Member
Clarkson Industrial, Inc., Spartanburg - Mechanical Member**

MARCH 2013 MONTHLY AREA MEETINGS

MIDLANDS AREA

Wednesday, March 27, 2013 - Workshops 10:00 AM-5:00 PM,
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Coop, 1100 Key Road, Columbia.

**Winter Conference & Statewide Meeting
With Special Guests
Glen Ward, Humorist & Inspirational Speaker
And Members Of The SC General Assembly**

PIEDMONT AREA

Wednesday, March 27, 2013 - Workshops 10:00 AM-5:00 PM,
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Coop, 1100 Key Road, Columbia.

**Winter Conference & Statewide Meeting
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PEE DEE AREA

Wednesday, March 27, 2013 - Workshops 10:00 AM-5:00 PM,
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Coop, 1100 Key Road, Columbia.

**Winter Conference & Statewide Meeting
With Special Guests
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And Members Of The SC General Assembly**

COASTAL AREA

Wednesday, March 27, 2013 - Workshops 10:00 AM-5:00 PM,
Open Bus. Mtg. 5:00-5:30 PM, Social 6:00 PM, Dinner 7:00 PM
Location: The Coop, 1100 Key Road, Columbia.

**Winter Conference & Statewide Meeting
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And Members Of The SC General Assembly**



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

Lee Richardson, President
Richard Miller, Jr., Vice-President
Mike Kirkland, Treasurer
Tom Brock, Secretary
Gerald Edwards, Associate President
Mona Flowers, Managing Director

Mechanicals make it happen -
Be part of the best!

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COLUMBIA, SC
PERMIT NO 750

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.