



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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The Stubbed Big Toe

Tom Frisby

(www.frisbyconstructionconsultants.com)

Recently I was hiking down a steep trail in Pearis Mountain outside Greenville when I stubbed my big toe on a root that had been exposed during the summer monsoon we experienced. I was walking swiftly and considering my momentum and the law of gravity, the probability was that I would fall on my face and perhaps sustain some injury. But I didn't.

When the big toe hit the root, a mystical communication system went into effect. The Big Toe sent to the brain a signal: "Hey, brain, this ole guy has done it again, rammed me, Big Toe, into a root on the trail and it hurts like everything and this guy may just fall on his face and do damage to all of us." Well, others were also sending signals. The visual system was scouting about to see the relationship of my body to everything about me; the proprioceptive sensors in my muscles, tendons and joints were assessing how my feet and legs were positioned in relationship to the ground and the slope; and my vestibular system which is really the balance organ of my inner ear, was also sending at ram jet speed information to my brain stem. My brain stem then assimilated all this information and came up with a plan to keep me upright and communicated that plan back to all the components of my body so they would instantly know what to do. All this occurred in far less time than it took you to read this. And I stumbled but didn't fall.

And so what does this have to do with anything? Well, it is a great metaphor for the need to have effective communication in the construction industry. When the superintendent runs into a drawing conflict, this is the big toe hitting the root. The superintendent has two choices. One choice is to fall; that is, to not provide immediate notice to his home office and the owner to seek direction which will / might prevent his fall or to at least mitigate the consequences of the fall. The other choice is to do what the central nervous system of the body does: give a signal as quickly as possible to the decision-maker so that action can be taken to prevent or mitigate the pain. That is the reason for notification requirements in contract documents. Notification requirements were not dreamed up by lawyers but by the parties themselves who knew the importance of dealing with these issues in warp speed so trade-off decisions can be made, momentum can be maintained. Lawyers simply have put into the documents the contractual duty to do what the big toe and the brain stem do automatically.

I remain appalled that in claim situation after claim situation the contractor will say: "Well, we didn't give all the notices we should have but you know, this is the construction industry and our field people don't like writing." And equally appalled that owners and general contractors will get upset with subcontractors who provide written notice pursuant to contractual requirements. Such owners and general contractors perhaps have never stumbled over a root on a mountain trail.

My point is we need to revisit why notification is a requirement of construction contracts. It is there because it is *best practice* for it to be there. It is there because it is an early warning of a variance, of potential trouble and to signal the appropriate people that something must be done and done soon to avoid "pain" or to at least mitigate it,

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Friday
September 19, 2014

7th Annual
Pee Dee Blast
Sporting Clays
Event

Back Woods
Quail Club
Georgetown, SC

Deadline To
Register
September 12, 2014
Sign Up Today!!!



**Mechanical Member:
R. C. JACOBS, INC.**

R. C. Jacobs, Inc. was originated in 1964 by Roy and Judy Jacobs, D/B/A Jacobs Plumbing & Heating, and incorporated in and by the laws of the State of South Carolina in 1974.

The company has an in-house service and parts department with certified technicians that are available 24 hours a day. We also engage in residential, commercial, industrial, and governmental mechanical construction throughout North and South Carolina. Our trades are plumbing, heating, air conditioning, and fire protection services. We hold an unlimited state license in all of the above classifications, and are a member of the Mechanical Contractors Association of South Carolina and the South Carolina Association of Heating & Air Conditioning Contractors.

R. C. Jacobs, Inc. has a work force of approximately seventy-five field personnel, plus eleven office employees.

The Corporation's experienced accounting personnel is located at 1824 Seitter Street in Georgetown, SC.

***R. C. Jacobs, Inc.
P. O. Drawer 2836
Georgetown, SC 29442-2836
Phone: (843) 546-7895; Fax: (843) 546-0179***

SEPTEMBER BIRTHDAYS

Gina Hinds	9/1	Smith, Kesler & Company	Wife of Steve
Tom Frisby	9/3	The Frisby Group	
Stan Harbourt	9/3	H. R. Allen, Inc.	
TJaye Wheeler	9/4	Eastern Industrial Supplies, Inc.	Wife of Greg
Jake Shealy	9/5	Shealy & Sons Electric Co., Inc.	
Lisa Simpson	9/7	Honorary Life Member	Wife of Al
Ned Forsberg	9/9	Honorary Life Member	
Mary Jane White	9/11	Walker White, Inc.	Wife of Bob
Art Brewer	9/12	Honorary Life Member	
Robert McWilliams	9/12	Columbia Cooling & Heating Co., Inc.	
Linda Burkett	9/12	ASAC	
Pete Bailey	9/15	C. R. Hipp Construction	
Tom Brock	9/15	Boykin Contracting Group, Inc.	
Paul Roesel	9/20	The Sack Company	
Coleen Shaluly	9/20	RepSouth	Wife of Jason
Tommy Walkup	9/20	Walkup Electrical Construction, LLC	
Terry Frame	9/21	Human Resource Development	Husband of Dr. Frame
Roddy Allen	9/23	H. R. Allen, Inc. – Charleston	
Mitch Clark	9/24	RepSouth	
Del Laquiere	9/24	Triad Mechanical Contractors, Inc.	
Lisa Rabon	9/25	Honorary Life Member	Wife of Jim
Debbie Williams	9/29	Cashion Electricians, Inc.	Wife of John
Darlene McGee	9/30	Honorary Life Member	
Bob Miller	9/30	Miller HVAC Service	

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 TRUE DANGER OF CONFINED SPACES

Just how dangerous are confined spaces? Aren't all the warnings and procedural checks simply overkill? Hardly! Think about this: According to a study performed by Safety Sciences, the following types of confined space incidents resulted in injuries and/or fatalities:

<u>Type of Event</u>	<u>Number of Events</u>	<u>Number of Injuries Only</u>	<u>Number of Fatalities</u>
Atmospheric Conditions (lack of oxygen)	80	72	78
Explosion or Fire	15	49	15
Explosion or Fire at Point of Entry	23	20	32
Electric Shock	11	2	9
Trapped in Unstable Material (cave in)	16	0	16
Struck by Falling Objects	15	1	14

These numbers should tell you something:

- Fifty four % of the people exposed to oxygen deficient conditions died.
- For every fire within a confined space, one person died.
- Fire at the point of entry caused multiple fatalities in a single event.
- Cave-ins left 100 % of the victims dead.

Still think the safety rules pertaining to confined spaces are overkill? It is important to know what you are getting into. Has the space been recently inspected by certified industrial hygienist, marine chemist or shipyard competent person? Have instruments been used to determine the presence or absence of combustible or flammable vapors? Do these instruments show the oxygen level to be between 19.5 and 22%? Is a "safe for hot work/safe for workers" permit required? Are the conditions of the permit or certificate being followed to the letter?

Are the contents of the space stable? Construction workers beware. Confined spaces are not limited to tanks and the like. Trenches, utility vaults, and large diameter pipelines all present similar dangers. In fact, trench cave-ins are a leading cause of construction fatalities.

Confined space work is dangerous. However, it can be done safely if appropriate precautions are taken. The hazards in most cases are invisible, so *take* those precautions before entering.

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

Condolences

Mr. & Mrs. Michael Hunter & Family
Ferguson Enterprises, Inc., Charleston
On the loss of her grandmother
Agnes Price Sparks

Upcoming Events

7th Annual Pee Dee Blast Sporting Clays Event

Friday, September 19, 2014
Back Woods Quail Club, Georgetown

6th Annual Midlands Area Nine at Night

Thursday, April 2, 2015
Charwood Country Club, W. Columbia, SC

Welcome New Members

Piedmont Area:

Midlands Area:

Pee Dee Area:

Coastal Area: Todd Miller
Milwaukee Valve - Mooresville, NC

Happy Anniversary

Mr. & Mrs. Ned Forsberg - 9/1
Mr. & Mrs. Al Hitchcock - 9/4
Mr. & Mrs. Todd Soderlund - 9/12

2014 MCASC Summer Convention – AWARD WINNERS
Sawgrass Marriott Golf Resort & Spa
Ponte Vedra Beach, FL

POKER AWARDS

<u>Champion:</u>	<u>Mike Rhodes</u>
<u>Table Winner:</u>	<u>Reid Clifton</u>
<u>Table Winner:</u>	<u>Al Hitchcock</u>
<u>Table Winner:</u>	<u>Amber Miller</u>
<u>Table Winner:</u>	<u>Mike Rhodes</u>

FISHING AWARDS

BIGGEST CATCH

Andrew Anderson

BIGGEST FISH TALE

Eric & Ryan Laquiere

GOLF AWARDS

<u>1st Place</u>	<u>Joe Ferira</u>	<u>Robert Ferira</u>
	<u>Ray Murphy</u>	<u>Evan Rodwell</u>
<u>2nd Place</u>	<u>Todd Miller</u>	<u>Kenneth Nelson</u>
	<u>Phil Tyree</u>	<u>Greg Wheeler</u>
<u>Long Drive:</u>	# 2 <u>Ben Miller</u>	#11 <u>Zack McInnis</u>
<u>Closest to Pin:</u>	# 3 <u>Joe Ferira</u>	#8 <u>Brad Smalling</u>
<u>Closest to Pin:</u>	# 13 <u>Andrew Anderson</u>	#17 <u>Ben Miller</u>
<u>Closest To Toilet Seat:</u>	<u>Ned Forsberg</u>	

SHOPPING AWARD

<u>The Retail Therapy Award:</u>	<u>Terri Harley</u>
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OTHER AWARDS

EDUCATION PICK A WINNER AWARD:

Karen Linden

EDUCATION PICK A WINNER AWARD:

Lynn Brown

Sun Seekers & Scholars ... Sneak On Down To Sawgrass

MCASC 166th Semi-Annual Convention – August 7-10, 2014

Sawgrass Marriott Golf Resort & Spa – Ponte Vedra Beach, FL

Many Thanks To The Following Companies For Their Generous Support

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C. C. Dickson Company

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Carolina Filters, Inc.

Cemline Corporation

Central Controls, Inc.

Charlotte Pipe & Foundry Company

Church Seat Co./Bemis Manufacturing Co.

Coastal Area MCASC

Control Management, Inc.

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Eck Supply Company

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Ferguson Enterprises, Inc.

Flex-Hose Company, Inc.

Graybar Electric Co., Inc.

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Hagemeyer NA

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James M. Pleasants Company, Inc.

Johnson Controls, Inc.

Lochinvar Corporation

Mayer Electric Supply

Metro Electric Company, Inc.

Midlands Area MCASC

Pee Dee Area MCASC

Piedmont Area MCASC

Premier Electrical Staffing

RepSouth

Robinson McFadden

Santee Cooper

Shealy Electrical Wholesalers, Inc.

Siemens

Sifco Mechanical, Inc.

Smith, Kesler & Company

Smith & Stevenson, Inc.

Sunbelt Rentals, Inc.

Thermal Resource Sales, Inc.

Total Comfort

Trane U. S., Inc.

Tyler Pipe / Wade

Unitherm, Inc.

Victaulic

W. N. Kirkland, Inc.

Zurn Industries

(Continued From Page 1)

and to let everyone know what is happening and what might happen so they can take appropriate action to protect themselves. Notification began as a *management necessity*, not a legal nicety.

Which brings up what is perhaps the overarching issue. When there are truly collaborative teams committed to working together to prevent problems, to resolve them quickly and effectively when they do come up, the probability of project success is greatly enhanced and notifications (the Big Toe telling the Brain Stem that it has hit an exposed root) will be taken in good faith by all the parties (owner, designer, contractors, suppliers) as a call to the team to get together and develop a solution which is in the best interest of the project.

I guess when the owner or general contractor is unwilling to participate in such collaborative exercises, then the reason for timely notice given pursuant to the contract becomes a legal one. Or when the subcontractor fails to give timely notice of a problem giving the general contractor or the owner a legal defense to a claim, notice becomes a legal issue. But it didn't have to be.

Your Mindset Changes Everything **Ann Elliott, The Berkana Company**

Your mindset predisposes you to failure or success. That's the bad news AND the good news. Your mindset dictates how you approach anything.

Dr. Carol Dweck, Professor of Psychology at Stanford University explains that in a fixed mindset your talents, intelligence and abilities are cast in stone. They are set and finite. No matter what you do, nothing changes. Not only is this true for you but you see the abilities of others as finite as well.

Contrast that to a growth mindset, which holds that your innate abilities are merely a starting point. With effort, experience, persistence and learning, you can be successful. If you can be successful, others can be, too.

A growth mindset is the foundation for running a successful company. If you are unwittingly operating from a fixed mindset, the good news is that you can change. Use the following four steps to get you started:

1. Become aware of your assumptions. Listen for that inner dialogue that says, "You might not be able to do that." What will others say about you when this doesn't work?" "If you were smart enough, this would have been a piece of cake." "How dare they criticize your report?"
2. Remember that you can choose what you think and how you respond. Make a different choice to view your setbacks, obstacles, criticisms, and challenges through the lens of a growth mindset, a mindset that shifts from finite to infinite.
3. Stand your ground and challenge your inner dialogue. Use these responses "I may not be able to do it now but with the right instruction and hard work, I can learn." "Failure does not mean that I am a failure. It means something I tried did not succeed." "Smart people put in lots of practice and effort to become a master at something." "I can use the feedback to improve my report."
4. Take the first step. Strengthen your growth mindset muscles. With consistent action, it becomes a part of your default setting. Over time, you can embrace challenges, use failures as stepping-stones, recognize hard work as par for the course, and appreciate constructive feedback.

Personally speaking I acknowledge that I have a fixed mindset about my musical ability. As far as I can see, I am limited to making a joyful noise, not carrying a tune. I am on high alert to discover where other fixed mindsets could be lurking and what I am willing to do about them.

The ability to choose your mindset puts you in a powerful position. It also gives you the responsibility for making a different choice.

What unexamined beliefs do you have about the world that reflects in your decisions? Change your mindset and everything changes. Success is an inside job.

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Ann Elliott is a leadership strategist and founder of The Berkana Company LLC. Successful companies hire her to improve efficiencies, save money and keep happy customers. An experienced facilitator, speaker, and business coach, she speaks professionally at corporate retreats, conferences and workshops. To schedule her for your event, Contact Ann at <http://www.BerkanaCompany.com>

Associate Member:
LOVE CHEVROLET—FLEET DIVISION

Love Chevrolet Company was founded in 1961 by Julius Love in the small town of Sumter, SC. Although it has since moved to Harbison Boulevard in Columbia, SC, it continues to be family owned and operated. Julius's grandson, Michael Love, is President and his great-granddaughter, Delleney Love, has also joined the team. But take a minute to ask yourself - what does "family owned and operated" truly mean? As consumers we see this tagline on almost every business we come across, and it begins to get mixed up in the advertising jumble. In the case of Love Chevrolet Company it means both employees and guests are family, loyalty is the fuel to our fire, and service is our alma mater. There has always been a certain something surrounding the Love Chevrolet team...Pride.

In 1988, Love Chevrolet's Commercial Department became a GM Franchised Chevrolet Commercial Specialty Duty and Medium Duty Truck Authorized Dealer in the Midlands Area. Today, we have a standalone Fleet and Commercial Department that houses its own Parts and Service Departments. Our Certified ASE Master Technicians are dedicated to keeping your business moving, because we understand that vehicle downtime is not only an inconvenience, but also a financial loss. The Love Chevrolet Fleet and Commercial Department has the most on-hand Fleet/Commercial inventory in South Carolina, offering Light Duty, HD Pickups, Service Body, Flatbed, Dump Trucks, Express Vans and more. Delleney Love recently became the store's "Technology Expert" and is dedicated to the technology support in your new vehicle. Our commitment to serving your business doesn't stop when you drive off our lot- it just begins.

"Family owned and operated" has come to mean many different things over the years, but our Fleet and Commercial Department is one of our many departments exemplifying the utmost devotion to our customers. Love Chevrolet is proud to be an Associate Member of the Mechanical Contractors Association of SC in the Midlands Area and support our member customers.

Love Chevrolet Company
(803) 794-9000
www.lovechevy.com
100 Parkridge Drive. Columbia, SC

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
Ferguson Enterprises, Inc., Columbia - Associate Member
City Plumbing Company of Florence, Florence - Mechanical Member**

SEPTEMBER 2014 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, September 4, 2014 @ 6:00 PM
Location: 5728 Shakespeare Road, Columbia
Hosted By: Walker White, Inc.
Sponsored By: Johnson Controls, Inc.

**Topic: "Valuable Tax Incentives That
Mechanical Contractors Often Overlook"**
Presented By: Frank Thomas, CPA/ABV/CFF, CVA/CFFA
Thomas, Watson & Dyches, LLC &
Brian Aumuller, Managing Director, alliantgroup

PIEDMONT AREA

Tuesday, September 9, 2014 @ 6:00 PM
Location: 575 Woodruff Road, Greenville
Sponsored By: Ferguson Enterprises, Inc.

**Topic: "Commercial Real Estate Trends & Market Statistics
For Office, Industrial, Retail & Capital Markets"**
Presented By: Doug Webster, Senior Associate
CBRE - The Furman Company

PEE DEE AREA

Friday, September 19, 2014 @ 9:30 AM to 5:30 PM
Location: Back Woods Quail Club, 647 Hemingway Lane,
Georgetown
Sponsored By: Pee Dee Area

**7th ANNUAL PEE DEE BLAST
SPORTING CLAYS EVENT**

COASTAL AREA

Tuesday, September 23, 2014 @ 6:30 PM
Location: 4447 Dorchester Road, N. Charleston
Sponsored by: Eck Supply Company

**Topic: "Legislative Update:
What's Happening In Washington"**
Presented By: Kathy Crawford, Regional Director
Office of Senator Tim Scott



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***Serving mechanical contractors in
South Carolina since 1912.***

MCASC Executive Board & Staff

Mike Kirkland., President
Allen Goff, Vice-President
Stan Harbourt, Treasurer
Richard Miller, Jr., Secretary
Derek Eager, 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.