



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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The Effect of Variances on Productivity By Tom Frisby, The Frisby Group

Both NECA and MCAA have researched the effect of variances on productivity on construction projects. Variances may be caused by the owner due to change orders, differing site conditions, decision making, and failures to perform a duty under the contract. Variances are often caused by the general contractor due to failure to properly schedule and coordinate (in fact, failures to adequately schedule and update are rather endemic in the industry). The effect of these various issues is often an impact on the contractor's work flow and working conditions resulting in diminished productivity and increased labors costs.

It is important for the contractor to maintain adequate job site records both as to the cause of a variance as well as a description of the impact or effect of the variance as well. Earned value is an important tool in this regard. And this begins with at least a recognition of the factors that may be occurring on a given project. MCAA, in its Bulletin No. PD2 Revised, not only lists the key issues that should be on one's radar screen, but also a range of potential labor impact. In addition, the most important aspect of the Bulletin is to walk through each of the potential impact issues and guide the contractor on how to apply the factors in a given situation. For those unfamiliar with the Bulletin, you may pull it up on the web at <http://www.weblem.org/upload/PD2%20Factors%20Affecting%20Labor%20Productivity.pdf>.

The list of factors affecting productivity is shown below. There is a range given for each, but most are in the 5% or 10% range on the bottom of the scale to 25% or so on the top end of the scale. I personally want to emphasize that these charts and a nickel gets a contractor a five cent cigar *unless* the contractor can demonstrate that the owner or general contractor did or failed to do something that it had a duty to do or not do under the contract (i.e., *entitlement*) and the contractor can demonstrate through field records that there was *impact* to its field productivity. It need not prove the actual degree of impact or loss, but at least the field records should show how it was affected, such as the following checklist:

- Stop and go
- Stand by
- Crowding at (provide location)
- Overtime
- Crews added
- Supervisory/crew ratio being affected
- Shift Work
- Work area not available
- Work Sequence changed

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2016
Summer
Convention
Wilderness
at the
Smokies
August 4-7, 2016
Hotel
Reservation
Info Guide
See Page 5



“Tool Box Talks” - Safety Tip
SEASONAL FLU

The best way to reduce your risk of exposure to the flu virus in your workplace is to use the basic hygiene precautions listed below and to avoid close contact with ill people. If your job involves contact with patients or other healthcare services, then you may need to take additional precautions.

Pandemic flu remains a concern for workers and employers. A pandemic can occur at any time and can be mild, moderate, or severe. The pandemic in 2009 was considered by CDC to be mild but it still created challenges for employers and showed that many workplaces were not prepared. The precautions identified in this guidance provide a baseline for workplace precautions during a seasonal flu outbreak, but they may not be enough to protect you during a pandemic. Your employer’s pandemic flu plan should be based on a “worst-case” scenario – one in which the virus causes severe illness and death in larger numbers of people. Planning for the worst-case ensures that employers will have the right type of equipment and enough of it on hand to protect you. It also ensures that employers have planned for additional control options so that they can pick the right combination for the specific pandemic flu virus. You may have additional planning considerations too. For example, you may need to think about what you’ll do if schools and daycare facilities are closed. For additional information on pandemic flu planning, see [How to Protect Yourself in the Workplace during a Pandemic](#) and the [planning resources for the community](#) on Flu.gov.

Protect Yourself During Flu Season

- **Get vaccinated!** Vaccination is the most important way to prevent the spread of the flu. For additional information about seasonal flu vaccine priorities, see [Key Facts About Seasonal Flu Vaccine](#).
- **Stay at home if you are sick.** The CDC recommends that workers who have a fever and respiratory symptoms stay at home until 24 hours after their fever ends (100 degrees Fahrenheit [37.8 degrees Celsius] or lower), without the use of medication. Not everyone who has the flu will have a fever. Other symptoms could include a runny nose, body aches, headache, tiredness, diarrhea, or vomiting.
- **Wash your hands frequently with soap and water for 20 seconds; use an alcohol-based hand rub if soap and water are not available.**
- **Avoid touching your nose, mouth, and eyes.**
- **Cover your coughs and sneezes with a tissue, or cough and sneeze into your upper sleeve(s). Throw tissues into a "no-touch" wastebasket.**
- **Clean your hands after coughing, sneezing, or blowing your nose.**
 1. When using soap and water, rub soapy hands together for at least 20 seconds, rinse hands with water, and dry completely.
 2. If soap and water are not available, use of an alcohol-based hand rub is a helpful interim measure until hand washing is possible. When using an alcohol-based hand rub, apply liquid to palm of hand, cover all surfaces of the hands with the liquid, and rub hands together until dry.
- **Keep frequently touched common surfaces (e.g., telephones, computer equipment, etc.) clean.**
- **Try not to use a coworker's phone, desk, office, computer, or other work tools and equipment.** If you must use a coworker’s equipment, consider cleaning it first with a disinfectant.
- **Avoid shaking hands or coming in close contact with coworkers and others who may be ill.**
- **Stay in shape.** Eat a healthy diet. Get plenty of rest, exercise, and relaxation.
- **Speak with your doctor and find out if you are in a [high risk](#) category for seasonal flu (e.g., elderly, pregnant women, small children, persons with asthma, etc.).**
- **Participate in any training offered by your employer.** Make sure that you understand how to stay healthy at work.

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

(Continued from page 1)

- Work site interferences (equipment pads affect material handling)
- Additional Material Handling
- Additional clean up required
- Conditions not safe due to (water infiltration, etc)
- Weather conditions

Each of the foregoing, and more, can by definition affect adversely productivity. Some more than others. And often more than one is occurring simultaneously. So at least begin with recording the event (change order, decision delay, etc) and then what is happening on a given day due to the event. That is simple enough. With an adequate labor cost reporting system, earned value will go a long way to substantiating the labor impact caused by the entitlement event. The MCAA Bulletin referred to will provide a range of impact and how to calculate the impact if your field data is lacking. It will also be supportive even if you have very good field data. But again, I emphasize that the best support you will have is good field documentation. Anyway, take a look at the website I have provided if you don't have a copy of it now.

Contact Tom at tffrizzle@gmail.com or visit his website www.frisbyconstructionconsultants.com

New Year Quotes

Be at war with your vices, at peace with your neighbors, and let every new year find you a better man.
Benjamin Franklin

And now we welcome the new year. Full of things that have never been.
Rainer Maria Rilke

Upcoming Events

Winter Conference & Statewide Meeting
Wednesday, March 16, 2016
The Phillips Market Center
State Farmers Market
West Columbia

7th Annual Midlands Area Nine at Night
Thursday, April 7, 2016
Charwood Country Club
West Columbia, SC

9th Annual Piedmont Area Clays for College
Friday, April 29, 2016
The Clinton House Plantation
Clinton, SC

The Charleston Slam
7th Annual Inshore Fishing Tournament
Captain's Meeting - May 20, 2016
At Graybar Electric Company
Tournament - May 21, 2016

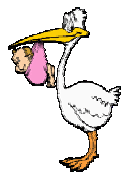
Welcome New Members

Midlands Area: Alex Harr
Corley Lock & Safe, Irmo, SC

Coastal Area: Randy Lail
Feyen Zylstra, Charleston, SC

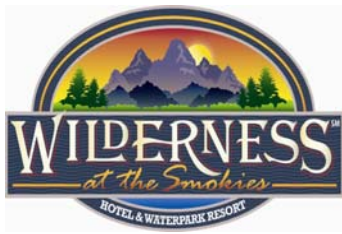
Birth Announcement

Catherine Elizabeth Robinson
Born 12/18/15, 6lbs 15 oz, 19.5 inches
Proud Parents: Kevin & Kayla Robinson
Shealy Electrical Wholesalers, Inc., Ladson



Anniversaries

Mr. & Mrs. Frank Hill - 1/14
Mr. & Mrs. Henry Poplin - 1/25
Mr. & Mrs. Joe (Crystal) Strickland - 1/29



MCASC SUMMER CONVENTION – AUGUST 4-7, 2016
You Can Make Reservations By Calling 1-877-325-9453
Be Sure To Mention MCASC Or Mechanical Contractors Association of S. C. When Making Reservation. Or Complete This Form & Send To The State Office (Not To Hotel). Please Book ASAP “NOW”!!!

When Room Block Is Gone, Cannot Get Anymore Rooms At Group Rate.

Please have the information below available if you call to make your reservation.

All reservations MUST be guaranteed with a major credit card. First Nights Room & Tax Will Be Charged At Time Of Making Reservation. For your records, you may want to keep this form, and write your confirmation number in the space provided.

Hotel Room Rate has been extended 3 days pre and post convention dates.

THE DEADLINE FOR HOTEL RESERVATIONS IS JULY 4, 2016.

Primary Guest Name: _____

Secondary Guest Name: _____ Number of People In Room: _____

Daytime Phone: _____ Fax: _____

Email Address: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Arrival Date: _____ Departure Date: _____

* Check in time is 4 PM Check out time is 11 AM *

Room Type: (Choose ONE) * Room rate is per room, per night, and does not include 11.75% Tax or \$12 Daily Resort Fee.*

Requests: (Note requests are NOT guaranteed) – Please Check the Appropriate Boxes:

Stone Hill Lodge:

\$119 Wednesday & Thursday \$159 Friday & Saturday (Includes Wristbands For Admission To The Waterparks.) Standard Hotel Room - DQB (Double Queen With Balcony) Or DQC (Double Queen With Sofa Sleeper) Or KNG (King) All Rooms Have A Television, Microwave, Refrigerator, Coffee Maker, Hair Dryer, In-Room Safe, Iron & Ironing Board.

DQB (Double Queen W/Balcony) DQC Double Queen W/Sofa Sleeper KNG King

\$129 Wednesday & Thursday \$169 Friday & Saturday (Includes Wristbands For Admission To The Waterparks.) King Executive Suite – KES Bedroom with Murphy Bed, Queen Sofa Sleeper, Living Room With Two Fold-Down Queen Televisions, Microwave, Refrigerator, Coffee Maker, Hair Dryer, In-Room Safe, Iron & Ironing Board.



River Lodge:

\$229 Wednesday & Thursday \$339 Friday & Saturday (Includes Wristbands For Admission To The Waterparks.) (1) Bedroom Deluxe Suite – 1BRDLX 2 Rooms, 2 Bathrooms, Full Kitchen, Dining Room Table, Living Room, Fireplace, Balcony, 3 Televisions, Hair Dryer, In-Room Safe, Iron & Ironing Board. 1 Queen Bed, 1 Twin/Queen Bunk Bed, 1 Twin Sofa Sleeper, 1 Queen Murphy Bed & 1 Queen Sofa Sleeper.

\$339 Wednesday & Thursday \$499 Friday & Saturday (Includes Wristbands For Admission To The Waterparks.) (2) Bedroom Premier Suite – 2BPR 3 Rooms, 3 Bathrooms, Full Kitchen, Dining Room Table, Living Room, Fireplace, Balcony, 4 Televisions, Hair Dryer, In-Room Safe, Iron & Ironing Board. 1 Queen Bed, 1 Twin/Queen Bunk Bed, 1 Twin Sofa Sleeper, 1 Queen Murphy Bed, 1 Queen Sofa Sleeper, 2 Queen Beds & 1 Twin Sofa Sleeper.

\$139 Wednesday & Thursday \$179 Friday & Saturday (Includes Wristbands For Admission To The Waterparks.) Studio Suite – STUDIO 2 Queen Beds, 1 Twin Sofa Sleeper, Balcony Television, Microwave, Refrigerator, Coffee maker, Hair Dryer, In-Room Safe, Iron & Ironing Board.

Handicapped Accessible

Crib

Other Request: _____

Credit Card Type: _____ Number: _____ Exp. _____

Cancellations Made Less Than 10 Days Prior To Check In Will Result In Forfeiture Of 1st Night's Room Tax & Resort Fee. Any rooms cancelled between time of booking & 10 days prior to arrival, will result in a \$30 cancellation fee.

Date Made: _____ Confirmation Number: _____

How to Hire the Best Construction Project Manager for Your Business

Michelle Vera ,CCS Construction Staffing, Staff Writer

You don't have to run a million-dollar construction company to attract the best employees in the business. If you want to stay ahead of the competition, you'll need to catch the eye of strong and innovative construction project managers, one of the most sought-after professionals in the industry. You need the best construction project manager if your company needs broad knowledge of your market, along with the ability to lead diverse groups and make critical decisions that keep projects productive and moving forward.

Here are some of the skills you should look for when recruiting the most effective and skilled construction project managers.

Financial planning

A construction project manager with experience planning budgets and executing sound financial decisions can positively impact your bottom line. A construction manager with budget experience allows owners to step away from managing daily tasks and focusing on building client rapport. A construction project manager familiar with labor and equipment costs can play a larger role in planning, executing and overseeing project progress.

Safety policies and procedures

Job site accidents and injuries are the most frequent causes for slowed or halted construction projects. A construction project manager with strong skills in safety will keep a construction job on time and under budget. Look for a manager who promotes safety through a variety of activities, such as inspiring the crew to put safety first, holding daily safety meetings and posting the most up-to-date information. Make sure your top construction project manager candidate understands all the applicable safety laws and regulations, and has a strong respect for OSHA procedures.

Certifications, training and work history

A winning combination – specialized management training paired with a successful, proven work history. A candidate with a degree in management or certificate in building sciences can become the leader that propels your construction firm to the next level. Education provides a foundation of the theory behind certain construction practices, business techniques and technological skills. Job experience shows how the candidate put those theories into practice. You know you have a strong candidate if you find this combination in one potential construction project manager.

Hands-on skills with technology and tools

The technological revolution has changed the way the construction industry operates. Equipment upgrades occur every day and new construction software is released all the time. Construction project managers can save money and boost productivity when they have substantial experience with technology in both computers and equipment. Not only will they be more effective in their work, they can also train the rest of the crew to harness the power of technology and bridge skills gaps among workers.

**Associate Member:
DILLON SUPPLY COMPANY**

Dillon Supply Company was founded in 1914 in Raleigh, NC and is still headquartered in Raleigh today. Since its founding, Dillon has had the vision to be a one-stop shopping source. When Dillon Supply Company bought Associated Industrial Supply (AIS) in 1991, they kept the Charleston Supply, Columbia Supply and Augusta Supply names prominently visible on the signage because of the name recognition. Today, Dillon's Charleston Supply store continues to serve the Industrial, Construction and Marine markets through our offerings of MRO, Safety and Steel. We also have Steel Service Centers and expert Storage & Handling and Safety teams.

Dillon Supply Company employees 300 with 25 locations throughout North Carolina, South Carolina (Charleston, Orangeburg, Columbia, Conway & Greenville), Virginia, Tennessee, Kentucky and Indiana. Dillon, along with their sister company, BMG Metals, Inc., are wholly owned subsidiaries of French Industrial and Steel Distributor Descours and Cabaud, SA.

We are located in Charleston at 1791 King Street Ext. Come by and see us!

Dillon Supply Company
1791 Kings Street Extension
Charleston, SC 405-9330
Phone: (843) 714-2650, Fax: (843) 722-3038

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
Faulkner Haynes & Associates, West Columbia - Associate Member
H. R. Allen, Inc., Charleston - Mechanical Member**

JANUARY 2016 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, January 7, 2016 @ 6:00 PM
 Location: 7402 Fairfield Road, Columbia
 Sponsored By: Walker-White, Inc.

Topic: "Training the Future Workforce"
Presented By: Bob White
Joint Meeting With ASHRAE & ASPE

PEE DEE AREA

Thursday, January 14, 2016 @ 6:00 PM
 Location: Jack's Barn, 2293 Syracuse Community Rd., Darlington
 Sponsored By: City Plumbing Company of Florence

**Topic: "Test Drive Your Retirement &
Maximize Your Social Security"**
Presented By: Chip Stanley
Sr. Vice President Wealth Management
Janney Montgomery Scott, LLC

PIEDMONT AREA

Tuesday, January 12, 2016 @ 6:00 PM
 Location: Demetre's, 1384 E. Main St., Duncan
 Sponsored By: W. N. Kirkland, Inc.

Topic: "Changes To The 2015 Code"
Presented By: Herb Yingling
Deputy Building Official
Greenville County

COASTAL AREA

Tuesday, January 26, 2016 @ 6:00 PM
 Location: 4981 Dorchester Road, N. Charleston
 Sponsored By: C. R. Hipp Construction, Inc.

Topic: "Who We Are and What We Do"
Presented By: Colby Broadwater, President
American College of the Building Arts



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*Serving mechanical contractors in
South Carolina since 1912.*

MCASC Executive Board & Staff

Allen Goff, President
Stan Harbourt, Vice-President
Duwayne Jacobs, Treasurer
Michael Hunter, 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.