



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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Predict-Ability

How Partnering Scorecards Can Dictate a Project's Success By Sue Dyer

How would you like to be able to predict the level of success (or failure) of your projects? Well, it seems that it is closer than you might think. Studies show that by using a monthly Partnering Scorecard, you can in fact have a great handle on what is actually happening on your project; and *the scores turn out to be a great predictor of what is going to happen!* So, you and your team have time to make course corrections *before* they become inevitable. How would you like to be able to predict the future for each of your projects?

It seems the scores that the team provides accurately and truly depict what is going on within the project. A recent study on the efficacy of partnership when constructing the Woodrow Wilson Bridge found that what the team members scored and said on the partnering scorecard was in fact what was going on (strong correlation) at that given time on the project. So, the collective wisdom of the team came forth in a clear snapshot of the project's status.

In the International Partnering Institute's Study of 13 different projects that used a monthly partnering scorecard over a two-year period, 12 of the 13 projects' scores improved over the life of the project. Overall, project scores improved by as much as 1.13 points (28%) over the life of the project. The average improvement was 1/2 a point (+0.54 = 14%).

Predict-Ability does take commitment. You must use the construction scorecard as a tool. Just like every tool, the better you are at using the tool, the better your results. Here are some tips for getting the most from your partnering scorecard.

Tip #1: Make the Partnering Scorecard a Requirement

- The project scorecard must be a *requirement* and the team must feel that it is valued and valuable for them to take the time to share their scores and comments. It is the leader that can and must make this happen. If you take the scorecard seriously, so too will your team members. If you ignore it and don't use it, they will do the same.
- Putting the requirement into your project documents will help ensure everyone knows you are serious.
- Having senior management remind everyone that you want 100% participation in this month's scorecard - and convey that it is an important part of your project's success - will get people to complete the scorecard.
- Monitoring and acknowledging those who are completing the scorecard will reinforce its value. Monitoring who is *not* completing the scorecard will help ensure they will complete it next time.

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2017

Summer
Convention

The Venetian
Resort Hotel
Casino

Las Vegas, NV

July 27-30, 2017

See Pages 5-8



**Mechanical Member:
B & L ELECTRIC COMPANY**

As we approach our 30th anniversary (October 1987-2017) we are excited about the economic prospects for the future. The electrical Contracting industry sure has changed. I remember taking bids to the Western Union office for a time stamping. There were no computers, fax machines, cell phones, or GPS. Bids were hand delivered or called in over the phone. We actually were given a set of prints to bid work. How did we as an industry ever get to, purchasing prints to bid work?

B&L Electric Company LLC continues to work with our mission statement. (To profitable perform electrical installations while servicing our customers with honesty, integrity, and reliability.) I look at our statement every week to help maintain focus. We continue to support our customers and are very thankful to have such a good customer base.

As a past MCASC state president I'm proud to say that being state president was my proudest moment. It was a privilege to serve such a prestigious group. I have learned many things from the group and frankly don't understand why all contractors don't participate. It has helped me become a more professional contractor. B&L Electric has been a member for more than 25 years.

Our apprentice program is doing very well. It is awesome to watch folks go from "Green helper to Electrician". I realize that our industry will be in good hands, contrary to what a lot of people believe. It's a great way to make a good living.

The future is bright and I'm happy to be a part of it. We look forward to a positive business environment. I'm very thankful for the friends that I have made through the association. I look forward to many more years to come.

**B & L Electric Company
114 Vermont Road
West Columbia, SC
Phone: (803) 957-7948 Fax (803) 957-9262**

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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.	
Lodema Adams	7/9	Adams Insurance	
Anne Campbell	7/21	Carrier Enterprises	
Wayne Kimball	7/21	Kimball's Plumbing, Heating & Electrical	
Kim Richardson	7/22	Atlantic Electric	Wife of Mike
Darrell Durham	7/27	Honorary Life Member	
Michael "Scat" Scaturro	7/28	Eastern Industrial Supplies, Inc. - Florence	
Leigh Zimmerman	7/29	Charlotte Pipe & Foundry Company	Wife of Billy
Vaughn Padgett	7/30	Carolina Insulation Contractors, Inc.	
Marlies Rosas	7/31	PinPoint Safety, LLC	Wife of Mel
Ray Merritt	7/31	Honorary Life Member	

Happy Birthday Members!

*We Would Like To Announce Yours. If you would like to be listed,
please call the Birthday Hotline at 803-772-7834 or Email to mflowers@mcasc.com*

“Tool Box Talks” - Safety Tip

OSHA and NIOSH team up to offer updated heat safety app

The National Institute for Occupational Safety and Health and OSHA have collaborated to update OSHA’s original Heat Safety Tool. The updated app, available for both [Android](#) and [iPhone](#), provides a clearer user interface, while still providing the same information to help keep workers safe when working outdoors in hot weather. Extreme heat causes more deaths than any other weather-related hazard; each year [more than 65,000](#) people seek medical treatment for extreme heat exposure.

Employers should encourage workers exposed to hot and humid conditions to use the app to check the heat index and relevant protective measures. The app displays the heat index in the user’s location and shows the current risk level. The app also forecasts the hourly heat index throughout the entire workday, giving employers information they can use to adjust the work environment as needed to protect workers.

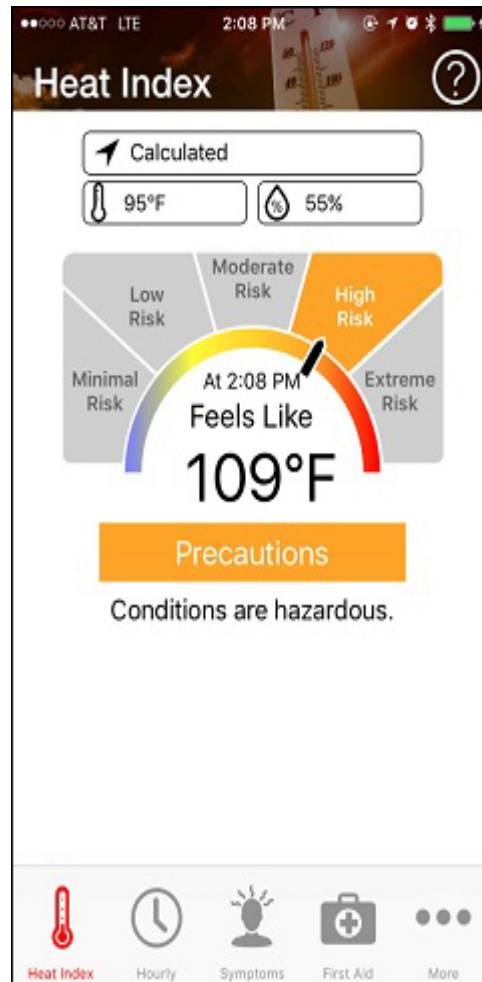
More than 450,000 users have downloaded the original app since it was launched in 2011. The original OSHA app will no longer function after September 30. To download the updated app and get more information on OSHA’s efforts to help protect workers from the heat, visit our [heat campaign webpage](#).

One Company’s example of what they do to protect workers

Granite Construction, one of the 25 largest construction companies in the U.S., uses a variety of methods to keep its workers safe from the heat. These include: providing each jobsite supervisor with a portable canopy sun shade; equipping workers with evaporative, cooling neck towels and shades that attach to the back of their hard hats to protect their necks from sun exposure; monitoring the [OSHA -NIOSH heat safety app](#) and following its recommendations; and conducting training sessions on heat exposure, how to recognize and treat heat-related illness, and proper hydration.

From OSHA June 15 QuickTakes

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



Condolences

Mr. Mike Wilhelm & Family
 Feyen Zylstra, Ladson
 On the loss of his father
 G. Gene Wilhelm

To the Family & Staff
 MECA, Columbia
 On the loss of
 Kenneth William Sox

Upcoming Events

The 172nd Semi-Annual Summer Convention
 July 27-30, 2017
 The Venetian Resort Hotel Casino
 Las Vegas, NV

10th Annual Pee Dee Blast Sporting Clays Event
 Friday, September 15, 2017
 Back Woods Quail Club, Georgetown

12th Annual Piedmont Area Clays for College
 Friday, April 20, 2018
 The Clinton House Plantation, Clinton

Welcome New Members

Piedmont Jay Hannah
 Hoffman & Hoffman, Inc.
 Greenville

Birth Announcement

Elliott Leef Hill
 June 14, 2017, 7 lbs. 4 oz., 20 inches
 Proud Parents: Trey & Marjie Hill
 Proud Grandparents: Frank & Debbie Hill
 Hill Plumbing & Electric Co., Inc. Sumter

Anniversaries

Mr. & Mrs. Lee Richardson - 7/1
 Mr. & Mrs. Jim Brewer - 7/8
 Mr. & Mrs. Manuel Hendrix - 7/18
 Mr. & Mrs. Coles Dwight - 7/21
 Mr. & Mrs. Bob Jacques - 7/23
 Dr. Terry & Mary Frame - 7/27

(Continued from page 1)

Tip #2: Create an Atmosphere of Trust

- Your partnering effort is designed to develop a culture of trust and collaboration. This fosters the open, honest atmosphere that will allow your scorecard to reflect the good, the bad and the ugly that occurs on your project. The truth will set you free - free to work on what is needed to succeed.
- Trust happens when you grow certainty that you will be fair and resolve issues before they grow into problems or disputes. To have the most meaningful partnering and scorecard program takes commitment. Your actions show your commitment.
- Trust can be built over time, but it is highly predictable that your expectations define your relationships. So, check yourself to make sure you are not defensive, protective or hostile toward your teammates. *You* will define the atmosphere and it will heavily influence your results.

Tip #3: Understand the Tool

- The partnering scorecard is a snapshot in time of what is occurring on your project and allows you to measure your teamwork effectiveness and the ability to achieve your project's goals.
- Orienting your team members on the partnering scorecard and its importance can go a long way to overcoming barriers to its use.

Tip #4: Evaluate Your Results

- Your scorecard will be emailed to everyone on your project team each month - but you have to evaluate what the scores mean. This can easily be done during a regular weekly project meeting.
- Look at any scores where you have a "1" or "2" as these indicate negative momentum. These are where the team is feeling frustrated or issues are emerging. Focusing on these areas will help a great deal.
- Look at your scores in the "3's". These are OK, and with a little focus might be able to achieve a "4" or better. This will grow your positive momentum dramatically!

Tip #5: Make Course Corrections

- Resolving issues where the team is stuck or they are creating frustration is your top priority and needs to happen before the next scorecard if possible. You can use your partnering session for this and get the help of your professional neutral partnering facilitator.
- Elevating issues up your dispute ladder is needed and should not be put off because you want to hold on to the decision. Get a decision and move on.
- Set deadlines and keep them. This will create trust and grow your predictability. It is *not* the issues that predict your success or failure; it is how the team deals with the issues. Correct your course so the team stays together and gains positive momentum!

Woody Allen said "We are all interested in the future, because that is where we are all going to spend our lives." Think about using a Partnering Scorecard to allow you to predict how you and your project team will be spending your time. Will it be celebrating the building of great things? Or, fighting over project disputes because things didn't turn out as hoped?

Sue Dyer is President of OrgMetrics LLC, the author of *Partner Your Project*, and a recognized thought leader on collaboration in construction. Sue just launched Partnering FIT™, a training program using new virtual training technology that allows her to include 30 years of lessons-learned and make them available to you and your teams any time, any place, 24/7. For more information about Sue Dyer, please visit www.OrgMet.com.

Join Us ... And Be A Winner!

MCASC 172nd Semi-Annual Convention – July 27-30, 2017

The Venetian Resort Hotel Casino, Las Vegas , NV

Many Thanks To The Following Companies For Their Generous Support

**SEE IF YOU CAN FIND YOUR COMPANY NAME ... IF NOT,
MAY WE ADD YOU TO THE LIST???**

Amerisure Insurance

Atlantic Electric Company, LLC

BB&T/Boyle-Vaughan Insurance

B & L Electric Company, LLC

Baltimore Aircoil Company

C. R. Hipp Construction, Inc.

Carolina Insulation Contractors, Inc.

Cemline Corporation

Central Controls, Inc.

Chapman Company

Charlotte Pipe & Foundry Company

Coastal Area MCASC

Control Management, Inc.

Cregger Company

Cullum Mechanical Construction, Inc.

Easley Mechanical Services, Inc.

Eastern Industrial Supplies, Inc.

Elliott Davis Decosimo, LLC

Environmental Fabrics, Inc.

Ferguson Enterprises, Inc.

Ferira, Ainsworth & Company, Inc.

Flex-Hose Company, Inc.

Graybar Electric Company, Inc.

H. R. Allen, Inc.

Hahn-Mason Air Systems. Inc.

Hajoca Corporation

James M. Pleasants Company, Inc.

Johnson Controls, Inc.

Longley Supply Company

Mayer Electric Supply

Metro Electric Company, Inc.

Midlands Area MCASC

Miljoco Corporation

Murray Supply Company

Pee Dee Area MCASC

Piedmont Area MCASC

Premier Electrical Staffing

R. C. Jacobs, Inc.

RepSouth

Shealy Electrical Wholesalers, Inc.

Sifco Mechanical, Inc.

Smith, Kesler & Company

Smith & Stevenson, Inc.

Thermal Resource Sales, Inc.

Total Comfort Solutions

Trane U. S., Inc.

Unitherm, Inc.

Vallen Distribution, Inc.

Victaulic

Walkup Electrical Construction, LLC

White Crane Company

Join Us . . . And Be A Winner!!!

The 172nd Mechanical Contractors Association of South Carolina
Summer Convention 2017



*The Venetian Resort - Hotel - Casino
Las Vegas, Nevada
July 27 - July 30, 2017*

MCASC Registration Form

Please complete form *by Friday, June 23, 2017* and email to mflowers@mcasc.com, fax to (803) 731-0390 or mail to Post Office Box 384, Columbia, SC 29202

Please List Names of Attendees:

Name: _____	Name: _____
Name: _____	Name: _____
Name: _____	Name: _____
Name: _____	Name: _____
Company: _____	
Address: _____	
City/State/Zip: _____	Phone No.: () _____

Billing Information:

Please Invoice Company: _____ My Check Is Enclosed: _____

Hotel Information:

MCASC attendees will receive a group discounted suite rate of **\$191.00** Plus Tax & Resort Fee if reservations are made before **Wednesday, July 5th**
Reservations can be made after the deadline date at regular prices
Make Your Own Reservations By Calling: 1-877-385-3885 Or 1-702-414-4100
Be Sure To Reference Our Group Code: **RMECH=MCASC JULY 2017**
If You Have Any Problems Booking A Room, Please Call The State Office
For more hotel information visit their website at www.venetian.com

Airline Ticket Information:

If you are in need of assistance with booking your Airline Tickets, please feel free to call Randy Moore with Travel Unlimited in Columbia at (803) 798-8122 or 1-800-849-2244, or you may email him at randy@travelunlimitedsc.com. Prices are going up and availability is very limited. Don't Delay Book Today!

MCASC Convention Fees:

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

Thursday, Friday & Saturday

Daily Social Gatherings at The Come-Out Hospitality Suite: hors d' oeuvres and your favorite adult beverages. Daily Jackpot Surcies & Prizes Will Be Awarded. Don't Miss Out!

Friday

Straight Flush Associate Member's Breakfast Meeting; Straight Flush Past President's Breakfast Meeting; Full House Member's Breakfast; Wild Card Open Business Meeting; Bank Roll Awards & Prizes; House Rules Educational Workshop Presented By: MCASC Legal Counsel, Chuck McDonald on "Why Does the Tail Wag The Dog In Construction? And What Are We Going To Do About It?". This will be an interactive presentation and discussion of how to change the role of the Mechanical Contractor in Traditional Construction Delivery Systems.; Bust Refreshment Break; Soft Hand Ladies / Spouse Surcies; High Rollers Past Presidents' Reception and Dinner; and Las Vegas Show Band Entertainment By: "N'Demand".

Optional Activities:

Golf or Tennis: The Concierge will be happy to help make arrangements for you.

Off-Property Excursions are also available to such breathtaking locations as Red Rock Canyon, Mt. Charleston, the Grand Canyon, Hoover Dam, Zero 1 RZR Tours and Top Golf Las Vegas to mention a few.

Canyon Ranch Spa Club: Choose from more than 150 extraordinary services in a 134,000 square-foot Las Vegas Day Spa with more than 90 treatment rooms, exclusive amenities, and the warm personal attention at this Forbes Travel Guide Four Star Spa. You should make your own reservations for spa services by calling (702) 414-3600 or 1-877-220-2688. Please visit their website at www.canyonranch.com/las-vegas.

Additional Activities:

Swimming Pools (10)
The Grand Canal Shoppes (160)
Gondola Ride w/Singing Gondolier
St. Marks Square

Madame Tussauds Wax Museum
36 World-Class Restaurants
Palazzo Atrium
And much more

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

NOTE: A full refund of MCASC Convention Registration Fees will be made on cancellations received prior to Friday, June 23, 2017. After that date, only 50% will be refunded up until Wednesday, July 5, 2017. Substitutions will be allowed.

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

Become a *Sponsor* for the
MCASC 172nd Semi-Annual Summer Convention – July 27-30, 2017
The Venetian Resort Hotel Casino – Las Vegas, Nevada

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.

WEDNESDAY:

Whale Board of Directors Cocktail Reception	\$2,000.00
Whale Board of Directors Dinner	\$4,000.00

THURSDAY:

Royal Flush Board Of Directors Meeting	\$1,000.00
Come-Out Hospitality Suite	\$2,000.00
Jackpot Surcies & Prizes	\$500.00

FRIDAY:

Straight Flush Associate Member's Breakfast Meeting	\$2,000.00
Straight Flush Past President's Breakfast Meeting	\$1,000.00
Full House Member's Breakfast	\$6,000.00
Wild Card Open Business Meeting	\$1,500.00
Bank Roll Awards & Prizes	\$500.00
House Rules Educational Workshop	\$3,500.00
Bust Refreshment Break	\$500.00
Soft Hand Ladies / Spouse Surcies	\$1,000.00
Pass Children's Dinner & Surcies	\$500.00
High Rollers (Past Presidents') Reception	\$4,000.00
High Rollers (Past Presidents') Dinner	\$6,000.00
Las Vegas Show Band Entertainment By: "N'Demand"	\$5,000.00
Come-Out Hospitality Suite	\$1,500.00
Jackpot Surcies & Prizes	\$500.00

SATURDAY:

Come-Out Hospitality Suite	\$1,500.00
Jackpot Surcies & Prizes	\$500.00

Yes, I Would Be Happy To Sponsor The _____

Please Invoice My Company For: \$ _____ Phone No. _____

Company Name: _____

By: _____ Date: _____

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

**Associate Member:
PALMETTO PROPANE, FUELS & ICE, INC.**

Palmetto Propane's story begins in 1959, when Paul and Janelle Havird opened a full service Shell station in Batesburg, South Carolina, naming their company Havird Oil. Five years later they established Palmetto Propane, whose primary mission was to provide a more cost-effective way for South Carolina's farmers to run their operations using propane gas.

The Havird family then opened an ice plant and retail location in Lexington, SC in 1968, expanding Palmetto Propane's services to include ice, propane, gas, gas equipment and outdoor cooking equipment for the Midlands of South Carolina.

After acquiring propane companies in Saluda and McCormick, South Carolina, Havird Oil and Palmetto Propane merged in 2015 to form Palmetto Propane, Fuels and Ice.

Still a family-owned business headquartered in Batesburg, South Carolina, Palmetto Propane, Fuels and Ice is one of South Carolina's only full-service propane and fuel companies. Known for the expertise and experience of their trusted technicians and service representatives, the company provides exceptional propane service, delivery, and professional installation of propane-powered appliances throughout South Carolina and Georgia.

However, the company is much more than a source for propane gas and the products that use them. Palmetto Propane has divisions serving the propane, natural gas, and fuel needs of residential, commercial, industrial and agricultural clients. They have autogas fuel stations and full service filling stations providing clean-burning, lower cost fuels for commercial fleets across South Carolina. Their commercial and industrial services division works closely with custom homebuilders and architects to provide premium services for the construction industry.

Palmetto Propane has five retail locations to meet the needs of its residential customers. These Hearth and Patio Home Store showrooms are located throughout South Carolina, in Aiken, Camden, Columbia, Batesburg and Lexington, with a recently opened location in Augusta, Georgia. The stores feature premium brands of gas logs, high-end gas grills, Rinnai Tankless Water Heaters, Cummins & Generac generators, in-home and outdoor kitchen appliances and the best names in high performance outdoor living.

Though the company has experienced tremendous growth in its 58-year history, it is still guided by the family values it was founded on in 1959. As clean-burning propane becomes an increasingly important alternative to gasoline and diesel, Palmetto Propane is prepared and excited for its future – helping address our nation's energy challenges with energy-efficient, American-made propane.

Palmetto Propane, Fuels, & Ice, Inc.
131 W. Church St. Batesburg, SC 29006
1.800.233.1882
Palmettopropane.com

Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":
Atlantic Coast Electric Supply, North Charleston - Associate Member
C. R. Hipp Construction, Inc., Charleston - Mechanical Member

SEPTEMBER 2017 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, September 7, 2017
Location: 1222 Bluff Road, Columbia
Sponsored By: Murray Supply Company

Topic: "TBA"
Presented By: TBA

PIEDMONT AREA

Tuesday, September 19, 2017
Location: TBA
Sponsored By: TBA

Topic: "TBA"
Presented By: TBA

PEE DEE AREA

Friday, September 15, 2017 @ 9:30 AM to 5:30 PM
Location: Back Woods Quail Club, 647 Hemingway Lane,
Georgetown
Sponsored By: Pee Dee Area

**10th ANNUAL PEE DEE BLAST
SPORTING CLAYS EVENT**

COASTAL AREA

Tuesday, September 26, 2017 @ 6:30 PM
Location: 4447 Dorchester Road, North Charleston
Sponsored by: Eck Supply Company

Topic: "TBA"
Presented By: TBA



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

*Serving mechanical contractors in
South Carolina since 1912.*

MCASC Executive Board & Staff

Duwayne Jacobs, President
Bob Miller, Vice-President
Edward Gibbs, Treasurer
Stan Harbourt, Secretary
Leslie Whitehurst, Associate President
Mona Flowers, Managing Director

Mechanicals make it happen -
Be part of the best!

MCASC Vision Statement

The Mechanical Contractors Association of South Carolina (MCASC) will be the leading construction association in South Carolina for specialty contractors and suppliers in the electrical, mechanical (HVAC), and plumbing fields by serving its membership, the industry, and the Community in a vibrant and harmonious fashion.

MCASC Mission Statement

The Mechanical Contractors Association of South Carolina (MCASC) will provide its membership with:

- current business/technical information and support
 - a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
 - educational scholarships for deserving students
- the development of industry related career opportunities

The Association's objective for this mission is to enhance the future of the Construction Industry in South Carolina.