



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 2, Issue 55 February 7, 2005

Lose/Lose Negotiations – By: Tom Frisby

“I took up the chip on which the three (ants – one red and two black ones) were struggling, carried it into my house and placed it under a tumbler on my window-sill, in order to see the issue. Holding a microscope to the . . .red ant, I saw that, though he was assiduously gnawing at the near foreleg of his enemy, having severed his remaining feeler, his own breast was all torn away, exposing what vitals he had there to the jaws of the black warrior, whose breastplate was apparently too thick for him to pierce; and the dark carbuncles of the sufferer’s eyes shone with ferocity such as war only could excite.” And to the death, the war between the red ants and the black ants at Walden’s Pond, witnessed by Henry Thoreau.

And in many venues other than tranquil Walden’s Pond, I too have witnessed the red ant and the black ant fight to the death over a conflict most probably preventable, and certainly resolvable by reasonable men willing to work out their differences rather than working over the other party. Husband and wife, employer-employee, contractor-designer/owner. . .

The theme of this column is conflict management, one of the fastest growing industries in America. Conflicts break down into three categories: those that are or should be preventable; the management of healthy conflicts; the management of financial conflicts. And then there is probably one more . . . the conflict that like the battery, keeps going and going and going.

The first category is preventable conflicts. Confusion of expectations creates many conflicts. Ambiguities contract documents creates most of the conflicts in construction projects. Preventable? In the design phase through quality and constructability reviews. When the project begins by having early on desk top reviews to clear up any misunderstandings quickly and certainly by the contractor exercising his duty to try to find conflicts in the documents “in the office and not in the field” when it is likely the conflict will produce the greatest damage. For this simple advice to work, all the parties must accept accountability for timely and objective decision-making, and their responsibility to keep the momentum of the project going.

We prevent conflicts in employer-employee relationships through clear understandings of mutual expectations. My great uncle was the vice chairman of Kerr-McGee and taught me the value of what he called “the moral contract”, which was really the old-fashioned handshake. It went like this: “What can I expect from you? Here’s what you can expect from me?” Then they (employees, suppliers, customers) “shook on it”. If one of the parties was not fulfilling his end of the bargain, the enforcement was often no more than a “reminder” conversation: “Do you remember when you gave your word that . . . Are you fulfilling on that promise? What are the reasons you are not? Can I rely on you in the future?” Conflicts are prevented because the expectations of the parties are clearly expressed and mutually understood, and there is a mechanism to “call” the non-performing party. Indeed, even in today’s society and I think especially in the Low Country, for the most part a person’s word is his/her bond and the conflicts that arise are not so much due to a party trying to escape that bond, but fully and with clarity understanding the details of that bond.

For example, many of the construction problems I have seen over the years come from workmen who did not have a clear understanding of what the quality requirements were. Many have never even seen the drawings and often their supervisors do not acquaint them with the workmanship requirements. I have seen beautiful reinforced block walls (telling me the masons were qualified) that didn’t have through wall flashing or reinforcement because . . .guess? The workmen were from an area where the code did not require reinforcement, and they were not instructed on the requirement for installing the re-bar and the grout. I become a little weary of contractors telling me that their workmanship problems are because of unskilled, uncaring workmen, when I find that the initial problem is the “unmanagement” of the work force, through training and informing them of the requirements of their job and the drawings. The Navy’s three-step quality program (reviewing the contract requirements with the crew BEFORE the (Continued on Page 4)

INSIDE THIS ISSUE:

<i>Bryce Mechanical</i>	2
<i>Mechanical Article</i>	
<i>February Birthdays</i>	2
<i>Projects to Bid</i>	3
<i>News, New Members</i>	3
<i>Forecast</i>	4
<i>Frisby Article Cont’d.</i>	4
<i>MCASC Winter Retreat</i>	5
<i>Registration</i>	
<i>MCASC Winter Retreat</i>	6
<i>Hotel Registration</i>	
<i>Johnson Ins. Assoc.</i>	7
<i>Associate Article</i>	
<i>Area Meeting Calendar</i>	7
<i>Misc. News Info</i>	8

MAKE PLANS TO ATTEND THE WINTER RETREAT

MARCH 10-13, 2005

PINEHURST RESORT

PINEHURST, NC

HOME OF THE 2005 U. S. OPEN

REFER TO PAGES 5 & 6 FOR MCASC & HOTEL REGISTRATION FORMS



**Mechanical Member:
Bryce Mechanical Contractors, Inc.**

Bryce Plumbing and Heating Company was founded in 1908 by George Thomas Bryce in the city of Florence, SC for the purpose of doing plumbing and heating construction and repair work. In 1933, G. Wilson Bryce entered the business as Bryce Plumbing Company. In 1953, George W. Bryce, Jr., son of Wilson Bryce, joined the firm. The firm was incorporated in the state of South Carolina in 1959 as Bryce Plumbing Company, Inc. Wilson Bryce was instrumental in getting codes established in Florence and other sections of the Pee Dee. G. Wilson Bryce died on September 12, 1971.

The firm name was changed to Bryce Mechanical Contractors, Inc. in January of 1973 with George W. Bryce, Jr. as its President. George died on July 19, 1988. On January 1, 1990, Jimmy B. Lee, who joined the firm in September of 1968, and Darlene McGee, who joined the firm in August of 1973, purchased the business.

Bryce Mechanical Contractors, Inc. has an unlimited plumbing license in both SC & NC and has completed such projects as: the South Carolina DHEC Control Lab in Columbia, several expansion projects at McLeod Regional Medical Center in Florence, and Bruce and Florence General Hospitals, now known as Carolinas Hospital System also located in Florence, and several jail facilities in Darlington, Dillon and Marlboro counties. The company averages around 33 employees.

Bryce Mechanical Contractors, Inc. has grown with the past and will flourish with the future.

***Bryce Mechanical Contractors, Inc.
PO Drawer 311, 510 Barnes Street, Florence, SC 29503
Phone: (843) 669-8243 Fax: (843) 673-0826***



FEBRUARY BIRTHDAYS

Carol Coleman	February 2	Walker White, Inc.	Wife of Harvey
Lewis Henderson	February 2	Henderson & Associates	
Richard Miller	February 2	City Plumbing	
Al Hitchcock	February 10	C. R. Hipp Construction, Inc.	
Sandra Bishop	February 12	Waldrop Heating & A/C, Inc.	Wife of David
Billy Zimmerman	February 13	Charlotte Pipe & Foundry	
Ann Cullum	February 17	Cullum Mechanical	Wife of Furman
John Williams	February 19	Cashion Electricians	
Bob Smith	February 21	Rep South	
Rosa Williams	February 21	Cashion Electricians	Wife of Eddie
Brenda Poplin	February 25	B & L Electric	Wife of Henry
Ellen Brock	February 27	Boykin Contracting	Wife of Tom
Donnie Smith	February 27	Easley Mechanical	

Happy Birthday!!

**HAPPY BIRTHDAY MEMBERS! WE WOULD LIKE TO ANNOUNCE YOURS!
PLEASE CALL THE BIRTHDAY HOTLINE AT (803) 772-7834 OR EMAIL TO mflowers@mcasc.com**

PROJECTS FOR BID & BID FORECAST

MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA
 P.O. Box 384, Columbia, South Carolina 29202 · 1504 Morninghill Drive, Columbia, South Carolina 29210
 PHONE (803)772-7834 · FAX (803)731-0390 · E-MAIL: mflowers@mcasc.com WEBSITE: www.mcasc.com

JOBS TO BE BID THROUGH THE MCASC BID PROCEDURE.
 ALL MECHANICAL CONTRACTORS WHO ARE NOT MEMBERS OF THIS ASSOCIATION BIDDING ON THESE ADVERTISED JOBS ARE
 INVITED AND URGED TO UTILIZE THE MCASC BID PROCEDURE PUBLISHED HEREIN.
 INFORMATION PUBLISHED BY THE MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA

NOTES:

1. ALL JOBS LISTED WITHOUT REFERENCE TO THE MCASC FOUR-HOUR DESIGNATION ARE EITHER ZERO OR TWO-HOUR BID JOBS.
2. ALL ASPECTS OF THE MCASC FOUR-HOUR BID PLAN APPLY TO JOBS DESIGNATED AS EITHER ZERO OR TWO-HOUR JOBS WITH THE EXCEPTION OF TIME & BID PROCEDURE OFFICE/SIGNATORY GENERAL CONTRACTOR INTERFACING.

*MCASC BID PROCEDURE SIGNATORY GC'S INDICATED WITH "O"

PIEDMONT AREA

CHAIRMAN DESIGNATING COMMITTEE

DAVID BISHOP

TEL: (864) 578-7252 FAX: 578-341

1. ROEBUCK (Spartanburg Co.) Addn & Renov. Gable Mid. Sch., Spartanburg Co., Sch. Dist. 6, Owner. McMillan, Smith and Partners.,
 February 17 **MANDATORY PREBID CONF: 10:00 AM, Feb. 1, Gable Mid. Sch.** Spartanburg, Archt.s.
 BIDS DUE MCASC: 3:00 PM GENRL OPEN: 3:00 PM
 Bidders Invited:
 o Marsh/Bell Construction Co., Piedmont o Sherman Construction CO., Inc., Greenville
 o Triangle Construction CO., Inc., Greenville Moose Construction Co., Inc., Newberry

MIDLANDS AREA

CHAIRMAN DESIGNATING COMMITTEE

NO JOBS LISTED

PEE DEE AREA

CHAIRMAN DESIGN. COMMITTEE

WILLIAM L. SELF

TEL: (803) 432-8519 FAX: 432-3845

PAUL PREVATTE

G'TOWN, HORRY & MARION

TEL: (843) 272-4915 FAX: 272-6071

JIMMY LEE

FLO, DAR, DIL, C'FLD & M'BORO

TEL:(843) 669-8243 FAX: 673-0826

NO JOBS LISTED

COASTAL AREA

CHAIRMAN DESIGNATING COMMITTEE

RON RUNYON

TEL: (843) 556-5636 FAX: 763-3091

NO JOBS LISTED

GET YOUR CALENDARS OUT AND MARK IT FOR THE 14th ANNUAL
SWATTER—SNAGGER—SHAGGER
GOLF AND FISHING SCHOLARSHIP TOURNAMENT
JUNE 3, 4, 5, 2005

WELCOME NEW MEMBERS

BARTSCH ELECTRIC, INC. — PETER BARTSCH - SPARTANBURG
 COLONIAL SUPPLEMENTAL INSURANCE- KELLY FARLEY—KENNESAW, GA
 ECK SUPPLY CO.—CHARLIE SMITH— N. CHARLESTON
 FIRST CAROLINA FINANCIAL SERVICES, LLC — JOYCE McDONALD — COLUMBIA
 NASH & POWERS INSURANCE— KEVIN WOOD— GREER

WEEK OF FEBRUARY 14, 2005 –FEBRUARY 18, 2005

DAY	JOB NO. 4/HR	LOCATION	NAME	BID DATE	TIME
Thursday	1-4078	Roebuck	Addn. & Renov. Gable Mid. Sch.	02/17/05	3:00 PM

Lose/Lose Negotiations—By Tom Frisby (Continued from Page 1)

work begins, and interim inspection and review of the crew's performance, and then the final) is a perfect example of conflict prevention. And why is unworkmanlike performance a "conflict"? Because often it creates an argument (the red ant and the black ant) because of potential financial consequences to one or both of the parties. It is interesting that we talk in terms of "claims". I guess it is a term coined by the lawyers. If we called it what it really is: "financial loss", "red dollars" maybe we would work harder to prevent "claims". Interestingly, one of the largest and most successful construction law firms brags that it wins 50% of its cases. Being from the farm, I would know that if I only harvested half my crop, I lost the other half and there is no glory or survivability with that ratio. The same law firm also states that when it does win a case, it is for half of what the contractor has spent. "You mean, sir, that you lose outright half your cases and lose half of the dollars requested in those cases you win?" Hmmm. Message: Think Prevention. General Lemay said about nuclear warfare: "There are no winners, only varying degrees of losers!"

One of the most important reasons for "partnering" or team building at the beginning of a project is to anticipate and prevent problems. When implemented effectively, the results have been measurable, as shown by numerous national studies.

The next category is the management of "healthy" conflicts. In an employer-employee relationship, it is a good thing for employees to have and TO EXPRESS ideas that my differ from the boss. I still believe that the only bad idea is the one that is not expressed. Yet, in many firms, even today, we find terms like "gunny sacking", "kill the messenger". Healthy conflicts, expressing honestly one's creative ideas that my not be in conformity with the employer can be a medium for enriching the company's performance. There is a way to do it, of course. The employee doesn't stand up in a progress meeting and say to the boss: "I think your ideas are stupid!" But the boss himself should encourage new ideas, challenges, and discourse for the dual purposes of "enriching" the company's performance and giving the employees a sense of ownership in the functioning of the company. He can do this through suggestion boxes, focus groups aimed at specific areas that need improvement, feedback at the end of a job on how it can be done better. When an employee has given a suggestion, it is important to feed back to the employee what is being done with the suggestion. Is it being incorporated into the company's procedures; if not, why not, and now did the suggestion at least help the company validate the policy he had previously taken.

When I do organizational reviews of companies, I make it a point to talk privately to as many of the employees as possible. I always begin the interview with "Everyone is entitled to fifteen minutes of fame. You have yours now, because I am going to make you the president of this company for the next five minutes. I would like to ask you: If you were the president, what would be the two or three things you would really like to change or improve. And what are the two or three things that you absolutely would not want to change?" It is amazing the valuable feedback that this approach derives and the ultimate benefit to the company. I am pulling out areas of "conflict" between employer and employee and using them to "enrich" the company's performance.

I encourage presidents and executives to "walk the trap line" to visit with their employees and chat about how things are going. Done in a positive way not to undermine the employees' bosses, the executive is demonstrating his/her real interest in the employees and at the same time is keeping a hand on their pulse. Yet, I know presidents of mechanical and electrical companies who have never ridden in one of their service trucks, or walked a job in years.

The next category is the management of financial conflicts. Assume you have just purchased a house and there is green stuff on your walls. Or a contractor and the designer have just turned down your request for a change order for work that you consider is extra to the contract. The first and often fatal mistake we make is converting a financial (or content) conflict, into an interpersonal conflict. The homeowner writes nasty letters to the developer, the contractor writes the owner that this is the worst architect in the history of architecture. We get all wrapped up in why the other person is a bad person, and we just come to hate that person. Well, I have seldom expressed to another person that I want him to pay me money, and oh, by the way, you are a rotten cad, and then got what I wanted. In financial conflicts, keep to the content issue (the roof leaks, I was required to install three air handling units, when the plans called for two) instead of infecting the issue with the red ant-black ant personal attacks and collateral issues. We see on project after project that superintendents talk to their crews and subcontractors about what a bum the project manager or the architect's representative is. And this solves nothing. Attack the issue, and not the person! (I wish I had coined that phrase because it is so true and it works so well.)

Secondly, in financial conflicts, the winners realize that you get what you are entitled to, not what you want or need. If a contractor overruns a project, he must prove that the cause of the overrun is because the owner did something, or failed to do something, that was a change from the contract, and that the cost being requested is directly caused by that action or inaction. Negotiations invariably get bogged down because someone is trying to extend his reach beyond what is contractually right and fair.

Financial negotiations often become bogged down because one or both of the parties have not done their homework, and adequately supported their position. This results in premature rejection of claims by owner or their representatives, prolongs the process and often causes an otherwise negotiable claim to end up in court. Every book I read on negotiation and every course I take on conflict management, stresses Homework, Homework, Homework. So incredibly basic and fundamental and how seldom is the advise followed.

The last category of conflicts falls within the "battery that just keeps going and going". The divorced couple that keeps banging on each other for years after the divorce, the contractor who had the bad job because of that "stupid designer" or vice versa. People have a tendency to just not let go. The "battery syndrome" is an unhealthy conflict but like smoking, a difficult addiction to break. But when you realize you are falling prey to it, ask: "Is this getting me anywhere? Am I improving my company, my life my place in the community by dragging this toxin bag around with me?" If your answer is yes, by all means keep dragging it. But let me know how it is helping, and I will write a whole column on your experience, because I am yet to see how it helps. I wonder how the red ants and black ants feel about it.

MCASC WINTER RETREAT REGISTRATION

MARCH 10 - 13, 2005 - Pinehurst Resort, Pinehurst, NC

**PLEASE COMPLETE AND FAX THIS PAGE TO THE MCASC STATE OFFICE
AT (803) 731-0390 BY NO LATER THAN FRIDAY, FEB. 11TH, 2005**

COMPANY NAME _____

I AM REGISTERING _____ PEOPLE FROM MY COMPANY FOR THE WINTER RETREAT SCHEDULED MARCH 10-13, 2005. PLEASE LIST ALL NAMES OF THOSE ATTENDING BELOW.

REGISTRATION FEE IS ONLY \$250.00 PER PERSON - MCASC WILL BILL YOU LATER

NOTE: A full refund of MCASC Winter Retreat Registration Fees will be made on cancellations received prior to Friday, January 28, 2005. After that date, only 50% will be refunded up until Friday, February 11, 2005. Substitutions will be allowed.

PLEASE INDICATE IF YOU PLAN TO PLAY GOLF ON SATURDAY AT COURSE #1

	GOLF???		GOLF???
_____	Y N	_____	Y N
_____	Y N	_____	Y N
_____	Y N	_____	Y N
_____	Y N	_____	Y N

TENTATIVE AGENDA

Thursday, March 10th, 2005

4:00 PM - Until	Hotel Check In	Pinehurst Resort
4:00 PM - Until	Hospitality Suite Open (Heavy Hors D'oeuvres)	Villa 510

Friday, March 11th, 2005

6:30 AM - 10:00 AM	Buffet Breakfast	Carolina Dining Room
9:00 AM - 12:00 Noon	Workshop "Identify, Meet, & Exceed Customer Needs" By: Rod Tripp	Azalea Room
	Afternoon Free On Your Own!!	
4:00 PM - 6:30 PM	Hospitality Suite Open	Villa 510
6:00 PM - 6:30 PM	Past Presidents' Meeting	Villa 510
7:00 PM	Dinner & A Movie "Everyone's A Star"	Donald Ross Grill
After Dinner-Until	Hospitality Suite Open	Villa 510

Saturday, March 12th, 2005

6:30 AM - 10:00 AM	Buffet Breakfast	Carolina Dining Room
9:00 AM - 9:45 AM	Workshop "Recent Developments In Employment Law: Handbooks, Harassment, Hiring & Firing" By: Chuck McDonald, Esquire	Azalea Room
9:45 AM - 10:30 AM	Workshop "Employee Voluntary Supplemental Benefits" By: Kelly Farley	Azalea Room
10:30 AM - 11:30 AM	Open Business Meeting	Azalea Room
12:00 Noon	Golf Tournament: \$70.00 Per Person	Course No. 1
	All Others Afternoon Free On Your Own!!	
4:00 PM - 6:30 PM	Hospitality Suite Open	Villa 510
7:00 PM	Dinner, Fun & Silent Auction	North Room
After Dinner-Until	Hospitality Suite Open	Villa 510

Sunday, March 13th, 2005

6:30 AM - 10:00 AM	Farewell Buffet Breakfast	Carolina Dining Room
12:00 Noon	Hotel Check-Out	Have a Safe Trip Home



**MECHANICAL CONTRACTORS ASSOCIATION OF SOUTH CAROLINA
WINTER RETREAT
European Plan
March 10-13, 2005**



Welcome to the beautiful, 4-Star/4-Diamond Pinehurst Resort - site of the 2005 United States Open Championship! We are honored to be your hosts and we look forward to serving you! Please take a moment to fill out this reservation form to ensure your accommodations for your upcoming visit.

Pinehurst is requiring a 30-day cut off period for your room reservations. Reservations received after this date will be processed on a "space-available basis." THE PINEHURST RESORT CONSISTS OF A VARIETY OF LODGING ACCOMMODATIONS INCLUDING THE CAROLINA HOTEL, VILLAS, MANOR INN, HOLLY INN, AND CONDOMINIUMS. THE RESORT WILL MAKE EVERY EFFORT TO HONOR SPECIFIC ROOM REQUESTS. IF NOT POSSIBLE, THE BEST SUBSTITUTION WILL BE MADE. Please be aware that forms must be completed and returned by **February 11, 2005.**

DAILY RATES: European Plan: Carolina Accommodations

SINGLE OCCUPANCY: _____ \$90.00

DOUBLE OCCUPANCY: _____ \$90.00

Rates are per room, per night (European Plan) and include accommodations only daily.

Covered in the Resort Service fee are the following amenities and services:

- Unlimited access to the Fitness Center
- Beach Club
- Afternoon tea in the Carolina
- Pitching areas
- On-site transportation
- Outdoor pools
- Business Center
- Driving range
- Tennis courts
- Bicycles
- Practice putting greens
- In-coming faxes

ROOM PREFERENCE (based on availability): _____NON-SMOKING _____SMOKING

ARRIVAL DATE: _____ DEPARTURE DATE: _____

Check-In Time 4:00 PM - Check-Out Time 12:00 NOON

SERVICE CHARGE & STATE SALES TAX: Rates are subject to 10% service charge, 7% state sales tax, and 3% occupancy tax on room portion only.

DEPOSIT & CANCELLATION POLICY: A deposit representing one night's rate per person is charged at the time the reservation is made. Pinehurst must receive notice of any cancellation at least 30 days prior to date of arrival in order to refund a deposit. The reservation deadline is **February 11, 2005.**

Please fill out and fax or mail with deposit to:

Pinehurst cannot accept individual telephone reservations

Convention Reservations

Pinehurst Resort

PO BOX 4000

Pinehurst, NC 28374-4000

FAX: 910-235-8240

PHONE: 800-487-4653, option 2

ROOM(S) TO BE OCCUPIED BY: (Please print or type)

(All guests will be charged a one-night room deposit)

Name: _____ Address: _____

Email Address: _____

CREDIT CARD NAME & NUMBER _____

Expiration Date & Cardholder Name _____

Telephone Number: (Home) _____ (Business) _____

******ASSOCIATE CLUB MEMBERS******

WE LIKE TO RECOGNIZE ALL OF OUR ASSOCIATE CLUB MEMBERS.

PLEASE FILL OUT THE FOLLOWING INFORMATION:

CLUB WITH WHICH YOU ARE AFFILIATED: _____

YOUR MEMBER NUMBER: _____

**Associate Member:
Johnson Insurance Associates, Inc.**

Johnson Insurance Associates, Inc. was established in Columbia, SC in 1983. Specializing in providing property-casualty insurance and employee benefits coverage to commercial businesses, Johnson Insurance Associates also has capabilities for personal insurance as well.

JIA insures the full spectrum of commercial businesses including Contracting, Manufacturing, Warehousing, Trucking/logistical, Service Industries, etc.

In 2002 JIA became part of the First Southeast Insurance Services group of insurance operations. First Southeast Insurance Services is headquartered in Charleston, SC and is a member of the First Financial Holdings, Inc. family. In addition to Johnson Insurance Associates, First Southeast Insurance Services has other insurance operations throughout the state with total premiums exceeding 80 million dollars annually.

Having a bank as its parent has enabled JIA to sustain a pattern of substantial growth. In 2003, JIA acquired the Woodruff Agency in Columbia and it is projected that JIA will continue to expand through acquisitions and internal growth.

Johnson Insurance Associates, Inc.
176 McSwain Drive, West Columbia, SC 29169-4825
PO Box 21308, Columbia, SC 29221
Phone: (803) 739-0001 Fax: (803) 739-2200

Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":
Self's Heating & Air Conditioning, Inc. — Camden
Noland Company — Florence

FEBRUARY-MARCH 2005 MONTHLY AREA MEETINGS

PIEDMONT AREA

Tuesday, February 8, 2005 @ 6:00 PM

Location: Block House Rest. & Oyster Bar, 1619 Augusta Road, Greenville

Sponsored By: AAA Supply

Topic: Kevin Wood with Nash & Powers Insurance of Greer to Present a Program on "Is Your Insurance Agent Up to Par?"

PEE DEE AREA

Thursday, February 17, 2005 @ 6:30 PM

Location: 1608 Executive Avenue, Myrtle Beach@ Carrier

Sponsored By: Carrier Southeast & North Strand Mechanical

Topic: Jim Mitcham, Mitcham Associates, to present a Mark Up Firestop Burn, demonstrating how Firestop Systems perform in extreme fires with Metacaulk Products being installed, importance of UL Systems.

COASTAL AREA

Thursday, February 24, 2005 @ 6:30 PM

Location: James Island Yacht Club

ANNUAL OYSTER ROAST

MIDLANDS AREA

Thursday, March 3, 2005 @ 6:00 PM

Location: 1206 Elmore Street, Columbia

Sponsored By: Burkett Electrical Systems

Topic: TBA



P.O. Box 384, 29202
1504 Morninghill Drive, 29210
Columbia, SC
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

Ned Forsberg, President
Darlene McGee, Vice-President
Steve Brewer, Treasurer
Tommy Burkett, Secretary
Billy Starrett, Associate President
Mona Flowers, Managing Director
Carol Fore, Administrative Assistant

**Mechanicals make it happen -
Be part of the best!**

FIRST CLASS
MAIL
U.S. POSTAGE
PAID
COLUMBIA, SC
PERMIT NO 750

SYMPATHY

MCASC would like to extend sympathy to the following families:

William "Bill" Warren Bridwell, Greenville Mechanical, Greenville
Howard Ralph Miller, Sr., brother of Richard Miller, Sr., City Plumbing Co. of Florence
William D. Barry, brother of Janet Barry, City Plumbing Co. of Florence
Betty Hewett, widow of Charles "Bill" Hewett, Hewett Mechanical, Myrtle Beach
Margie Hancock, wife of Guy Hancock (Mt. Pleasant) H. R. Allen, Inc., N. Charleston

CONCERNS

MCASC would like to extend thoughts and prayers to the following families:

Harvey Coleman, Past State Associate President, Chapin
Bob Townsend, Past State President, Charleston
Taylor Armstrong, Grandson of Katrina & Jimmy Shealy, Shealy & Sons Elec., W. Cola.
Richard Miller, Sr., City Plumbing Co. of Florence, Florence
Sam Williams, Sr., Gateway Supply, Columbia
Mildred George, mother of Robbie Stephens, Temporary Services, Spartanburg

CONGRATULATIONS

**Benny & Gail Waldrop , Waldrop Heating & Air Conditioning, Spartanburg, announce the birth of
grandson Bodey Jack Barwick who was born 1/13/05 weighing 10 lbs, 5 oz., 21 inches long**