



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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A Housewife Named John Thomas

By: Tom Frisby - www.frisbygroup.org

John Thomas Cunningham has been a housewife and mother for thirty years now. He is a great father to the two Guatemalan children he and his wife adopted a third of a century ago. He does a heckuva good job landscaping, makes the best chocolate chip cookies in town.

He also is a tremendous downhill racer, a bold timber-crasher hurtling non-stop down the most treacherous terrain in Colorado. He loves to shoot the white water of the Colorado River, an inveterate Denver Bronco fan. He is, in a way, a real man's man. A guy you would like as your next door neighbor, to have as a friend.

Except he is a housewife and a mother.

I met John Thomas when he was project manager on a large COE project at Ft. Riley Kansas. The job was bid low, and there were terrible problems with the drawings. Adding to his woes for the COE's resident engineer who literally had been an SS trooper in World War II . . . and seemed to think he still was. He was on John every day like white on snow. He yelled at him, insulted him, criticized and even threatened him.

John's management was not much better as the cost report kept heading south, the labor cost report was bleeding real blood. His bad job was sinking the company, and no matter how hard he tried, things just got worse.

I was asked by John's company to try to help out, and before long we had things turned around and settled a large claim very successfully. At the end of the project, the company had a surprise celebratory party for John and at the end he was given a nice bonus for a job well done.

I was there and, as the rest of the crowd, when John announced his resignation . . . bonus check in one hand, a letter of congratulations in the other . . . and in his coat pocket the letter of resignation. He said simply: "I quit. This is an evil industry. It does not respect people. No one has any idea of the damage this job has done to my person, my sense of worth. And I have seen this type of human carnage on other jobs as well. So, I quit. My wife will work as a school teacher, I will do some estimating at home, and I will be there to take care of my home and the little girls we intend to adopt."

And with that, John Thomas Cunningham retired without pay from the construction industry. It had beat him. There was a great poem in the 60's that had a line in it that went like this: "There are some men too gentle to live among wolves."

John is an exceptional case, perhaps. But I see strong men, again and again, who are emotionally damaged for years or even a life time because of a bad job. A bad financial job, but also one where the managers or supervisors are personally attacked for the failure of the project to meet its goals, and are made to feel (or they make themselves to feel) like failures. It is very difficult to get over a failure.

And yet so many in this industry fail to take into consideration its human side. When a foreman completes a job and doesn't have another one to go to . . . that is a pretty desperate feeling. When a job hits the clinker and the manager has this perpetual

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2008
Winter Retreat
Park Vista
Resort Hotel
February 21-24, 2008
Make Your
Hotel Reservations
Today!
See Page 5 for Details

Mark Your Calendar
Santee Scholarship
Tournament
June 6-8, 2008

Mechanical Member: CONTROL MANAGEMENT, INC.

In January 1985, Control Management, Inc. was incorporated by its founders Phil Wilson and Kent Walters. We provide South Carolina facilities with quality energy management and control systems, equipment, and services. We have a proven history of designing, installing, and maintaining systems that *work* for our customers.

Control Management, Inc. is an independent Field Office for Siemens Building Technologies. Siemens manufactures a complete line of pneumatic and electronic controls along with the Siemens family of direct digital control products. North America is served by Siemens Branch Field Offices and Independent Field Offices which provide sales, parts, engineering, installation, and service for all Siemens control products.

Control Management, Inc. is a licensed Electrical, Mechanical, Alarm Systems, and Control Contractor in South Carolina and has "Unlimited" contract classification. CMI is headquartered in Columbia with field offices in Charleston and Myrtle Beach.

Awards and Achievements:

Over the years, Control Management, Inc. has achieved national recognition for our work.

- **Siemens Outstanding Customer Value Award**
1996 - Present
- **Siemens Top Independent Field Office in Sales**
1992 - Present
- **Siemens Number 2 Independent Field Office in Sales**
1995, 1996
- **1991 "Blue Chip" Small Business Award**
- **1991 ASHRAE Energy Award - First Place Region IV**
- **2004 1,000,000 Safe Work Hours Award From Association of General Contractors**

However, our greatest recognition is on a local level - *our customers!* For more information about Control Management, Inc., the products and services we offer and how we can help your business, please visit our website at www.ControlManagement.com.

Control Management, Inc.
3101 Carlisle Street
Columbia, SC 29205-1871
Phone (803) 765-9070, Fax (803) 779-8191

NOVEMBER BIRTHDAYS

Mike Swindall	11/4	Rental Service Corporation	
Lewis Caswell	11/5	W. O. Blackstone & Co., Inc.	
Mel Rosas	11/16	RSS Safety	
Susan Smith	11/16	Easley Mechanical	Wife of Donnie
Becky Shields	11/18	W. N. Kirkland, Inc.	Wife of Larry
Sonny Paul	11/19	Noland Company - Florence	
Jim Brewer	11/25	Easley Mechanical	
Randy Jones	11/25	The Chapman Company	
Nancy Hitchcock	11/26	C. R. Hipp Construction, Inc.	Wife of Al
Brenda Gibbs	11/27	Bear Mechanical Services	Wife of Fred
David Gregg	11/27	C. R. Hipp Construction, Inc.	
Michael Hunter	11/28	Ferguson Enterprises, Inc.	
Eddie Williams	11/28	Honorary Life Member	
Lisa Clark	11/28	Colonial Supplemental Insurance	Wife of Paul
Irma White	11/28	Elliott Davis	Wife of Jim
Sandra DeAntonio	11/29	Transworld, Inc.	Wife of Raymond

*Happy Birthday Members! We Would Like To Announce Yours.
Please call the Birthday Hotline at 803-772-7834 or Email to mflowers@mcasc.com*

“Tool Box Talks” - Safety Tip

LADDER SAFETY

The ladder is one of the most frequently used pieces of equipment on the job. They are also a tool we use improperly that lead to many severe injuries. Major factors contributing to ladder accidents are:

- Climbing or descending improperly
- Failing to secure or tie-off the ladder at the top or failure to secure the ladder at the bottom
- Using broken or damaged ladders
- Carrying objects while climbing or descending

Generally, commercial ladders are constructed properly and of sound material. However, after they have been in use for some time, they are often damaged by rough handling, being struck by heavy objects, and other causes. Failure to report a defect on the part of anyone using a damaged ladder may cause serious injury.

Follow these safety rules for ladders:

You will hear many arguments about the best way to climb a ladder. Many people say, "Use the hands on the rungs." Others say "Grip the side rails." Everyone agrees that either method is fine, as long as you use BOTH HANDS.

Too often, ladders are not secured either at the top or at the bottom. It takes only a few minutes to tie off a ladder. Set ladders at the proper angle. Ladders should be set at a 1 to 4 pitch (That's 1 foot out for each 4 feet of height.) Ladders must be long enough to extend AT LEAST 3 FEET above the landing and tied-off.

When it is necessary to get tools and/or materials from the ground up to the work level, or down again, do not carry them on the ladder. Use a hand line to haul them up or let them down. Ladders are an important tool in construction, use them safely.

By: Mel Rosas – RSS Safety, LLC

1122 Industrial Drive, Suite 109, Matthews, NC 28105

Telephone (704) 844-2519 Fax (704) 844-0291

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nauseous feeling in his belly that travels with him wherever he goes. . . try living with that a year or two.

Part of the solution is the movement to “team approaches” on projects. Projects where the owner, designer, contractors . . . all are bound to work together to help overcome potential problems and to figure out, without finger pointing and recrimination, those problems that do occur.

Another solution is what we call “content” versus “relationship” conflicts. In content problems, the parties deal with the real issue (is one or two AHU’s called for under the contract); whereas relationship conflicts boil down to accusing the other party for the problem and making it a personal issue (owner to contractor: “You are just another contractor, trying to get out of your obligations. You are trying to cheat me.”) The problem with the blame game in this industry is that all of us live in glass houses.

And then, I wonder if it is possible for the Golden Rule to apply to our industry. We have seen it work. Work outside Sunday School class and on a construction project.

But bottom line: let’s continue to remember that this is a people industry. Real Men can eat Quiche and also treat others with respect and compassion.

EIC Eagle & Merit Award Winners

The Associated Builders & Contractors Excellence In Construction (EIC) Awards Committee have announced the Eagle & Merit Award winners for the best projects in the Carolinas. MCASC would like to extend our congratulations to three of our members:

Port City Electric, Inc. – Eagle Award And Specialty Project of the Year Finalist For The Daniel Stowe Botanical Garden Orchid Conservatory

Waldrop, Inc. - Eagle Award For West Oak Middle School & Merit Award For Broome High School Renovation

John J. Kirlin Company, Inc.- Merit Award For NCSU Biomanufacturing Training and Education Center

3rd Annual Piedmont Area MCASC Scholarship Golf Tournament GOLD Sponsors

Dixon Hughes

Endeavor Employer Service, Inc.

Ferguson Enterprises, Inc.

Hajoca Corporation

Johnson Controls, Inc.

Plumbers Invitational

Waldrop, Inc.

R. L. Kunz

Temporary Services, Inc.

Trane Upstate

Piedmont Area MCASC would like to take this opportunity to thank these sponsors for their generous support.

EMPLOYMENT OPPORTUNITY

Instructors Needed

Midlands Technical - Continuing Education Department - Part Time Adjunct Positions

- HVAC
- Mechanical and Electrical Maintenance
- High Voltage Electrical
- Steam Boiler Operations
- Plumbing
- Custodial
- Carpentry
- Masonry
- Surveying
- CNC Operations & Programming
- Conventional Machining – Mills and Lathe

Extensive hands on experience required. Prior teaching and development experience preferred.

Day and evening positions are available. If you are interested in learning more about these opportunities, please contact: Richard Parker at Midlands Technical College, PO Box 2408, Columbia, SC 29202 or call 803-691-3872 or email parkerr@midlandstech.com

Happy Anniversary

Mr. & Mrs. Jules McMillan - 11/14

Happy Belated Anniversary

Mr. & Mrs. Gary Kirkland - 10/19
Celebrating 50 years

Condolences

Cassandra Medlin & Family
Hoffman & Hoffman - Columbia
On the loss of her husband,
Roger Medlin

To The Family of
Henry H. "Rusty" Spratlin

Philip Claytor, Jr. & Family
Hill Plumbing & Electric Co., Inc. - Sumter
On the loss of his father,
Dr. Philip P. Claytor

Welcome New Members

Bobby Griffin - Blue Eagle Equipment
Spartanburg, SC

Ben Teachey - Teachey Mechanical, Inc.
Simpsonville, SC

Brad Fickle - Commonwealth Ins. Group
Columbia, SC

Birth Announcement

Lydia Paige Riley
Born October 21st, 6 lbs., 5 oz.
Proud Grandparents: Jimmy & Alice Gatch
Gatch Electrical Contractors, Inc., Charleston

Congratulations

Ambjor Leigh Davis and Arthur Taylor Brewer
United in Marriage
October 6, 2007

2nd Annual Clays for College

Friday, April 25, 2008
Harris Springs Sportsman's Preserve
Waterloo, SC

Concerns

Pat Hough - Gateway Supply, Columbia
Estelle Purvis - Bryce Mechanical, Florence
Mother of Darlene McGee



**PARK VISTA WELCOMES
MCASC WINTER RETREAT**

GROUP NAME: Mechanical Contractors Association of South Carolina (MCASC)

RATE: SINGLE/DOUBLE/TRIPLE or QUAD \$85.00 (Plus 12.5% Tax)

WINTER RETREAT MEETING DATES: February 21, 2008 **TO:** February 24, 2008

HOTEL RESERVATION CUT OFF DATE: January 25, 2008

NAME: _____

ADDRESS: _____

CITY\STATE: _____ **ZIP CODE:** _____

PHONE NO: _____ **FAX NO:** _____

ARRIVAL DATE: _____ **DEPARTURE DATE:** _____

CREDIT CARD: AMERICAN EXPRESS _____ DINERS CLUB _____
 MASTER CARD _____
 VISA _____ DISCOVER _____

CARD NUMBER: _____ **EXPIRATION DATE:** _____

SIGNATURE: _____

BY SIGNING ABOVE I AUTHORIZE THE CHARGING OF MY CREDIT CARD FOR ONE NIGHTS DEPOSIT PLUS TAX TO BE CREDITED TO MY RESERVATION.
 RESERVATIONS MUST BE CANCELLED 72 HOURS BEFORE YOUR ARRIVAL TO QUALIFY FOR A REFUND.
 CALL TOLL FREE: 1-800-421-7275

CHECK IN TIME: 4:00 PM
NUMBER OF ROOMS: _____
 KING/DOUBLE _____
 SMOKING/NON-SMOKING _____

CHECK OUT TIME: 11:00 AM
NUMBER OF ADULTS: _____
NUMBER OF CHILDREN: _____

PLEASE MAKE CHECKS PAYABLE TO: PARK VISTA HOTEL
 MAIL TO: - POST OFFICE BOX 30 - GATLINBURG, TENNESSEE 37738 OR
 FAX TO: (865) 430-7533 OR CALL FOR RESERVATIONS AT 1-800-421-7275

SEND ONE NIGHTS ROOM RATE PLUS 12.5% TAX FOR DEPOSIT FOR EACH ROOM.

CONFIRMATION NO: _____ **BY:** _____ **DATE:** _____



MCASC 2007 COURSE REGISTRATION



COMPLETE AND FAX OR MAIL TO MCASC
 P.O. BOX 384, COLUMBIA, SC 29202
 TELEPHONE #: 803-772-7834 FAX #: 803-731-0390
 EMAIL: mflowers@mcasc.com WEBSITE: www.mcasc.com

NAME: _____ **COMPANY:** _____

ADDRESS: _____ **PHONE:** _____ **FAX:** _____

CITY: _____ **STATE:** _____ **ZIP:** _____ **EMAIL ADDRESS:** _____

NAME ON LICENSE: _____ **LICENSE NO.:** _____ **STATE:** _____

Payment Method

Please Invoice

Check Enclosed for \$ _____

NOTE:
 WE OFFER A DISCOUNT
 IF YOUR COMPANY REGISTERS
 THREE (3) OR MORE
 FOR THE SAME COURSE.

NOTE:
 All Courses Will Be Held At
 The MCASC State Office
 Training Facility
 1504 Morninghill Drive
 Columbia, SC

NOTICE:
 ANYONE FAILING TO WITHDRAW FROM A COURSE
 TWO WEEKS PRIOR TO ITS START WILL BE BILLED
 FOR THE ENTIRE COST OF THE COURSE.

PLEASE PLACE A CHECK BESIDE EACH COURSE YOU WISH TO REGISTER FOR:

- NC, GA & AL APPROVED
 Piping Tips For Better
 Hydronic Systems
 October 3, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00
- NC, GA & AL APPROVED
 T. G. I. M. - Thank Goodness
 It's Monday
 October 17, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00
- NC, GA & AL APPROVED
 Collections In The
 Construction Industry
 October 24, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

- NC, GA & AL APPROVED
 Pump Maintenance
 November 7, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$ 175.00 Non-Member: \$ 225.00

- NC, GA & AL APPROVED
 Measuring & Maximizing
 Employee Productivity
 November 28, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

- NC, GA & AL APPROVED
 T. G. I. M. - Thank Goodness
 It's Monday
 December 5, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$ 175.00 Non-Member: \$225.00
- NC, GA & AL APPROVED
 Boiler Installation
 December 12, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00
- NC, GA & AL APPROVED
 Surviving An OSHA Inspection
 December 19, 2007 - Columbia
 Time: 9:00 AM - 4:00 PM
 Member: \$175.00 Non-Member: \$225.00

**Associate Member:
JOHNSTONE SUPPLY**

Johnstone Supply of Greenville, Spartanburg, and Easley, South Carolina and Hickory, North Carolina provides the top HVAC/R brands, including Bard climate control solutions through our wholly-owned subsidiary S2ⁿ Solutions and Sales. As a locally owned and operated thriving professional business, built on family values, we understand the unique business conditions you face, and are ready to provide whatever you need to get the job done. We are backed by the national buying power of over 300 stores and five regional distribution centers, so we have the HVAC/R parts, supplies, and equipment you work with every day, in stock, competitively priced and ready to go. Our trained sales team is knowledgeable and customer-oriented, so call or drop by one of our stores to experience unsurpassed customer service and support.



Greenville, SC
Manager: Jason Allen
301 Industrial Drive
Greenville, SC 29607

Phone: (864) 288-5426

Spartanburg, SC
Manager: Jimmy Mullikin
135 Dexter Road
Spartanburg, SC 29303

Phone: (864) 327-0238

Easley, SC
Manager: Bill Bright
1261 Powdersville Road
Easley, SC 29642

Phone: (864) 272-0500

Hickory, NC
Manager: Richie Roper
1237 26th Street Southeast
Hickory, NC 28602

Phone: (828) 624-0155

www.johnstonesupply.com/172
www.s2npower.com

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
Lennox Industries, Fort Mill - Associate Member
North Strand Mechanical, Inc., N. Myrtle Beach - Mechanical Member**

NOVEMBER 2007 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, November 1, 2007 @ 6:00 PM
Location: MCASC State Office, 1504 Morninghill Dr., Columbia
Sponsored By: United Rentals

Topic: Educational Opportunities For
Project Managers & Job Foremen
Speaker: Harry King
James M. Pleasants Company, Inc.

PIEDMONT AREA

Tuesday, November 13, 2007 @ 6:00 PM
Location: 430-J Roper Mountain Road, Greenville
Sponsored By: Johnson Controls, Inc.

Topic: Educational Opportunities For
Project Managers & Job Foremen
Speaker: Harry King
James M. Pleasants Company, Inc.

PEE DEE AREA

Thursday, November 15, 2007 @ 6:30 PM
Location: 149 Hunting Inc. Road, Camden
Sponsored By: Self's Heating & Air Conditioning, Inc.

Topic: Developing & Implementing
An Effective Safety Program
Speaker: David Rhyne
Johnson Controls, Inc.

THANKSGIVING & CHRISTMAS CELEBRATION

COASTAL AREA

Tuesday, November 27, 2007 @ 6:00 PM
Location: 3325 Pacific Avenue, Charleston
Sponsored By: Cullum Mechanical Construction, Inc.

Topic: Green Buildings and Lead
Speaker: Dennis Knight, PE
Liollo Architecture



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

Henry Poplin, President
Chris Cullum, Vice-President
Richard Miller, Jr., Treasurer
Steve Brewer, Secretary
Bob Jacques, Associate President
Mona Flowers, Managing Director

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MCASC Vision Statement

The Mechanical Contractors Association of South Carolina will be the leading construction association in South Carolina for specialty contractors and suppliers in the mechanical, electrical, 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 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.