



Volume 19, Issue 2 February, 2022

The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

The Leadership Strategist

www.berkanacompany.com

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Have you ever been disappointed by someone who has broken a promise? Or failed to honor his word? If this happens often enough, he has the reputation of unreliability. This is true in your business, too. If customers discover they cannot rely on your company to deliver on a product or a service, they take their business elsewhere.

You and/or your business can dig a deep hole of mistrust in one fell swoop or with an accumulation of small actions. Regardless of how you get into a hole of mistrust, it takes a LONG time of consistent, trustworthy action to get out of the hole. Sometimes, the damage is irreparable.

I worked on a team with Glenn (not his real name) who was quick to volunteer. His "I got it" could mean a half-done assignment or a complete omission. Either way he could not be trusted. He was likeable. He was not dependable. I found ways to work around him. In client relationships, I learned not to put my credibility at risk. Working around Glenn was inefficient and frustrating not only to me but others on the team.

To accomplish anything, you rely on others. You trust others to fulfill the responsibilities of a particular role in your organization. Others depend on you to hold up your end of the bargain, too.

The more efficient path is to develop trust within your organization and with your customers and maintain it. Sustaining trust is easier than repairing it.

Develop or deepen trust in your organization with these simple concepts:

- Be trustworthy by keeping your verbal and written agreements regardless how small
- Develop a belief in the innate goodness of people and expect the best from others
- Teach others how to treat you by honoring, respecting, and trusting yourself
- Be clear throughout the organization about the values and guiding principles
- Articulate the shared vision and make sure people at all levels understand
- Address broken promises, commitments, agreements, and disappointments promptly with respect
- Provide a safe space for people to admit mistakes and to ask for help

If you intend to build and work in an organization that has a high level of trust, the action starts with you. Be trustworthy. Create an environment where reliability, trust, and confidence are the norm.



Nine advantages of a trust-based business:

1. Teams make decisions easily and quickly
2. An inverse relationship exists between trust and control
3. Change is easier to implement
4. People appreciate vulnerability
5. Creativity is at a high level
6. Accountability is normal
7. Misfits leave on their own
8. Toleration for risks heightens
9. Transparency replaces secrecy

Trust is a guiding principle of leadership. With a foundation of trust, you make better decisions. You take wiser risks. Trust, like the rudder on a vessel, allows changing the direction while in motion. You and your business confidently serve your customers, your community, and each other. Trust is the secret ingredient.

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Update on Executive Order 14042 (for federal contractors) below.

Presidential Executive Order 14042 is still stayed:

December 17: The 11th Circuit Court of Appeals on December 17th denied the Biden Administration's appeal seeking to stay the enforcement of a nationwide injunction which has paused implementation of the federal contractor/subcontractor vaccine mandate.

January 5: Sixth Circuit Court of Appeals denied the Biden Administration's appeal in *Kentucky v. Biden* of the lower District Court ruling staying the federal contractor/subcontractor vaccine mandate in Ohio, Kentucky, and Tennessee. Appeal still pending on the preliminary injunction.

Two appeals recently docketed:

January 12: appeal by Biden Administration docketed with Fifth Circuit in the Louisiana case.

January 14: appeal by Biden Administration docketed with the 8th Circuit in *Missouri v Biden*.

Thanks to Leigh M. Nason at Ogletree, Deakins, Nash, Smoak & Stewart, P.C. for providing the update regarding the above executive order.

Mechanical Member



Founded in 2006, Miller HVAC Service is the single source for all your Commercial and Industrial HVAC needs – service, planned maintenance, controls, installation, and equipment replacement.

Today, Miller HVAC Service is among the largest and most respected mechanical service companies serving the upstate of South Carolina. Miller is able to respond quickly and efficiently to the needs of every aspect of the HVAC Industry.

Our staff of professionals at Miller HVAC Service, now 30+ strong, are among the most qualified in the industry and stand ready to meet your service needs. When you hire Miller HVAC Service, you are hiring a company committed to safety and a drug free workforce.

At Miller, we are committed to conducting business in a professional manner and providing creative solutions, responding promptly and effectively by developing lasting relationships with clients, employees, and vendors who share our values. We have grown by taking care of our clients. It is as simple as that.

Our growing list of satisfied clients have learned that Miller HVAC Service is a company you can count on 24 hours a day 7 days a week.

In addition to keeping customers comfortable throughout the year, Miller is also greatly involved in giving back to the local community. As a company, Miller HVAC Service estimates they have contributed over \$100,000 over the past five years to charities including Greer Meals On Wheels, Folds of Honor, Honor Flight Upstate SC, Gateway House, Christmas Shoes, and numerous other non-profit organizations.

Associate Member



BLANCHARD CAT ENERGY

Blanchard Machinery Company's history began in 1952 when the Joseph L. Rozier Machinery Co., a LeTourneau Dealer, moved its operation from the Midwest to central Florida to represent the Caterpillar product line in Orlando. The decision to make the move to Florida was built on the speculation of future growth in the area - speculation that was, of course, fully realized.

Mr. Rozier remained active in the company until his passing in the 1970's, when Mr. Rozier's son-in-law, G. Robert Blanchard, took the helm. In 1982, seeing a promising opportunity for Caterpillar products in South Carolina, Robert Blanchard established Blanchard Machinery Company. Robert Blanchard

In 1996, when Joe Blanchard became President of Blanchard Machinery Company, the company was comprised of two divisions, Heavy Construction and Power Systems. Blanchard Machinery has since grown to encompass five divisions, 12 locations, and numerous Cat and non-Cat product lines.

Our divisions include Blanchard Compact Equipment, Heavy Equipment, Ironmart, Blanchard Rental Services and Blanchard Energy. Energy is our newly rebranded division name for Blanchard Power Systems. Blanchard Energy supports contractors, engineers and end-users by supplying complete Electric Power solutions. Caterpillar Marine Engines are sold and serviced by Blanchard Energy and we continue to fully support Cat Truck and RV engines through our Blanchard RIG360 Truck Centers.

Cat offers both a diesel and natural gas generator line, as well as a transfer switch, switchgear and UPS line. Blanchard Energy will assist you from inception of the project with generator sizing and design through the life of the product by completely supporting the end user. We offer preventative maintenance agreements, and a range of extended warranties. CAT's standard warranty on diesel generators is now five years and the unit can remain under warranty for 25 years.

Blanchard Machinery's history is one of opportunity, and we remain well positioned to meet the demands and requirements of our customers, and future growth. It is our privilege to serve our customers in South Carolina and abroad, remaining true to our philosophy of earning customer loyalty by providing the highest quality products and superior service.

“Tool Box Talks” - Safety Tip

Fall Prevention The Important Role of Footwear in Preventing Slips

[Reference 1910 Subpart D / 1926 Subpart M]

Slips can sneak up on you when you least expect it, sometimes resulting in a nasty bruise or broken bones suffered in a fall, or even non-fall related injuries such as a twisted knee or wrenched back. And one commonly overlooked cause of slips at work is the improper selection, use, and care of footwear. However, OSHA safety regulations do not have a lot to say about the proper selection and use of footwear when it comes to preventing slips in the workplace, other than requiring appropriate waterproof footwear where wet processes are used. So, here are a few accident prevention tips related to the selection, use, and care of work shoes and boots:

- Make sure the footwear you wear has suitable soles designed for the type of surface and conditions you walk on at work. For example, rubber soles are more slip resistant than are leather soles, and soles with a gripped surface are more slip resistant than are soles that are flat and smooth.
- Check the soles of your shoes and boots to make sure they have not become worn out. Even the best slip-resistant soles available will wear down over time, resulting in less traction and slip-resistance over time.
- Also inspect your shoes and boots for any build-up of mud or any other foreign matter on the soles, and clean them when necessary. When materials are allowed to build up on the surface of your soles, they can cause you to slip, or at the least lessen the slip resistance that your soles afford you when they are clean.
- Loose soles on your shoes or boots can also be a safety hazard. This condition occurs when the stitching that holds the sole to your shoe or boot becomes loose or breaks. As a result, you may put your foot down to stop, but your foot continues to move a little because the sole and body of the shoe slightly separate, and that can cause you to slip.
- Last but not least, always consider the adequacy of your regular shoes or boots when you perform any non-routine task where you might be exposed to a different type of floor surface, or where there are different types of materials present on the floor. You could even include these considerations if and when you perform a Job Safety Analysis, or JSA, for the tasks you will be performing each day.
- As you can see, something we often take for granted, like the selection and condition of our work shoes and boots, plays a small but important role in preventing injuries associated with slips and resulting falls.

Happy Birthday Members!

Carol Coleman	2/02	Widow of Honorary Life Member Harvey	
Richard Miller, Jr.	2/02	City Plumbing Company	
Al Hitchcock	2/10	Honorary Life Member	
Billy Zimmerman	2/13	Charlotte Pipe and Foundry	
Dennis Brunink	2/14	Honorary Life Member	
Joe McMurry	2/17	Honorary Life Member	
Laura Hendrix	2/19	Wife of Honorary Life Member Manuel	
John Williams	2/19	Cashion Electricians, Inc.	
Chris MacQueen	2/21	Gateway Supply Company	
Bob Smith	2/21	Honorary Life Member	
Rosa Williams	2/21	Widow of Honorary Life Member Eddie	
Brenda Poplin	2/25	B & L Electric	Wife of Henry
Celeste Goff	2/27	Wife of Honorary Life Member Robert	
Debbie Hill	2/27	Hill Plumbing & Electric Co., Inc.	Wife of Frank

We would like to announce your Birthday too! If you would like to be listed, please call 803-772-7834.

Condolences

Allen Goff & Family
On the loss of his mother, Dondra Delk Goff
Sifco Mechanical
January 2, 2022

The King Family
On the loss of Nancy King, wife of the late Bert King,
Honorary Life Member
January 10, 2022

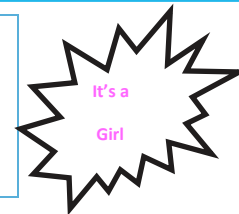
Anniversaries

Mr. & Mrs. John Babson	2/09	Propel Insurance Agency, LLC	Bibs
Mr & Mrs. Jerry Tuck	2/09	Tuck & Howell	Shirley
Mr. & Mrs. Steve Brewer	2/10	Easley Mechanical Services, Inc.	Ophelia

New Baby Announcement



Jim and Gloria Maguire—Gandparents
Rachel and Jonathan Fuller—Parents
Lillian Claire Fuller
January 24, 2022
6 lbs 10 oz, 19.5 inches long





\$15
MINIMUM
WAGE
EXECUTIVE
ORDER

\$15/hour
for thousands
of federal
contractors

Minimum Wage Increase Will Benefit Hundreds of Thousands of Federal Contractors and Their Families

A new rule will increase the minimum wage for federal contractors to \$15 per hour starting **January 30, 2022**. More than 300,000 federal contract workers will get a raise, roughly one-third of whom work in service occupations, which have been hard hit by the pandemic.



The best preparation for tomorrow is doing your best today.

[H. Jackson Brown, Jr.](#)

we can help you fit the right group plan for your business



Simple. Safe. Savings.

Try Allstate Benefits

Enjoy the cost savings of level-funding, without taking on added risk, with Allstate Benefits. Our program gives your employees access to broad, national networks — like the Aetna® Signature Administrators PPO Network and the Cigna PPO Network — while providing quality health benefits to all of your group's members.

Why a level-funded program?

- ✓ **Customizable plan designs** making it easy for you to find the right fit for your group.
- ✓ **Receive money back** in years when claims are lower than expected.
- ✓ **An experienced team** is always ready to provide expertise before, during, and after you've chosen your plan.
- ✓ **Teladoc® and Vitality®** wellness programs are included for being a member.



Save up to 30%* with Allstate Benefits

* Savings example is for an employer group in Alabama with 3 eligible employees.

The Allstate Benefits Self-Funded Program provides tools for employers owning small to mid-sized businesses to establish a self-funded health benefit plan for their employees. The benefit plan is established by the employer and is not an insurance product. For employers in the Allstate Benefits Self-Funded Program, stop-loss insurance is underwritten by: Integon National Insurance Company in CT, NY and VT; Integon Indemnity Corporation in FL; and National Health Insurance Company in all other states where offered. National Health Insurance Company, Integon National Insurance Company, and Integon Indemnity Corporation are rated "A+" (Superior) by A.M. Best.

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Start saving now!
Call today.

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Phone: 803-310-4843



MARK YOUR CALENDARS
Area Meetings & Up Coming Events

Piedmont Area

Tuesday, February 15, 2022

Hosted By: Yandle-Witherspoon Supply, 45 Brookfield Oaks Drive, Greenville, SC
Program: "Cybersecurity-Phishing Attacks & The Dangers They Pose To Your Business"
Speaker: John Loy, Director of Engineering, Gregory Technologies

15th Annual Piedmont Clays for Education Tournament
Friday, April 29, 2022
The Clinton House, Clinton, SC



Midlands Area

Thursday, February 3, 2022

**Hosted By: Karen & Albert Lindon, Central Controls, 2210 Westmoreland Lane,
West Columbia, SC**

Program: "MCASC Health Insurance Program"
Speaker: Thomas H. Peacock, Palmetto Insurance Group

11th Annual Midlands Nine At Night Golf Tournament TBA



Pee Dee Area

Thursday, February 10, 2022

Hosted By: Longley Supply Company, 1550 Highway #501, Myrtle Beach, SC 29577

Pick a Winner for Education-Winner of Drawing was Paul J. Trembath

15th Annual Pee Dee Blast Sporting Clays Event
Friday, September 16, 2022
Back Woods Quail Club, Georgetown, SC



Coastal Area

Annual Oyster Roast

Thursday, February 24, 2022

James Island Yacht Club

734 Wampler Drive, Charleston, SC 29412

Sponsored By: Blanchard Machinery

Please Bring A Door Prize For The Drawings

13th Annual Coastal Inshore Fishing Tournament



MCASC requires that all attendees follow the CDC and OSHA Guidelines when attending.



2021-2022 RECRUITMENT CHALLENGE!!

Effective NOW through May 31st, 2022!

ALL MEMBERS ARE ELIGIBLE TO COMPETE FOR A CHANCE TO WIN:



TWO COMPLIMENTARY



Registrations to the 2022 Summer Convention!

We are counting on you to break out your networking boots and inform prospective members about the benefits of being part of the

Mechanical Contractors Association of South Carolina!

We look forward to welcoming our new members and as a reminder; here are some of the benefits we continue to provide:

- an ongoing effort to offer free training opportunities for both professional & craft personnel
(Participation in our training program means "WE pay YOU to be a member!")
- a proactive political/legislative agenda
- current business/technical information & support
- a joint industry collaboration to improve relative business practices
- development of industry related career opportunities & work force development
- networking opportunities
- Group Health Insurance Program

Help us to continue to enhance the future of the construction industry in South Carolina!



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*Serving mechanical contractors
in South Carolina since 1912.*

Executive Board & Staff

Randall Owens
President

Jim Hearn
Vice-President

Karen Linden
Treasurer

Mike Richardson
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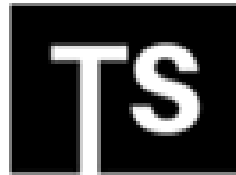
Mac Doyle
Associate President

Mona Flowers
Managing Director

Congratulations to our Associate &
Mechanical Members who will be
highlighted in the March issue of

"The Tool Box"

Associate Member



THERMATECH SERVICES
REGULATION SERVICES DRIVEN BY TECHNOLOGY

Mechanical Member



Update Your Outlook

Let us know if we need to
update your Outlook or if
you know someone
who does!

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 Associations objective for this mission is to enhance the future of the Construction Industry in South Carolina.