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The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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Finally, Some Good News For The Millennial Generation

December 19, 2021

Robert B. Tucker, Innovation Resource Consulting Group

On a flight to Portland, Oregon the other day I read a report on what's up with the Millennial Generation that got me thinking about the importance of tracking demographic trends.

According to the study from the American Enterprise Institute, Millennials (those aged 26 to 44) suffer from excessive risk aversion and a failure to launch. They are forgoing sexual, marital, and other forms of human relations. And among those who do choose to marry, fertility rates are plummeting.

"Younger Americans are less sure of where to step and how to build their lives," the report notes. Millions of young people are sitting out life, living with parents into their 30s, playing video games, and engaging minimally with the world. Too many young Americans have been deposited to the sidelines of life.

The study attributes this generational passivity to social isolation and the crippling, cumulative effects of social media and Covid 19. This first generation of digital natives is living out the effects of social media, where as

WSJ columnist Peggy Noonan observes we "display ourselves without really connecting." And all this amidst massive social and economic changes that have resulted in a breakdown of the traditional social order.

So, where's the good news for the Millennial Generation in all of this ennui? Well, if you've followed my work for very long, you know that an awareness of trends empowers you to make better decisions and to spot emerging opportunities. And tracking *demographic trends*, such as the ones the "Divided State of Our Unions" reports on, is arguably the most important category of trends because "demography is destiny."

But is it really in the case of this rising generation of 72 million Americans? Another one of my teachings is that after you've absorbed what looks like a set-in-cement trend, look for it to go in an entirely different direction.

Take the report's premise, which foresees a "rising generation acutely averse to risk, and to every form of dynamism" and put it to a stress test. If you observe generational cohorts for long, you know that they



evolve drastically as they move thru the lifespan. (Just look at where the Gen Xers are now compared to their earlier “slackers” designation.) So, trends – and cohorts -- do not move in one monolithic direction – and that’s what may be happening with Millennials.

Let me say that while I don’t doubt the report’s research for arriving at its disturbing conclusions, I do believe a countertrend may be brewing right beneath the researcher’s noses that they failed to notice.

My own demographic research suggests that Millennials are merely the *delaying generation*; everything prior generations did, from getting married to having kids to becoming more career-oriented, is happening later with them, here’s why. Saddled with high student debt, and generation-shaping events such as 9/11 and the Great Recession, this generation got off to a rough start. But their past is not their potential. And I’m seeing evidence of a nascent counter-trend as many of the Millennials I know who were delaying, are suddenly getting on with life.

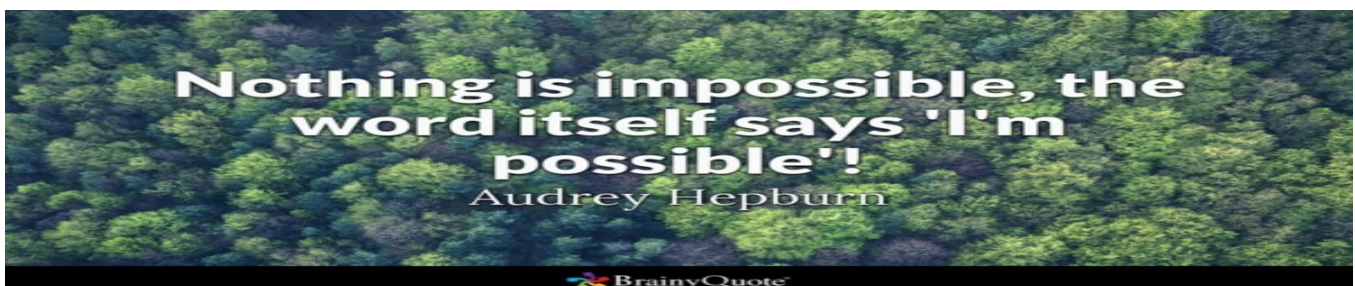
There’s evidence of this everywhere: “Workers quit jobs in droves to become their own bosses,” bellowed the Wall Street Journal. Seeking flexibility, employees are discovering their inner entrepreneur as the pandemic unleashes a historic burst in entrepreneurship and self-employment.

Turns out that hundreds of thousands of Americans – many of them Millennials -- are striking out on their own as consultants, retailers, manufacturers, and small-business owners. The number of unincorporated self-employed workers has risen by 500,000 since the start of the pandemic, Labor Department data shows, to 9.44 million. Entrepreneurs applied for federal tax ID numbers to register 4.5 million new businesses from January through October this year, up 56 percent from the same period of 2019, Census Bureau data show. It amounts to a six percent increase in the self-employed ranks, while the overall U.S. employment total remains nearly 3 percent lower than before the pandemic.

The other part of this countertrend is what’s happening in the workplace that favors Millennials. The pandemic will go down in history as the defining tragedy of our lifetimes. But it has set off an opportunity revolution that is still in its infancy. On the positive side of the ledger, it’s bestowed new leverage on workers: from frontline, essential employees all the way up the ladder.

Ten years ago, organizations strove to eliminate “headcount.” They wanted to get rid of people. But now organizations of all sizes are begging for talent. Eighty-eight percent of employers are seeing higher turnover. Two out of three workers are actively looking for new opportunities. And as millions of Boomers head off into retirement, taking their years of experience with them, many organizations are desperately in need of people with the aptitudes and skills to think critically, serve and delight customers, motivate and collaborate with colleagues to get new projects done and achieve unconventional results.

Robert B. Tucker is a global futurist and innovation keynote speaker with a client list that includes over 200 of the Fortune 500 companies. President and founder of The Innovation Resource, Tucker is an internationally recognized pioneer in the field of innovation, Tucker’s highly interactive presentations lead audiences on a guided tour inside the world’s most creative companies. Through stories and examples, Tucker shows leaders how to tap the mindset, skillset and toolset of innovation to embrace change, discover opportunity and avoid obsolescence. Known for his in-depth customization, Tucker provides today’s leaders with



Mechanical Member



Southern Atlantic Mechanical Contractors (SAMCO) was founded in 2003, in Columbia, SC. Since inception, SAMCO has been committed to providing products and services that not only meet but exceed their customer's needs/expectations. Whether it is a design build project or plan and spec, SAMCO can provide the skills and expertise necessary to complete every project. With offices located in Columbia, SC and Rincon, GA, SAMCO is uniquely positioned to service our clientele.

SAMCO is devoted to hiring and retaining the most technically competent team possible. Today, SAMCO employs more than 50 employees with diverse backgrounds and skill sets. This team is focused on developing relationships to last and providing our clients with the best possible customer service on every project. SAMCO has had the opportunity to work on a wide range of projects including data centers, medical facilities, university facilities, K-12 school projects, as well as office and industrial facilities. SAMCO has completed projects in four states and currently has projects ongoing in Georgia and South Carolina.

The principals on which SAMCO was founded remain constant today. The team is focused on providing the best products and services to our customers, while developing long-term relationships with general contractors, owners and building managers. The team at SAMCO is grateful for the support they have received from the Mechanical Contractors Association of SC over the years and look forward to many more years of membership and growth.

Associate Member



ThermaTech Services is a turn-key specialty contractor offering mechanical insulation services in the commercial and industrial markets. All of our highly qualified insulators and mechanics are able to engage in a variety of projects, big and small. From our metal work to our custom pads, there's no type of job we can't handle.

We are proud to offer a variety of other services that all merge well together and have allowed us to meet the needs of our clients. We have helped complete projects in the fireproofing/firestopping, spray foam, and industrial coatings sectors, and we are always open to exploring other specialty trade requests.

Between large and small projects, we always aim to please our clients with not only our capability to get the job done efficiently, but also with the quality craftsmanship we provide. We have completed numerous projects throughout the southeast and we have even traveled as far as San Diego, CA and Brooklyn, NY. We take every job just as seriously as the next and always strive to keep safety at the forefront.

At ThermaTech Services, we believe there is no job too challenging. Instead, we welcome the challenging projects as an opportunity to grow and become a better business. We always strive to bring the best value to our clients in and out of the field and we look forward to developing more great relationships in the construction industry.

“Tool Box Talks” - Safety Tip

The Most Abused Safety Device On The Job!

[OSHA training website—Reference 1910 Subpart S / 1926 Subpart K]

Guardrails; back-up alarms; seat belts; these are all examples of safety devices that most of us would never dream of damaging or by-passing. But there is one other important safety device that is commonly abused by workers all the time; the grounding pins on electrical power cords. In this toolbox talk, we will discuss why the grounding pin on a power cord is important, and why we should never use a tool or extension cord when the grounding pin has or removed that conduct electricity. And if the power cord feeding electricity to that tool or piece of equipment becomes loose inside, it can touch the case or housing and cause it to become energized. Anyone who then touches that tool or equipment could be electrocuted.

To help prevent electrocutions from happening, many tool and equipment manufacturers provide a power cord made with three wires inside the power cord; one is the hot wire that provides power to the tool, one is the neutral or return wire that allows the electrical current to be completed, and the third is a ground wire. That ground wire is attached inside the tool or equipment at the conductive case and the other end is attached to a grounding pin on the cord's power plug. The ground wire allows the electrical current that electrifies the energized housing or case to flow through the ground pin and wire to the electrical receptacle, which is also grounded (or at least it is supposed to be, a topic to be discussed in a later talk). Since the grounding wire and attachments are more conductive than human skin, most, if not all, of the current flows through the grounded electrical system instead of through the person who touches the energized tool case, preventing an electrocution. BUT the electricity cannot flow through the grounded electrical system if the ground pin has been badly damaged or broken off.

Many people see no harm in breaking off the ground pin on a power cord or extension cord because the piece of equipment still functions normally, even if the ground pin has been broken off. And the odds of you being electrocuted if you use a tool that has the ground pin broken off the cord are very low. But it COULD happen, and that is exactly why we should never break the ground pin off of a power cord or extension cord. And using a tool or extension cord that has a badly damaged ground pin that is barely attached to the cord is just as bad!

So always inspect your tools, equipment, and extension cords that are equipped with grounding pins to make sure they are in place, firmly attached, and free of damage. And if you do happen to come across any tool or equipment with a damaged or missing ground pin, do not use it. Instead, take it out of service right away and turn it in to your supervisor or a safety representative.

One last thing to keep in mind; not all tools and equipment are manufactured with power cords that have a ground pin. That is because their cases or housings are not made out of metal or other materials that can become energized if the tool were to short out.

Happy Birthday Members!

Michelle Duncan	3/03	Trane Comfort Solutions	
Martha Goff	3/05	SIFCO Mechanical	Wife of Allen
Charles Hipp, III	3/07	Hipp Properties	
Emily Gibbs	3-0	Bear Mechanical Services	Wife of Edward
Tami Jacques	3/09	Hajoca Corporation	Wife of Bob
Carroll Heyward, Sr.	3/14	W.B. Guimarin & Company, Inc.	
Judy Haynes	3/17	Faulkner, Haynes & Associates	Wife of Jim
Carroll Heyward, Jr.	3/18	W.B. Guimarin & Company, Inc.	
Robert Goff	3/19	Honorary Life Member	
Gerald Edwards	3/20	Honorary Life Member	
Russell Lamb	3/30	Honorary Life Member	
Julie Clark	3/31	RepSouth	Wife of Mitch
Varity Poston	3/31	Premier Electrical Staffing	

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

Condolences

The Buchanan Family in the loss of
Marvin Carroll Buchanan, Sr.
January 31, 2022
Past Associate MCASC President & Honorary Life Member

Steven & Robbin Hayes in the loss of her father,
Robert E. Scott
February 3, 2022
D & L, Inc., Darlington, SC

The Seastrunk Family in the loss of
Eddie Seastrunk
February 12, 2022
Honorary Life Member

Ronnie Douglas & Family in the loss of his mother,
Margaret Douglas (Pruitt) Goodwin
February 24, 2022
Cayce Company, Florence, SC

Anniversaries

Mr. & Mrs. Gerald Edwards	3/07	Honorary Life Member	Wanda
Mr & Mrs. Ray Merritt	3/25	Honorary Life Member	Sandra

OSHA Formally Withdraws Its COVID-19 ETS

On January 25, 2022, the U.S. Occupational Safety and Health Administration (OSHA) formally [withdrew](#) its November 5, 2021, [emergency temporary standard](#) (ETS), which applied to large employers. Since its issuance in November, the OSHA ETS has been the subject of numerous legal challenges, ultimately resulting in a [decision by the Supreme Court of the United States to stay enforcement of the ETS](#) indefinitely pending adjudication of legal challenges at the Sixth Circuit Court of Appeals. OSHA's withdrawal effectively renders the ETS vaccination and testing requirements moot for employers with 100 or more employees.

Despite the withdrawal, OSHA indicated that it does intend to move forward with its traditional notice-and-comment rulemaking for a COVID-19 standard. The comment period under the notice-and-comment rulemaking process closed on January 19, 2022. While it is unclear what the permanent COVID-19 rule will include in light of existing legal challenges, if OSHA does issue a rule, it is reasonable to expect that OSHA would issue a more tailored rule targeted to high-risk industries, such as healthcare, the meat packing and processing industries, and perhaps other high-density work environments such as distribution centers. It is likewise reasonable to assume that whatever OSHA issues as a final rule, it will be met with further legal challenges. Pursuant to federal law, OSHA is required to issue a permanent standard by May 5, 2022, though OSHA maintains that other provisions of the law allow the agency to take as much time as it needs to issue a final rule.

What does this mean for employers?

At present, employers no longer are obligated to implement policies to comply with the OSHA ETS. Employers remain free to establish appropriate COVID-19 policies (including vaccination requirements and/or testing), subject to state law restrictions and federal and state requirements for providing reasonable accommodations based on disability and religion. Employers may want to consider whether they should continue to mandate vaccination or testing and, if so, undertake a review to ensure that their policies comply with applicable state laws.

Ogletree Deakins will continue to monitor and report on developments and will post updates in the firm's [Coronavirus \(COVID-19\) Resource Center](#) as additional information becomes available. Important information for employers is also available via the firm's [webinar](#) and [podcast](#) programs.

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



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- ✓ **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.



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* 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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MCASC Word Scramble

- | | |
|----------------------|---------------------|
| 1. ABSLTAL _____ | 11. NORPICETS _____ |
| 2. OCIL _____ | 12. FLCKOBAW _____ |
| 3. OWOD _____ | 13. UREACFN _____ |
| 4. LRDIL _____ | 14. ULBEMRP _____ |
| 5. FULESRONCTE _____ | 15. ESCRWS _____ |
| 6. NEIIRALCTCE _____ | 16. CTDU _____ |
| 7. MENORAF _____ | 17. CTOINUD _____ |
| 8. EVTN _____ | 18. NCRSTIE _____ |
| 9. WESER _____ | 19. ELWRDE _____ |
| 10. VCHA _____ | 20. CPV PPEI _____ |

Answers will be provided in April's issue of the Tool Box

NOTICE:

ELECTION OF STATE EXECUTIVE BOARD MEMBERS

As voted by the Board, the Election of the 2022-2023 State Executive Board Members will be conducted electronically via email on Wednesday, March 16, 2022.

Please make plans to respond accordingly.



**HEAR YE!
HEAR YE!**

AREA MEETING SNAPSHOTS



COASTAL MEETING AT C.R. HIPPI
January 25, 2022



MIDLANDS MEETING AT CENTRAL CONTROLS
February 3, 2022



PEE DEE MEETING AT LONGLEY SUPPLY
February 10, 2022



PIEDMONT MEETING AT YANDLE-WITHERSPOON
February 15, 2022

MARK YOUR CALENDARS

Area Meetings & Up Coming Events

Piedmont Area

15th Annual Piedmont Clays for Education Tournament
Friday, April 29, 2022
The Clinton House, Clinton, SC
The Election of the 2022-2023 Officers and Board will take place
At the Clays for Education Tournament



Midlands Area

11th Annual Midlands Nine At Night Golf Tournament
Date: March 31, 2022
Location: Charwood Country Club, West Columbia
The Election of the 2022-2023 Officers and Board will take place
At the Nine at Night Golf Tournament.



Pee Dee Area

Thursday, April 14, 2022 at 6:30 pm
Hosted by: D & L, Inc., 221 Palmetto Road, Darlington, SC 29532
Program: TBA
The Election of the 2022-2023 Officers and Board will take place at this meeting.

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

15th Annual Pee Dee Blast Sporting Clays Event
Friday, September 16, 2022



Coastal Area

Tuesday, April 26, 2022 at 6:00
Atlantic Coast Electric Supply
332-A International Circle, Summerville, SC 29483
Program: TBA
The Election of the 2022-2023 Officers and Board will take place at this meeting

Pick a Winner for Education-Winner of Drawing was Bill Poole

13th Annual Coastal Inshore Fishing Tournament
Friday & Saturday, May 13-14, 2022



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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E-mail: mflowers@mcasc.com
www.mcasc.com

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in South Carolina since 1912.*

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Karen Linden
Treasurer

Mike Richardson
Secretary

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



FAULKNER HAYNES

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.