

The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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It wasn't supposed to go like this. After working remote for two years, knowledge workers were said to have learned a lesson. They vowed to never fully and completely get back on the hamster wheel, to take their work-life balance with them back to the workplace. Instead, I'm hearing from managers that the pressure has never been more intense, and managers and executives alike need creative ideas to keep up with relentless changes and challenges.

So this month, I wanted to offer some suggestions on how to keep your "idea factory" running smoothly no matter what's on your plate. I've been fascinated by how entrepreneurs and innovators generate incredible ideas since I first started interviewing movers and shakers back in the '80s. I believe it requires frequent introspection and constant retooling — and keeping a journal can also help. Moreover, it requires self-analysis of how and where you're getting ideas, and great intention to keep the ideas flowing even when you're busier than ever.

Inspect your "idea factory" regularly. One way to do this is to look at your "to do" list, and your key projects list. Both are snapshots of the ideas you're working on right now. What does your list reveal? Are the ideas mostly related to your basic functional duties, or are there also ideas related to larger projects and opportunities and goals?

Routine details can easily consume us, and they are also needful of ideas. But if you go for days and days running like the proverbial hamster on a wheel, your idea factory is greatly in need of retooling. It's not that you aren't generating ideas; you almost certainly are. The problem is that you aren't moving on them in systematic fashion; you're reactive rather than proactive. You are slighting your big ideas while allowing yourself to be overwhelmed by the tactical details. You'll never get ahead this way; at most you'll only get by.

To thoroughly inspect your idea factory, try this for a week: Wherever you go, use your smartphone to jot down ideas as they occur. Checking up on your ideas will make you more aware of the many possibilities that are flashing into your mind. Some will be lifters, and some will be poppers. The lifters are those you "borrow" from other industries or people—or even from competitors. The poppers are those that come out of your own conjuring process. If you're in the defeatist mode or sustainer mode when you conjure an idea, you might tune it out. You might reject it the minute it occurs no matter how promising it might be.



Identify when and where you do your best thinking. Where are you when you generate your best ideas? I've asked this question of managers in 54 countries. The overwhelming response? In the shower, followed quickly by driving in your car. How about these questions:

- When, where, and at what time of day do you generally do your best thinking?
- What do you do to get yourself unstuck when facing a vexing problem?
- How did you inject creativity to handle a task in the last 24 hours?
- How often do you come up with solutions that others compliment you on as being “creative?”

Jot down your responses so that you fully explore these issues. If you take time to think about these questions and their answers, you'll gain further insight into your own ways of fortifying your idea factory. The next step is to go to that space when you want to do some serious cogitating.

If there's a time of day when you feel you do your most creative thinking, try to reserve it for yourself and use it to its fullest. If there's a particular spot that says “idea space” to you—your study or the bathtub or an unused conference room—set aside time to use that space, alone and free of noise and distraction. Check out places outside your home, too: a park, a library, the neighborhood Starbucks.

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 practical strategies, cutting edge insights, and inspiration to take action once back at the office

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it.

Steve Jobs

Answers to September's word scramble:

- | | |
|--------------|----------------------|
| 1. Power | 11. Ampacity |
| 2. Ampere | 12. Proton |
| 3. Ohm | 13. Conductor |
| 4. Magnetism | 14. Electron |
| 5. Capacitor | 15. Fuse |
| 6. Battery | 16. Hydroelectricity |
| 7. Coulomb | 17. Charge |
| 8. Thermal | 18. Megawatt |
| 9. Ammeter | 19. Nucleus |
| 10. Anode | 20. Substation |

Funny Puns

Plumbers are Number OneIn the Number Two Business!!
 Electricians have to stripTo Make Ends Meet
 Definition of PlumberSomeone who repairs what your husband fixed
 Electricians don't really retireThey just find different outlets to plug into
 Being an HVAC techNot for the claustrophobic at heart!
 If you can dream itYou Conduit



Mechanical Member

Piedmont

Mechanical, Inc.

In 1977, five visionaries founded Piedmont Mechanical, Inc. in Spartanburg, South Carolina to serve the local burgeoning textile industry. These visionaries were Tommy Holt, Winston Anderson, Charlie Blackwell, Russell Vassey, and Jim Ward.

Through attention to detail and customer focus, Piedmont Mechanical experienced exponential growth through the early 1990's, leveraging their increased market presence to expand into other industrial markets while maintaining their sizeable presence in the textile industry. The textile industry experience led to valuable OEM alliances with various equipment manufacturers, allowing Piedmont Mechanical to further expand its footprint into the plastics, aviation, and power generation industries.

Eventually, the five original founders added Gene Smith who was tasked with opening an additional location in LaGrange, Georgia, further expanding the Piedmont Mechanical, Inc. footprint in the Southeast and beyond. Today, through the continued leadership of Tommy Holt, Piedmont Mechanical, Inc. is firmly rooted in its original founding principles while continuing to evolve in an ever changing, dynamic marketplace.

Today, the Spartanburg office remains under the guidance of the aforementioned Tommy Holt who remains the majority stockholder of the corporation. As the original stockholders began to retire, Tracy Coffey was added as a Spartanburg stockholder in 2011 and Henry Guyton was added in 2020. Gene Smith continued overseeing the operation of the LaGrange office until his retirement in 2019. Paul Norris was also a longtime stockholder in LaGrange until his retirement in 2020. Gene Hay, who was added as a LaGrange stockholder in 2011, now oversees the LaGrange operation. Michael Rabun and Chris Williamson were also added as LaGrange stockholders in 2020.

Piedmont Mechanical's mission is to cultivate an atmosphere conducive to growth and loyalty to our customers, resulting in cost effective, quality construction while simultaneously striving to exceed our customers' expectations in a safe working environment.

With contractor and engineering licenses throughout the southeast and beyond, Piedmont Mechanical provides construction and engineering services in the industrial utility piping, process piping, and HVAC markets, including full-service sheet metal and pipe fabrication

Associate Member



Capital Electric provides electrical products and services to contractors, builders, and end-users. We have over 70 locations on the east coast from Pennsylvania to Georgia, with six distinct locations in the South Carolina market, including Greenville, Charleston, Columbia, Myrtle Beach, and Bluffton. Our mission is to be *The Electrical Distributor of Choice*™ for all your electrical needs, including time labor saving solutions, industry relevant training and education, and mobile/web order solutions.

Our associates have the industry knowledge to create solutions tailored to maximize productivity and increase your company's competitive advantage. We offer material buying and handling, prefabrication services, storage, staging, and just in time delivery services, vendor-managed inventory, and wire and cable management.

Our most recent addition, supporting our efforts to offer the best-in-class safety products and PPE, is the opening of our Tool and Safety Solution Center, with a toll-free number available to all customers in our footprint. Trained specialists can assist in product selection so that you choose the right product for the application, select the right tool for the job, and can discuss jobsite safety requirements to keep you compliant. Our goal is your success.

Offering innovative Digital Solutions is key to our success as a distributor. Our Digital Job Center is one of the best tools today to help our customers manage complex lighting and gear projects with 24/7 transparency to all project information. Easily get quotes, place orders, and look up products on capitalelectricsupply.com. Our Digital Support Desk is available to all customers to assist with online and mobile orders.

About Sonepar USA

Sonepar USA is an independent, family-owned company with global market leadership in the B-to-B distribution of electrical, industrial and safety products, services, and solutions. We are a proud member of the Sonepar Group, the world's largest privately held electrical distributor. Sonepar entered the US in 1998 and has continued to grow due to strategic acquisitions and organic growth. Today, Sonepar USA is represented by 14 locally managed operating companies with over 700 locations nationwide. For more information, visit soneparusa.com.

“Tool Box Talks” – Safety Tip

Cutting, Welding, & Compressed Gas Safety – Electric Arc Welders

Electric arc welding equipment presents potentially dangerous electrical hazards; some of these hazards are obvious, and some are not so obvious. Here is an overview of how to identify and avoid some of the more prevalent electrical hazards associated with arc welding:

- Inspect your welding machine before each day’s use to make certain all equipment enclosures and protective covers are in place, closed and secured.
- Welding machines which have become wet shall be thoroughly dried, and then tested by a qualified technician before being used.
- Make certain the terminal connections where the welding cables for the electrode holder and ground clamp attach to the welding machine are protected from accidental contact by conductive materials or people. Protection could include using dead-front receptacles for plug connections, recessed openings with non-removable hinged covers, heavy insulating boots or insulators, or equivalent protection.
- Inspect welding cables for damaged insulation or exposed bare conductors. Also make sure that insulators covering current-carrying parts on the outer surfaces of the jaws of the electrode holder are in place and securely attached. Damaged cables and insulators shall be repaired or replaced by qualified personnel.
- Make sure welding lead cables are of the proper size and length for the work to be performed. Your supervisor can provide guidance on what is an acceptable size and length of cable for welding operations.
- Joining lengths of grounding and electrode cables shall only be done by the use of cable-connecting means specifically intended for that purpose, and have insulation adequate for working conditions.
- Only cable free from repair or splices for a minimum distance of 10 feet from the cable end to which the electrode holder is connected shall be used, except for cables with standard insulated connectors or with splices whose insulating quality is equal to that of the cable are permitted.
- Coiled welding cable shall be spread out before use to avoid serious overheating and damage to insulation.
- Do not coil or loop welding electrode cable around parts of your body.
- Conduits containing electrical conductors shall not be used for completing a grounding circuit. Likewise, chains, wire ropes, cranes, hoists, elevators, or scaffold frames shall not be used to carry welding current.
- Pipelines shall not be used as a permanent part of a work-grounding circuit, except during pipeline construction, extension or repair when the pipeline does not contain any flammable gas or liquid, and the welding current is not carried through threaded joints, flanged bolted joints, or caulked joints. Also, special precautions must be used to avoid sparking at connection of the work-grounding cable.
- When an electrode holder is to be left unattended, the electrode shall be removed and the holders shall be placed or protected so that they cannot make electrical contact with any person or conducting objects.
- When welding is stopped for any appreciable length of time, or when the welding machine is to be moved, the power supply switch to the equipment shall be turned to the off position.
- If arc welding is performed in wet conditions, or under conditions of high humidity, use special protection against electric shock, such as false floors with insulating mats, and insulating boots and gloves.
- Hot electrode holders shall not be cooled by dipping them in water; doing so may expose you to shock.
- Report any welding equipment defect or safety hazard to your supervisor, and discontinue use of such equipment until repairs are made by qualified personnel.

Births



Renee & Andy Locklair—Grandparents
Montana Rose Hostetler
September 17, 2022
7 lbs, 20 inches long

Dale & Gay Prosser—Grandparents
William Talbot Prosser
September 22, 2022
5 lbs. 10 oz



Happy Birthday Members!

| | | | |
|--------------------|-------|--|---------------|
| Eve Brewer | 10/1 | Easley Mechanical Services, Inc. | Wife of Jim |
| Andy Locklair | 10/2 | Jennings-Dill | |
| Kelly Miller | 10/3 | Miller HVAC Service | Wife of Bob |
| Jason Shaluly | 10/3 | RepSouth | |
| Ophelia Brewer | 10/5 | Easley Mechanical Services, Inc. | Wife of Steve |
| Joyce Ann Kirkland | 10/5 | Wife of Honorary Life Member Gary | |
| Terry Walkup | 10/5 | Walkup Electrical Construction, LLC | Wife of Tommy |
| Lee West | 10/5 | Old Dominion Insulation | |
| Gail Waldrop | 10/14 | Wife of Honorary Life Member Benny | |
| Frank Hill | 10/22 | Hill Plumbing & Electric Company, Inc. | |
| Henry Poplin | 10/23 | B&L Electric Company | |
| Beth Wilson | 10/24 | Control Management, Inc. | |
| Randy Harley | 10/26 | Honorary Life Member | |
| Bill Kirkland | 10/26 | Bill Kirkland Heating & Air Conditioning, Inc. | |
| Jimmy Gatch | 10/27 | Gatch Electrical Contractors, Inc. | |
| Jeannie Duke | 10/28 | Wife of Honorary Life Member Bob | |
| Jane Brailsford | 10/30 | Wife of Honorary Life Member Dan | |
| Terry Smith | 10/30 | Wife of Honorary Life Member Bob | |
| Susanne Dwight | 10/31 | Carolina Filters, Inc. | Wife of Coles |

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

Anniversaries

| | | | |
|----------------------------|-------|--|--------|
| Mr. & Mrs. Bill Campbell | 10/14 | | Anne |
| Mr. & Mrs. Pete Bailey | 10/19 | | Sharon |
| Mr. & Mrs. Gary Kirkland | 10/19 | | Joyce |
| Mr. & Mrs. Jim Maguire | 10/23 | | Gloria |
| Mr. & Mrs. Andy Locklair | 10/24 | | Renee |
| Mr. & Mrs. Mike Richardson | 10/25 | | Kim |
| Mr. & Mrs. Bob Miller | 10/27 | | Kelly |
| Mr. & Mrs. Duwayne Jacobs | 10/27 | | Sylvia |
| Mr. & Mrs. Edward Gibbs | 10/29 | | Emily |

Condolences

Bob Jacques & Family
 On the loss of his brother, Gary Alan Jacques
 Hajoca Corporation
 August 19, 2022

Pee Dee Blast Sporting Clays 9/16/2022





PEE DEE BLAST WINNERS



15th Annual Pee Dee Blast Sporting Clays Event Sponsors & Winners

The Pee Dee Area MCASC Would Like To Take This Opportunity To Thank All The Participants & Sponsors For Their Generous Support.

1st Place Team

| | | |
|-----------------------|-------------|--------------|
| Commercial Air | Bill Huff | Mike Carver |
| | Morris Beck | Tamesha Beck |

2nd Place Team

| | | |
|----------------------------------|----------------|---------------|
| Gateway HVAC Myrtle Beach | Kenny Tindal | Tracy Davis |
| | Jacob Hamilton | Darrell Shull |

3rd Place Team

| | | |
|------------------------|----------------|--------------|
| Cregger Company | Robbie Smith | T. J. Hardee |
| | Timmy Anderson | Ross Brazier |

Men's High Score - TIE

Wayne McKenzie & Trey Vereen

Ladies' High Score

Tamesha Beck

Grudge Trophy

Piedmont Area

Gun Raffles

| | |
|---|--------------------|
| Beretta 20 Gauge Automatic Shotgun | Jake Boltz |
| Charles Daly 12 Gauge Automatic | Stan Harbourt |
| Girsan 12 Gauge 3 1/2 Automatic Shotgun | Stan Harbourt |
| Stevens 555 12 Gauge O/U | Leonard Smith, Jr. |
| PSA Dagger 9mm Pistol | Varity Poston |
| Heritage .22 LR Pistol | Mendi Arnold |

Lunch Sponsors

Longley Supply Co

Social Sponsors

Chapman Company

Therma Tech Services

Award Sponsors

Atlantic Electric Co.

Charlotte Pipe & Foundry

Cregger Company

Cullum Mechanical

Gateway Supply Company

Smith & Stevenson

Refreshment Cart Sponsors

Gateway Supply Company

Longley Supply

Palmetto Pulpwood & Timber

R. E. Michel Co.

Banner Sponsors

EquipmentShare

James M. Pleasants Company

Old Dominion Insulation

Station Sponsors

Blanchard Machinery

Border States

Carolina Cool, Inc.

Cayce Company

Dawson Lumber Co

H & H Representatives

Legrandes Enterprises

Mac's Crane and Rigging

McDonald Law

MRK Sprinkler Design

Murray Supply Company

Propel Insurance Agency

RepSouth

Thermal Resource Solutions

Triad Mechanical

United Rentals

Walkup Electric

Team Sponsors

American Stainless & Supply

Blanchard Machinery Co.

Border States Electric

Capital Electric

Carolina Cool, Inc..

Carolina Insulation Contrs. (2)

Cohen Drywall Company

Commercial Air

Cregger Company

Cullum Constructors (2)

Cullum Services, Inc. (2)

Eastern Industrial Supply

Ferguson Enterprises

Ferguson Fire & Fab

Gateway Supply Co. (4)

H. R. Allen, Inc.

Hahn Mason Air Systems

Hill Plumbing

JMP Equipment Co. (3)

Longley Supply Co. (2)

Macs Crane & Rigging

Mayer Electric Supply

Old Dominion Insulation

Pipeline Services.(2)

Premier Electrical Staffing

Ram Tool/White Cap

R. C. Jacobs, Inc

Rast Dallery Engineers

S. C. Ports Authority

Sunbelt Rentals, Inc.

Therma Tech Services

Trane (7)

Thermal Resource Sales

Triad Mechanical, Inc. (3)

United Rentals (4)

Walkup Electric

Winnelson (2)

MARK YOUR CALENDARS

Area Meetings & Up Coming Events

Piedmont Area



Tuesday, October 18, 2022

Sponsor/Host: Johnson Controls, Inc.

Location: 430-J Roper Mountain Rd., Greenville, SC 29615

Speaker: TBD

Midlands Area

Thursday, October 6, 2022

Joint Meeting with ASHRAE, ASPE, Columbia Contractors & NAWIC

Mill Creek Hunt Club off Bluff Road, Columbia

Venue Hosted By: W.B. Guilmarin & Co.

Dinner Sponsored by: Gregory Electric & Love Chevrolet Fleet

Program: Legislative Roundtable - Opportunity to Influence 2023 Legislative Agenda

By Will Frierson, Director of Government Affairs, SC Chamber of Commerce



Pee Dee Area



Thursday, October 13, 2022

Sponsor/Host: Carolina Insulation

Location: Roger's BBQ, 2004 West 2nd Loop Road, Florence, SC 29501

Speaker: Chuck McDonald, Esquire, McDonald Law and MCASC Legal Counsel

Topic: "Strategies to Compensate for Supply Chain and Delivery Challenges"

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

Coastal Area

Tuesday, October 25, 2022

Sponsor/Host: Ferguson Enterprises, 4711 Rivers Avenue, N. Charleston 29405

Speaker: Churck McDonald, MCASC Legal Counsel

Topic: Contracts, Supply Chain and Delivery Challenge Issues



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



2022-2023 RECRUITMENT CHALLENGE!!

Effective NOW through May 31st, 2023!

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



TWO COMPLIMENTARY



Registrations to the 2023 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

Jim Hearn
President

Karen Linden
Vice-President

Dale Prosser
Treasurer

Randall Owens
Secretary

Varity Poston
Associate President

Mona Flowers
Managing Director

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

"The Tool Box"

Associate Member



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.