

The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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The New King's Speech A Smooth Succession Defines Our Success

"Fidelity does have a succession plan in place to ensure a smooth transition."
Edward Johnson, II

Long Live the King!

Earlier this month the world learned the sudden, but expected news that Queen Elizabeth, the longest reigning monarch in British history, had passed away. Thousands tuned into the preplanned events surrounding her death and funeral. It was a world-changing event.

The day following the queen's death, King Charles, her oldest son succeeding to the throne addressed the public for the first time as sovereign. Everyone wondered what he would say. Many expect him to be much different than his mother in his policies and demeanor. We don't know what type of king he will be. Will he carry on her type of leadership with the heart?

Regardless of what anyone thinks, his initial speech was on target in beginning a new administrative job.

A smooth success defines our success!

I have taken over many jobs from people who did an excellent job before me. The pressure was on to keep motivation going in the right direction and encourage people that the transition would be easy and low maintenance. I've also witnessed new leaders entering a new position and changing everything immediately with all the delicacy of a bull in the proverbial china shop. I've never seen those transitions go well for the leader or the people.

The first words you speak to your new team are the most important ones you can say. They set the tone for your leadership and can be the most effective way you can gather support. John F. Kennedy is remembered for his inaugural address mostly when he said, "Ask not what your country can do for you, but what you can do for your country." But he also spoke of the torch being passed to a new generation of leaders and with that statement, he motivated a generation to take their place in leadership alongside him.

Abraham Lincoln set the tone for the post-Civil War era in his second inaugural address by saying the phrase, "Malice towards none." In other words, the country would once again be united with no hatred for those who rebelled against it. Sadly, he was assassinated a few days later and those who followed him didn't fully carry out his wishes.

We are Thankful for YOU!



1. Immediate response. Charles wasted no time addressing his mother's death and the feelings surrounding this occurrence. He was aware of the shock that her passing had on the country and the world. He knew people would take the news of her passing with grief. Most people have not known a time that she wasn't their queen. His address spoke to hearts and feelings.

Many people have criticized Charles for not showing much emotion – a trait that is common to royals, so it was thought he would be lacking in speaking from his heart. That was not the case. He addressed his mother's death as both a national and personal tragedy. He reached out as a grieving son and captivated people with his humanity. He recognized and addressed the grief everyone was feeling at her death.

When a new leader takes charge, it is essential that you become aware of the emotions that change and transition bring with the process. It is important that we always address the process and speak to the feelings of people who are uncertain of the future and where they stand in the new organization and administration. Always add value to people in grief and transition. Never assume that because you may be eager to take charge that everyone is on the same level of emotion with you.

2. Respect for positive contributions of the past. The new king spent time in his speech identifying the positive attributes and contributions his mother had made to her long 70- year reign over the country. Regardless of the troubles in the country and her own family, she always seemed to rise to the occasion and bring a sense of stability to every situation. She had learned from her father and mother to identify with the people she led and their feelings.

During WWII, when London was being bombed by the Nazi air attacks, that King George VI (Elizabeth's father) refused to leave the city for safety. He frequently would walk about the rubble after a night's bombing and speak to the common people to encourage them. Like her father, Elizabeth was committed to serve the nation and its best interests with compassion and love. Charles paid homage to her spirit and leadership.

New leadership often can learn a lot from the mistakes and the successes of its predecessors. I remember John Maxwell talking about how he honored a pastor who he directly succeeded in the largest church he served. This was not only seen as a nice gesture, but it garnered support from the previous pastor's followers. There is no point in running down or demeaning a predecessor when you are now in charge. If you can't stand on your own merit, disparaging someone else will not help you be successful.

3. Housekeeping and assigning responsibilities. In his address, Charles announced that he would not be able to keep up with the many charities and responsibilities he had handled as Prince of Wales. The Prince's Trust charity and concerts are well-known for attracting some of the biggest entertainers and donations in Great Britain. What would become of his charity work?

The new king immediately elevated his popular son, Prince William to the role of Prince of Wales and expressed his confidence in his ability to handle the job. It was important that the people who had relied on the support of the Crown to know that someone oversaw the areas the former prince had handled.

Charles has known for years (many years) that this day would come. He had a plan to assign responsibilities and authority where it was needed. While successful people know what they can do well, successful leaders have discovered what other people do well. Great leaders constantly ask, "Who could be doing what I am doing now?" If you are coming into a new level of leadership, it's important that you avoid taking on too much responsibility to avoid an early burn-out. Wise leaders constantly look for people who can take on some authority and elevate them to do so right away.

4. Stressed continuity. Did you notice that King Charles III spent time in his presentation guaranteeing a smooth and steady transition? If anyone had asked the question, "What type of king can we expect in Charles?" the answer would have been "Different than his mother." He probably will be different from Elizabeth in many ways. Some very acceptable, and some earth-shaking. However, in his initial address, he didn't stress change; rather he addressed continuity. And for that I give him credit as a new leader.

A new leader cannot seize control and change everything while expecting a united following. We have witnessed new leadership immediately sign orders and give commands that shift the identity of an organization drastically alienating people from the beginning. This never works out well from the start.

John Maxwell refers to new leaders starting out with some support and expectations for success. He calls this having "Change in your pocket." The more independent decisions you make, the more change you spend. If you don't take time making decisions that gather more support, you wind up spending all the change in your pockets and lose support. The day will come when you are "broke" and nothing you do will be supported.

I've known times when I spent a lot of change in a new job and just before I ran out of "money" I had to do some good deeds, or make good, popular decisions to gather more change. People are constantly watching you and voting with their emotions on whether to continue to follow you or not. Wisdom says that the smoother the transition and easy the changes, the more support you will have for years to come.

"Life is a succession of lessons enforced by immediate reward, or, oftener, by immediate chastisement."

-Ernest Dimmet

King Charles III knows that whether he is good or bad at his job, he still is king. He is not under the demand to obey everything his predecessors did before him. However, he seems wise enough to know that if he makes the succession to a new leadership administration smooth, it will make his job easier in the long run and add value to the kingdom, the leadership, and his people. Are you aware of how you take the reigns of new leadership, too? Remember, your immediate words and actions are more important than the office you hold.

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Reinvention Nation, LLC

Mechanical Member



Going back to the 1960's, Trane Greenville has worked with our contracting partners to provide a diverse range of solutions, including light commercial and applied mechanical systems, services and building automation across the State of South Carolina and beyond.

The history of Trane began in 1885 as a family plumbing business in La Crosse, Wisconsin. Joined by his son, Reuben, a mechanical engineer, James Trane developed an innovative low-pressure steam heating system. By 1913, the family had incorporated as The Trane Company. Over the next hundred years, Trane established its position as a pioneer in climate control. In 1931, the company patented its first air conditioner. Seven years later, Trane launched Turbovac, a new type of water chiller that fundamentally altered the industry's approach to large-building air conditioning systems. These early innovations paved the way for Trane's industry-leading commercial air conditioner, CenTraVac™— the highest efficiency, lowest emissions, most reliable chiller on the market. Throughout the second half of the twentieth century, Trane expanded its offerings to customers. With the acquisition of Sentinel Electronics in the late 1970's, and General Electric's Central Air Conditioning Division in 1982, Trane expanded both its residential and energy management offerings. In 1984, American Standard Companies, Inc., acquired the Trane Company, and four years later, launched the American Standard Heating & Air Conditioning brand. In 2007, American Standard Companies divided allowing Trane to renew its business focus and leadership in integrated HVAC services and solutions.

Furthering its transformation into a multi-brand commercial manufacturer that serves customers in diverse global markets, Trane Technologies acquired Trane in June, 2008. With Trane a part of the family, Trane Technologies now provides even more innovative products, services and solutions that maximize quality and comfort in homes and buildings alike. Today, Trane maintains a robust global presence and continues to grow at an exceptional pace. At the heart of that growth is a legacy borne of the same values that characterized that Wisconsin plumbing business a century ago.

A hundred years since a father and son incorporated the family plumbing business, Trane remains poised to move forward. Through our industry and consumer collaboration, we work together to develop game-changing solutions that address the needs of today's dynamic marketplace. Trane honors the legacy in place, and builds on it by making buildings safer, more comfortable and more cost effective now and for generations to come.

Associate Member



Insight Partners is a commercial HVAC representation firm selling new equipment, parts, controls, and service. We also have a Recon group in the Carolinas that rebuilds aging cooling towers. We currently have 13 offices throughout the Carolinas, Georgia, and Florida. Insight represents world-class products such as AAON, Nortek Air Solutions, Marley cooling towers, Armstrong pumps, and Samsung VRF.

Aligned with our core value, "Working Together, We're Stronger," we are heavily invested in educating the HVAC community. In 2021, we identified a need for intensive in-person HVAC training in the service community. This need led us to launch our innovative Insight Service Academy. We are happy to announce that our goal to train 250 service techs by the end of the year in 2022 was not only met but surpassed in April.

Using today's online social media platforms, we endeavor to make continued education an interactive and engaging experience. We appreciate the opportunity in today's digital world to share our HVAC application and design experience. You can watch all of our past and new shows on our YouTube channel, Insight Partners HVAC TV.

We proudly host the country's only HVAC podcast specifically created for HVAC Engineers and are grateful for the opportunity this has provided to share our HVAC application and design experience. You can find our podcast, "The Engineers HVAC Podcast," on all podcast platforms.

Insight Partners looks forward to supporting your next commercial HVAC project. Please visit us at www.InsightUSA.com.

“Tool Box Talks” - Safety Tip

TRAFFIC CONTROL - TAKE CARE

Even when all traffic control measures are taken, a confused or unaware driver can crash through a work site, or a daydreaming worker can step into the path of a speeding vehicle. Some drivers take reckless chances by running stop signs or changing lanes without signaling. These unsafe acts jeopardize other drivers who may lose control of their vehicle while avoiding a collision. We must all prepare for the unexpected on the road, both during and after work hours. When our worksite involves moving traffic, safety awareness should be at its peak, to protect both the public and the crew. Let's all follow these safety procedures:

Planning: All traffic control must be carefully planned and approved by governing authorities before work begins. The person responsible for this planning should drive through the traffic pattern before any work starts to insure that the public will understand how to control their vehicles appropriately. If there is any possibility of driver confusion in the pattern, change it.

Signage: The Manual on Uniform Traffic Control Devices and local or state regulations should be followed for proper signage and barricading. Place initial warning signs a minimum of 1,000 feet from traffic revisions. All signs and related equipment should be in good condition and highly visible. In some cases, independent traffic safety contractors handle warning signs and barricades.

Barricades: Devices which guide traffic such as cones, barrels, etc., should be highly visible and spaced relatively close together, so drivers will not deviate from an assigned traffic flow. All such barriers should be made of material that will cause little or no damage if a vehicle contacts it.

Safety Gear: All employees should wear hard hats and must wear high-visibility orange or day-glow vests. When working at night, the vest should have light-reflective strips.

Flaggers: Roadside construction sites must have at least one individual assigned to traffic control. A highly visible sign paddle should be used during daylight hours. It should be octagonal in shape, at least 18 inches across, and have letters at least six inches high that say STOP on one side and SLOW on the other. Flaggers should have two-way radios. When flaggers are present, a sign indicating this must be placed a minimum of 500 feet from the beginning of the detour.

Vehicles: All construction vehicles should be equipped with backing alarms, two-way radios, and Slow Moving Vehicle signs when appropriate. Ideally, they should be painted a highly visible color and many jurisdictions also require flashing yellow beacons. All operators must be qualified and trained to operate the equipment they are using. If a vehicle will be parked along-side the road, orange safety cones should be placed around it to alert drivers.

Night Work: If work is done at night, the entire site must be illuminated. Increase warning distances in areas of fast-moving traffic as light fails. Flaggers should have orange-cone flashlights and barricades should be equipped with flashing lights. Any excavations or utility accesses should be taped off and barricaded with flashing warning lights.

Training: All company employees and subcontractors involved in the project must receive an initial safety orientation, informing them of the potential hazards of the project, including traffic safety. Changes or unusual conditions should be communicated to workers immediately.

Above all, keep your brain turned on and stay alert--don't get hurt!

Happy Birthday Members!

Randall Owens	11/1	Walkup Electrical Construction, LLC	
Lee Richardson	11/1	Atlantic Electric Company	
Cathy Richardson	11/3	Atlantic Electric Company	Wife of Joe
Lewis Caswell	11/5	WO Blackstone & Co./Honorary Life Member	
Kristi Soderlund	11/8	Elliott Davis, LLC	Wife of Todd
Jonathan Watts	11/8	Ferguson Enterprises, Inc.	
Taylor Brewer	11/10	Easley Mechanical Services, Inc.	
Liz Kelly	11/14	H. R. Allen, Inc.	Wife of Billy
Karen Linden	11/15	Central Controls, Inc.	Wife of Albert
Albert Linden	11/23	Central Controls, Inc.	
Jim Brewer	11/25	Easley Mechanical Services, Inc.	
Randy Jones	11/25	Ocean 72	
Brenda Gibbs	11/27	Bear Mechanical Services, LLC	Wife of Fred
Michael Hunter	11/28	Ferguson Enterprises, Inc.	
Sandra DeAntonio	11/29	Wife of Honorary Life Member Raymond	

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

Anniversaries

Mr. & Mrs. Carroll Heyward, Jr.	11/29	W.B. Guimarin & Company, Inc.	Caitlin
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INSPIRATIONAL QUOTES

From what we get, we can make a living; what we give, however, makes a life. [Arthur Ashe](#)

Luck? I don't know anything about luck. I've never banked on it and I'm afraid of people who do. Luck to me is something else: Hard work - and realizing what is opportunity and what isn't.

[Lucille Ball](#)

Area Meeting Snapshots

**Piedmont Area Meeting
9/20/2022 & 10/18/2022**



**COASTAL AREA MEETING
9/27/2022 & 10/25/2022**



**Midlands Joint Meeting with
ASHRAE, ASPE, NAWIC &
COLUMBIA CONTRACTING
10/6/2022**



**PEE DEE AREA MEETING
10/13/2022**



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



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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.

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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. ABGH_1191 (Rev. 08/2021) © 2021 Allstate Insurance Company. www.allstate.com or allstatebenefits.com



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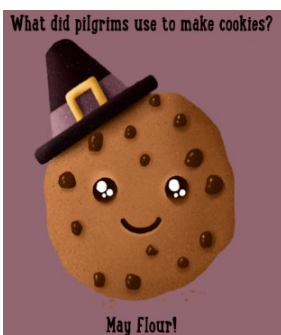
MCASC Word Scramble



- | | |
|----------------------|-------------------------|
| 1. Rtsvdea: _____ | 11. Rrrtefaiegn: _____ |
| 2. Dlodeof: _____ | 12. Zapaviornoit: _____ |
| 3. Dumihitsa: _____ | 13. Neoz: _____ |
| 4. Nugrelp: _____ | 14. Elnfag: _____ |
| 5. Oehs bbi: _____ | 15. Ncesteochu: _____ |
| 6. Ptar: _____ | 16. Pinpel: _____ |
| 7. Rengroate: _____ | 17. Mealrht: _____ |
| 8. Eikps: _____ | 18. Kctoos: _____ |
| 9. Tesriacnes: _____ | 19. Nulisrtoa: _____ |
| 10. Gnatem: _____ | 20. Rusge: _____ |

FUN FACTS ABOUT THANKSGIVING YOU MAY NOT KNOW:

- The first Thanksgiving was celebrated in 1621 over a three day harvest festival. It included 50 Pilgrims, 90 Wampanoag Indians, and lasted three days. It is believed by historians that only five women were present.
- Abraham Lincoln proclaimed Thanksgiving a national holiday on October 3, 1863. Sarah Josepha Hale, the woman who wrote "Mary Had A Little Lamb," convinced Lincoln to make Thanksgiving a national holiday after writing letters for 17 years.
- There are four towns in the United States named "Turkey." They can be found in Arizona, Texas, Louisiana, and North Carolina.
- Turkey wasn't on the menu at the first Thanksgiving. Venison, duck, goose, oysters, lobster, eel, and fish were likely served, alongside pumpkins and cranberries (but not pumpkin pie or cranberry sauce!).
- Butterball answers more than 100,000 turkey-cooking questions via their Butterball Turkey Hotline each November and December.
- The history of U.S. presidents pardoning turkeys is patchy. Harry Truman is often credited with being the first president to pardon a turkey, but that's not quite true. He was the first to receive a ceremonial turkey from the National Turkey Federation – and he had it for dinner. John F. Kennedy was the first to let a Thanksgiving turkey go, followed by Richard Nixon who sent his turkey to a petting zoo. George H.W. Bush is the president who formalized the turkey pardoning tradition in 1989.



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MARK YOUR CALENDARS

Area Meetings & Up Coming Events

Piedmont Area

NOTE DATE CHANGE: Wednesday, November 2, 2022 at 6:00 pm

Joint Meeting with ASHRAE

Hosted by: James M. Pleasants Company
Location: 85 Brewery, 6 Whitlee Court, Greenville, SC
Speaker: Kyle Delpiano, Xylem/B&G
Program: "VRF and Hydronic Systems Comparisons"



Midlands Area

Thursday, November 3, 2022

Hosted by: Gateway Supply Company
1312 Hamrick Street, Columbia, SC 29201
Speaker: Paul Ogorek, EV Dunbar Company
Program: "Energy & Refrigerant Changes—How It's Impacting Our Industry"



Pee Dee Area

NOTE DATE CHANGE: Friday, November 18, 2022 at 6:30 pm

"Thanksgiving and Christmas Celebration"

Sponsor: Walkup Electrical Construction
Hosted by: Tommy and Terry Walkup
Location: 319 Alligator Road, Effingham, SC



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

Coastal Area

NOTE DATE CHANGE: Tuesday, November 15, 2022
NOTE TIME CHANGE: 5:30 pm

Hosted by: Murray Supply Co., 2509 Clements Ferry Road, Charleston, SC
Speaker TBD
Program: TBD



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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Associate President
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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.