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The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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**MCASC STATE OFFICE HAS MOVED TO:
120 CROMER ROAD,
LEXINGTON!!!!**

**PLEASE SEND ALL MAIL TO:
P.O. BOX 384,
COLUMBIA, SC 29202!!**

"The Feds are Looking: What Compliance Needs to Know About the Justice Department's Review Business"

By: Chuck Gallagher

You're driving down the road using Waze as your GPS guide and you hear, "Police reported ahead." What do you do? I've asked that question at a number of conferences recently and everyone says unanimously – "Slow down!"

Attorney General Merrick Garland has made it clear in recent speeches and that the Department of Justice is coming for white collar crime in business. Organizations that have had prior ethics and fraud convictions will be at the top of their list to reexamine. In fact, just in one market segment criminal charges were filed against 36 defendants in 13 federal districts across the United States for more than \$1.2 billion in alleged fraudulent telemedicine, cardiovascular and cancer genetic testing, and durable medical equipment (DME) schemes.

"The Department of Justice is committed to prosecuting people who abuse our business system and environment."

It's time to re-evaluate where we've been, what we've done and what needs to change, because we just heard – "Police reported ahead!"

Now let's be clear, most organizations, including associations, don't voluntarily choose to make unethical (or illegal) choices. In fact, it's been said, "We're all ethical, till we're not." Cynical...maybe not. If I asked, "How many of you would voluntarily make an unethical choice," few people would raise their hands. Follow that question with, "How many of your think voluntarily breaking the law is unethical," the hands start to go up. But here's the kicker...if I asked, "How many of you drive on the highways and exceed the speed limit," all hands would go up!

What? That's right, it's easy to make unethical choices when those choices seem to be socially acceptable. It happens every day and considering that we all have experienced something that is unprecedented – a global pandemic – the norms of operation have changed and so have our habits. In fact, we are in the trifecta of times when all three reasons people may stray off the "straight and narrow" are in play – Financial Challenges, Relationship Challenges, and Health Challenges.

Here's the problem, it's all too easy to continue doing what's been done in the past saying, "Well, everybody does it," assuming that is a defense. If there's one thing that's clear, the current administration is tired of lax application of well-known rules. And they are actively looking...so the question most organizations, especially the compliance departments need to ask is – "what are we doing to shore up our employee's behavior so that we don't fall victim to the active approach the Justice Department is taking?"

Let me pose this question to you - what makes smart, well-educated, well-intentioned people make unethical choices? Let me be clear unethical actions don't start big. It's one step on a slippery slope that leads to another and before one knows it, you're on a black diamond slope headed for a disaster. It all can be prevented.

Let me give you an example. A Fortune 500 business had a salesperson who dominated his territory. He was so good that it was hard for other competitors to make any headway. He knew the rules, but to him they were just guidelines – kind of like the speed limit. So, rules be damned. He routinely provided lunches to corporate client staff, bought small gifts for birthdays or holidays, and was known to pick up the tab for office items – "just to help the operation," he'd say. This was just how it was done. As he put it, "Everybody does it."

To be clear the competitors were beside themselves. What was being done was outside of the guidelines and wrong, but it was hard to convince the salespeople from other firms to be compliant when their sales suffered at the hands of a player that played loose with the rules – or ignored them.

Enter the Justice Department announcing – “Police reported ahead.” His company recognized that while his sales were outstanding, he was a liability. Their choice, keep a successful salesperson that ignored the rules and risk the fury of the Justice Department or let him go. Better to cut someone who breaks the rules and say, “We’re solving an internal compliance problem,” than to have a full-blown audit of all company compliance activities.

So, let’s cut to the chase. The US Sentencing Guidelines (the rules used to sentence folks to prison) say in summary: To have an **effective compliance and ethics program**, an organization shall— (1) exercise due diligence to **prevent and detect criminal conduct**; and (2) otherwise promote an **organizational culture** that encourages ethical conduct and a **commitment to compliance with the law**.

Most programs of compliance and ethics fail both tests. It’s time to re-think, re-imagine and re-invent how we communicate our ethics training and do it in a way that is not “check the box” boring! Taking it a step further, here’s a question to ponder. Is it time to remind your members about the importance of ethics in a way that is engaging and connects the dots between behavior and consequences?

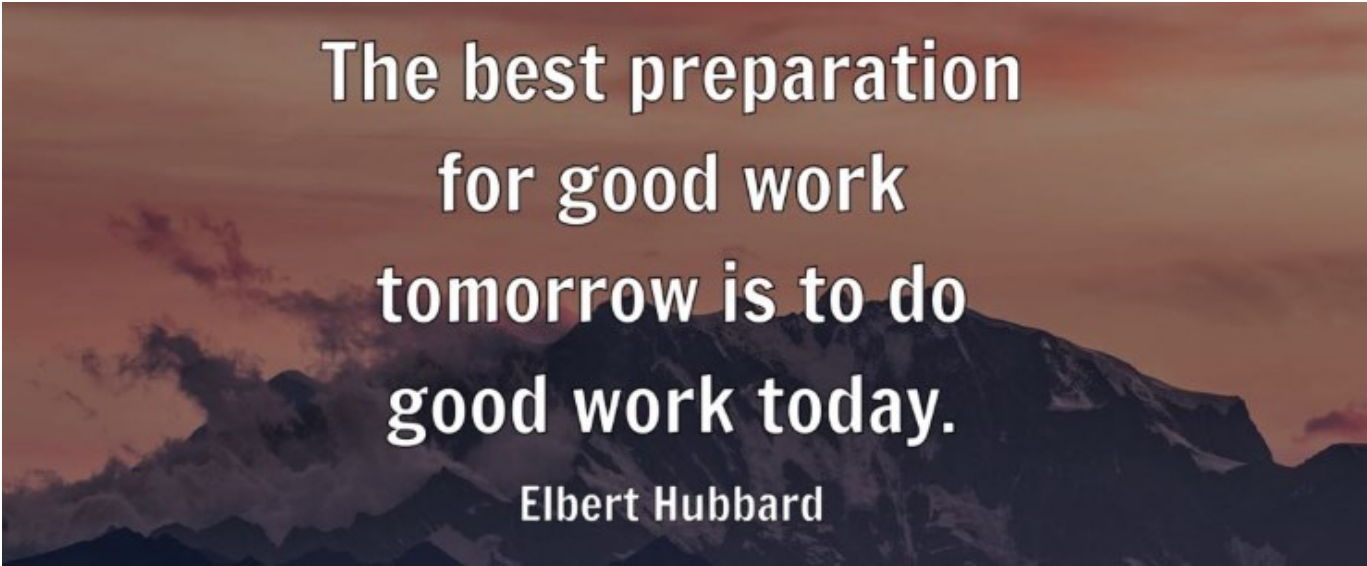
There has never been greater legal focus on the ethics crisis facing associations and organizations than now! Why? What has changed over the past decades that created the environment for such amazingly poor behavior? What real pressures are people facing that make them feel backed into a corner? The pressures will not get easier.

“Police reported ahead!” You’ve been warned. It’s time to take action to demonstrate that you care about ethics, preventing and detecting criminal conduct and encouraging a culture of ethical compliance with the law. Failure to do so...we’ll let’s say I’d hate to see someone in an orange jumpsuit.

Chuck Gallagher, CSP (Certified Speaking Professional) is the President of the Ethics Resource Group – an organization that provides keynotes, training programs and consulting to organizations regarding ethics and compliance – including ethics reviews and guideline creation that meets US Guidelines for criminal protection. He can be reached at chuck@chuckgallagher.com or 1-828-244-1400 for more information.

“Did you ever stop to think that a dog is the only animal that doesn’t have to work for a living? A hen has to lay eggs, a cow has to give milk, and a canary has to sing. But a dog makes his living by giving you nothing but love.”

Dale Carnegie, How to Win Friends & Influence People



**The best preparation
for good work
tomorrow is to do
good work today.**

Elbert Hubbard

Mechanical Member



On October 1, 1984, Central Electric Company was established by Albert Linden and Ray Wiedemann. Working with a little savings, a backyard workshop and an old worn-out school bus service truck, work began. Slowly, with a lot of small electrical jobs and hard work, things began looking up for this partnership. But in the summer of 1987, we had the fortune of meeting the late Phil Wilson and Kent Walters with Control Management, Inc. and things really took off.

Ray Wiedemann retired in February, 1990 and Albert Linden took over 100% operation of the business which was renamed and incorporated to Central Controls, Inc. We provide SC contractors with quality installation of energy management control systems. We provide mechanical contractors with quality and timely power and/or control wiring of mechanical equipment.

Central Controls, Inc. is a licensed Electrical Contractor with an "unlimited" contract classification. We are physically located at 708 Dixiana Rd. West Columbia, SC 29172.

We have a very dedicated group of employees that strive to provide our customers with the best service possible. Central Controls, Inc. celebrated its 38th Anniversary on October 1, 2022. Retirement is just over the horizon for Albert but his two sons, Joey & Matt Linden, both have over 20 years of experience and will continue providing great service for many years to come.

Associate Member



The SC Home Builders (SCHB) Self Insurers Fund was founded October 1, 1995 by members of the home building community who had grown tired of being subject to the vagaries of South Carolina's Workers' Compensation market.

Over time, the SCHB Self Insurers Fund has grown to become the largest self-insurer of workers' compensation coverage in the state. We provide coverage to general contractors, subcontractors and those involved in light commercial contracting. Keys to this success were the active engagement of independent insurance agencies with a commitment to the construction industry, the dedicated service by the board of trustees to oversee and guide the fund and the development of a staff of seasoned insurance professionals to handle all operational aspects of administering the fund. Unique services such as monthly reporting of payrolls, dedicated customer service representatives to each policyholder, in-house claims, risk control and audit management place us apart from many of our competitors. Risk Control Services can be tailored to your unique needs at no charge helping you provide a safe workplace. Audit assistance is available to help you set up reporting and gathering of essential certificates and expense data. We have actively upgraded IT services and have a state of the art website with ease of use providing the capability to save you time. Included in this is online reporting of payroll and ACH payment to make your life easier. We also accept credit card payments. We at SCHB Self Insurers Fund are dedicated to contractors.

After 21 years, the SCHB Self Insurers Fund remains focused on its mission of providing the best possible workers' compensation coverage to those who build South Carolina. Interested in becoming a member of the largest self-insurer in South Carolina? Call your local independent agent today and ask how you can be a part of our construction community.

“Tool Box Talks” - Safety Tip

Fall Prevention - Lanyards for Fall Arrest Systems - Do's & Don'ts

[Reference 1910 Subpart D / 1926 Subpart M]

A lanyard is obviously an extremely important part of a fall arrest or fall prevention system. So here are a few safety tips related to the selection, use, and care of your fall protection lanyard:

- Make sure the lanyard you select for the job is made out of the right material for the job you will be performing. While a lanyard made of rope or synthetic materials are okay for many jobs, they may not be suitable for use if you are performing work around sharp-edged materials that could cause cuts, or if you are welding or torch cutting, as the heat and sparks generated could cause damage to the lanyard. Conversely, a wire cable lanyard, which might be more suitable for use around sharp-edged materials or heat and spark-producing operations, would not be okay to use if you are working around live electrical conductors.
- Ensure the lanyard you are using is the right length for the job. Generally speaking, the shorter the lanyard, the better, as a shorter lanyard will reduce your total free fall distance. And that helps reduce the shock load, or jolt, generated and transferred to your body when you hit the end of the lanyard.
- When using a lanyard with a shock-absorbing pouch, be sure the end of the lanyard with the pouch is attached to your body harness D-ring. This helps make sure the deceleration device can fully deploy if the lanyard should get hung on something when you fall.
- Keep control of the loose end of the lanyard when you are not connected to an anchor point. Many injuries occur when a worker trips over the loose end of their own lanyard while walking around. And in other cases, workers have been injured because the loose end of their lanyard gets tangled up with a nearby moving object, such as a rotating pulley or a load being moved by material handling equipment. Always keep the loose end of the lanyard in your hand if making a short commute, or attach the loose end of the lanyard to a designated attachment point on your body harness during longer periods.
- Never, for any reason, tie a knot in a lanyard. Doing so actually reduces the strength of the lanyard, in some cases by almost 50 percent! And if you find that your lanyard was accidentally knotted while being stored, untie the knot before using the lanyard.
- Last but not least, avoid storing your lanyard where it could be damaged by exposure to chemicals, direct sunlight and high heat, and sharp materials that could cause cuts or punctures. And be sure to inspect your lanyard for damage of any type before each use, and immediately get a replacement if damage is discovered.

Anchor Points for Fall Arrest Systems

[Reference 1910 Subpart D / 1926 Subpart M]

You've got your full body harness on and properly adjusted, and you've attached the proper end of your lanyard to the back D-ring on your harness. The next step is to attach the other end of your lanyard to an anchor point. But selecting the wrong anchor point could have some painful, or even deadly, ramifications. That means you must put some serious thought into what you hook off to with your lanyard. So, let's discuss some general principles about anchor points for fall arrest systems.

First of all, be aware that when you free-fall and then hit the end of the lanyard, the shock load created can significantly exceed the total combined weight of your body plus any clothing and tools you may be holding; depending on the distance you free fall, perhaps up to 10 times your total combined weight. So, only attach to an anchor point that a qualified person has determined will support two times the maximum shock load applied when someone of your total weight falls. And never tie off to objects such as, but not limited to, guardrails, scaffold posts, ladder rungs or side rails, window mullions, roof vent pipes, electrical conduit, ductwork, gas or sprinkler pipes, or ceiling tile grids, as these items are almost never suitable anchor points for a personal fall arrest system.

Secondly, when presented with two or more suitable anchor points, keep in mind that, all other things being equal, the higher the anchor point, the better. That is because OSHA fall protection standards require us to limit our free fall to no more than six feet, when feasible, and attaching to the higher anchor point will lessen the distance you will free fall. The benefits are you are less likely to make inadvertent contact with objects below you, and you will generate less of a jolt when you reach the end of the lanyard. Of course, you should also select the shortest lanyard possible when performing your job to reduce your fall distance. And in cases where attaching the lanyard to a high enough anchor point to limit your free fall to six feet or less is not feasible, get with the Competent person to look at alternatives, such as using a retractable lanyard or a travel restraint device.

Another good thing to keep in mind is to select a suitable anchor point that is located as close to the center of your body as possible; ideally, directly over your head. Doing so lessens the propensity of your body swinging sideways, like Tarzan, and inadvertently striking a nearby object.

Also remember that many anchor points are designed for only one person to tie off to, and would therefore not be suitable for two or more people to use simultaneously. So only use an anchor point that someone else is also attached to after confirming with the Competent person that it will support the potential load of everyone attached at the same time.

Lastly, remember that manufactured portable anchors, which are used on many jobs, must be attached to approved supporting structural members using the manufacturer's specified fasteners and installation instructions. Do not take shortcuts when installing these devices, or they could fail. These are just a few general principles to keep in mind about anchor points for our fall arrest systems.

Happy Birthday Members!

Coleman Boyd	2/2	Carolina Insulation Contractors	
Richard Miller, Jr.	2/2	City Plumbing Company	
Don Ward, Jr.	2/4	Carolina Insulation Contractors	
Al Hitchcock	2/10	Honorary Life Member	
Billy Zimmerman	2/13	Charlotte Pipe & 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.

Anniversaries

Mr. & Mrs. John Babson	2/9	Propel Insurance Agency, LLC	Bibs
Mr. & Mrs. Jerry Tucker	2/9	Tuck & Howell	Shirley
Mr. & Mrs. Steve Brewer	2/10	Easley Mechanical Services, Inc.	Ophelia

Condolences

The Hancock Family in the loss of
 Guy Douglas Hancock
 January 12, 2023
 H. R. Allen, Inc.

Al Hitchcock & Family in the loss of his brother,
 Ronald O. Hitchcock
 January 22, 2023

Area Meeting Snapshots

Midlands Area Meeting January 5, 2023



Pee Dee Area Meeting January 12, 2023



**Piedmont Area Meeting
January 17, 2023**



**Coastal Area Meeting
January 24, 2023**





12th Annual Golf Tournament

The Midlands Area MCASC

The Second Most Fun You Can Have In The Dark!!!

When: Thursday, March 23, 2023
Where: Charwood Country Club
 222 Clubhouse Drive, West Columbia
Why: To Raise \$\$\$ For Training & Legislation
Format: Two (2) Man Team – Captains Choice
Time: 4:00 – 6:15 PM Check-In, Happy Hour,
 Putting Contest & Dinner
 6:30 PM Shotgun Start

Tournament Fees: \$125.00 Per Person ALL INCLUSIVE w/ 2 Glow Balls Per Person, Glow Pack With 4 Mulligans & 2 Red Tees Per 2 Man Team, Fantastic Door Prizes, Happy Hour & Dinner, Plus 1 Free Round of Golf During Your Birthday Month.

Note: Additional Glow Balls May Be Purchased For \$6.00 Each

Sponsorship Opportunities: Platinum Sponsor \$1,000.00 (Includes 2-2 Man Teams)
 Gold Sponsor \$500.00 (Includes 1-2 Man Team)
 Silver Sponsor \$250.00
 Bronze Sponsor \$150.00

Registration Form

Company Name: _____ Telephone # _____

Golfer #1 Name: _____ Handicap: _____

Golfer #2 Name: _____ Handicap: _____

Sponsor: I would like to be a Platinum Sponsor For \$ 1,000.00 _____

Sponsor: I would like to be a Gold Sponsor For \$ 500.00 _____

Sponsor: I would like to be a Silver Sponsor For \$250.00 _____

Sponsor: I would like to be a Bronze Sponsor For \$150.00 _____

Tournament Fee: \$125.00/Person x _____ People _____

Total Amount \$ _____

My Check Is Enclosed Or I Paid By Credit Card On Ticket Spice Link.

<https://mechanicalcontractorsassociati.ticketspice.com/12th-annual-mcasc-midlands-area-nine-at-night-golf-tournament>

Make Checks Payable To: Midlands Area MCASC

Mail Checks To: Leslie Whitehurst, c/o James M. Pleasants Company,
 5434 Bush River Road, Suite A, Columbia, SC 29212-3026

Complete & Email Registration Form To: lesliew@jmpco.com

Deadline To Register Is Friday, March 17th
For Questions Call Leslie Whitehurst at (803) 724-1876



Valentine's Day Fun Facts - How Much Do You Know?



1. Valentine's is over 600 years old.
2. The Romans started Valentine's Day and it became popular in the 14th century.
3. King Henry VIII of England declared 14th February a holiday in 1537 and it has stuck ever since.
4. Cupid is shown drawing his bow to inspire love which is why he became an icon of Valentine's Day.
5. Cupid was Venus' son—the goddess of love in ancient Roman mythology.
6. Valentine's Day is named after a Christian martyr, St. Valentine.
7. Around 25 million Valentine's cards are sent every year.
8. Every Valentine's day, one billion cards sold worldwide which makes it the largest card sending occasion of the year.
9. Valentine's Day is the second biggest "event" of the calendar year following Christmas.
10. Each year, 10% of all marriage proposals happen on February 14th.
11. Over 1,000 letters are sent each year to "Juliet" in the Italian city of Verona. Oh you bunch of Romeos. . . .
12. Divorce filings rise by 40% every year around Valentine's Day.
13. Nearly 50% of men now ask women out by text; only 15% of men ask their dates out face-to-face.
14. Valentine's Day is banned in Saudi Arabia.
15. Women give handmade chocolate gifts on Valentine's Day in Japan.
16. In Finland, Valentine's Day is call Ystavanpaiva, which translates into "Friendship Day."

It is all about celebrating your friends rather than your partner.

1. Men send mostly flowers on Valentine's Day.
2. Women send mostly cards on Valentine's Day.
3. Men named David are the top flower senders.
4. People named Sarah are the top card senders.
5. Men send 29% of cards whereas women send 71%.
6. Women send 19% of flowers whereas men send 81%.
7. Men send 26% alcoholic gifts and women send 74%.
8. In London, 79% of men send flowers and 21% of women send flowers.
9. Eight billion sweets are produced for Valentine's Day.



Aerial Boom & Scissor Lift Training 1/26/2023 at Walkup Electrical, Florence, SC

Answers to January's word scramble

1. OSHA
2. CODE
3. INSPECTION
4. STAIRS
5. SCAFFOLDING
6. ELEVATOR
7. LOADING DOCK
8. LICENSE
9. CEMENT
10. LABORER
11. BEAMS
12. HARDHAT
13. HARNESS
14. ARC FLASH
15. FLAMMABLE
16. CRANE
17. CURBING
18. EXCAVATOR
19. TRENCHING



MARK YOUR CALENDARS

Area Meetings & Upcoming Events

Piedmont Area

Tuesday, February 21, 2023 at 6:00 pm

Hosted by: Jennings-Dill, Inc.

Location: 33 Grand Avenue, Greenville, SC

Speaker: Chuck McDonald, Esquire

McDonald Law & MCASC Legal Counsel

"Strategies to Compensate for Supply Chain & Delivery Challenges"

16th Annual Piedmont Clays for Education Tournament

Friday, April 28, 2023

The Clinton House, Clinton, SC



Midlands Area

Thursday, February 2, 2023 at 6:00 pm

Hosted by: Central Controls

Location: 2210 Westmoreland Lane, West Columbia, SC

Speaker: Nelson Lindsay, President & CEO

Central SC Alliance

"Central SC Economic Development Update"

12th Annual Midlands Nine at Night Golf Tournament March 23, 2023



Pee Dee Area

Thursday, February 9, 2023 at 6:30 pm

Hosted by: Longley Supply Company

Location: 1550 Highway #501, Myrtle Beach, SC

Speaker: John Long/Raymond Wells, Esquire, Pearce Law Group

"Contracting Industry Outlook—2023 Old Problems & New Issues"

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

16th Annual Pee Dee Blast Sporting Clays Event

Friday, September 15, 2023

Back Woods Quail Club, Georgetown, SC



Coastal Area

Annual Oyster Road

Thursday, February 23, 2023

James Island Yacht Club

Sponsored by: Blanchard Machinery

Please Bring A Door Prize For The Drawings!

14th Annual Coastal Inshore Fishing Tournament

Friday & Saturday, May 12-13, 2023

Location: 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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*Serving mechanical contractors
in South Carolina since 1912.*

Executive Board & Staff

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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



[Update Your Outlook](#)

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

Mechanical Member



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.