

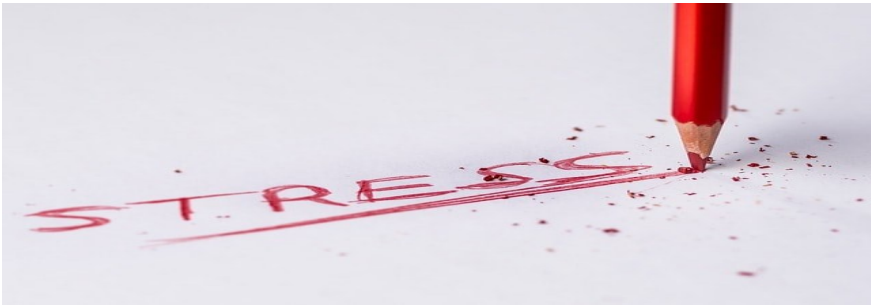
The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

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Why Stress Costs You Money



Stress is ever-present. We all experience it to some degree or another in all areas of our lives. The World Health Organization defines stress as any type of change that causes physical, emotional, or psychological strain. Stress is your body's response to anything that requires attention or action. How do you deal with stress? How does your organization deal with stress? This is an important question because your response determines to a considerable extent your overall well-being as well as the organization you lead.

According to the well-known stress inventory developed by psychiatrists, Holmes and Rahe, negative events are not the only source of stress. An outstanding personal achievement, vacation, and a major holiday create stress, too.

While it doesn't specifically make the Holmes-Rahe scale, implementing new software is a significant change. The result may be long-awaited and needed, the getting there is stressful. The people responsible for using the new technology must learn how to use it. I am reminded of the bookkeeper in a large school district who was introduced to and trained how to use the latest software designed to improve efficiencies and accuracies. Her boss noticed she was putting in an unusual number of hours. This was not the outcome he expected with the conversion to the newer method, so he decided to investigate. To his surprise, his trusted, long-time bookkeeper, was keeping TWO sets of records. She did not trust the new system, so she continued to keep the books manually AND with the new software.

Change occurs. Nothing stays the same in nature, in relationships, in business, you name it. Adapting poorly to change impacts not only you but the people around you. Change is inevitable.

The Myth about the Benefits of Stress:

The root of the problem is that we are led to believe that stress can be a good thing because it motivates us to do something. Stress as a motivator takes you only so far. It serves as an alert to get into action. Acting from fear is not the best elixir for sustained well-being. It does not sustain productivity for the long haul.

For instance, the perennial procrastinator can justify the stress of meeting a deadline as "I work better under pressure." Other members of the team who rely on the "better under pressure" colleague do not find this a tenable situation.

Working under stress to meet a deadline, makes reaching the deadline more important than quality and accuracy. Errors are more tolerated because of the strain to get it done on time.



For a strain to persist beyond an alarm, it is not beneficial. Physically to keep straining a muscle can cause harm. The “no pain no gain” approach is a myth.

In some workplace cultures, stress and pressure reflect hero status. It is expected for people to be stressed or they are not doing their work. For someone to take time off to relax is considered a weakness, not strong enough to handle the pressure.

Recently a senator checked himself into a hospital for treatment of his depression. He had the courage to buck the “tough it out” system to address his mental health. When you are in a good space mentally, you do better work. You make wiser choices. In his case, he represents his constituents with clarity and purpose because he does not have anxiety running in the background to distract him.

Low-grade stress feels normal because you are accustomed to feeling this way. This may be the most insidious means of keeping us chained to a stressful situation.

How can a business address the stress related to change? The only way for a business to remain viable is to change as the needs of its customers change, as the methods of delivery change, as the economy changes, and as the workforce changes. It requires enormous mental and physical energy to try to avoid change. It is a fool’s errand.

Your bottom line feels the impact of stress in these areas:

1. Productivity. People who are sitting on edge cannot give full attention to the work at hand which leads to costly mistakes.
2. Illness. People miss work because of stress induced illness.
3. Relationships. People create frayed or dysfunctional relationships with others they count on to accomplish important tasks.

Develop a culture of resilience to deal with stress

“Resilience is the ability to bounce back from stress, adversity, failure, challenges, or even trauma.”—Katie Hurley, *Psychotherapist*

Everything does not always go as planned. We have all experienced a project that goes off the rails. People disappoint us. We have unexpected events such as accidents or illnesses that create challenges.

What does an organization need to have a culture of resilience?

Purpose

Have a clearly defined reason for being so everyone knows why the organization exists. This operates as a guide for decision making.

Values

Know with certainty what the ultimate guide is for employee behavior. Adhering to the core values makes it easier to attract the right employee and dismiss the wrong ones.

Relationships

Build connections both internally and externally that are respectful and supportive. Success depends on interdependence.

Adapt to change

Develop the habit of looking for the gift or opportunity in any situation. Adopt a curious attitude about the circumstances and use creative thinking to choose the next steps.

You are more resilient than you think you are

Consider a time when your company or you addressed a major change which induced stress. How did you deal with it? The fact that you are reading this indicates you survived. You are more resilient than you give yourself credit for being. If you have been a caregiver or managed the care for someone in the late stages of Alzheimer’s disease, for example, you know the meaning of stress. In my experience, not only are you learning how to deal with a healthcare system but also the emotional toll of watching someone you love to deteriorate right before your eyes. In my journey, I realized I would need the help of others who are experts in their field—medical professionals, financial experts, community resources, government agencies, attorneys, real estate agents, and family. A significant awareness for me was others were also dealing with their own challenges even though I may not know about them. Kindness and compassion for yourself and others are always winning strategies to develop resilience to manage stress.

The Bottom Line

In his book *Great by Choice*, Jim Collins reminds us that luck happens. With a culture of resilience, your organization is positioned either to take advantage of good luck or to overcome the consequences of bad luck. Both events create change which is the underlying cause of stress.

Change is constant. The way you deal with stress is an inside job. What are you and your organization doing to develop your mental fitness to develop resilience?

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Berkana Co.

*Leadership Development and Executive
Coaching Services for Women*

Mechanical Member



Renfrow Industrial is an industrial contractor with mechanical, electrical, fabrication, control panel, and maintenance capabilities. Founded in 1993, Renfrow has a successful history of working with industrial clients and is ready to help with maintenance needs, shutdowns, or capital projects.

Our offices in Spartanburg, Charleston, and Columbia South Carolina and Kingsport, Tennessee, are staffed with skilled trades who are able and ready to meet the needs of your plant or facility across the United States.

Our Fabrication Shop is an ASME code shop with R-Stamp, U-Stamp and S-Stamp capabilities. Our Control Panel Shop is UL508A listed. We have the credentials and skills to meet the needs of customers in the industrial market.

At Renfrow Industrial, we believe doing the right thing matters. Our mission is to provide construction expertise, along with excellent service, to meet the contracting needs of industrial companies. We accomplish this through our competent, professional leaders and by matching employee skills to customer needs.

We are committed to utilizing our business as a platform to draw men and women into the Kingdom of God, and to provide an environment in which employees can, if they choose, grow in their faith in Jesus Christ.

Associate Member



Contractor Workforce Partners LLC (CWP) is a commercial and industrial construction staffing company that caters predominantly to Mechanical, Electrical & Plumbing (MEP) Contractor staffing needs. CWP was founded by Ebele and Steven Compean. After gaining roughly five years of construction staffing experience, predominantly in Charleston, SC and the surrounding areas, Steven set his sights on a dream to open his own construction staffing company. In partnership with and with the support of his wife, Ebele, Contractor Workforce Partners LLC's doors were opened in Goose Creek, SC in January, 2023.

Steven's extensive staffing experience includes helping supply skilled manpower for hospitals, schools, tilt up sites, government facilities, and industrial sites among other project types. Through this broadened experience, Steven has gained knowledge and insights into the workings and compliance aspects of OCIP/CCIP (Owner Controlled Insurance Program/Contractor Controlled Insurance Program) sites and "Davis-Bacon" (Prevailing Wage) work. That said, CWP is well versed in and ready to handle certified payroll and other compliance aspects of "Davis-Bacon" (Prevailing Wage) work.

CWP understands your pain in terms of how stressful insufficient manpower can be. That is why we work tirelessly day in and day out to recruit, vet and maintain the best skilled & local workforce possible. Need to expand your workforce? Let CWP be your local and family-owned source to all of your construction staffing needs in South Carolina. Simply put, we are dedicated to helping contractors stay on budget and ahead of schedule along with keeping workers working while maintaining safety at our forefront. It's as simple as 1, 2, 3: 1. Schedule a Meeting to discuss site specific needs; 2. Sign Up to access our locally vetted talent pool; 3. Get the Job Done.

“Tool Box Talks” - Safety Tip

Working Safely With Chops Saws & Miter Saws

[Reference 1910.213 / 1926.300]

Chop saws are typically pre-set to cut material at a 90 degree angle, whereas Miter saws can be adjusted to cut materials at various angles. But the hazards of using either type of saw are very similar. Here are a few tips to remember when you are operating a Chop saw or a Miter saw:

- Inspect the power cord of your saw before use to insure there are no breaks or cuts in the jacket and that the plug is not damaged. Make certain to position the cord so it does not get near the moving blade or get damaged by falling material. Immediately report any saw found with a defective cord so it can be replaced by an authorized person.
- Make certain the cutting blade installed on your saw is the proper size and speed rating for the brand and model of saw you are using, and that it is suitable for use on the type of materials you will be cutting. Make sure the blade is firmly secured in place, and that there are no broken teeth, bent or broke sections, cracks, or other damage. Periodically check the saw blade to make sure it has not loosened and re-tighten as necessary.
- Always secure the saw to the table or bench to prevent the saw from moving inadvertently. Make sure to secure material you are cutting with the material vice or clamp provided with the saw, where applicable, so that it does not move around as you are cutting. Support the ends of long pieces of material being cut so it does not move or drop, as that can pinch the saw blade and cause it to jam, break, or suffer other damage.
- Make sure to hold the saw handle firmly when operating the saw; and make certain to keep your free hand positioned well away from the blade any time it is moving. Allow the saw to come to a complete stop before you place either hand near the blade.
- ALWAYS make sure the manufacturer’s guard that covers the saw blade remains in place, and do not tie back or jam the guard into the “open” position. NEVER operate the saw if the blade guard is missing or altered.
- Wear all required personal protective equipment such as approved safety glasses or goggles to protect your eyes when operating a chop saw or miter saw. Utilize a face shield when cutting any material that may shatter. (Discuss your company policies regarding other PPE requirements that may be applicable to using a chop saw or miter saw at your job site - e.g.: gloves, hearing protection, hard hat, safety-toe footwear.)

Inspirational Quote:

We are told to let our light shine, and if it does, we won't need to tell anybody it does.
Lighthouses don't fire cannons to call attention to their shining - they just shine.

[Dwight L. Moody](#)

WELCOME NEW MEMBER(S):

Bow Industrial/Wavin, 1038 Shadow Arbor Circle, Charleston, SC

Happy Birthday Members!

Benny Waldrop	4/2	Honorary Life Member	
Melanie Starrett	4/3	Mayer Electric Supply	Wife of Billy
Buddy Davis	4/6	Central Heating & A/C Service, Inc.	
Frank Berry	4/9	MCASC	Husband of Michelle
Richard Dawkins	4/11	Border States	
Gloria Maguire	4/13	Mayer Electric Supply	Wife of Jim
Angie MacQueen	4/13	Gateway Supply Company	Wife of Chris
John Whatley	4/16	Greenville Mechanical, Inc.	
Fred Gibbs	4/22	Bear Mechanical Services, LLC	
Sylvia Jacobs	4/22	R.C. Jacobs, Inc.	Wife of Duwayne
Shirley Tuck	4/27	Tuck & Howell	Wife of Jerry
Traci Strickland	4/28	HardHat Workforce Solutions	

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

Anniversaries

Mr. & Mrs. Benny Waldrop	4/15	Honorary Life Member	Gail
Mr. & Mrs. Rudy Cullum	4/16	Cullum Mechanical	Robbin

Births



Jennifer & Will Bailey
On the birth of their daughter,
Mary Claire Bailey
February 28, 2023



Condolences

Smith & Stevenson family and friends in the loss of
Donald Eads Stevenson
March 12, 2023

**THE MIDLANDS AREA GREATLY APPRECIATES THE FOLLOWING
COMPANIES GENEROUS SUPPORT OF THE
12th ANNUAL NINE AT NIGHT EDUCATION BENEFIT MARCH 23, 2023**

Many thanks to everyone that sponsored, played in and assisted with the 12th Annual Nine at Night golf tournament!
Your support of our tournament and the Training and Education fund is greatly appreciated!

WINNERS

First Place Team:	Mitch Clark, RepSouth
	Bevan Funderburk, Gateway Supply
Second Place Team:	Frank Berry, McGuinn Homes
	Caleb Berry, McGuinn Homes
Closest to the Pin:	Lauren Bates, Inverter Mechanical Piping Solutions
Closest to the Toilet:	Garrett Corbin, Walker-White
Biggest Losers:	Chuck Marsh , Gateway Supply Mike Felts, Holiday Builders
Raffle Winner (Taylor Made Spider Putter)	Curren Taylor, MSS Solutions

PLATINUM SPONSORS

Carolina IAQ
Inverter Mechanical Piping Solutions
Johnson Controls, Inc.
Unitherm, Inc.

Ferguson Enterprises, Inc.
JMP Equipment Company
Palmetto Insurance Group, LLC
White Crane Company, Inc.

GOLD SPONSORS

B&L Electric Company, LLC
Hahn-Mason Air Systems, Inc.
Snider, Inc.
Trane

Gateway Supply Company, Inc.
Hill Plumbing & Air
Sunbelt Marketing, Inc,
Victaulic

SILVER SPONSORS

The Chapman Company
Corzan by Lubrizol

H. R. Allen Inc.
WinSupply of Lexington

BRONZE SPONSORS

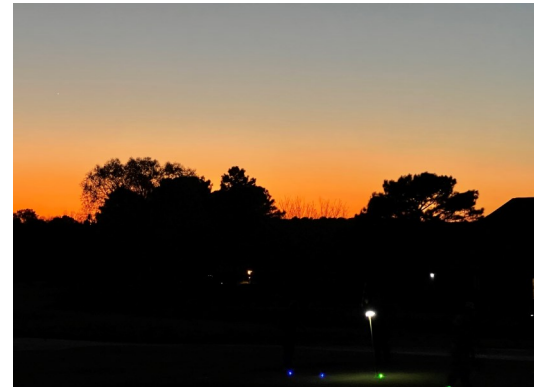
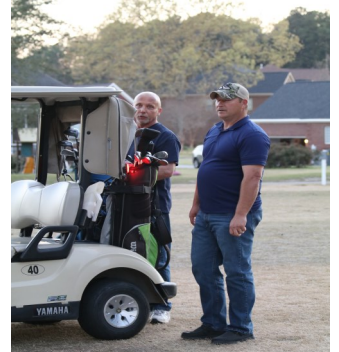
Spec 22 Sales



Area Meeting Snapshots

**Midlands Nine at Night
March 23, 2023**





St Patricks Day Word Search



GREEN
SHAMROCKS
HAT
LEPRECHAUN
MARCH
RAINBOW
POT OF GOLD
ELVES
ST. PATRICK
PARADE



EASTER FUN FACTS YOU MAY NOT KNOW:

- Easter is named for a fertility goddess:** Many historians believe that Christians named Easter after Eastre or Eostre, a pagan Anglo-Saxon goddess, in the hopes of encouraging conversion. Like the Christian equivalent, Eastre festivities heralded the coming of spring after winter's long slumber.
- Easter is the oldest Christian holiday:** Celebrating Jesus' resurrection, the foundation upon which Christianity was built, Easter is one of the most important Christian holy days.
- Eggs were originally dyed to represent Christ's blood:** The tradition of dyeing Easter eggs is said to date back to ancient Mesopotamia. In modern times, it continues on in secular fashion as well as in Orthodox and Eastern Catholic churches, where eggs are dyed red, then blessed and passed out to the supplicants.
- The Easter bunny is German:** Both hares and eggs were signs of fertility in Germany during the Middle Ages and it was during this time that the legend of an egg-laying, candy-giving bunny was born. It wasn't until the first Germans immigrated to America in the 1700's that the Easter Bunny became a beloved tradition.
- We have the Ukraine to thank for egg decorating:** While the tradition of dyeing eggs at Easter may have begun as a religious practice, the custom of decorating those eggs comes from a Ukrainian craft dating back thousands of years. The eggs, called pysankas, are painstakingly created using wax and dyes, a process Ukrainians brought with them to the United States.
- In 2007, Florida held the largest Easter egg hunt ever:** A whopping 9,753 children participated, searching for 501,000 eggs. Speaking of egg hunts, it was President Rutherford B. Hayes who instituted the first White House Easter Egg Roll in 1878.
- We really love our eggs:** Americans purchase a massive amount of eggs each year—in excess of 180 million. Years ago, families dyed their Easter eggs naturally using onion skins, beets and purple cabbage. While some still use these methods today, more than 10 million packaged dye kits—the kind where you pop a color tablet into a cup of white vinegar—are sold annually. Everyone else must be deviling their eggs for Easter brunch.
- Dressing up for Easter is based on a superstition:** While you might think that dressing to the nines on Easter Sunday is simply a sign of respect for the holiday, that's not the case. At least it wasn't in the 19th century New York, when residents believed that wearing new duds on Easter would bring luck for the rest of the year. These days, it's estimated that \$3.3 billion is spent on Easter finery.
- Those brightly colored clothes have a meaning:** All those pastels and floral prints folks wear on Easter are meant as a tip of the hat to spring's arrival. And the holiday's extravagant headwear? It only evolved into a popular tradition after Irving Berlin wrote of Easter bonnets in his hit 1933 song, "Easter Parade."
- Only a dozen states recognize Good Friday:** Commemorating Jesus' crucifixion, Good Friday occurs two days prior to Easter.
- We go for the ears first:** It's true! A little more than three quarters of people say they consume the ears on the chocolate bunny first, with the rest initially eating the feet, tail or whatever looks appealing at the time. Some 91 million chocolate bunnies are sold every year in the US.
- 16 billion jelly beans are made in the US annually:** Although they became the first candy to be sold by weight (rather than price) back in the 1900's, it wasn't until the 1930's that people started buying jelly beans specifically for Easter. Nowadays, enough are eaten each year to circle the globe more than five times.
- About 5.5 million Peeps are made daily:** In 1953, it took 27 minutes to make a Peep. Today, it can be done in six minutes. During Easter alone, Americans consume more than 600 million of the marshmallow treats, making it the holiday's second most popular candy. Chocolate still ranks as the number one. Ten percent of people prefer to eat them stale; three percent like their Peeps frozen.
- There's a reason we serve ham for Easter lunch:** Most early Easter celebrations would have included lamb for the special dinner because the holiday is rooted in Jewish Passover. Today, however most American Easter menus include ham instead—and that's due to the holiday's timing. Years ago, hams were cured during the winter months were ready to eat in early spring.

MARK YOUR CALENDARS

Area Meetings & Upcoming Events

Piedmont Area

16th Annual Piedmont Clays for Education Tournament
Friday, April 28, 2023
The Clinton House, Clinton, SC



The Election of the 2023-2024 Officers and Board will take place at this event

Midlands Area

Thursday, May 4, 2023
Joint meeting with Pee Dee Area
Hosted by: Hill Plumbing & Electric, 438 North Main St., Sumter
Program: TBA



Pick a Winner for Education-Winner of Drawing was Marcus Pittman

Pee Dee Area

Thursday, April 13, 2023
Hosted by: D&L
Location: D&L, 221 Palmetto Road, Darlington, SC
Speaker: George Lee, Quantum Technologies
Topic: "New Innovations in the Mechanical Industry"
The Election of 2023-2024 Officers & Board will take place at this meeting



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

16th Annual Pee Dee Blast Sporting Clays Event
Friday, September 15, 2023

Coastal Area

Tuesday, April 25, 2023 at 5:30 pm
Hosted by: Gateway Supply Company
Location: 2035 Spaulding Drive, North Charleston, SC
Speaker: TBA
Topic: TBA



The Election of 2023-2024 Officers & Board will take place at this meeting.

Pick a Winner for Education-Winner of Drawing was Jesse Spivey

14th Annual Coastal Inshore Fishing Tournament
Friday & Saturday, May 12-13, 2023
Location: WO Thomas, Jr. Boat Landing



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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 Lexington, SC 29073
 Phone: (803) 772-7834
 Fax: (803) 731-0390
 E-mail: mflowers@mcasc.com
 www.mcasc.com

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

“The Tool Box”

Associate Member

*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



Carter - York - Agency
 Electrical Manufacturer's Representative

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.