

Newsletter Updates



M&D Messenger

M & D MECHANICAL CONTRACTORS, INC.

WHAT'S HAPPENING IN SAFETY



Something new is happening at M&D. The Safety Department has been authorized to initiate a new, on-site safety incentive plan. As you know, I hit most jobsites multiple times a week. I conduct inspections and observations. I am always looking for correctable opportunities. I am also looking for Above and Beyond Safe Acts which I will be rewarding on the spot. Last month, I found one of those. Charlie Hughes was working on the Qualitest job. I happened to observe him from across the site when he did not know that I was looking. He was grinding pipe and needed to change the grinding disk. I watched Charlie stop, unplug the power cord, change the disk, plug back in, and continue his task. This seemingly simple task is repeated many times every day by a significant number of welders and pipefitters that work with us. Think to yourself how often the cord is unplugged before changing that grinding disk. I would suspect that this happens only about 50% of the time. The 50% of the time that the grinding disk is changed while the tool is still energized represents a significant level of unnecessary risk. The more risk that we have will translate to an increase in near misses and incidents. I recognized Charlie's action on the jobsite and presented him with a \$25 American Express card.

Did You Know...

- One of every five workplace fatalities is a construction worker.
- One in four "struck by vehicle" deaths involve construction workers, more than any other occupation.
- Falls from elevation account for one third of all deaths in construction.



Thought for the day:

"Working safely may get old, but so do the people who practice it.." Author: Unknown



NOTES FROM MANAGEMENT



Here we are in the heat of Summer! We recently completed shutdown projects at Qualitest, Athens Hospital, and NASA. Those of you who worked these jobs know the challenges faced and are to be commended for once-again "making us look great". It is always a source of pride for us when a client calls to thank us for our work and reminds us what great people we work with.

Work opportunities are slow right now. Our feeling is that this is the calm before the storm. We are taking this time to work on new fabrication opportunities, training, and preparing for the dam of work to break. Please read inside this Newsletter for good news on the BCBS renewal, new equipment, and other happenings of interest. Thanks, again, for all you do for us.

Dean B. Swain



M&D is On the Move!



With our People



In the Shops



We are pleased to announce the following individuals have been promoted to Superintendent:

JEFF ALLEN, SR. TROY KIMBROUGH
BRIAN MATLOCK

SMS

Gore-Max 1.25

M & D Mechanical Contractors is looking forward to the arrival of the Gore-Max 1.25. The Gore-Max 1.25 is a gore locker fitting machine that will give M & D the capability to make standing seam fittings in-house. The machine will increase the efficiency of making elbows, reducers, end caps and off-sets. The Gore-Max 1.25 can run a maximum metal thickness of 18 gauge to produce diameters of 5" to 50". These capabilities will complement our spiral machine and allow us to produce a more complete list of spiral and spiral fittings. The addition of the machine will aid M & D Mechanical Contractors in providing a quality on time product, while reducing the dependence on outside sources.



Saying Farewell to Our Retirees



With nearly 20 years of service at M&D Mechanical Contractors, our friend, Doyle "Joe" Hethcoat decided to retire on April 2, 2014.

Joe worked as a Sheet Metal Mechanic and Foreman for M&D. If you worked alongside Joe, then you experienced first hand his knowledge of layout and duct work. Joe is best known for completing assignments ahead of schedule, so you had to be quick and accurate to keep up with him.



Joe has worked hard and given so much to our country (Retired Navy) and to this organization. We all hope he enjoys every minute of retirement!

CAD and FABSHOP

Prefabrication Opportunities

With the emergence of BIM (Building Information Modeling) there have been many changes in the mechanical design and construction processes. The latest trend is to provide prefabricated and assembled mechanical building components to the job site which in turn improves worksite productivity and quality control. During pre-construction, M&D's Cad Department analyzes project scope to determine if prefabrication opportunities exist for the project. We are able to design custom prefab units with great accuracy to accommodate most applications.



There are numerous applications that can support prefabrication such as framed lavatory sinks, shower units, urinals, water closets, medical gas headwall assemblies, and ceiling racks. An example of a prefabricated unit would be a wall hung lavatory sink (as shown in the picture). Future applications may include skid pump assemblies or skid boiler assemblies.

Pre-assembly of common components has many advantages for the project including : Improved costs, Waste minimization, Improved productivity, and Increased safety.



Bobby Allfrey, former Chief Operations Officer and President, retired June 30, 2014. Bobby joined M & D in 1989 as a Project Manager and became President in 1992. During his

tenure numerous employee benefits were introduced, revenues grew, and new technologies were introduced to the business. His most-endearing characteristic is the wonderful way he treats people, and we will miss his daily interaction. Bobby and Nancy enjoy buying and selling antiques and their beach lifestyle. We wish them all the best in the coming years.



HR CORNER



BENEFITS

We had another great year of managing our personal healthcare! While others in our industry are experiencing increases in group health insurance premiums, we have a slight reduction in BCBS of AL rates for the 2014-2015 plan year. The Principal Dental rates did not change because we are currently in the second year of our 2 year contract. Let's keep up the good work!

Are you working on the Holiday?



Just a reminder....

Employees will be paid **overtime** pay for actual hours worked in addition to the **8 hours** holiday pay, which is not counted as hours worked when calculating overtime pay.

To qualify, an employee must work their last regularly scheduled workday before and their first regularly scheduled workday after the holiday unless prior approval has been received for time off for these days. **You will be disqualified for holiday pay if you have Time-Off-Without-Pay (TOWOP) on the last scheduled workday before or the first regularly scheduled workday after the holiday.**

Remember call your EAP. It's FREE!

The Employee Assistance Program is offered to ALL employees through Principal. Services offered include: Counseling, Legal Consultation with an attorney, Financial/Budget Consultation, & Elder Care. Call 1-800-450-1327 to take advantage of this service.



Mark your calendars! M&D's United Way campaign begins **September 9, 2014**. We look forward to the many fun and interesting activities we have planned. This year's campaign focuses on ways we **LIVE UNITED** in our community.

Stay tuned for more details in your payroll advice. Meanwhile, learn more about United Way at www.uwmc.org.

WHO IS YOUR FAVORITE TEAM?



August 29th is Wear Your Colors Day.

College Colors Day is an annual celebration dedicated to promoting the traditions and spirit that make the college experience great by encouraging people across America to wear apparel of their favorite college or university throughout the day. M&D encourages all of our employees to show your school spirit and help kick off another great football season.

Way to Go!



On Saturday, May 10, several M&D employees, family, and friends participated in

the 3rd Annual Dragon Boat Race & Festival which supports the Decatur Morgan Hospital Foundation. The mighty "I Don't Know How to Pronounce It" team competed in three heats, in which it won the second! Plans are already being made for next year's event— You won't want to miss it!



M&D SPOTLIGHT



SWeETy Camp Visits Our Shop

SWeETy Camp is 4-days of welding and electrical hands on camp introducing high school females to non traditional careers. On their last day of class, our Fabrication Shop hosted a tour which demonstrated cutting pipe, beveling pipe, MIG, STICK & TIG welding. A huge thanks to this year's co-facilitators Jason Kilimas (WLD/WS Instructor), Stacy Pitt (SPT), Chad Smith (PFT/WSA), Gustavo Sanchez (PFH).
(see pictures @ <http://mdmechanical.com/careers/our-people>)

HATS OFF TO THE GRADUATES!!

On June 3, 2014, Danny Dean (Sheet Metal) and Michael N. Terry (Pipe Fitter) graduated from the apprentice program through North Alabama Craft Training Foundation. Congratulations!



Calhoun Community College and M&D teamed up to customize leadership training for 27 Supervisors. This training includes 4 online courses and 4 classroom seminars with an anticipated completion in April 2015.



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An Equal Opportunity/Access/Affirmative
Action/ Pro Disabled & Veteran Employer



Support Our Troops

Our Vision:

Our vision at M & D MECHANICAL CONTRACTORS, INC. is to continually deliver superior projects while maintaining the highest level of integrity, thus ensuring success for our employees, customers and community.

Our Mission:

To build Excellence - in People and Projects.

What's New!

Starting Soon: 2014—2015 Apprentice School, 1st classes on 9/2/14 at ([New Location](#)): Bob Jones H.S., 650 Hughes Rd, Madison, AL 35758

STAY IN THE KNOW: If you would like to receive updates via email be sure to send an email with your name & email address to info@mdmechanical.com

