

North Carolina Masonry News

The Newsletter of The North Carolina Masonry Contractors Association, Inc.

March 2006

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This Issue Sponsored by



See Page Three



Convention Speakers Presenters scheduled for Kingston Plantation include (left to right) Ann Wolter, consultant for the NCMCA Masonry Certification Program, Tony Darkangelo, Marketing Director of the Masonry Institute of Michigan (MIM) / Executive Director of the Mason Contractors Association of Michigan and Lee Wheat, President of "Whole Wheat Creative" in Houston, the agency developing the "MasonrySystems.org" website.

Convention Time Again

The 2006 NCMCA Convention is just a few weeks away! Register today to insure that you and your guests don't miss the fellowship and fun this spring at Kingston Plantation in Myrtle Beach. Mark the dates: Thursday April 27 to Sunday April 30, 2006.

Make your room reservations direct with Kingston Plantation: (800) 289-4300. Hotel reservations and deposits are handled directly with the hotel and must be made before March 28, 2006 to insure that you receive our special NCMCA convention room rates. Registration forms and convention information was mailed to all members in February.

The 2006 NCMCA Convention starts with a Board of Directors meeting on Thursday afternoon, followed by a great evening of entertainment and dining at "The House of Blues" sponsored by TriSure Corporation.

Friday morning, Adams Products Company presents educational opportunities with two great presentations. Tony Darkangelo will present "Comparative Cost of Masonry and Life Cycle Costing."

Tony has been the Marketing Director of the Masonry Institute of Michigan (MIM) since 2003 and has recently been appointed as Executive Director of the Mason Contractors Association of Michigan. Since attending the architectural programs for two years at the University of Detroit and two years at Lawrence University Tony has held positions in structural engineering, architectural and contracting firms. Tony's focus at the MIM is to provide education and promotion of masonry systems to architects, engineers, construction managers, builders and municipalities through presentations, plan review and technical inquiries. Tony's professional affiliations include the Construction Specifications Institute (CSI) and the Masonry Advisory Council (MAC).

Lee Wheat, President of "Whole Wheat Creative" in Houston, will update us on the new and improved MasonrySystems.org and about how the Internet affects basic businesses such as masonry contractors. A native Texan, Lee's past experience includes 10 years
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Sign of a Professional
www.ncmca.com

Danks Burton, President
Pinnacle Masonry, Cary, NC

Wayne Starr, President Elect
Griffin Contractors, Morganton, NC

Gary Manning, Sec/Treas
Manning Masonry, Williamston, NC

James "Red" McAdams, Board Chair
McAdams Masonry, Elon, NC

Danny Bowman, Central Vice Pres.
Bowman Masonry Inc., WinstonSalem, NC

Gary Joyner, Eastern Vice Pres.
Joyner Masonry Works, Greenville, NC

Michael Rogers, Western Vice Pres.
Michael J. Rogers Masonry, Brevard, NC

Glenn Sipe, First President 1974-75
Glenn W. Sipe & Son, Conover NC

John Cramer AAI, Insurance Consultant
TriSure Corporation, Raleigh, NC

Fred McMahan CLU, Insurance Consultant
McMahan Insurance, Lexington, NC

Lynn Nash, Executive Vice President
Hickory, NC



Golfing Brothers All three Burton brothers were on hand for the Raleigh Chapter's January Myrtle Beach Golf Tournament. Left to right, Past State President Doug Burton (1995-98,) Jeb Burton of Lynchburg, VA, and President Danks Burton. Jeb's in the asphalt business.

A Word from the President

Dear Fellow Members,

When I became President of NCMCA in 2004, the two year commitment that came along with the job seemed like a long one. Actually, it has gone by quickly because I have enjoyed representing this association and the responsibilities that came along with it.

The Executive Vice President, the Board of Directors, and the members of NCMCA are terrific to work with and make this job easy. Yes it requires time away from running my business and being with my family, it has even taken me off the golf course a couple of times, but it has been well worth it.

Attending state and national conventions, apprentice contests, board meetings, local chapter meetings, and numerous other events has provided me the opportunity to meet a lot of great people in the masonry industry – business owners, masons, instructors, material suppliers, equipment dealers, and other association executives. I expect these contacts to prove beneficial for Pinnacle Masonry and me in the future. You do not need to be an officer of this association to take advantage of these benefits. I suggest each member become involved to see for themselves the camaraderie in this association and industry.

NCMCA is one of the most respected masonry contractor associations in the country. Because of this, I am very proud to represent you as President. You, as a member of NCMCA, should also be proud of this fact. One of the reasons for this respect is Lynn Nash. We are fortunate to have him working for us as our Executive Vice President. He makes the job as president an easy one, always guiding me in the right direction along with this association.

Being President has been a rewarding experience. It has been a pleasure to serve this fine as-

sociation and I thank you for the opportunity. I will not sneak away now that my term is complete, but will stay active and continue to serve this association like the officers before me. If you attend board meetings you will recognize that the majorities present are past officers, and I plan to be sitting right next to them at the next board meeting.

Please join us at the 2006 NCMCA convention April 27 – 30 at Kingston Plantation in Myrtle Beach as we introduce our next officers and debut the Certification Program. I look forward to seeing you there.

Sincerely -

Danks Burton

Welcome New Members

Luck Stone

Simon Schwendener, Brian Davis (A2)
Wake Forest, Pineville, NC
Recruited by Raleigh Chapter

Harris Masonry

Conrad Harris (R25)
Fayetteville, NC
Recruited by Jimmy Simmons

M.B. Almond Masonry

Matthew Almond (R10)
Albemarle, NC
Recruited by NCMCA

Ariel Masonry

Nate Ariel (R10)
Burlington, NC
Recruited by Triad Chapter

Seagraves Masonry, Inc.

Brian Seagraves (R25)
Rockwell, NC
Recruited by Tim Gabosch



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| Asheville (828) 253-9383 | Hendersonville (828) 693-1250 | Rockingham (910) 895-4632 |
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| Concord (704) 786-4411 | Marion (828) 652-7117 | Wiston-Salem (336) 724-1511 |
| Eden (800) 682-2242 | Monroe (704) 289-2101 | N. Wilkesboro (336) 838-5154 |

South Carolina

| | |
|--|--------------------------------------|
| Anderson (864) 225-5184 | Landrum (864) 457-4101 |
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| Blacksburg (864) 839-2626 | Lexington (803) 957-0356 |
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| Clemson-Seneca (864) 882-8540 | Pageland (843) 672-3434 |
| Greenville (864) 605-9800 | Richburg (803) 789-3503 |
| Greenwood-Abbeville (864) 223-6677 | Rock Hill (803) 327-4103 |
| Indian Land (803) 802-7771 | Spartanburg (864) 594-4000 |

What does OSHA Say?

Handling Your Appeal Effectively, Part II

Once you've reviewed the Assistant Attorney General's Complaint and mailed your Response, you will have another waiting period. Unfortunately most companies begin to fidget and wonder if they are on the right path during this final waiting period.

Relax. The citations and penalties are the worst that can happen. Neither the negotiations or a court decision will increase either the citations or the penalties. You stand a very good chance of getting significant reductions through the final negotiations and/or court hearing.

At this point you need to understand the relative positions of the players. OSHA, including the original Compliance Officer, his/her Supervisor, and the OSHA Chain of Command up to and including the Commissioner of Labor make up one side in the case. They are represented by an Assistant Attorney General – Labor Section. The Assistant Attorney General is their lawyer . . . nothing more.

The Safety and Health Review Board of North Carolina is the court. If it gets to an actual courtroom situation the Review Board/Court will review documentation and listen to the evidence presented by both sides and render a decision. That decision will not be immediate. It will normally come by mail weeks or months after the court date.

In a worst case scenario the court can uphold the citations and penalties as originally issued and require you to pay up. If the fines are significant they should work out a payment plan. In some cases the citations and penalties will be vacated or thrown out. In most cases the decision will be some sort of settlement between the two extremes.

If you feel more comfortable with an attorney by your side, by all means get one early in the process who is familiar with Labor Law and OSHA. In all but the most critical cases you do not need an attorney. The Assistant Attorney General and the Judge will normally bend over backwards to be certain their actions are not perceived as dictatorial or unfair to you.

But remember, either you as a company principle or an attorney must present your case. Consultants and other non-employees will not be permitted to present your case although you may at times want to call non-employees who were witnesses at the time of the original inspection.

The Judge will normally be an attorney from the area where the hearing is to be held who is familiar

with both OSHA and Labor Law. The Judge will be under contract to the Review Board to hear the case and render a decision.

Sometimes companies are concerned that the Assistant Attorney General – Labor Section and the Review Board have ties too close for comfort with OSHA. Face it. Their expenses and salaries are paid by OSHA. However, they work hard to be impartial.

You may get a notice in the mail of an upcoming hearing date, place, and time. Most often you will get a phone call from the Assistant Attorney General handling OSHA's case against you either before or shortly after you get the notification.

That phone call should be the start of the real negotiating process. Remember, both OSHA and the Assistant Attorney General want a conviction to build statistics showing they are doing their job. A conviction on lesser charges is about the same as a conviction on the original charges. Conviction? A conviction is when you agree to accept citation(s) and pay the penalties.

Both OSHA and the Assistant Attorney General will work hard to negotiate a settlement you will agree to. It will count as a conviction or win for them. Court time is expensive and they might just lose the case.

Talk to the Assistant Attorney General about reducing the severity of the citations. A reduction of severity will significantly reduce the penalties. Talk to them about combining multiple similar citations into one citation. For example, three citations combined into one means one penalty rather than three penalties.

Be prepared to offer accepting some citations if they will quash other citations. It sometimes works well on the path to an acceptable settlement. Be prepared to point out technical problems with either the original inspection or the citations themselves. You are attempting to show their case against you is weak and get concessions.

Preparation should include both reading the OSHA Standards to make certain where they are coming from. Also, look at the website OSHA.gov. There is a world of free information, interpretations and helpful data there. Many cases have been won based on evidence from the website the original Compliance Officer and the Assistant Attorney General were not familiar with. Make prints to share with them. If the information does not win your case, it may muddy the water and improve your negotiating position.

The phone call negotiations can be a bust if you are too hard line and convince them you will not negotiate. On the other hand, they may continue over multiple calls giving each side an opportunity

for further research.

If negotiations fail, the hearing date becomes really important. Show up early or on time with all your potential witnesses and others in your company who might benefit from observing the process first hand (and who will provide a show of support on your behalf).

In most cases the Judge will ask about negotiations and will often send you, the Assistant Attorney General, OSHA, and important witnesses to another room for a final attempt at negotiating a settlement before opening the formal hearing.

These last ditch negotiations may be the first time you have the opportunity to see OSHA's photos and written evidence. It might pay to have a good magnifying glass with you. More than once cases has been won when OSHA's photos were put under the glass and examined for technicalities.

Have your evidence available including written training records, self inspection records, your own photos taken either during the OSHA inspection or as soon as possible after the inspection and before the equipment was moved following the inspection.

Use good taste and common sense in presenting your case in both negotiations and hearings. OSHA has a mandate to make inspections. You cannot challenge OSHA's authority. However, you can question why this particular inspection was made. You can challenge things the Compliance Officer said and did during the inspection and perhaps get the inspection set aside. You cannot build a case on not wanting blue haired old men inspecting your company.

If all negotiations fail, you will move back into the courtroom and have the opportunity to present your case. Have your questions and expected answers written out and keep your cool. We've all watched enough TV law to have a good idea how the proceeding should go. If you remain calm, the Judge will do everything possible to guide you in presenting your case effectively.

Bob Parrish is safety coordinator and newsletter editor for McGee Brothers Company in Monroe and a former OSHA compliance officer. Reach Bob at (704) 372-7610 / rmparr@bellsouth.net.

NC SkillsUSA Masonry Contest

About 100 students will participate April 10 - 12 at the Greensboro Coliseum in the 2006 NC SkillsUSA State and Regional Masonry Contests.

NCMCA will have responsibility for "setup" on Monday April 10th, and will supply tenders, equipment, judges and "clean-up" on Tuesday April 11. The Triad Chapter and McGee Brothers Company will take a major role in filling NCMCA's obligations, but other volunteers are solicited. Brick SouthEast and the Carolinas Concrete Masonry Association will also participate with materials and volunteers.



Bob Parrish

NCMCA Masonry Contractor Certification Arrives at Convention

Isn't it time you and your company were recognized for your professional expertise and achievement?

Would you invest in continuing education if it meant the difference between being prequalified to bid, or not?

The North Carolina Mason Contractors Association (NCMCA) is pleased to offer the most important competitive tool since the trowel: certification. Now, masonry professionals at every level can acquire the training they need to be the best in the business – and the recognition they deserve for getting there.

What does it take to get certified?

First and foremost, a commitment to excellence in service, workmanship, and business practices. Second, at least five years' experience in the masonry industry. And finally, it will take up to 12 days of your time over the next two years. Depending on the certification level you seek, you must attend 8 or 10 program courses (and pass a written exam after each course). Once you successfully complete the program, you'll be awarded designation as an NCMCA-certified masonry contractor or masonry professional.



What are the benefits of certification?

You'll enhance your understanding of every aspect of masonry design, construction, marketing and management. You'll gain the know-how to grow your business and increase your bottom-line. And last but not least, you'll give your customers a valuable prequalification tool. NCMCA will aggressively promote your achievement and request that architects, general contractors and municipalities specify the use of NCMCA-certified professionals for their projects. Interested?

Find out more about the masonry certification program at this year's NCMCA Annual Convention. Detailed information and registration packets will be available, and members of the NCMCA Certification Committee will be on hand all weekend to answer your questions.

Nominations Announced

Nominations Chairman Red McAdams has announced the following slate of officers for the 2006-2008 term to be nominated at the annual business meeting Saturday April 29, 2006: Chairman of the Board - Danks Burton, Pinnacle Masonry, Cary; President - Wayne Starr, Griffin Contractors, Morganton; President Elect - Gary Manning, Manning Masonry, Williamston; Secretary/Treasurer - Mike Rogers, Rogers Masonry, Brevard; Eastern Regional Vice President - Jimmy Simmons, Simmons Masonry, Fayetteville, NC; Central Regional Vice President - Danny Bowman, Bowman Masonry, Inc., Winston-Salem; Western Regional Vice President - Larry Kirby, Kirby Construction Services, Conover; and Executive Vice President - Lynn Nash.



Wayne Starr

A journeyman mason, president-elect Starr is Vice President and a project manager/estimator for Griffin Contractors in Morganton where he has worked for over twenty years. He served in the US Army from 1969 to 1971, and was stationed in Bremerhaven, Germany, Rotterdam, Holland, and the Republic of Vietnam as a member of the 101st Airborne Division. Starr attained the rank of Specialist 5th Class and was awarded two Bronze Stars, the Army Commendation Medal and various service medals.

Starr is a past Western Regional Vice-President, past president of the Western Chapter and is chairman of the NCMCA Certification Committee. He and his wife Linda have two grown sons, two granddaughters and live in Hickory.

New Directory

The 2006-2007 NCMCA Membership Directory will be distributed in August. Like previous editions, the directory will include comprehensive listings for all member firms including company representatives, local and toll-free phone numbers, fax numbers, mobile numbers, email addresses, website addresses and mailing and shipping addresses. The Association bylaws are included as well as information about local chapter meetings and officers. A directory of NC masonry vocational instruction is included. The directory will be printed on high-quality stock for the best reproduction of photos and graphics, especially full-color advertisements.

Advertising order forms will be mailed in March. For details call the NCMCA office. **Deadline for advertising copy and listing updates is May 26, 2006.** There is no better way for providers of masonry related products and services to get their message to the Carolinas' masonry industry.



Benefit Raffle At the Triad Chapter's February meeting, Alan Griffin (*second from left*), 2006 NCMCA Raffle Chairman sells Wayne Coleman (*third from left*) a ticket for the \$10,000 Reversal Raffle to benefit NCMCA certification program startup costs. Wink Kerns (*left*) and President Danks (*far right*) helped with the arm-twisting. Tickets are \$100 each. The drawing is Saturday evening April 29th at the convention banquet. The raffle is sponsored in part by NCFI "InsulBloc."

January Board Meeting Report

The Board of Directors met January 18th in Greensboro. Here is a summary of that meeting.

Secretary/Treasurer Gary Manning presented financial reports. As of 12/31/05 assets totaled \$473,655.71, including liabilities. \$23,117.71 is in the regular checking account and \$417,382.75 is in interest bearing accounts (\$309,576.76 in CD's at interest of 3.5% annu-ally.) \$2,080.00 is in "accounts receivable." Assets end of 2004: \$431,276.95, 2003: \$443,862, 2002: \$363,355, 2001: \$312,143. Liabilities are \$35,337.43, which includes deferred income from dues, money collected for local chapter dues to be rebated, the Sigmon Scholarship Fund, funds/contributions for the NC DOL Masonry Contest, and withholding taxes. The insurance fund contributed \$75,827.16 in 2005. (Insurance contribution in 2004: \$46,562.) Interest on accounts in 2005: \$2,305.36. Eight chapters made pledge payments in 2005 for a total of \$25,500. Sandhills had the largest 2005 donation: \$6,500. Raleigh has the largest overall total donation: \$33,500. Note that Sandhills was exempt from the pledge until 2005, but has already donated \$11,500. In December, NCMCA purchased a replacement car for \$29,369. Total income for 2005 was \$259,028.99. Less "cost of revenue" @ \$76,727.07 = \$182,301.92, less expenses @ \$142,152.50 = \$40,149.42 "surplus." (Note: new car is not included in expense but rather is depreciated monthly for the next five years under the item "depreciation expense.") 2005 operating expense was approximately \$142,500.

President Burton expressed pleasure that all but one chapter (Coastal) had made pledge payments for 2005 and commended the Sandhills Chapter for their extra effort.

Freddie McMahan reported on the health and benefits portion of the Insurance Program: "We have 16 groups participating in the NCMCA health insurance program. Currently the pre-mium is approximately \$1,313,000 per year. The average renewal increase for all my groups for the past twelve months has been 18.8%. The average increase for masonry contractor members was 14.4%. The largest increase for a masonry contractor was 36.5% while the lowest was a decrease of -7.4%. Most of the companies with the larger increases made changes to their benefits or changed carriers to lower their renewal premium. Example: 1) Masonry Contractor received a 32.2% increase. His current employee-only rate was \$255.05/month. It increased to approximately \$337.00/month/employee. We shopped it and changed carriers for a better plan (but with more limitations). We reduced the employee-only rate to \$240.74, which was less than the premium before renewal. A lot of different factors affect whether you are able to do this (savings of \$97 per employee). Example: 2) 36.5% renewal increase from \$213.25 per employee to \$293.65 per employee. We shopped

it and changed carriers for an employee-only rate of \$256.32, which was \$43.07/employee less than his renewal rate. More significantly, the family rate was reduced from more than \$1,000 down to \$746.00. I am presenting a check to the association today for \$4,000. Since 2001, we have contributed over \$74,000 to the NCMCA Insurance Program.

"Association Health Plan (AHP) legislation at the federal level is at a standstill right now. If you've noticed there has been very little in the news lately. The House has passed several pieces of legislation, but the Senate has not. AHP legislation is not dead, but it appears to be taking an extended nap.

"I want to thank you for the relationships and your business. The two go together."

Heidi O'Connor, TriSure, updated the Amerisure/TriSure statistics: "The NCMCA Insurance Program has Total Premium to date of \$2,644,202. At the September Board Meeting, we re-reported \$1,747,988.00 Amerisure Premium Only. We currently have 43 members. Since April 1998 the program has contributed \$352,663.61. This includes the override checks from TriSure and Amerisure totaling \$4,141.00."

John Cramer reported that the program is being supported by several different national insurance carriers at this time and TriSure is looking forward to growing the program and hopefully expanding as the Amerisure sponsorship comes to an end.

President Danks expressed appreciation to the insurance program for their contributions and for their work on behalf of NCMCA.

President-Elect Wayne Starr reported on apprenticeship and training. Masonry industry representatives, including NCMCA met with NC Masonry instructors in Greensboro in January to plan the 2006 NC SkillsUSA Masonry Regional and State Contest, which will be held at the Greensboro Coliseum April 10th and 11th. Set up will be Monday April 10th beginning at 9:00 AM. The contest is Tuesday April 11th. Volunteers are needed for set-up Monday and for mortar mixing, tending, judging and cleanup on Tuesday. Starr particularly requested the Triad and Central Piedmont chapters plan to participate.

Starr reported the NCMCA Apprentice Masonry Skills Contest will be Saturday May 20, 2006 at Adams Products Company in Fayetteville. He asked the Sandhills Chapter to plan to take a key role in the contest.

DOL State Fair Apprentice Contest Chairman Calvin Brodie reported that the 2006 contest is Monday October 16th. Each local chapter is asked to budget a \$250 donation.

Safety/OSHA Chairman John Cramer reported that there is an emphasis presently on dust/silica exposure and that OSHA officials are placing monitoring devices on masonry company employees. He is presently conferring with NC Labor officials and plans to have a memo available for distribution

through the NCMCA state office, advising members about the monitoring.

Nash reported on conventions. Plans are coming together for the April 27 - 30, 2006 convention and annual meeting at Kingston Plantation in Myrtle Beach. He noted the early deadline for Kingston Plantation room reservations: March 28, 2006. Returning convention sponsors are TriSure Corporation, McMahan Insurance, Adams Products, CEMEX, EZ Grout, Giant Cement, Gaston rentals and Kirby Construction Services. Fay Block Materials has joined the list as a new sponsor for 2006. Future conventions: April 27- 30, 2006, Kingston Plantation, Myrtle Beach, April 26-April 29, 2007, Crown Plaza, Hilton Head, and April 24-26, 2008, Grove Park Inn Asheville.

Certification Committee Chairman Wayne Starr reported on the committee's work: "The certification committee has met several times by teleconference since the last board meeting.

"We have hired Ann Wolters, formerly with RMMI and instrumental in implementing their certification program, to act as a consultant and advisor for our program. Her practical knowledge and personal expertise should be worth every penny we spend as she keeps us from reinventing the wheel.

"With Ann's help we have established the first three courses for our program. They are Brick and Block, Mortar Grout and Masonry Testing, and Engineering for Masonry Professionals. We are in the process of identifying and selecting instructors for these courses. We are establishing the next three courses to be offered. We have established most of the rules that will govern the certification program, and we are putting together a realistic budget for the first year of operation.

"We believe we will have a functional certification program in place and ready to start with at least 50% of the courses ready prior to the next Board meeting in Myrtle Beach. At that time, with the approval of the NCMCA Board of Directors, we will present the NCMCA Masonry Certification Program to the membership.

"As we drive forward to completion I hope that all State and Chapter Officers will take every opportunity to talk up and build excitement in the masonry community about the impending launch of this program."

President Danks related that in a recent newsletter from Washington State, it was reported that their association graduated eleven certified contractors two years after their certification program was "started from scratch." He noted their emphasis is on continuing education for owners and managers as a means "to raise the bar for masonry and to assure the community" of the industry's competency and professionalism.

Starr related the committee's plan to provide each certification workshop/class in at least two locations in the state for the first couple of years because of

demand and distance.

Doug Burton reported the 5th Annual NC State / Sigmon Scholarship Design Competition took place in the fall with good results. The NCMCA office now has a Contest PowerPoint presentation available to be used as a local chapter program. Ask Nash or Doug about scheduling the presentation.

With his central office report, Nash reported that membership stands at 181 members. 2 new members have joined since September and 4 have been dropped. There are presently 71 associate members, 3 Life Members, and 107 contractor members. Membership is at the lowest level since 1997. The Sigmon Memorial Scholarship Fund contains \$11,719.62 as of the board meeting. The 2005 Annual State Golf tournament cleared \$7,099.75, although \$600.00 of that amount is still outstanding.

Regarding the drop in membership, Doug Burton commented that contractors should use peer pressure to encourage other contractors to join and to renew, but should use buying-power to influence suppliers to be members.

Prior to the chapter reports, President Danks expressed disappointment that only three of nine chapter presidents were present at the meeting.

Western Carolina: New Chapter President Larry Kirby on new officers. Randy Huss is the new chapter vice president and Alan Griffin continues to be secretary/treasurer (a job he has held "since the beginning.") \$10,000-\$12,000 in the treasury. They recently had a very good program presented by the Catawba County Building Inspectors office, specific to masonry, which gave the members a good chance to get to know the inspectors. Also, Bruce Davis has arranged a couple of very good programs by EZ Grout.

Raleigh: Chapter Vice President Calvin Brodie reported the chapter meets the first Monday of each month, but did not meet in December. About 30 attended the January meeting. Their January Myrtle Beach Golf Tournament raised about \$3,000. They have \$13,000 in the bank. Programs included the CCMA Masonry Framed Homes presentation by Rich Kearney, EZ Grout, and a blade program by Frank Jolly. Brodie says the chapter has a good membership but "we don't have everyone, but we probably don't want everyone."

Central Piedmont: Freddy Koontz reported that their February meeting will be held at the SageBrush in Clemmons due to remodeling at their usual location. No change in officers for 2006.

Eastern Carolina: Eastern Regional Vice President Gary Joyner says things are "doing fine" and they have a little money in the bank.

Sandhills: Chapter President Mike Lanier reported the chapter did not meet in November or December. Attendance has averaged about ten people. Mike says they "strive to keep it alive and we're broke." A house foundation fundraiser is planned. He complemented chapter associate members for supplying materials

for the fundraiser.

Land of the Sky: New Chapter President Don Caldwell reported that the chapter met the night before the board meeting with about 20 people present, including Starr, Nash, three instructors and two students. They are preparing for their annual high school skills contest to prepare Asheville area masonry students for the SkillsUSA competition at Greensboro. This year's contest will be held in conjunction with the CEMEX Home Show on March 30th at the Asheville Civic Center. They have about \$4000 and about 11 masonry contractor members. Maintaining chapter participation "has been a struggle."

Old Business: Doug Burton reported on the Chris Huckabee/Don Bell presentation in Cary during November. Huckabee is a Texas architect specializing in school design and Dr. Bell is a Pennsylvania public school superintendent. Both make a strong case for total masonry construction for schools and institutional buildings. The Raleigh Chapter partnered with CCMA at a total cost of about \$14,800, of which the chapter paid half. Doug was very complementary of the CCMA's organization of the event. 200 people signed up for the seminar, including school officials and architects from all over the state. Doug said it was, "money well spent from a marketing aspect."

Joyner and Brodie reported on their participation in an MCAA/NCMA Design-Build Conference in Charlotte during October. Joyner was surprised to learn that there are masons who "don't even know what design-build is." Joyner and Brodie participated in a round-table discussion with Greg Booth and Jolly Masonry of Atlanta. President Danks said he heard positive comments about the discussion the following day from attendees at the MCAA Mid-Year Meeting in Asheville. He also heard from MCAA members that had attended the design-build conference that the military has basically adopted a plan that will not favor masonry construction in the future. Design-build projects will be considered almost exclusively on initial cost, with little or no consideration given to lifecycle cost. Construction money and maintenance money will apparently be coming from different budgets, with no concern one for the other. The concern will be for only eight to ten years of service.

President Danks reported on the MCAA Mid-Year Meeting held in October at the Grove Park Inn. He acknowledged MCAA President Alan Griffin's influence in bringing the meeting to Asheville and said he believed the attendees were pleasantly surprised. Also attending from NCMCA were David Hill, Doug Burton, Larry Kirby, Wayne Starr, Griffin and Nash. Among other projects discussed, MCAA plans to study the possibility of a national masonry certification program. Nash took the opportunity to promote the MCAA Convention and Masonry Showcase March 27 - 31 in Las Vegas, especially the closing banquet

recognizing Alan Griffin's service as MCAA President. Nash also announced the MCAA Annual Meeting will include a major presentation by the Masonry Executive's Council, which he chairs, concerning the "MasonrySystems.org" promotion. McMahan told the board that he will have an exhibit at the Masonry Showcase promoting the MCAA Health and Benefits Program.

New Business: Doug Burton asked to delay a decision on a dues increase until later in the year. However, he offered several discussion points. Will increased dues result in a loss of members? Should dues be based on sales volume instead of on number of employees, as they are presently based? Do NCMCA members feel they get good value for their membership dues and do they believe an increase would continue to be a good investment? Doug suggested that NCMCA dues are low compared to other associations, a view that several others supported with examples of dues they pay for other associations. Dues have not been raised since about five years ago. (10% increase, board action April 2001) Mike Rogers had a concern that dues based on revenue instead of employees might not work because of the difference in income between lump sum contractors and unit price contractors. He noted that "masonry brokers," with few employees and large volume, are more prevalent in the east than in the western part of the state. Several expressed concern that dues revenue is considerably less than half the amount of operating expense. (In 2005, \$53,490 versus \$142,000.) Starr stated, "Right now, our dues are way cheaper than they should be. Dues ought to be at least half our income." Doug suggested he would work with Nash to survey the membership in a similar fashion to the survey that was done concerning certification, to determine their feelings about dues. He asked a committee be formed to make a recommendation at the April meeting. Committee volunteers were Kirby, Lanier and Joyner.

Nash provided the following proposal: "Since NCMCA became independent of Upton Associates late in 1997, the state office has been housed in the home of the executive. Allowing for 99 months rent-free office use, this arrangement has saved the Association considerable money (estimated in excess of \$90,000.)

"Having a home-based office has been mostly satisfactory and has even offered certain efficiencies. However, the new certification program will require additional clerical help for the overall administration of the Association. It will not be possible to accommodate additional staff in a home-based office.

"Last fall, the executive leadership recognized the need for the Association to acquire an office. In early December, Katie DeJarnette, wife of executive vice president Lynn Nash, purchased a building, which should prove to be a very satisfactory headquarters for NCMCA.

(continued)

Continued from previous page

"The brick and block, slab-on-grade, one-story structure, constructed in the early 1970's as a Jewish synagogue, is approximately 1,650 sq. ft. with an office/storage area, a kitchen, two lavatories and a large gathering room. It housed a small church congregation until the end of 2005.

"The property is zoned "R5-residential" but DeJarnette and Nash have satisfactorily applied for and have been granted a "special use" permit for the building to house a non-profit organization. (Off-street parking and landscape screening must be added for the building to be in compliance with the zoning permit.)

"DeJarnette proposes to rent the building to NCMCA for \$1,250 per month, including utilities and alarm monitoring."

The board voted that the Association rent the DeJarnette building for use as the NCMCA office for the amount of \$1,250 per month, to include utilities and alarm monitoring, beginning February 2006 and until such time as either party wishes to renegotiate the terms of rental.

On behalf of 2006 Certification Raffle Chairman Alan Griffin, Starr distributed raffle tickets and accounting sheets for the reverse raffle for a grand prize of \$10,000 to be drawn at the convention banquet April 29th. Starr acknowledged and thanked "raffle expense" sponsor North Carolina Foam Industries / InsulBloc for their participation. Nash reminded everyone that money, ticket stubs and unsold tickets need to be returned to the state office well before the convention.

Rogers brought a concern to the board on behalf of Chris Bruner. Bruner, sighting a recent example in the Charlotte area, said the primary architectural firm that is pushing NCMCA to move forward with certification as a bid qualifier, is the same firm that includes the lump sum spec in bid documents and then doesn't hold the specification. He has concerns that architects will hold to a certification requirement they include in specs if we (NCMCA) go to all the time, trouble and expense of putting a certification program into place. Mike said he was presenting only a brief summary of Bruner's concerns and hoped the issue could be discussed further at a future meeting. Starr and President Danks both said their hope is that one day the certification program will be a respected method for qualification, but NCMCA should continue to primarily promote certification as a means for continuing education, professional development and self-improvement. "We're doing this for us," stated Starr.

President Danks concluded the meeting by recognizing Brodie for having perfect attendance at board meetings from 2002-2005 (and possibly longer) and set the next board meeting for Thursday April 27, 2006 at Kingston Plantation, Myrtle Beach.

Kingston Plantation Convention room reservation deadline is Tuesday March 28, 2006.

Dates to Note

- 3/10/06 NCMCA Scaffolding Competent Person Workshop, NCMCA office - Hickory
- 3/10-3/11/06 South Carolina SkillsUSA Masonry Contest, Fairgrounds - Columbia
- 3/21/06 Land of the Sky Chapter "Rally Night" - TBA
- 3/26-3/28/06 The Masonry Society University Professors' Masonry Workshop - Portland, OR
- 3/28/06 Deadline/Room Reservation cutoff for Kingston Plantation convention rooms
- 3/28-3/31/06 MCAA Convention & Masonry Showcase at CSI Construct America. Venetian Hotel & Las Vegas Convention Center - Las Vegas
- 3/30/06 Land of the Sky/CEMEX Masonry Skills Contest, Civic Center - Asheville
- 4/7/06 NCMCA Scaffolding Competent Person Workshop, Adams Products - Kinston
- 4/6-4/8/06 BIA Show - Phoenix
- 4/10-4/12/06 NC SkillsUSA Conference (masonry contest,) Coliseum - Greensboro
- 4/24-4/26/06 BIA/MCAA/NCMA Masonry Industry Legislative Conference - Washington, DC
- 4/25-4/27/06 Construction Career Fair, Metroline Fairgrounds - Charlotte
- 4/27-4/30/06 NCMCA Convention, Kingston Plantation - Myrtle Beach
- 4/27/06 Board of Directors meeting - Myrtle Beach
- 4/27/06 TriSure Corporation/NCMCA Insurance Program "House of Blues" Convention Entertainment & Dinner - Myrtle Beach
- 4/28/06 Adams Products Company Convention Education Events - Myrtle Beach
- 4/28/06 McMahan Insurance Convention President's Reception - Myrtle Beach
- 4/29/06 Fay Block Materials Continental Breakfast pre-annual meeting - Myrtle Beach
- 4/29/06 Giant Cement/Kirby Construction Services Convention "Ladies Event" - Myrtle Beach
- 4/29/06 EZ Grout Convention Golf Tournament, Pine Lakes Country Club - Myrtle Beach
- 4/29/06 CEMEX NCMCA Convention Banquet - Kingston Plantation - Myrtle Beach
- 4/29/06 NCFI InsulBloc Benefit Reverse Raffle for \$10,000, Kingston Plantation- Myrtle Beach
- 5/9-5/11/06 The Masonry Society Spring Business Meeting - San Diego
- 5/11-5/13/06 Masonry Standards Joint Committee Meetings - San Diego
- 5/20/06 Annual NCMCA Apprentice Masonry Skills Contest, Adams Products- Fayetteville
- 6/13/06 ASTM Masonry Symposium - Toronto
- 6/18-6/24/06 SkillsUSA National Leadership & Skills Conference - Kansas City, MO
- 7/13-7/17/06 CCMA Summer Meeting, Crowne Plaza Resort - Hilton Head
- 7/26-7/30/06 NCMA Mid-Year Meetings - Victoria, BC, Canada

- 9/28/06 14th Annual NCMCA State Golf Tournament - Details TBA
- 10/12-10/15/06 The Masonry Society Annual Business Meeting - Atlanta
- 10/15-10/17/06 Masonry Standards Joint Committee Meetings - Atlanta
- 10/16/06 NC DOL State Fair Masonry Apprentice Contest - Raleigh
- 1/12-1/14/07 Raleigh Chapter Annual Myrtle Beach Golf Tournament
- 2/6-2/10/07 NCMA Annual Convention - Orlando
- 2/22-2/24/07 MCAA Convention and Masonry Showcase - Orlando
- 3/29-3/31/07 BIA Brick Show 2007 - Orlando
- 4/12-4/14/07 Masonry Standards Joint Committee Meetings - TBA
- 4/26-4/29/07 NCMCA Convention, Crown Plaza Resort - Hilton Head
- 6/1-6/3/07 The Masonry Society Spring Meeting - St. Louis
- 6/3-6/6/07 North American Masonry Conference - St. Louis
- 11/8-11/9/07 The Masonry Society Annual Business Meeting - Pittsburgh
- 11/11-11/13/07 Masonry Standards Joint Committee Meetings - Pittsburgh
- 4/24-4/26/08 NCMCA Convention, Grove Park Inn - Asheville
- 5/13-5/15/08 The Masonry Society Spring Business Meeting - Chicago
- 5/15-5/17/08 Masonry Standards Joint Committee Meetings - Chicago
- 11/6-11/9/08 The Masonry Society Annual Meeting - Salt Lake City
- 11/9-11/11/08 Masonry Standards Joint Committee Meetings - Salt Lake City

Up-to-the-minute calendar updates on the "Upcoming Events" page at NCMCA.com.



NCMCA Surplus Equipment

With the replacement of the company car, NCMCA has our previous vehicle available for purchase. Details: 1999 Buick Park Avenue Ultra, 162 K miles at press time, supercharged 3.8 L V6 front wheel drive, loaded. Dealer maintained, never wrecked, service records available. Minor wear and cosmetic blemishes but overall "clean" and in good condition. Located in Hickory. \$4,900. Call NCMCA (828) 324-1564 or email LNash@ncmca.com to receive additional information and color pictures.

“Convention” continued from front page:

with GSD&M/Austin where he served as Vice President/Associate Creative Director responsible for the Southwest Airlines and Wal-Mart accounts. Lee was largely responsible for positioning Southwest Airlines as “The Company Plane” during the airline’s expansion in the late 80’s. He also penned the “Always” positioning for Wal-Mart and was instrumental in developing the preemptive campaign for the leading retailer. Wheat left GSD&M to join McCann Erickson/Houston as Vice President/Creative Director on the Exxon Gasoline and Texas Instrument accounts.

In 1996, Lee started Whole Wheat Creative. The group has created successful brand-building, results oriented communication for accounts including American Homestar Corporation, Conoco, Minute Maid, Newmark Homes, and the SouthWestern Brick Council. Most recently, Whole Wheat Creative received numerous awards at the 2006 Houston Advertising Awards including a Gold Addy for the current work it has created for the SouthWestern Brick Council.

Friday evening’s reception, sponsored by McMahan Insurance & Employee Benefits, will be a wonderful opportunity to meet old friends and to make new ones.

The Fay Block Materials continental breakfast and Annual Business Meeting Saturday morning will feature consultant Ann Wolter with the rollout of the NCMCA Masonry Certification Program and an update on national affairs by MCAA Executive Director Michael Adelizzi. New officers for the 2006-2008 term will be elected.

The Convention features a special Saturday “Spouse Event” with a luncheon at the Hotel sponsored by Giant Cement, Kirby Construction Services and Gaston Rentals, followed by a group shopping experience.

Golf Chairman Bill Brooks has arranged for Friday play at Beachwood Country Club and at Pine Lakes Country Club on Saturday. The Annual NCMCA Convention Golf Tournament, sponsored by EZ Grout, is Saturday afternoon, featuring an EZ Grout Mud Hog MH-10 Mixer hole-in-one-prize valued at more than \$5,700.

Saturday night is the CEMEX sponsored pre-banquet reception and Annual Banquet as we install new officers and enjoy the \$10,000 reverse drawing Certification Program benefit raffle with master-of-ceremonies Alan Griffin.

Don’t delay. Make your convention plans today.

Member News

Coastal Chapter Secretary/Treasurer **Brantly Rivers** has moved to Tennessee to work with his father in the family CMU business. He’s taking Kari with him and an April wedding is planned.

Alex Allen, General Shale Brick, lost his father

January 14th after a brief illness. Alexander V. Allen was 90. The family suggests memorial contributions be made to Fairmont United Methodist Church, 2501 Clark Ave., Raleigh, NC 27607.

Larry Little, Fay Block, is a new grandfather.

Rob Davis, son of **Bruce Davis (RBD Associates)**, studying at West Point, was named “player-of-the-game” in the Army/Navy football classic in December. Rob is an honor student and also plays on the baseball team.

On Thursday evening March 30th at the MCAA Convention in Las Vegas, our own **G. Alan Griffin**, NCMCA’s sixth state president, will complete his term as President of the Mason Contractors Association of America and turn the gavel over to incoming president Frank Campitelli of Baltimore. Alan is the first masonry contractor from the Carolinas to serve as MCAA president and the first from an “open shop” firm. Griffin served as NCMCA State President from 1981 to 1983, as did his father, Ivey (1978-79.)



G. Alan Griffin

Kitty Gregg was hospitalized at Roanoke in February apparently as a result of incompatible medications.

Julie Trost, Executive Director of the California Conference of Mason Contractor Associations and a “Masonry Executive’s Council” associate of Lynn Nash, lost her father in a skiing accident in February. He was 62.

After years of providing (mostly) perfect weather

and great rounds as State Golf Tournament Chairman, **Bill Reed of Arrow Equipment** is passing the baton to **David McQueen of Adams Products Company**. New Chairman McQueen is already hard at work settling details for the Fourteenth Annual NCMCA Golf Tournament scheduled for Thursday September 28, 2006. Details to follow. Our appreciation to Brother Reed for a job well done!

C.E. Moser’s (CEMEX) mother (wife of former contractor member **Carl Moser**) was hospitalized during much of February and has been moved to a nursing care facility. The Hickory Museum of Art is featuring the photography exhibit “The Best of Carl Moser: A Photographic Journey 1955 – 2005” until March 12th.

C.E. Moser, President Elect Wayne Starr, Randy Huss and Larry Kirby have taken a couple of February opportunities to recruit Caldwell County high school and middle school students in the masonry classroom and at a career fair. Starr was very complementary of the students’ appearance and their manners.

CEMEX and Southeastern Concrete Products sponsored the Western Chapter’s Annual January “Winter Party” in downtown Hickory. Chapter President **Larry Kirby** expressed appreciation and said a good time was had by all.

Mountain Contest

The Land of the Sky Chapter will hold their annual high school masonry contest on Thursday, March 30th at the Asheville Civic Center in conjunction with the CEMEX Products Show.

For information: Mike Rogers (828) 966-9584, Don Caldwell (828) 777-4181 or CEMEX (828) 253-9383.



Scaffold Training TriSure Corporation’s John Cramer conducts the first of four NCMCA Scaffolding Safety workshops at Raleigh in February. Workshops were held in Charlotte, and scheduled for March 10th in Hickory and April 7th in Kinston. The Raleigh workshop hosted more than 100 participants.

Post Office Box 2412
 Hickory, NC 28603-2412

This issue sponsored by:



Raleigh Golf In January, some forty NCMCA members and guests participated in the Raleigh Chapter's 16th Annual Golf Tournament/7th Annual Myrtle Beach Trip. The 2006 winning team of (*left-right*) Tim Jacobs, Charles Byrd, Bill Brooks and Rich Kearney was presented the coveted Raleigh Chapter Golf Tournament Trophy by Tournament Chairman Doug Burton. The three-day tournament included 53 holes, gale-force winds, and a successful bus trip to and from Raleigh. Sponsors: Craig Davis Properties, Tarheel Commodities and TriSure Corporation. Mark your calendar for next year's tournament January 12 - 14, 2007.

Thanks 2006 NCMCA Convention Sponsors!

Adams Products Company
CEMEX
EZ Grout
Fay Block Materials
Gaston Rentals

Giant Cement
Kirby Construction Services
McMahan Insurance
NC Foam Industries
TriSure Corporation

2006 Skills Contest at Adams Products

NCMCA's best apprentice masons will gather at Adams Products Company in Fayetteville on Saturday, May 20th for the Annual NCMCA Apprentice Skills Contest.

Contestants will compete for cash and tool prizes and the "David R. Sigmon" award for top score.

Last year, McGee Brothers Company took the top prize as Josh Morrison finished first, winning \$500, the Sigmon Award and a wheelbarrow full of tools. Morrison will compete in the MCAA International Skills Contest March 30th in Las Vegas.

Everyone who competes wins prizes.

Contest Chairman Gary Manning says registration forms and letters requesting tool and cash donations for prizes will be mailed by early April.

Contestants must be sponsored by a contractor member of NCMCA, must supply his or her own tools, must have proper safety equipment, and must not have completed more than 6000 hours of training before the competition. Complete rules will be included with the registration blanks.

A \$50.00 entry fee is required per contestant.

Gary expressed the Association's appreciation to Adams Products Company for hosting this year's event and extends an invitation for everyone to come enjoy the contest and the fellowship.