

North Carolina Masonry News

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

September 2005

Vol. 31 No. 3

This Issue Sponsored by



See Page Three



Photograph by Bob Parrish

Gold! Dallas Caudle (left) and Josh Morrison, who won the NC SkillsUSA Masonry High School and Post-Secondary contests respectively in Greensboro, went on to claim the National Championships in both categories at Kansas City. Todd Hartsell at Central Cabarrus High School instructed both young men and both apprentice at McGee Brothers Company. NC also claimed a third gold medal with a "TeamWorks" win by the students at Caldwell County Career Center, instructed by Jesse Fox. "Masonry" is a part of the "TeamWorks" construction project.

Dynamic Duo!

KANSAS CITY – In an unprecedented sweep, North Carolina has claimed three gold medals for masonry at the 2005 SkillsUSA National Conference and Competition in June at Kansas City.

Josh Morrison won the national masonry skills contest for college-aged students, Dallas Caudle won the gold for high school aged students and the team from Caldwell County Career Center won a gold in the high school "TeamWorks" contest, which includes carpentry, electrical, plumbing and masonry.

Both Morrison and Caudle attended Central Cabarrus High School and were instructed and coached by Todd Hartsell, who accompanied them to Kansas City. Until now, no instructor had ever won two masonry gold medals in one year.

Jesse Fox coached the Caldwell TeamWorks students and was in Kansas City for the competition.

Morrison and Caudle won the right to represent

North Carolina by winning their divisions in the state and regional NC SkillsUSA competition at Greensboro earlier this spring.

North Carolina continues to lead the nation in SkillsUSA Masonry Medals with a total of 21 "Gold," 10 "Silver," and 3 "Bronze" (not counting "TeamWorks.")

Morrison and Caudle are both apprentices with McGee Brothers Company.

Caudle is a two-time NC SkillsUSA Champion, he finished with a silver medal at the 2004 national contest, finished second in the 2004 DOL State Fair Contest and second in the 2005 NCMCA Masonry Skills Contest.

Morrison won the DOL State Fair Contest in 2003 and is the current champion of the NCMCA Masonry Apprentice Skills Contest. Morrison will compete in Las Vegas this March at the MCAA International see "Dynamic Duo" continued page eight

In this Issue:

- Message from the President
Page 2
- What Does OSHA Say?
Page 4
- State Golf Tournament
Page 5
- Certification Committee Report
Page 6
- Health and Benefits Update
Page 6
- Masonry Framed Homes
Page 7
- Dates to Note
Page 8
- Masonry Golf
Page 8
- State Fair Contest
Page 8
- Triad Golf Results
Page 9
- Member News
Page 9
- Welcome New Members
Page 9
- DPI Summer Conference
Page 10



NCMCA.com



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



Photograph by Brent Beck

Study Committee The NCMCA Masonry Contractor Certification Study Committee held its first meeting June 20th at Koontz Masonry in Lexington. (Left to right) Lynn Nash, President Danks Burton, Danny Bowman, Ashlee Moore, Doug Burton, Gary Joyner, and seated, committee chair Wayne Starr. Not shown, Gary Manning and Ron Williams. The committee will make a recommendation to the September 7, 2005 board meeting regarding the future of a possible NCMCA Masonry Contractor Certification program.

A Word from the President

Dear Fellow Members,

I hope all of you had a nice summer. Personally I am looking forward to the Fall and some cooler temperatures. Football season is upon us and I know a lot of you are excited about that; I just hope your team finishes in second place behind mine.

Fall is also a great time of the year to get out and play some golf. Please plan to join us at our annual NCMCA golf tournament on September 22 in Graham.

Like in years past, we will have a new Lull for a hole in one, thanks to Arrow Equipment. I think it is about time someone makes a hole in one. Can you imagine the expression on your spouse's face when you come home and tell her/ him you won a Lull? Please support this event by signing up a team and being a sponsor. Again, I hope your team finishes second place behind mine.

Congratulations to Dallas Caudle and Josh Morrison of McGee Brothers for bringing home the gold medals in the National SkillsUSA contest in Kansas City this summer. Dallas won the high school division and Josh the post secondary. These

young men represented their employer, our Association, and North Carolina well.

We have one of the best state masonry contractor associations in the country. Other masonry contractor associations from around the country will agree with this statement.

Well, we are gearing up to make this association even stronger with a masonry contractor certification program. (Please see the article in this newsletter from committee chairman Wayne Starr.) The program has not been finalized, but the main purpose is to provide masonry contractors with continuing education opportunities. One common piece of advice that the founding fathers of this association had for us is "to keep learning every day". We are going to provide that opportunity to you through a masonry contractor certification program. One additional benefit is that we are going to teach your competition too.

I hope to see everyone this fall at the golf tournament, the state fair apprentice contest, and at your local chapter meetings.

Hit 'em straight! - **Danks Burton**

These firms made the new NCMCA Membership Directory possible:

04200 Estimating
Adams Products Company
Advance Building Products
Amerisure / TriSure Corp.
Andy-the-Cat Productions
Arrow Equipment
Bat Masonry
Bigford Masonry
Brodie Contractors
Cason Builders Supply
Cast Stone Systems
Cast-Crete Corp
CCMA
CEMEX

Custom Brick Company
Deluxe Printing
Eckard Brick Cleaning
Essroc Cement Co.
Fay Block Materials
Fletcher Brothers
General Shale Brick
Giant Cement
Glenn W. Sipe & Sons
Hanson Brick
Holcim (US) Inc.
Hugh Townsend Masonry
Johnson Concrete Co.
Joyner Masonry Works

Kenniston Forest Products
Koontz Masonry
Lafarge North America
Lanier & Associates Masonry
LiftKing
Masonry DamProofing
Masonry Unlimited
Mattachione Construction
McMahan Insurance
NC Foam Industries
Pine Hall Brick
Pinnacle Masonry
RBD Associates
Roanoke Cement Company

Roger Moore Brick
RSC / Rental Service
Simmons Masonry
Spartan Forest Products
Stanco Masonry
Statesville Brick Company
Stonehenge Masonry
The Quikrete Companies
Triad Industrial Supply
Triangle Brick
Tucker-Kirby Company
World Diamond Source

Thanks!



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

Post Office Box 2412
Hickory, NC 28603-2412

Telephone (828) 324-1564

Fax (828) 324-2179

LNash@ncmca.com

Andy-the-Cat Productions / Deluxe Printing Company

Photographs by Andy-the-Cat Productions unless otherwise noted

Dear NCMCA Members:

Re: *Taking Control of Your Health Care Costs*

Controlling health care costs has become a losing battle for many businesses, especially small business. The days of 100% coverage for everything are gone. Under today's managed care system, employers are experiencing large premium increases. They are being forced to deal with these increases in a number of ways: by reducing or eliminating benefits and/or raising deductibles, co-pays, and coinsurance levels. Employees are also being asked to pay a larger share of the premium.

These alternatives are not without consequences in terms of employee morale and employee retention. However, the health care expense problem must be attacked on two fronts: (1) We must look at and consider the new consumer driven health care plans and (2) we must communicate the seriousness of the health care situation to our families, as well as to all those who work with and for us. We all must become more involved in solving the problem than we have been in the past. We must communicate to educate.

Believe it or not, there are some positive alternative solutions. These solutions, however may require an "attitude adjustment" if we are to accept them as ways to take control of our health care costs. We will try our best to help you do that!

Freddie C. McMahan, CLU

We Offer Group:

- Fully Insured / Self Insured Health
- Health Reimbursement Arrangements & Gap Ins.
- Flexible Spending Accounts
- Health Care Savings Accounts
- Dual Option Employee Choice Plans
- Section 125 Premium Conversion
- Cobra Administration

We Also Offer Group or Individual:

- Health, Long Term Care, Disability
- Life, AD&D, Dental
- Retirement Plans
- Short Term Medical
- Business Debt Protection
- Buy-Sell Funding
- Key Employee Coverage



CMAHAN
INSURANCE

& EMPLOYEE BENEFITS

P.O. Box 336

Lexington, N.C. 27293

freddie@mcmahaninsurance.net



Does your current company benefit package work to your advantage? We can help you get there!

CALL TODAY!

Freddie McMahan or
Kathy Young
McMahanInsurance.Net



sign of a professional

• **800-249-7246** • **336-249-4442**

What does OSHA Say?

After the Inspection . . .

After the OSHA Inspection, most expect citations to arrive in the mail in a few days. That simply does not happen. OSHA allows the CSHO's a great deal of time to do their research on the standards they plan to cite and to write their report. They may also call your office or even visit your office for additional history type information.

They should not return to the jobsite. If this happens, you need to note it and everything they did at the jobsite. The only reason they return is to gather facts to prop up a weak case against you. The exception, although it is not really an exception, would be to conduct an Industrial Hygiene Survey. An Industrial Hygiene Survey means the CSHO thought and convinced his Supervisor there were problems with chemicals, noise, stress, or repetitive motion and he must have the test data to support a citation.



Bob Parrish

Then once the report is written, it must be reviewed by the District Supervisor. If the Supervisor has questions, it goes back to the CSHO for additional research and must be re-written or edited. This process is often repeated multiple times before the District Supervisor is willing to release the report and the citations. They are allowed as much as six months to complete the process and actually mail the report and citations out to you.

Why so long? It is simple. You want your product to be right so you will not have to go out and make changes and do more work. OSHA is the same way. The citations you receive are their product. They want (and are graded on) convictions. In other words, they want you to accept the citations and pay the fine . . . case closed successfully.

If for some reason you object, they still want a conviction by talking you into accepting the citations at an Informal Conference with the District Supervisor. If that fails, OSHA still wins a victory if they convince a Judge they are right and you are wrong.

Your citations will arrive by Certified Mail and anyone can sign for them. Your people must get this mail to you immediately. Many companies lose the right to contest or appeal a citation because the envelope remains in an "in" box until the fifteen days you are allowed to give notice of appeal has expired. Failure to respond within fifteen work days equals automatic conviction and the fines become due and payable as written.

The envelope will contain a jumble of papers some think are included to confuse you and minimize the

possibility you will wade through them and contest or appeal. They say the information is to help you, but many have other ideas.

Confirmation of Abatement heads one page that is important to you because it must be returned to OSHA whether or not you decide to appeal. In other words they want you to confirm that the problem has been fixed. It will list the standards they feel you have violated and give you space for a description of your corrective action. It also says To be acceptable the Action Taken to Correct Violation must be described in detail. Photos or other evidence of abatement may be attached. It's gobbly gook. Most contractors will have finished the job prior to receipt of the citations. Just write, Job Completed by each item. Nothing else is needed. If the job is still ongoing, a short description of what you did to fix the problem is adequate. Photos are not always a good idea because with new photos, OSHA will sometimes see something to trigger another inspection. Do not forget magic words like "disciplined and re-trained employees in proper procedures."

There will be a form . . . for your convenience in requesting an Informal Conference. If you are going to pay the fine or accept the citation and penalties, check the top blank, write in the amount of your check, and mail it.

If you want an Informal Conference, check the second blank. There are many differing opinions about Informal Conferences. Many do not care for them. You often give away your defense strategy and never get a good look at the case and the evidence OSHA has built against you. If your defense is a slam dunk, OSHA can and at times has in the past dropped the citations and re-issued citations that circumvent your defenses. The Supervisor holding the Informal Conference may or may not have the Compliance Officer present. The Supervisor has the authority to modify, in your favor, any citation or combine citations as an inducement to get you to agree to a conviction. It is a modified Plea Bargain.

Whether or not you request an Informal Conference, there are three more important blanks if you chose to fight the citations. The first is Contestment of Citation(s). You must put a check in front of it and list the citations you are contesting. The item numbers from the Confirmation of Abatement page are all you need to list.

The next blank is Contestment of Abatement Date(s). If you are no longer on the job, leave it blank. If your job is still active and you plan to do what they want but can't get it done by the dates listed, check it and list the item number and the new dates you need. If you are still on the job but the problem has been addressed, leave the line blank. There is a separate form to guide you in providing information to get an extension approved.

The third item is Contestment of Penalty Amount(s). If you want to pay a lesser amount or

nothing, check it and list the item numbers. If you contest the citations, always contest the penalties.

Don't forget to sign and fill out the company information at the bottom of the form. Remember, you only have fifteen working days to make your decisions and return the form to them. After that you lose the right to appeal and it is recorded as an automatic conviction with penalty collection process to follow.

There will be a form for payment of penalties by credit card. Use it or trash it. It goes without saying, do not make any payment if you plan to fight the citations and/or penalties.

If you need to obtain an extension of the abatement dates, there is a Notice to Employees form that must be returned to OSHA and posted for employee information.

There is a MEMORANDUM form to certify you posted the citations for employee information as required by law.

The one that really smacks you between the eyes is the INVOICE/DEBT COLLECTION NOTICE. It is just an invoice they hope your or a secretary will pay without question. Every business owner receives invoices all the time. Just because it has the State Seal does not mean it's any different.

The Citation and Notification of Penalty form is the meat of the issue. It is multiple pages and attempts to clarify the procedures for you. The first six pages will almost always be the same. Near the end of that packet (page 7+) the actual citation and penalty information will be listed. Read it carefully and look for errors. Look up each item in the OSHA Construction Standards CFR 1926.

Read everything in the section above the OSHA standard they referenced in the citation. Occasionally they cite you with the wrong standard or in a section of the standards that does not apply to the work you do. That becomes a perfect defense as long as you don't call them and tell them about it. Call pointing out their error and they will re-issue the citations under the correct standard. Save your treasured information until you are at the point where it will do the most damage to their case. Often that will not be with OSHA personnel but with the Assistant Attorney General or the Court.

Posting the actual citations (but not the monetary fine) for a period of three days or until the violation has been abated (whichever is more) at or near where the violation was noted is a legal requirement. It's your choice. You can post the amount of the fine(s) or block them out. If the job is complete, post the citations on a company bulletin board. You must send in a form to certify they have been posted. Failure to post can net you with an additional citation. Use the CERTIFICATE OF POSTING form provided in the packet.

Some people are afraid contesting a citation will focus more of OSHA's attention on their company
see "Parrish," continued page 9

NCMCA's Thirteenth Annual State Golf Tournament

Thursday, September 22, 2005 - 12:30 PM Shotgun Tee-Off
The Challenge Golf Club - Graham, NC

**Proceeds support NCMCA Projects and
The Sigmon Memorial Scholarship Fund!**

*Directions: I-40/85 to Exit 148 then north of interstate to first light (at motel.) Turn right on River Bend and go to end. Turn right, club is on the right. Watch for signs. www.thechallenge.com
Soft spikes and collared shirts required. No blue jeans.*



Join us for an afternoon of great golf and fellowship as you support NCMCA. Four-person* modified "Super Drive" format: \$100.00 per player for green fee, cart, range balls, refreshments, awards, and barbecue dinner afterwards by Danny Batten and Lafarge North America. *First 100 players registered before Friday September 9 will receive the 2005 NCMCA golf cap. **First 100 players registered are eligible for the Arrow Equipment Hole-in-One contest: Your chance to win a new Lull 644E-42****

NAME:

HANDICAP:

Team Member "A" _____

Team Member "B" _____

Team Member "C" _____

Team Member "D" _____

Be a sponsor and promote your company as you support NCMCA!

- Gold** - \$800 includes four players, special recognition w/sign
- Silver** - \$700 includes four players, special recognition w/sign
- Bronze** - \$600 includes 4 players special recognition w/sign
- Hole Sponsor** - \$100 for tee sign



For Sponsors - Name for Sign: _____

Prize donations are welcome. Let Bill Reed know of prizes you have to donate: (919) 669-6093

Number of Golfers _____ @ \$100 each \$ _____

Tee Sponsorships _____ @ \$100 each \$ _____

Special Sponsor (circle one) @ \$800 - \$700 - \$600 \$ _____

Make Checks Payable to "NCMCA" (No Credit Cards) **Total Enclosed:** \$ _____

*** Important:** Tournament hole-in-one prize insurance covers 100 participants. *Only the first 100 players registered are eligible for the Arrow Equipment Lull Forklift hole-in-one prize. Also, only four-man teams are eligible for the tournament championship. Registrations submitted with fewer than four players are welcomed but should be submitted early to secure placement on a complete team. (Good faith effort will be made, however no guarantee of four-man placement is implied.) It is suggested that late registrations be submitted only with four players.*

Payment must accompany completed application.

Mail to:

**NCMCA Golf Tournament
Post Office Box 2412
Hickory, NC 28603-2412**

Questions? Call tournament chairman Bill Reed: (919) 669-6093

Application Completed by:

Name: _____

Phone: _____

Fax / Email: _____

Study Committee will Recommend Masonry Contractor Certification

by Wayne Starr

Masonry Certification Study Committee members Ashley Kooztz, Danny Bowman, Danks Burton, Doug Burton, Gary Joyner, Lynn Nash, and myself, chairman Wayne Starr, met in August at Kooztz Masonry in Lexington. This was the third and final meeting of the committee before the September Board of Directors meeting when the committee's recommendation to proceed or not proceed with a NCMCA Masonry Certification program is due.

The committee has collected information about certification programs from across the country. Documents and course content from Arizona, Michigan, Rocky



Wayne Starr

Mountain Masonry (Colorado), St. Louis, Tennessee, and Washington State have been reviewed. Committee members objectively appraised each program's shortcomings and successes and have attempted to determine how the best points of each program can be adapted for use in North Carolina.

Within the various programs the committee has studied, course topics include Masonry Materials (brick & block), Mortar and Grout, Masonry Testing, Engineered Masonry, Financial and Operations Management, Blueprint Reading and Estimating Basics, Masonry Special Inspections, Masonry Estimating and Bidding, Stone Masonry, OSHA Management, Historic Preservation Masonry, and Wall Bracing. The committee has considered additional topics that could be appropriate for a Carolina certification program and suggests that new topics might be added as the program evolves.

The study committee, appointed by President Danks Burton at the May NCMCA Convention Business Meeting, mailed out over 200 questionnaires to both NCMCA member and non-member Carolina masonry contractors, to gauge support for a North Carolina certification program. Of the 100 individuals responding, the vast majority enthusiastically favor implementing a certification program.

Committee members' conversations with association executives and contractor certification participants from other state programs indicate that the programs have generally been successful and enjoy broad support in the industry. Support varies from state to state but generally the programs are well received by Architects, Contractors, Suppliers, and Masons.

The participants pay the costs for most programs with fees for attending courses, and, after initial

start-up costs, most certification programs are run on a breakeven basis.

A common comment from almost every program is that participants believe they have improved the quality and production of their companies because of the education employees received from the certification programs.

For the reasons stated above, the study committee's opinion is that the North Carolina Masonry Contractors Association should proceed with implementation of a program that will include certification of owners, managers, supervisors, and companies.

The committee is currently deliberating on how often the courses will be offered, where the classes will be held, how long each class will last, who the instructors will be, how often will re-certification be required, and if competency testing will be required at the end of each course.

The study committee requests the input of all NCMCA members, contractor and associate alike, concerning certification. NCMCA will also solicit participation from the architectural community as the program is developed. Contact any committee members or NCMCA local chapter officers with concerns and opinions. Input is especially solicited prior to the September board meeting.

The certification committee has worked long and hard to obtain and sift through the information on the various certification programs across the country. This program has the potential to be the best thing NCMCA has ever done for the Association's membership and for the industry.

The study committee believes certification gives us a chance to dispel the perception that the people in our industry are uneducated and unreliable. I think it offers an opportunity for us to train our people and make them better employees, which will make us better contractors. We are only as good as the people in the field who represent us everyday.

It is the committee's intent, if directed to proceed, to establish a masonry certification program that will be the model for every masonry association in every state in America. I believe we will only be able to accomplish this with your help and participation. If you have an opportunity to join us, we hope you will not miss the chance to be part of something special.

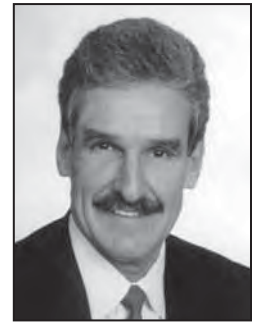
Wayne Starr is NCMCA President Elect and chairs the NCMCA Masonry Certification Study Committee. Reach him at (828) 433-1204 / ws_griffin@bellsouth.net.

The NCMCA Board of Directors will consider the study committee's recommendation when the committee's report is presented at the board meeting Wednesday September 7, 2005 at the Courtyard Inn in Greensboro, 2:00 PM.

A Message from The NCMCA Insurance Health and Benefits Program

NCMCA Members,

Much has happened since the first of the year. One of the most exciting things has been the implementation of the MCAA "Compleat Benefits Solution" Association health and human resources services program. This program can benefit the NCMCA as well as the MCAA.



Freddie McMahan

We have just completed installation and enrollment of our first masonry-business group. The program can be very comprehensive encompassing the full spectrum of employee's benefits as well as benefits administration, Cobra and HIPAA, payroll services and human resources outsourcing; or it can be limited, for example, to health insurance only with emphasis on consumer driven healthcare. Additional products and services will be announced in the near future.

You do not have to be a member of the MCAA to get information and/or quotes. If you are a member of the NCMCA and decide to participate in the MCAA program (which would require your membership also) then the NCMCA would benefit from your participation in the health insurance program just as it has in the past. Simply stated, if you are an NCMCA member, the NCMCA will benefit from your participation in the MCAA program.

Hopefully, by the time you read this or shortly thereafter, you will be able to go to the McMahan Insurance website at: mcmahaninsurance.net and click on the link to the "Compleat Benefits Solution". In the meantime, you can call us at 1-800-249-7246 for the information.

I want to thank you for your business but more importantly for the individual friendships as well as the relationships of which you have allowed me to be a part.

*Freddie McMahan
McMahan Insurance & Employee Benefits*

**Board of Directors Meeting
2:00 PM Wednesday
September 7, 2005
Courtyard Inn
Wendover Ave., Greensboro**

Momentum Is Building for Residential Masonry Framing

Marketing Initiative Presents New Opportunities for Masonry Contractors and Builders

Editor's note: For the last several years, the Carolinas Concrete Masonry Association has actively promoted concrete masonry framed homes. As a follow-up to their report at CCMA's Summer Meeting, the CCMA Residential Promotional Committee supplied the following article for NCMCA's contractor members:

Noting the strong and growing residential masonry framing market in Florida, a number of concrete producers in the Carolinas stepped forward to fund an ambitious campaign to promote residential concrete masonry framing in our region. Historically the use of residential concrete masonry has been limited to basements and crawl spaces in our market. But the improved strength, fire resistance and elimination of insect damage provided by concrete masonry framing, clearly indicates that such high quality construction is attractive to buyers in the Carolinas.

A team of people, including home builders, mason contractors, engineers and masonry producers travelled to Florida to examine masonry framed homes and get a feel for how the system works. After the trip, two builders in the Triangle area, Rex Bost of Bost Custom Homes and Greg Messer of Palladium Homes began residential projects using concrete masonry framing.

In Cary, NC, Rex Bost has completed numerous masonry framed projects ranging in price from \$600,000 to \$3 million. In the Durham-Chapel Hill area, he has begun a subdivision called Maida Vale consisting of 21 villas and 7 estate homes. All use concrete masonry framing. According to Rex, "I came from a family of masons and naturally gravitated toward this type of construction after seeing how effectively and beautifully it could be incorporated into home construction."

Palladium Homes' Greg Messer currently has 4 masonry framed homes under construction in The



Photograph by CCMA

Concrete Masonry Framed Bella Casa in The Hills of Rosemont , Lot 22 - Bost Custom Homes.

Registry at Bailey Farms. These homes range in price from \$700,000 to \$1.2 million. There will be 3 concrete masonry framed homes featured in the Triangle's Parade of Homes in October 2005.

Rich Kearney, Division Manager of Johnson Concrete Company states, "I believe both Rex and Greg saw a chance to build something a little better in the Triangle's high-end custom market. Concrete masonry framing has certainly given them an edge in marketing superior homes to their customers.

The current challenge is to take this idea to a more moderately priced market. By starting with very high end homes, the hope is that the benefits and popularity of concrete masonry framing will trickle down to more moderately priced homes, and therefore secure a larger part of the general market."

Kearney continues, "We are beginning to see the results from our years of marketing and promoting residential masonry framing to consumers and builders. It has taken a while to see results, but now the momentum is building. The first year of this program, one or two concrete masonry framed homes were started. In the coming year approximately

30+ such homes will be under construction in the Triangle area alone. It's a new, growing opportunity, especially for masonry contractors with an eye on the future. Commitment by companies like Johnson Concrete Company, Oldcastle Adams Products, and Fay Block Materials have made it happen in the Raleigh area. Now it's spreading."

In Charlotte, CEMEX, Johnson Concrete and Southeastern Concrete Products have stepped forward to fund an ambitious three-year campaign to drive the public to drive the builders. The marketing campaign is centered in the Queen City and encompasses Mecklenburg and 9 surrounding counties. The goal is to grow the market from Zero to 15 percent in the next five years.

CCMA has been partnering with the County of Charleston, SC, in a program called Project Impact. It is designed to encourage builders and the public to recognize building systems that are more hazard resistant. In addition to various seminars, a two-story masonry frame educational facility is being developed as a tool to educate people about masonry construction. The building itself will showcase masonry construction, and will also feature numerous static displays. A partnership with IBHS (Institute for Business and Home Safety) is also being considered. Their Fortified Home Program could be a real opportunity to strengthen our industry's promotion efforts.

Market development is the result of a team approach. Producers, builders and masonry contractors all play a vital part. It is important that everyone be prepared, ready to respond to consumer demand. As demand increases, if we are not ready to act, we have shot ourselves in the foot.

Momentum is building for residential masonry framing. New opportunities await masonry contractors and builders alike. There is a rising tide of interest in the public sector. Don't miss the boat. Get on board.

For information: CCMAonLine.com



A Traditional Look The Registry at Bailey Farm - Lot 91, Palladium Homes, Inc.

Photograph by CCMA

“Dynamic Duo” continued from front page: Masonry Skills Contest, a spot he secured by winning the 2005 NCMCA apprentice contest.

Josh lives at Midland, NC and is the son of Johnny and Lita Morrison. His foreman at McGee Brothers Company is Craig Reeder.

Dallas also lives in Midland and is the son of Lanny and Linda Caudle.

The Caldwell County Career Center “TeamWorks” team was Matt King, Timothy Nelson, Matthew Phillips, and Chris Russ.

Jerry Miller of Alabama won the high school masonry Silver Medal and Joshua Moser of Ohio took the Bronze. Fidencio Suarez of Florida won the Silver Medal for College/Post-secondary and Paul Shuey of Pennsylvania won Bronze.

The SkillsUSA 41st annual National Leadership and Skills Conference, held at Kemper Arena in Kansas City, was a multi-million dollar event that occupied a space equivalent to 11 football fields. Over 4,600 contestants in 80 separate events participated.

Dates to Note

- 9/7/05 Board of Directors, 2:00 PM, Courtyard, Wendover Ave. - Greensboro
- 9/14/05 Metrolina Chapter Golf Tournament, Rocky River Golf Club – Charlotte
- 9/20/05 State Fair Masonry Contest Committee meeting, 1:00 PM, Fairgrounds - Raleigh
- 9/22/05 Thirteenth Annual NCMCA State Golf Tournament, The Challenge – Graham
- 9/29/05 Coastal Chapter Meeting, 6:30 PM, Sticky Fingers - Wilmington
- 9/30/05 Western Chapter Spouse Picnic, Hugh’s Cabin - Lake James
- 10/7-10/8/05 NCMA / MCAA Masonry Design Conference, Airport Sheraton – Charlotte
- 10/9-10/11/05 MCAA Mid-Year Meeting, Grove Park Inn - Asheville
- 10/12-10/15/05 The Masonry Society Annual Meeting - Cincinnati
- 10/16-10/18/05 Masonry Standards Joint Committee Meetings – Cincinnati
- 10/17/05 52nd Annual DOL State Fair Masonry Apprentice Contest, Fair Grounds – Raleigh
- 10/27/05 CCMA Promotional Fundraiser Golf Tournament- Pinehurst
- 11/13-11/16/05 NC School Boards Assoc Conference w/masonry exhibit, Koury Center- Greensboro
- 11/18/05 NC SkillsUSA Golf Tournament- Pinehurst
- 1/13-1/15/06 Annual Raleigh Chapter Golf Tournament – Myrtle Beach
- 3/28-3/31/06 MCAA Convention & Masonry Showcase – Las Vegas
- 4/6-4/8/06 BIA Show – Phoenix
- 4/10-4/12/06 NC SkillsUSA Conference (masonry

- contest,) Coliseum - Greensboro
 - 4/27-4/30/06 NCMCA Convention, 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
 - 7/13-7/17/06 CCMA Summer Meeting, Crowne Plaza Resort – Hilton Head
 - 10/12-10/15/06 The Masonry Society Annual Business Meeting - Atlanta
 - 10/15-10/17/06 Masonry Standards Joint Committee Meetings - Atlanta
 - 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.*

Masonry Golf

The fall will bring several opportunities to golf and, at the same time, benefit the masonry industry.

The **NCMCA Metrolina Chapter** holds their annual golf tournament on **Wednesday September 14th** beginning at 10:45. The “Captain’s Choice / Shotgun Start” tournament will be played at the Rocky River Golf Club in Concord and will feature lunch provided by “LongHorn Steak House.” Cost is \$65 per golfer, \$75 for a corporate hole sponsorship and \$25 to be a refreshment sponsor. Proceeds help fund the Chapter’s masonry education projects. Call chapter president Chris Bruner for information: (704) 971-4060.

NCMCA’s Thirteenth Annual State Golf Tournament is Thursday September 22nd in Graham. Complete details and a registration form are on page #5. Bill Reed is once again chairing the event.

The **Carolinas Concrete Masonry Association** (CCMA) is finalizing details for their Annual Promotional Fundraiser Golf Tournament for **October 27th**. Plans are for the outing to take place in the Southern Pines area. Proceeds help fund CCMA’s efforts to promote total masonry construction. For details, call the CCMA office (336) 852-2074 or CCMA golf chairman Larry Little at Fay Block (910) 323-9198.

The **Sixth Annual NC SkillsUSA Golf Tournament** is scheduled for Friday **November 18th** at Pinehurst, specific course to be announced. The modified superball tournament is \$150 per golfer or \$450 per foursome. Hole sponsorship is \$300 and tee sponsorship is \$100. Proceeds go to SkillsUSA scholarships. For more information, call Glenn Barefoot (919) 807-3887.

Looking even further ahead, for those who like a little misery with their golfing, the **Raleigh Chapter’s three-day Annual Myrtle Beach Golf Tournament** is set for the weekend of **January 13, 2006**. Call Doug Burton for details (919) 894-8511.

Mark your calendars and plan to golf, enjoy the fellowship and support industry projects by participating in these tournaments.

State Fair Contest

The 52nd Annual Department of Labor State Fair Apprentice Masonry Contest is Monday October 17th at the State Fair Grounds in Raleigh.

Donations are needed. Each local NCMCA chapter is once again requested to make a \$250 donation via the NCMCA State Office.

Contributions from member firms are also solicited. In 2004, sponsors contributed over \$6,000 which was used to supply masonry tools as contest prizes. NCMCA member firms also contributed equipment, volunteers and materials to make the contest possible.

Brodie Contractors of Raleigh presently holds the championship with apprentice Jaime Salis’ win at last year’s contest.

Deadline for apprentice contestant entries is September 14th. Contest is limited to the first twenty-five qualified apprentices to register. Apprentices must be sponsored by a firm registered with the NC DOL Apprenticeship and Training Bureau.

For information, contact contest chairman Calvin Brodie: (919)782-2482

Coastal Chapter

The next meeting of the NCMCA Coastal Chapter is set for Thursday evening September 29th at “Sticky Fingers” Restaurant on Market Street in Wilmington. Meeting time is 6:30.

Chapter members plan to spend several days just prior to the meeting in a recruitment effort. For information: Lynn Nash (828) 324-1564.

“Parrish” continued from page 4:

and attract more inspections. It will attract their attention, but it will not attract more inspections. Some companies just pay the fines. Others fight tooth and nail even when they know they are guilty. There is a reason.

Think about it. If you were a CSHO and needed to make an inspection, would you choose the company on the left side of the road that just pays the fines and never appeals? Or would you inspect the company on the right side of the road that always fights all citations to the full extent of the law?

There is another really important reason for fighting citations including those with no monetary penalty. If your company is cited for violating the same standard within three years, the penalty for the second violation is from three to ten times (their choice) the original penalty assessed. If the original penalty was zero dollars, they will calculate the penalty for the second violation using fifteen hundred dollars as the penalty for the first citation . . . not zero dollars.

Each time thereafter you are cited for the same violation the three to ten multiplier is used. Thus you can understand it can get to be big bucks quickly and especially so for companies with multiple crews in the field.

Wading through the paperwork the first time can be monumental. After that first time looking up the standards searching for errors will take a half hour or so. Completing the actual forms to start your appeal will only take five to ten minutes.

Most citations you can defend yourself without legal help. But OSHA can and does occasionally issue fines for hundreds of thousands of dollars. Normally these will involve multiple citations over a period of time and/or fatalities and injuries that attract a lot of media attention. For citations of this type, you will be well advised to retain a good lawyer immediately after you receive the citations.

Like most lawyers, they will cut you a better deal in exchange for a guilty plea. But that plea bargain type arrangement is best made when your case is out of OSHA's hands and being handled by an overworked Assistant Attorney General who wants to avoid preparing for and actually going to court where he/she might just lose.

The process, once you send in your appeal paperwork, is another ball game altogether. It is not difficult. You can handle it yourself for most citations. We will cover the appeals process in another newsletter. But remember, appealing will never increase either your fines or the number of citations. Even if you are guilty, the appeals process will give you the only opportunity available to get the total fines reduced and the severity of the citations lowered.

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.



Burlington Golf The winners of the Triad Chapters Annual June Golf Tournament were (left to right) Wayne Petty, Tony Stewart, Ernie Farley and Barry Teague. Casey Roberts and Richard Overman claimed longest-drive honors and Luke Whitt, Lacy Allen and Tony Stewart had “closest-to-the-pin” awards. Past State President Dickey Robertson supplied the barbecue and chaired the event for the 35th straight year.

Member News

Past State President **Danny Batten** is recovering from hip replacement surgery in June. He's back at work and plans to barbecue the chicken at the Annual NCMCA State Golf Tournament September 22nd.

Paul Seaver retired from **Giant Cement** this summer.

Ken Holland, Triangle Brick, lost his father June 3rd.

Former member Glenn Redmond lost his mother May 7th after an extended illness.

NCMCA Insurance Program partner **TriSure Corporation** won the “Community Service Award” at the recent Cary Chamber of Commerce 2005 Small Business Awards Banquet.

Jeff Hartig's (Cemex) mother passed away earlier this summer. Jeanette Hartig lived in Indiana and had been experiencing declining health for several months. In lieu of flowers, the Hartig family requests memorials be made to the “Gideon's International.”

David Troutman, Masonry Management, lost his father June 12th. Harold W. Troutman was 81 and lived in Lexington.

Members **Calvin Brodie, Alan Griffin, Freddie McMahan** and **Lynn Nash** were in Washington the end of June for the MCAA Legislative Conference on Capitol Hill. Meetings were held with congressmen, senators and White House advisors concerning immigration, social security and association health care, among other issues.

Ken Cagle is now “Sales Manager” for **South-eastern Concrete Products** at Simpsonville, SC.

Metrolina Chapter Treasurer **Terry Ward** won the \$50 cash door prize at the July Metrolina Chapter

meeting and promptly donated it to the Sigmon Memorial Scholarship Fund. He did the same thing when he won the \$150 chapter “Gold Roll” several months ago.

NCMCA Western Chapter Vice President **Larry Kirby's** wife, Deanie is home recovering from surgery she had in July at the Texas Medical Center in Houston to remove her right adrenal gland.

Past President **Red McAdams** spent part of July south of Mexico City on a mission trip with his church. The group was assisting to build three Habitat for Humanity homes.

Gail and Wayne Coleman, Gain & Well, also participated in a July church mission trip to Mexico.

Bill Kjorlien, Brick SouthEast, lost his mother August 13th. Pearl Marie Kjorlien died from an extended illness, lacking one month of being 80 years old.

S. Layton Pettit, brother of **Mack Pettit** and retired from **Pettit Construction Company**, a firm he helped to found, passed away August 23rd after an extended illness. Arrangements were pending at press time.

Welcome New Members

Interstate Equipment Company

Bill Winters, Jr. (A1)
Statesville, NC
Recruited by NCMCA

Piedmont Masonry, Inc.

Joseph Magee (R25)
Huntersville, NC
Recruited by NCMCA

Post Office Box 2412
Hickory, NC 28603-2412

This issue sponsored by:



Assesment Standards (Left- right) Masonry instructors Tracy Bradshaw of Hibriten High, Tim Kidd of West Stanly High, and Clarence Walker of Franklinton High take measurements on a project such as might be constructed by students in masonry classroom activities. McGee Brothers Company provided facilities and materials.

DPI Summer Conference

Masonry instructors were among hundreds of trade and industrial high school teachers attending the NC Department of Public Instructions Annual Conference for Trade and Industrial Education in July.

While most of the activities took place at the Koury Convention Center in Greensboro, for one day of the conference, masonry instructors spent a day at McGee Brothers Company's facility at Pleasant Garden working on masonry class assessment standards.

Lunch was hosted by NCMCA, McGee Brothers and CCMA.

During the conference, Central Cabarrus High School masonry instructor Todd Hartsell was recognized for two national Gold Medals, Caldwell Country Career Center instructor Jesse Fox was recognized for a National Gold Medal (*see front page*) and Carolinas AGC's Vice President for Apprenticeship and Training, Tommy Caldwell, was recognized for his years of service and for his pending retirement.