

PIPELINE

PIPING SYSTEMS INC.

PROCESS PIPING • PLUMBING • HVACR • BOILERS • FIRE PROTECTION SYSTEMS • ELECTRICAL • SPRINKLER INSPECTIONS

WINTER 2019

Piping Systems Inc. Exceeds Their Fundraising Goal at the 1st Annual "Tee for Cancer Free" Golf Tournament

The month of October is of special importance to me. My daughter, Megan Lally, was born in October. In September 2011, at the tender age of 30, she died from breast cancer.

Each year, I've participated in some way to honor her memory and to make life easier for people that are affected by this disease. In April of this year, Bill Babcock, a PSI Team Member since 1976, asked if he could organize a fundraiser golf tournament in Megan's honor. I was very apprehensive. If you know me, you know that I am an organized person, however not having had any experience in golf tournaments, I was not sure we could pull it off. I did not have the heart to say "no," so we forged ahead. We set a date, got a group of volunteers together and made a go of it. The team included Sharron Furtado, PSI's Director of Administration, Jason Taylor, VP of Operations, Lori-Ann Branco, a PSI friend, Bill Babcock and me. Gradually, as we met together on a regular basis, it seemed like a real possibility that we might pull it off. Ready or not, the big day finally came!

On August 14, 2018, Piping Systems, Inc. hosted our first annual "Tee for Cancer Free" Charity Golf Tournament on the fairways at Fall River Country Club. The weather drifted from drizzling to dazzling and spirits were shining.

The event was supported by 18 teams of four which consisted of friends, family, PSI vendors, PSI clients and many others in the community. They all came out to raise money for the Megan Lally Memorial Fund which benefits breast cancer research at UMass Memorial Health Care Cancer Center of Excellence (CCOE) located in Worcester, MA. In addition to treating Megan for



metastatic breast cancer in 2011, the CCOE exists to provide advanced care and to facilitate scientific discovery.

With all of your generosity and help, we were able to raise \$14,000 which will help UMass in their front-line efforts to understand and one day defeat breast and related cancers.

Next year's event is already being planned and is scheduled for Friday, September 13, 2019 at the Fall River Country Club. To find out more information and to register for next year's event, please contact Sharron Furtado at sf@PipingSystemsInc.com

About the Megan Lally Memorial Fund

Inspired by Megan's courageous battle with breast cancer, the Megan Lally Memorial Fund, a 501c(3) non-profit corporation, was formed by friends, family and loved ones to benefit metastatic breast cancer research. Megan, a resident of Worcester, MA and a Worcester Polytechnic Institute graduate, passed away on September 1, 2011, just shy of her 31st birthday. For additional details, visit the Memorial Fund website at: www.meganlallymemorialfund.com



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How High Achievers Succeed

Do you wonder why some people manage to achieve so much in their lives and careers? You can reach their level of success too—if you emulate some of their attitudes and actions. Here's where to start (from an article on the *Mission* website):

- **Know what you value.** You can't get what you want unless you know what you want. Start by identifying times when you were happy, proud, and fulfilled. Look for common denominators to determine what your true values are.
- **Don't obsess over your weaknesses.** Everyone has weaknesses, and some of them can't be eliminated. Don't use them as an excuse for not pursuing your goals. Focus on your strengths and seek goals that let you use them to their maximum.
- **Ask for help.** You can't do everything yourself. Be willing to ask for help from people who can compensate for your weaknesses and maximize your strengths. By the same token, be ready to help people who ask for your assistance. They'll be more willing to return the favor.
- **Take initiative.** Don't wait for permission to follow your dreams. Look at what you want to achieve, make a plan, and start out immediately. Identify one thing you can do to get started—and then do it.

SPEED BUMP

Dave Coverly



Technology—Good or Evil?

Do you love all the new technology or hate it? Chances are it's a little bit of both. In a survey by *Vrge Strategies*, 81 percent of respondents said that smartphones, the internet, and other technologies have made their lives better—but at the same time, 51 percent said they believe these tools have had a negative impact on society.

The respondents were concerned about security. Forty-one percent said the internet and other new technologies should have more regulation than they do now, and 72 percent don't think lawmakers are keeping up, given the rapid pace of change in the tech industry.

Another concern: income inequality. Thirty-eight percent of participants in the survey said they believe technology increases the gap between the rich and the poor—although 22 percent said they think new tech reduces the gap.

Don't Sacrifice Growth For Control

Managers can easily slip into the habit of controlling every aspect of their operations when their organization or department is small. Then, as it expands, they may have trouble giving up their authority over every decision and task. That can cause problems with employees and clients alike. As your organization grows, be prepared for these potential trouble spots:

- **Time management.** Keep track of how you spend your day so you concentrate on strategy and the big picture instead of routine tasks that can be easily delegated. Employees are looking for opportunities to stretch and grow themselves.
- **Business procedures.** Standardize rules and procedures as your efforts expand so you can maintain a degree of control over employees' activities without monitoring their every move. You don't want to stifle their initiative, but you have to know that they're on the right track.
- **Reach out.** Most managers shouldn't keep track of more than three to six people directly. Adding more employees means you have to rely on someone to manage your expanded workforce. As you hire, look for employees with experience in effective management so you don't stretch yourself too thin.



"We're all working together; that's the secret."

—Sam Walton

Safety Depends On These Basics

Safety in any workplace is a team effort. As a manager, pay attention to the three crucial elements that create a culture of safety:

- **Environmental factors.** These include providing the right equipment, keeping machinery in good repair, and making sure the workplace is clean and clear of hazards.
- **People factors.** Employees should be trained in safety procedures and expected to use good judgment at all times.
- **Behavioral factors.** You and your workforce alike should comply with safety regulations and communicate problems when they become apparent.

Asteroid Explodes Over Africa

In case you missed it, last June an asteroid spotted on a collision course with Earth disintegrated without any harm above Africa, according to the *U.S. News & World Report* website. Astronomers had discovered it only hours before.



The asteroid, about 6 feet across, was too small to have caused any damage even if it had struck Earth. Instead it burned up in the atmosphere over Botswana. A video of the event shows a fireball dropping at a rapid velocity, then bursting in a fiery flash.

No one was hurt, and there's another plus: NASA considers the event a good training exercise for tracking other space objects on a close path toward Earth.

“When nothing is sure, everything is possible.”

— Margaret Drabble

Live By The Principles Of Creative People

Creativity isn't something you have to be born with. Here are some habits and traits of creative people that you can put to work in your quest to make your imagination blossom:



Generosity. Don't worry too much about people “stealing” your ideas. Creative types know that they do better when sharing their thoughts with a wide array of people and listening to the feedback they generate.



Optimism. You won't succeed if you think only about the possibility of failure. The most successful creative people reached their goals because they never believed that giving up was a good idea.



Willingness to take chances. Trying or suggesting anything new has an element of risk. The people you want to emulate aren't afraid of being laughed at or rejected as long as they're committed to their ideas.



Realism. At the same time, the best artists, writers, and entrepreneurs understand that hanging on to an idea too long doesn't work. Persistence is a positive trait, but it has to be tempered with an understanding that moving on to a better idea is can be the best path to take.



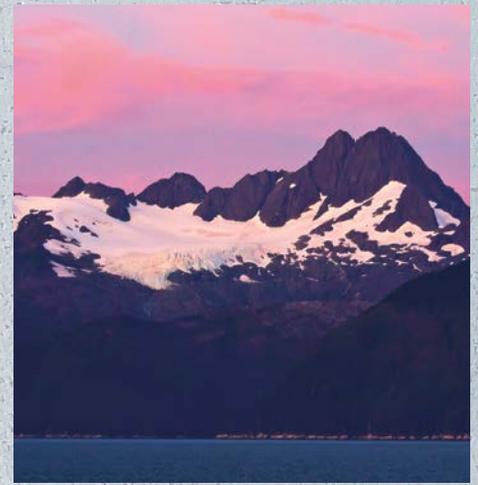
Intolerance for boredom. Creative people don't like to spend their time with the same old ideas. When they get bored, they start looking for something new and different to play with.



Enthusiasm. No one works hard on a project or idea they don't feel strongly about. Don't pursue a project if its possibilities don't excite you.

You Know You're Getting Old When...

Three elderly gentlemen were taking a stroll in the park. The first man said, “Isn't it windy?” The second man replied, “I'm pretty sure it's Thursday.” The third man said: “Me, too. Let's go get some lemonade.”



True or false? The U.S. state with the most national park sites within its borders is Alaska, with eight.

True or False?

- 1) A hamlet is a village without a church.
- 2) About one-sixth of the Earth's surface is permanently covered with ice.
- 3) Australia is the only country that is also a continent.
- 4) French was the official language of England for more than 600 years.
- 5) Disney World, in Orlando, Florida, covers 146 square miles, making it twice the size of Washington, D.C.
- 6) Damascus, Syria, was flourishing a couple of thousand years before Rome was founded in 753 B.C., making it the oldest, continuously inhabited city in existence.
- 7) All gondolas in Venice, Italy, must be painted brown, unless they belong to a high official.
- 8) The U.S. state with the most national park sites within its borders is Alaska, with eight.
- 9) Africa is the only continent with land in all four hemispheres.
- 10) China and Russia are each bordered by 14 countries.

Answers: 1) True; 2) False; 3) True; 4) True; 5) False; 6) True; 7) False; 8) True; 9) True; 10) True.

Piping Systems, Inc. Wins Silver Level Safety Award From ABC

Every year since 2003, PSI has participated in the Associated Builders and Contractors, Inc. (ABC) Safety Training Evaluation Process (STEP). STEP is a safety benchmarking and improvement tool that dramatically enhances safety performance among construction industry participants.

This year, once again, we were the proud recipients of the Silver Level STEP Award. The benchmarks used to determine our achievement included Total Recordable Incident Rate (TRIR), Experience Modification Rate (EMR), OSHA citations as well as 20 other key components. It becomes quite a balancing act to maintain our high level of safety practices when we have an influx of new employees to the trade, but continued education and company-wide training makes all the difference.

Putting safety first, all prospective hires must pass a drug

test and a physical. We have arranged with a local provider, SouthCoast Health Group, to simulate the activities that a tradesperson would encounter in the field.

For example, they are requested to go up a ladder to a platform, picking up a valve and putting it overhead. They also walk on a treadmill to measure their blood pressure and heart rate. Based on their trade, there are other physical activities that they are asked to perform.



continued below



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ABC Safety Award...

continued from above

Once they pass both the drug test and the physical, they are invited to become a member of our Team.

We continue the safety training with the requirement that all tradespeople participate in Job Pre-Task Planning, daily Job Hazard Analysis and weekly Tool Box Talks. All foremen are issued iPads, allowing them to complete their required reports electronically and then send them to the office.

We take safety very seriously. In fact, it is the most important part of our Core Values: Safety – First Things First.

Why does it matter? No one wants a job to be delayed or production stopped because of a safety issue. When we send our tradespeople out in the field, on your project or to your facility, we have provided them with a comprehensive understanding of what construction safety means to them and to you.

School Time!

This past September, Piping Systems Inc. had a record number of Team Members enrolled in school—16 to be exact, representing approximately 35% of our workforce. What's so encouraging is that despite what we hear in the media about a "certain" generation, we attract achievers in this tight job market to be part of our Team. Commendations go out to our Team Members for taking steps to improve their skills and their lives. As a client of Piping Systems, Inc., you benefit from their continued education. Our Team Members' skills and education all contribute to higher quality work and increased safety for all of our clients and their facilities.



We're doing our part!

