

PIPELINE

PIPING SYSTEMS INC.

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

Winter 2021

Safety: One Value By Which We Work And Live



Piping Systems, Inc. staff recently completed an all-hands meeting and safety training, which covered the new standards for lift operation safety.

One of the values by which we work and live is safety—creating security for our families, co-workers, and clients by working safely. We practice this by having regularly scheduled Safety Meetings and All-Hands meetings. Although our Safety Committee meets on a regular basis, we recently had our first all-hands meeting since November 2019. We normally hold them on a quarterly basis, however, the long gap between meetings was due mostly to the COVID-19 restrictions not allowing us to hold a meeting in a safe and productive manner.

The meeting began with lift training. New ANSI standards released in December 2018 affects all operators of aerial lifts including booms, scissor lifts, and under-bridge inspection machines. The new standards are designed to enhance safety and bring North American standards closer to international standards. The new

standards place greater responsibility on the equipment user and owner, regardless of the size of the company.

What was previously known as Aerial Work Platforms (AWPs), the new standard now refers to Mobile Elevating Work Platforms (MEWP). Rather than being classified by the equipment type, the machines are broken up by groups and then sub-divided into types. The new standards require everyone who supervises MEWP operators to also be trained and possess in-depth knowledge of the equipment. For example, occupants must be well informed about possible MEWP hazards, unsafe ground conditions, or electrical hazards and how to properly lower the machine in case something happens to the operator. For additional information on this standard refer to: www.assp.org/standards/standards-topics/work-aerial-work-platforms-a92.

Since we were required to maintain social distances, we split up our crew into two groups, alternating the groups between hands-on and classroom instruction. Headed by Greg Brewer, PSI's Safety Officer, our project management and safety team inspected each crew's trucks to ensure that they had first-aid kits with all supplies included, hard hat inspections, safety harnesses, and up-to-date fire extinguishers and inspection tags, as well as other safety items.

Never letting an opportunity to speak to the crews go to waste, Pauline Lally, owner of Piping Systems, Inc., spoke about how, as a company, we plan on rolling out EOS (Entrepreneurial Operating System). For more information on EOS visit www.eosworldwide.com. She also spoke about how important innovation is for the future growth of our company and how sometimes the simplest, easy

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Now More Than Ever, Create A Culture of Safety

Safety in the workplace isn't just a set of rules and procedures. It's a culture that every manager and employee should buy into. The *EHS Today* website offers this advice on building a safety culture for your organization:

- **Engage and empower employees.** Don't just lay down edicts. Listen to employees' suggestions and concerns so they feel like valued members of the team. Empower them to point out and fix problems without having to jump through management hoops. Oftentimes, small issues can be handled without the need for leadership.
- **Measure safety proactively.** Don't just log accidents and injuries after they happen. Take a forward-looking approach. How many employees have completed safety training? How quickly are problem reports resolved? How often do you talk about safety with employees? What kind of feedback do you give them? Answering these questions can help you prevent accidents, not just react to them after the fact.
- **Make safety an internal issue.** Don't tell employees, "You have to wear this equipment because OSHA says so." That makes it sound like you're only interested in protecting your organization, not your employees. Emphasize the benefits of following safety protocols so employees understand you're sincerely looking out for their health and welfare.
- **Make safety convenient.** Telling employees to wash their hands before going into the break room can mean sending them to the washroom, which takes extra time. Instead, install hand sanitizer stations around your workplace so they can quickly and easily wipe germs away.

Clear Instructions

A businessman went into the office and found an inexperienced handyman painting the walls. The handyman was wearing two heavy parkas on a hot summer day.

Thinking this was a little strange, the businessman asked what was going on.

The handyman showed him the instructions on the can of paint. They read: "For best results, put on two coats."

A Few Short Ones

A police officer was interviewing a bank teller after the bank had been robbed three days in a row. The officer asked, "What did he look like?" The teller responded, "He looked better every time he came here."

Teacher: "Which book has helped you the most in your life?"

Student: "My father's checkbook!"

A doctor got a phone call from one of his colleagues. "Hey, we need a fourth for poker." The doctor replied, "I'll be right there." His wife asked him, "Is it serious?" He replied, "There's already three doctors there and they need me."

SPEED BUMP

Dave Coverly



"You either get bitter or you get better. It's that simple. You either take what has been dealt to you and allow it to make you a better person, or you allow it to tear you down. The choice does not belong to fate, it belongs to you."

—Josh Shipp

Reflecting On 2020

As the holiday season approaches, we find ourselves reflecting on a bittersweet 2020. This year's events have reminded us to treasure our time together and to cherish those close to us. We are incredibly thankful for those who have helped to shape our business—our team members, business partners, and, most importantly, our clients. The entire team at Piping Systems, Inc. extends their gratitude and wishes you peace and joy throughout the coming year. Here's to a happy, healthy, and prosperous 2021!

Get To The Top As An Introvert

Introverts sometimes feel neglected and alone. Just because you're a little bit shy, though, you don't have to miss out on opportunities to advance your career. Here's how to shine as an ambitious introvert working your way up the organizational ladder:

- **Emphasize your quiet strengths.** Being a good listener is important to success, and most introverts would rather listen than speak. Make a point of asking questions and letting other people talk. Show that you're paying attention and remember what they say. People will notice that you're treating them with respect and empathy.
- **Get comfortable discussing your accomplishments.** You can toot your own horn without bragging. Make a list of what you've achieved—projects that went well, skills you've mastered, challenges you've overcome. Be prepared to bring them up whenever you want to volunteer for an important job or highlight your expertise in a specific area.
- **Strive for balance.** Remember that most teams need a mixture of skills to succeed. Your ability to listen, focus, and work on your own can be a valuable counterweight to someone else's strength at making presentations, thinking fast, and persuading others.

"Do the hard jobs first. The easy jobs will take care of themselves."

—Dale Carnegie

Make Diversity And Inclusion Part Of Your Organization's Culture

Diversity and inclusion are more than hot buzzwords these days—they're essential to your organization's public image. If you're serious about opening up your organization to different and diverse voices, follow this advice from *Forbes*:

- **Adjust your screening and searching practices.** Hiring from within used to be a good strategy, but it can lead to a homogenous workforce. Go outside your traditional hiring sources to target a more diverse pool of candidates.
- **Establish mentorship programs.** Members of marginalized communities—people of color, gays and lesbians, transpeople, the whole LGBTQ community—may feel lost in a wide organization. Set up opportunities for them to talk and share their concerns with people like them so they'll feel more comfortable in your culture.
- **Acknowledge the situation.** Talk to your workforce about these issues. Educate employees on the benefits of diversity and inclusion. Emphasize that every member of the team should feel important and included. Most team members will welcome a new influx of ideas.
- **Recognize microaggressions.** This can be tricky. Employees may not be aware of how their words and language can create an uncomfortable situation. Diversity training can help, but don't expect LGBTQ members of your team to call them out. This needs to be a top-down effort, focused on education—not punishment.
- **Create transparency.** A common complaint is that women, people of color, and other marginalized communities don't receive promotions and raises at the same rate as more traditional demographic groups. Open your books so everyone can see what's necessary to advance in your organization, and so all your employees can trust that they're being treated fairly.

"Your body cannot heal without play. Your mind cannot heal without laughter. Your soul cannot heal without joy."

—Catherine Rippenger Fenwick



Youngsters Have Some Creative Ideas

Children are naturally creative and inventive because they don't know what's impossible. Try checking out these inventions created by kids across the years:

- **Trampoline.** Sixteen-year-old George Nissen was captivated by the sight of trapeze artists dropping into nets at the finish of their shows in the 1930s. In his parents' garage he developed the "bouncing rig," a metal frame with canvas stretched over it. Years later he switched out the canvas for nylon and came up with a new name—"trampoline," adding the letter e to the Spanish word for "diving board."
- **Popsicle.** One cold night in San Francisco in 1905, 11-year-old Frank Epperson mixed up a concoction of soda water powder and water and left it outside all night. In the morning he looked at the frozen mixture with the stirring stick still inside and realized it might be fun to eat. He began giving them out as treats, and as an adult patented the product with the name "Eppsicle"—later changing it to "Popsicle" after his own children started calling it by that name.
- **Earmuffs.** At age 15, Chester Greenwood's ears grew painfully cold while ice skating. A scarf around his head didn't help, so he went home, built a wire frame, and asked his grandmother to sew some beaverskin pads to it. Greenwood patented his earmuffs in 1877 and eventually sold them to soldiers fighting in World War I.

Our In-House Fabrication Helps Us Serve You Better

We've always been committed to delivering the best value to our customers while maintaining the highest level of quality. By providing in-house fabrication, we can pass along numerous benefits, most importantly, labor cost savings to our clients.

Pipe fabrication takes place in our 17,000-square-foot shop, which is fitted with the newest automated welding equipment available. Our goal is to eliminate inefficiencies related to travel costs, tight construction schedules, and inclement weather. At the same time, we are creating a superior work environment for our team members, all while increasing quality control metrics.

The most important advantages of investing in fabrication equipment and space to you, our customer, include:

- Reduced production time which allows us to do better scheduling on your behalf
- Improved Quality Control; since everything is under our roof, we can create the best, safest work environment
- Lower Labor Cost; having the tools set up permanently cuts down on mobilization and down time, as well as less interference with other trades on a crowded work site
- Reduced Waste; better conditions allow us to take proper measurements and allows



Our in-house fabrication shop features state-of-the-art automated welding equipment.

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Fabrication...

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us to keep our material safe from damage on the work site

- Custom Fabricated Parts and Material; we have added flexible to create those "hard to imagine" fabricated pieces that are just perfect for your job.

To learn more about our fabrication abilities, please visit our website at www.PipingSystemsInc.com or reach out to us for a tour of our shop at 508.644.2221. Ask for Jason Taylor, VP of Operations. See you soon!



Safety...

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ideas produce the greatest return. As a standing item, innovation ideas are discussed at our weekly senior staff meetings. An incentive program was also discussed to encourage all field staff to submit their ideas.

Jason Taylor, PSI's Vice President of Operations, spoke about updates to the carpooling mandates imposed by the Governor of Massachusetts due to COVID-19. He also gave an overview of the importance of adhering to PSI's pressure testing procedure. Our recent investment in new equipment was also shared with Team Members (see accompanying article for more information).

Recent newly hired team members were also introduced: Stacey Gagne, PSI's controller, and Hannah Blanchette, a student attending Diman Vocational Technical High School enrolled in the Co-op program.



We're doing our part!

