



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

Summer 2021

## PSI Achieves World-Class Safety Standards Through Platinum ABC STEP Program

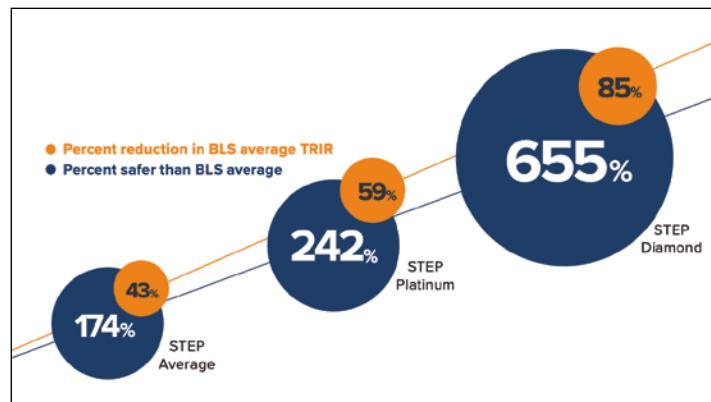
Piping Systems, Inc. has achieved a Platinum rating in Associated Builders and Contractor's (ABC) STEP Safety Management System, meaning the company is 242% safer than the industry average. Founded more than three decades ago, the STEP Program has evolved into a world-class safety program that dramatically improves safety performance among construction industry participants.

"Clients can rest assured that we remain committed to providing a safe workplace. A safety-first approach creates security for our families, co-workers, and our clients. Piping Systems Inc. has been participating in the ABC STEP Program since 2003 and we plan on continuing our participation for many years in the future," says Pauline Lally, CEO and owner of PSI.

STEP participants measure their safety processes and policies on key components through a detailed questionnaire with the

goal of implementing or enhancing safety programs that reduce job site incidents.

"Safety is a journey, and that journey is possible because of systems like STEP, which enables ABC member contractors like Piping Systems, Inc. to have a safer and more productive job site," says Greg Sizemore, ABC Vice President of Health, Safety, Environment, and Workforce Development. "Committing to total human health is essential to ensure both the physical and mental health and safety of our workforce, and I commend Piping Systems, Inc. for consistently fulfilling those commitments to raising the bar of safety performance."



According to ABC's annual Safety Performance Report, STEP participants—regardless of company size or type of work—are more than eight times safer than the U.S. Bureau of Labor Statistics industry average. Ratings range from Diamond, the highest, to Platinum, Gold, Silver, Bronze, and Participant. To learn more about the STEP program, visit [abcestep.org](http://abcestep.org).

## Take A Swing At Breast Cancer

Play golf and fight cancer. On September 10, 2021, PSI will host our 4th Annual Tee for Cancer Free Golf Tournament at The Fall River Country Club. This event honors Megan Lally, who sadly lost her battle to metastatic breast cancer on September 1, 2011 at 30 years old.

Megan was diagnosed with cancer in 2008 and fought courageously until finally succumbing to the disease after a three-year battle. We hope this event will not only honor Megan's memory and her admirable struggle against cancer, but will also aid in understanding and defeating this cancer for everyone.

The event is being organized to benefit The Megan Lally Memorial Fund, a 501(c)(3) organization formed by her friends and loved ones to fight metastatic breast cancer. Proceeds from all fundraising events benefit not-for-profit metastatic breast cancer research.

Just because we're raising funds for a good cause about a serious issue doesn't mean we won't have fun doing it! We're going to have an air cannon, a putting contest, a closest-to-the-pin award, competitions for the longest and straightest drives, raffles, a silent auction, music, and the opportunity to win the

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## A Missing Cow

A big city lawyer was called in on a case between a farmer and a large railroad company. The farmer's prize cow had gone missing from his field through which the railroad passed. He filed suit against the railroad company for the value of the cow.

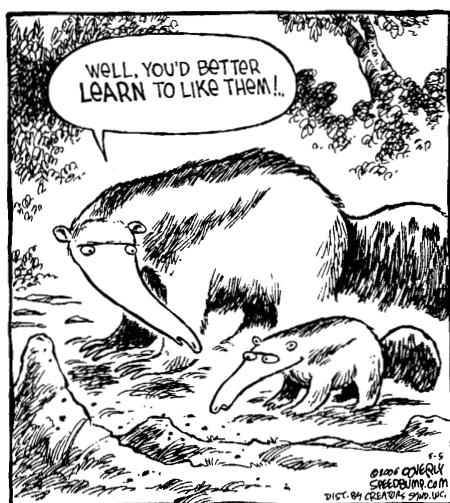
The railroad's attorney went to the farmer and tried to settle out of court. The lawyer was very persuasive, and the farmer finally agreed to take half of what he was asking to settle the case.

After the farmer signed the release and took the check, the young lawyer felt a little bad. He said to the farmer, "You know, I hate to tell you this, but I couldn't have won the case. The engineer was asleep and the fireman was in the caboose when the train went through your farm that morning. I didn't have one witness to put on the stand."

The old farmer nodded. "Well, I'll tell you, young fellow, I was a little worried about winning that case myself, because that darned cow came home this morning."

SPEED BUMP

Dave Coverly



# Get Off To The Right Start With Your New Remote Job

These days, your new job may very well be a remote position. Even as workplaces open up, many employers are seeing the benefits of a work-from-home staff. How can you make your mark, though, when you don't have regular personal contact with your boss or your co-workers? The *Make It* website tells you how:

- **Set up your space.** Take a look around the room where you do your work. What does it say about you? People who see you in virtual meetings will notice the pictures on your wall, the books on your shelves, the clutter on your desk, and more. Clean up your work area to ensure you make a neat, professional first impression.
- **Communicate with your manager.** Make a point of communicating with your manager often. Don't bug him or her, but talk in depth about your role, your manager's expectations, how you'll be evaluated, and other crucial elements of doing your job well. Learn his or her priorities and get a solid idea of the organization's big-picture goals.
- **Learn how to communicate with everyone.** You can't peek over a cubicle or stroll down the hall to talk with a co-worker or manager, so you have to know how best to contact them. Does your boss prefer phone calls or emails? Are team meetings held via Zoom? How quickly do people expect responses to emails or texts? Figure out the best way to communicate with each person on your team to avoid misunderstandings.
- **Get to know people.** Your boss probably won't take you to lunch with the team so you can all get to know each other, so you've got to take a different approach. Reach out to team members one by one to introduce yourself and find out what makes them tick.
- **Understand the pandemic's impact on your organization.** Chances are your employer has been through some big changes in the past year—layoffs, new products, shifting priorities, adjusting to remote work, and many other issues. As you talk to people, find out what's changed and what has stayed intact. This will give you a good idea of the organization's values and priorities.

*"Don't give up trying to do what you really want to do. Where there is love and inspiration, I don't think you can go wrong."*

—Ella Fitzgerald

## Jump Start Your Mind In The Morning

Whether you're working from home or you're back in the office, you have to be mentally sharp to do your job well. The *Ladders* website offers this advice for helping you do your best work every day:

- **Activate your brain.** Drink a glass of water for hydration. Go for a walk or do some light exercise to get your blood pumping through your body and into your brain. Read something engaging and inspirational, or listen to a podcast. Try to eat a healthy breakfast.
- **Avoid tedium.** Don't start your day with a mindless routine. Instead of going on social media or answering emails that could be saved for later, start on a challenging project right away. Your mind will get going faster, and you'll accomplish more.
- **Review your priorities.** Don't obsess over your daily to-do list. Develop a short list of your top priorities—customers, employees, vendors, etc.—and plan your day around tasks that support those objectives. Be disciplined about sticking to them. Say no to requests that don't address them. You'll have to be flexible, but a firm focus will help you accomplish what you need to that day.

# Get To The Root Of Your Problem

When you can't solve a seemingly impossible problem, do you just throw your hands high in frustration and walk away? Most of the time that's not an option. Try reframing the problem with these suggestions from Tina Seeling, author of *Inside Out: Get Ideas Out of Your Head and Into the World* (HarperOne):

- **Revise your question.** Turn the problem around by re-examining your real goal. Instead of "What new product will make lots of money?" ask, "What do our customers buy and what do they avoid?" or "How can we offer more of what already works?"
- **Look for bad ideas.** You can unleash your creativity by flipping the process. Try to identify what doesn't work, what's failed in the past, or what would completely capsize any solution. You may be able to adapt a seemingly impractical solution or eliminate a factor that's holding you back.
- **Question your assumptions.** Many of us fall into the trap of assuming that the answer we're seeking will look like solutions that have always worked. Take a close look at the problem, your organization, or your industry and identify practices that have never been questioned. Ask, "Why are we doing it this way?" You'll often find a new approach by going against the conventional wisdom.

*"Money can buy you a fine dog, but only love can make him wag his tail."*

—Kinky Friedman

## Don't Forget Age In Your Company's Diversity Strategy

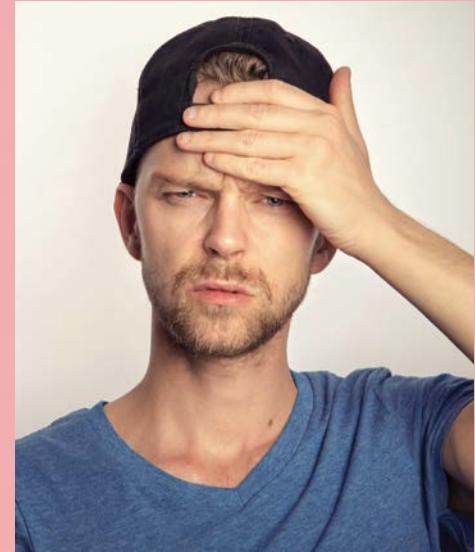
Diversity is about more than race and gender. It also includes ageism—you don't want to exclude people based on how old they are. AARP offers this advice on making sure age is part of your diversity and inclusion efforts:

- **Target age as part of D&I.** Make sure to specifically mention age in your official statements on diversity. Review your hiring and management policies to ensure they address language and issues related to ageism.
- **Include ageism in anti-bias training.** If your organization educates employees on bias, include age issues in the training. Remove labels like "boomer" or "millennial" that may reinforce stereotypes. Acknowledge that people can be discriminated against whether they're too old or too young. Address myths, like the belief that older people can't learn new technology.
- **Review your hiring process.** Check job descriptions for coded language, like "high-energy individual" or "digital native," that could screen out older candidates. Use your employer branding to reflect a mix of ages on careers pages, employee profiles, and the like. Don't require birthdates or college graduation dates of candidates unless you have a clear business need for them.
- **Help employees collaborate.** Create teams with a mix of younger and older employees. Encourage mentorship in both directions so all generations have the opportunity to learn from each other.

## Music...For Houseplants?

How much do you love your houseplants? Enough to play music for them? A British survey reported by *The Herald* found that almost 50% of plant owners play music for their leafy friends in a variety of genres, from folk to rock to classical and everything in between.

The most popular artist choice? Scottish pop singer Lewis Capaldi was shared by 62% of the survey's 1,150 respondents. The Korean pop band BTS came in second, with 55%, followed by America's Taylor Swift, at 51%. Elton John, David Bowie, and Fleetwood Mac also ranked in the Top 10.



## Riddle Me This

1. You bought me for dinner but never eat me. What am I?
2. What kind of room has no windows or doors?
3. I'm tall when I'm young, and I'm short when I'm old. What am I?
4. Which month of the year has 28 days?
5. What has to be broken before you can use it?
6. I have branches but no fruit, trunk, or leaves. What am I?
7. What has many keys but can never open a lock?
8. What can you hold in your left hand but not in your right?
9. It belongs to you but others use it more than you do. What is it?
10. If two's a company and three's a crowd, what are four and five?
11. You see me once in June, twice in November, and not at all in May. What am I?
12. I have hands but I can't clap. What am I?

Nine. 11. The letter "e." 12. A clock.  
Piano. 8. Your right elbow. 9. Your name. 10.  
4. All of them. 5. An egg. 6. A bank. 7. A  
candle. 1. Silverware. 2. A mushroom. 3. A candle.

—Thought Catalog

# We're 50 Years Old!

In August 2021, Piping Systems, Inc. will have reached its 50th year in business. Fewer than 26% of businesses last more than 10 years. It looks like we beat the odds by a wide margin.

Our company was founded on the Merit Shop principle. Merit shop is a business way of life for both employers and employees. It means the preservation of the individual worker's freedom to choose whether that individual wants to be a union member or not. It means that union and independent contractors should be protected in their right to do business with each other, regardless of their firms' relations. In bidding and competition, it means that the job goes to the lowest responsible bidder—whether the firm is union or independent.

# Take A Swing... *continued from page 1*

grand prize with a hole-in-one!

Play 18 holes with a group or just go it alone! Not a golfer? How about just dinner? We also have several different levels of sponsorship. There are a dozen ways you can show your support for our excellent cause.

Come play with us on the golf course and help us take a swing at metastatic breast cancer! You can play, donate, or just be a sponsor. It's big fun for a huge cause! For additional details contact Sharron Furtado, SF@[PipingSystemsInc.com](mailto:PipingSystemsInc.com).

Register at <https://birdease.com/MeganLally>. We hope to see you at the tee. Thanks so much for your support.



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# PSI Awarded National WBE Certification

In January 2021, PSI received the prestigious National Women's Business Enterprise (WBE) Certification from the Center for Women & Enterprise of Massachusetts, a regional partner organization of the Women's Business Enterprise National Council (WBENC).

The WBENC certification for a women-owned business is the most recognizable and sought-after of its kind. WBENC's meticulous process for certification includes an in-depth review of the business and site inspection to confirm the business is at least 51% owned, operated, and controlled by Women.

Pauline Lally, PSI Owner and CEO said, "We are pleased to be officially certified as a WBE. Our first certification was in 2004 and we've undergone multiple recertifications, each one as rigorous as the last."

PSI is also recognized as a WBE by the Supplier Diversity Office, Operational Services Division, Commonwealth of Massachusetts and has undergone multiple recertifications since 2005.

Piping Systems is a woman-owned, and rapidly growing mechanical contractor, that focuses on providing remarkable service, remarkable expertise, and remarkable value to our clients.

During the past 12 months, 86% of our revenue was based on repeat business. Won't you join our list of remarkable clients? Visit our website at: [www.PipingSystemsInc.com](http://www.PipingSystemsInc.com) or call us at 508.644.2221 to learn more about why our clients keep returning.



We're doing our part!

