

MASONRY NEWS

Sponsored by:  **EZ Grout Corporation**

Volume 4, Issue 19

July 2005



Masonry Technology Incorporated utilizes Mud Hog® to get 30-35 man crew started each morning.



Last January, Masonry Technology Incorporated visited the EZ Grout booth at World of Concrete in Las Vegas, NV. After learning the EZ Grout standards for equipment, Owners Paul and Joel Guth decided they had a job that would be ideal for the Mud Hog®. According to Bruce Halverson Vice President of Masonry Technology, “We put it right to work on a job with 17 masonry buildings in Irvine California. Our 20 cubic foot Mud Hog® made getting the 30-35 man crew started each morning a snap. No more waiting for mortar!”

As the Guth’s soon learned, EZ Grout Corporation prides itself on making the jobsite more efficient for the masonry industry and giving the mason contractor what they need when they need it. Mr. Halverson had this to say about his experience with EZ Grout equipment. “We like the fact that we did not have to modify the mixer (like removing axle, adding fork pockets and stand) to put it on a job. It’s built for the way we work, right from the factory.”

Masonry Technolgy Incorporated does comercial work in the Greater Los Angeles and Southern California areas. Mr. Havlerson added that, “We’ve purchased a second Mud Hog® and plan on replacing our 20 plus mixers in time with Mud Hogs®. Thanks for building equipment that meets the demands of our industry and makes our crews more efficient.”

Photos: Masonry Technology Incorporated jobsite.



It's back & better than ever!



Booger Hog™

Masonry Wall Scrubber

Diamond blade for increased performance



One man can do the work of 5 men



Features: **5.5A Milwaukee Drill (Although other drills will fit, we chose Milwaukee for dependability & durability)**
Power

Weight **13.5 lb. w/ Disc**

Drive Shaft **5/16" Diameter Steel**

Disc Guard **Tight fitting 7 3/4" Aluminum guard for a 7" disc Allows better cleaning around corners and door frames**

Durability **Pivot on head with self-lubricating bronze bushings and a felt seal, swivel has a grease fitting for lubrication and rubber lip seal**

Service **(2) Grease Fittings, Drill Motor easily replaced if required. Motor brushes on drill accessible with out disassembly**



EZ Grout Corporation

1-800-417-9272
www.ezgrout.com

Revolutionize your jobsite today!

Masonry News - Safety First



(Info provided courtesy of Keller's Construction Toolbox Talks, Housekeeping, copyright 2003)

Housekeeping

Although housekeeping may not be an issue that is a top priority of the jobsite, housekeeping is important for a number of safety reasons. Good housekeeping helps prevent fires and protects employees from slips, trips, and falls. It allows employees to perform their jobs more efficiently, quickly, and safely. In addition, OSHA has regulations against poor housekeeping.

OSHA requirements:

- During construction, alteration, or repair: form and scrap lumber with protruding nails, and all other debris, must be kept cleared from work areas, passageways, and stairs, in and around buildings or other structures.
- Combustible scrap and debris must be removed at regular intervals during the course of construction. Safe means must be provided to help with removal.
- Containers must be provided for the collection and separation of waste, trash, and other refuse. Containers used for garbage and other oily, flammable, or hazardous wastes such as acids and harmful dusts must be disposed of frequently.
- Storage areas must be kept free from accumulation of materials that are hazards from tripping, fire, explosion, or pest harborage. Vegetation control must be exercised when necessary.

Other Tips for good housekeeping

- Keep walking surfaces and walkways clear of debris, objects, or materials. Pick up loose objects; they present a tripping hazard. Sometimes, even small items can cause serious falls.
- Dispose of broken glass or other sharp objects carefully.
- Keep grass and weeds under control.
- Report unsafe situations that you cannot correct to your job foreman immediately.

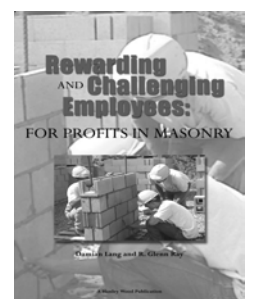
Training Ideas

Do a walk-around of the worksite with employees, pointing out acceptable and unacceptable housekeeping conditions. Make sure containers are available for waste disposal, and other housekeeping related information is on the jobsite.

Now Available!
\$29.95 + S&H

You asked for it and it's finally here! An easy to read book on rewarding and challenging employees. See how Damian Lang, owner of Lang Masonry, has turned what once was a two man crew into a \$7 million masonry company largely due to incentive plans. Achieve a unique balance in safety, quality, production, and employees Compensation!

For more information call 1-800-417-9272 and ask for Kerri Huck



Masonry News Contractor Tip of the Month

by: Damian Lang, President, Lang Masonry Contractors & EZ Grout Corp.

Communication is everything!

Do you have an army of employees waiting to follow you to the top? Or are these people just pretending they are on your side waiting at the first opportunity to jump ship and go to your competition?

Employees watch how we react to situations and this determines whether or not they want to follow us. Would you want to follow someone who's negative or says one thing then does another? In fact, how we communicate to our people is directly related to how they feel we care about them. This is big! Studies show that the perceptions of what people get from us when we are communicating is based on the following; 55% is non-verbal, that is facial expressions, gestures and body language. 38% is based on the tone of voice we use when we are talking to them. And only 7% is verbal, or based on the words we use. Compare this to how you talk to your people everyday to see if they will stay behind you in the long run.

The best example I have ever seen of this was last year during the presidential debates. I watched every debate and felt that President Bush was on the right side of most of the issues. (Of course everyone is entitled to their own opinion.) Before the first debate, most polls showed Bush ahead by 9 points. It appeared that, if Bush held his own during the first debate, the election was over. Then, during the debate John Kerry brought up some key points that were upsetting to President Bush. When he did, Bush scowled.

The cameras picked this up for viewers from all over the world to see. At the end of the first debate, no one seemed to focus on anything but President Bush's facial expressions. The result was that John Kerry won the debate big and the presidential race was back at a dead heat.

In the third debate when they asked Bush what part his wife and kids played in the election, he said that his wife Laura told him to stand up straight and don't scowl. This has got to be the best advice a leader could ever get.

Make sure when you are leading your people that you are not saying one thing and displaying another by your facial expressions and the tone of your voice. For if you do, your message is lost and they will believe the actions you convey instead of your words. And the next time there is a crisis at your company, show your people how calm, cool and collective you can be in the face of fear. Your strength will set the tone for the rest of the organization to follow. In the end, this will strengthen every single person on your team. Sometimes a healthy look in the mirror makes all the difference in the world.

(Damian Lang is president of four corporations in Southeast Ohio. He holds seminars to show mason contractors how to better compete in a difficult industry. For information on one of his seminars call 800-417-9272 and talk to Damian or Kerri.)



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