

MASONRY NEWS

Sponsored by:  **EZ Grout Corporation**

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Rudd & Adams Masonry finds the right combination with EZ Grout product line.



Jay Rudd of Rudd & Adams Masonry in Austin, Texas shared with us his results using EZ Grout Equipment on two different jobsites. Rudd & Adams have experienced satisfying results, mainly with the Hog Leg®, Grout Hog®, and Mud Hog® eliminating their jobsite headaches.



The application of the Hog Leg® wall bracing system was a must on a particular jobsite to minimize cost. According to Jay Rudd, “We were using the Hog Leg® on a field house that was made up of many small rooms. With the Hog Leg® we were able to handle and maneuver the bracing in these confined areas. If we did not have the Hog Leg® system, we would have had to fly the traditional bracing in with a crane or lift.” Jay also explained the simplicity of the system, “It is nice not needing bolts to run through the wall. All components are easy to assemble.”



It wasn't only the Hog Leg® that was essential for Rudd & Adams. The Grout Hog® and Mud Hog® were ideal on school projects. Rudd & Adams are saving on labor because as they stated, “The Mud Hog® frees up the mixer man to do other jobs and help out elsewhere on the jobsite. The forklift operator can dump the mix himself without assistance from the mixer man.” Using the Mud Hog® and Grout Hog® combination on the Layman and Hayes High Schools in Kyle, TX has saved them 50% on grouting. Jay states, “There is no waiting on trucks, we can grout as we need to. For load bearing CMU jobs, it's ideal.”

Rudd & Adams Masonry does Commercial and Institutional work in the greater San Antonio and Austin, Texas areas. Bill Krueger of TNT Equipment is the local supplier of EZ Grout Equipment for Rudd & Adams Masonry.

Photos: Rudd & Adams Masonry jobsite

EZ Grout Product Improvement Contest



EZ Grout is constantly working to improve our products for our customers. We would like some input from you. We are pleased to announce the start of our product improvement contest starting June 1 and running through July 31. Please send in any ideas you may have to improve our products and EZ Grout will pay **\$500.00** for the best idea or improvement if we use it on our Equipment.



Submit your entry to:

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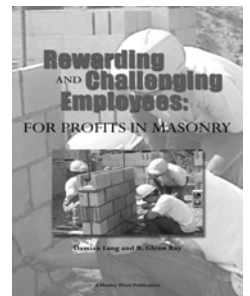
New and Improved Poly Hog Trough®



EZ Grout is proud to announce that the New Poly Hog Trough® is now available. We are now using a custom formulated polymer for more strength and durability. This new durable compound will handle the toughest jobsite. If anyone has had any problem with their current Poly Hog Troughs® call EZ Grout Corporation and we will replace it with the updated Poly Hog Trough®. The new Poly Hog Trough is backed by a one (1) year warranty.

*Now Available!
\$29.95 + S&H*

You asked for it and it's finally here! An easy to read book that outlines how one mason contractor went from a two man crew to doing over \$6 million a year in the masonry business using incentive plans to motivate his people. He didn't stop there! Damian Lang used these same incentive systems to encourage his people to help him invert labor saving equipment and better methods of doing masonry efficiently. With over 20 years experience under his belt, Damian now has four companies that do a combined 14 million in sales. No other book sheds so much light on how one can become successful using incentive programs in the masonry business.



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

Call today : 1-800-417-9272 www.ezgrout.com

Masonry News - Safety First



Role of the Competent Person

Many OSHA standards make it the employer's responsibility to limit certain job assignments to employees who are "certified," "competent," or "qualified," meaning that they have had special previous training, in or out of the workplace.

What is a competent person?

OSHA defines a competent person as "one who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them."

How does a competent person fit in with a jobsite safety and health program?

You must have a comprehensive safety and health program that provides for frequent and regular inspections, by competent persons designated by the employer, of the:

- jobsite
- materials
- equipment

The 29 CFR 1926 construction regulations require that a competent person inspect various work areas such as:

- scaffolding
- excavations
- stairways and ladders
- asbestos abatement operations
- welding and cutting zones
- steel erection sites

(Info provided courtesy of Keller's Construction Toolbox Talks, Site Safety- Role of the Competent Person, copyright 2003)

Employee Training - In all of your company's training programs explain how employees may recognize and avoid unsafe conditions. Discuss the regulations applicable to their work environment so that they may control or eliminate any hazards or other exposure to illness or injury.

Training Tips - Explain the role of the competent person in your organization. Discuss who some of the competent persons in your company (or at your jobsite) are and what areas they are considered competent in.



Is this your Hog?



This issue's hog spotting features a Grout Hog® and a Hog Leg® wall bracing. This equipment was spotted just off Interstate 84 in Newburgh, NY. If this is your Hog Leg®, call 1-800-417-9272 ext. 115 to find out what prize you have won. Last issues winner of EZ Grout's Hog spotting was Seagraves Masonry. Seagraves Masonry is located in Rockwell, NC. Their Hog Leg® was spotted at a masonry jobsite along HWY 73 in Denver, NC at East Lincoln High School.

Masonry News Contractor Tip of the Month

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

Celebrate Mistakes with your Employees

How you as a leader react to situations will enhance or deteriorate the employee's trust in you and your company. Have you ever found out a brand new piece of equipment has just been damaged beyond repair on one of your jobsites? How do you approach that situation? At Lang Masonry, we bring it out in the open and discuss it – that's what I call "celebrating mistakes" with my employees.

I like to tell our employees when mistakes are made to let us know and we will celebrate them together. This is much more beneficial than throwing a fit over the mistake. Here's why. Let's say a new brick saw is ruined because it fell off a forklift. Because these types of things are celebrated in our organization, the person responsible will tell management what happened. Then, we can discuss it at our next monthly safety meeting to insure we don't make the same mistake again. At the meeting, one of the employees present may say something like, "Why don't we have our mechanic weld steel skids to the bottom of the saws before they go on the jobsite – this way they can't bounce off the forks?" These types of suggestions are invaluable...especially if it potentially saves a life. By celebrating this mistake, we have just made the jobsite safer. On the other hand, if I throw a fit over the situation and go on ranting about all

that money spent for nothing and punishing the crew for not taking the time to secure the saw, etc., the next time something like this happens – chances are no one will admit to doing it.

In that case, we may never know the events that led up to the problem or how to guard against it in the future. Throwing a fit over a mistake simply creates mistrust and disrespect in the eyes of your employees. We have all made mistakes; the goal is to learn from them. Life is and should be full of reinvention based upon the desire to experiment and do it better the next time.

As you have probably guessed by now, one thing I like to see in our organization is a continuous excitement about learning. Think about it like this – when we are learning, we are growing. When mistakes are made, discuss them, learn from them, and make the organization better because of the learning experience. By remaining open to celebrating these mistakes, you encourage openness from your employees. In the long run, employee's suggestions and ideas for improvements can be extremely useful to your company's bottom line.

Damian Lang is the author of the book "Rewarding and Challenging Employees for Profits in Masonry". To order a copy of his book or to attend one of his seminars held specifically for mason contractors, call Kerri Huck at Lang Masonry 800-417-9272.



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