

MAS NRY NEWS

Sponsored by:  **EZ Grout Corporation**

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Photos: Crowe Masonry Jobsite

Crowe Masonry sold on EZ Grout products.

As a business owner, Donald Crowe with Crowe Masonry knows time is money and anyway you can save it without compromising the safety of workers is the key to success in any business. This is why Crowe Masonry is sold on EZ Grout.

“We purchased our first Grout Hog® in 1999, since then we have added five more to keep up the ever increasing structural demands engineers are placing on masonry. Grout Hogs® provide a just-in-time process which increases safety, decreases downtime, and the amount of scaffold and equipment needed.”

Seeing the advantage of Grout Hog®, Crowe decided to add to his expansive ownership line of EZ Grout products by purchasing the Mud Hog®.

“We purchased our first Mud Hog® in 2004 during our first Wal-mart. We currently have four of them! They are a must for 4-0” lifts and small pours and there’s no waiting on concrete trucks or moving of personnel.”

Crowe Masonry also utilizes the Hog Leg® wall bracing system and commented on what a relief it has been not having to worry so much about wind damage.

“We have purchased 5 sets, I sleep well now!”

Crowe Masonry is located in Ravenna, Ohio and does most of their commercial work in and around the region. Don Parker of WACO Scaffolding in Akron, Ohio is the supplier of EZ Grout products for Crowe Masonry.

EZ Grout is Hog Wild for the World of Concrete

We're itching for the start of the 2007 World of Concrete in Vegas. From January 23-26, 2007, we'll be at booth C8044 with all of EZ Grout Corporation's latest innovations. Get a sneak preview of our newest "hog". Also do not miss the bricklayer 500 and your chance to check out some of EZ Grout's equipment in action. It's a battle of the bricklayers and guess whose equipment they will be relying on to mix all that material? You guessed it...EZ Grout!



The R.A.C.E. Was On.

It was a blistering week in Watertown, but that didn't stop this dedicated crew of contractors who wanted to learn more about the R.A.C.E. (Rewarding and Challenging Employees) program. They came to learn the best ways to make their business more profitable by motivating their employees through a pay for performance program. Damian Lang, author and implementor of the book R.A.C.E. Rewarding And Challenging Employees for Profit in Ma-



sonry welcomed 18 participants to the October 26-27th seminar. The following contractors attended: John Boelema and Tom Westerhof with Rossien Masonry out of Michigan; Bob Hedrick and Frank Sutton with Sprinkle Masonry out of Virginia; Troy Garrett with Lucia Group from Texas; Drew Hauer with Jim Hauer Masonry in Cincinnati; Chris, Andy, and Lorie Barnes with Barnes & Sons Masonry out of North Carolina; Barry & Scott Standridge with Brix-Con, Inc. out of Georgia; Curvin Horning with Turntech out of Pennsylvania; Mike Kahlig and Sean Thompson with Mike Kahlig & Son from Fort Recovery, Ohio; Billy J. Bailey, Sam Smallwood, and Joey Baker with Bailey's Masonry from Kentucky; Mike Paskowski with Tri-County Masonry Construction from Pennsylvania. The next seminar will be held in April of 2007. For more information or to register for this informative and rewarding seminar contact Linda Hart at 1-800-417-9272 or by email at lhart@ezgrout.com.

Add this to your Christmas List!

Need a great gift idea? Why not get 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 Linda Hart!



Masonry News - Safety First



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

Special Trades - Concrete Construction Safety

Concrete construction work is done on virtually every jobsite. OSHA has requirements to protect construction employees from the hazards associated with concrete and masonry construction operations. These requirements can be found in 29 CFR Part 1926 Subpart Q.

General Safety Requirements

- Determine if the concrete structure or portion of the concrete structure can support the construction load being placed on it (this determination must be based on information received from a person who is qualified in structural design).
- Guard all protruding reinforcing steel to eliminate the hazard of impalement (if there is a chance workers could fall onto or into the reinforcing steel).
- Not permit employees to be behind the jack during post-tensioning operations, except those employees essential to the process.
- Erect signs and barriers that limit employee access to the post-tensioning area.
- Not allow employees to ride concrete buckets.
- Not allow employees to work under concrete buckets while the buckets are being elevated or lowered into position.
- Route concrete buckets so that the fewest number of employees are exposed to the hazards associated with falling concrete.
- Not permit employees to apply a cement, sand, and water mixture through pneumatic hose, unless the employee is wearing protective head and face equipment.

While there are no specific training requirements for concrete construction, employers are required to comply with 29 CFR 1926.21(b)(2)- Safety training and education, employer responsibility. For more information, visit www.osha.gov.



Is this your Hog?



This issue's hog spotting features a Mud Hog® mixing station. This mixer was spotted in downtown Nashville the first week of August, right next to the Ryman Auditorium. If this is your Mud Hog®, call 1-800-417-9272 ext. 108 to find out what prize you have won. Last issue's winner of EZ Grout's Hog spotting has not yet responded. Last issue's spotting was a mixer spotted just off Interstate 76 in Tallmadge, OH. Call now to claim your prize.

Masonry News Contractor Tip of the Month

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

Is Everyone In The Company Pulling In The Same Direction?

Years ago my father-in-law who was the president of the local Eagles Club asked if I would help him settle a tug-of-war battle his club was having with the Jacksonville, Ohio club. No other club could beat the Jacksonville team.

So, I gathered the biggest strongest men I could find and took them to the annual contest in Jacksonville, Ohio. We won the first two matches and were in the semi-finals. Our opponents were the champs from Jacksonville. I remember my team of huskies standing across the field from the champs. We were laughing because they were so scrawny; we must have had them outweighed by 50%. We were saying to one another, "These guys don't have a chance against us." Then the match began. Our team was slowly moving them towards the mud that was placed between the teams. All of a sudden the front man on their team started yelling, "PULL"! Then he would pause a second and yell "PULL" again. When he would pause our team would move them back a couple inches, but this didn't help much. When they would all pull on his command, the force of their whole team pulling together at once would surge us six inches back. He must have yelled "PULL" 15 times in 30 seconds; our team was in the mud!

I was just starting my own business at the time and

I wondered how strong a company could be if everyone in the company would pull at the right times in the same direction? Then I started to setup some systems in my company that would encourage people to think and work in this manner. Now, 18 years later, my experience has proven to me that when everyone pulls together in the same direction, the company and its people become virtually unstoppable. Because of this I encourage everyone to make sure when you setup your systems and pay structures that they encourage everyone to pull together in the same direction.

Remember, people work for themselves. Make sure the company and all employees have the chance to benefit from the systems in place. Of course, there will be some employees who are not interested in pulling in the same direction as the company. My suggestion to you is to remove them from the payroll. If you do, it will leave space and opportunity for the ones that do care to grow much faster. Your best people will be happier and your company and its employees will all benefit in the process. I like win-win situations, don't you?

Damian Lang is the author of the book, "Rewarding and Challenging Employees for Profits in Masonry". To order a copy or to attend one of his seminars specifically for mason contractors, call Linda Hart at Lang Masonry 1-800-417-9272.



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