

The CRAFTsman

Fall 2019



Useful tips, news and information from James CRAFT & Son, Inc.



Donsco, Inc.

Plant Reconstruction and Dust Collection System

Less than six months after suffering a massive fire in June of 2018, which shut down most of Donsco, Inc.'s Wrightsville, Pennsylvania foundry operations, they began to rebuild. New melting, molding, and conveyor systems were erected as the building was essentially being constructed around Donsco's foundry equipment. James CRAFT & Son was contracted to design and install the industrial dust collection system throughout the facility.

Massive 10-gauge galvanized metal round ductwork was specified, so a substantial structural support system had to be welded to the building structure, with some individual 10-foot sections weighing 1,300 pounds each. Ducting was also run inside the building to each piece of production equipment with some requiring a spiderweb of fittings to hit every connection point.

Most connections to the equipment were bolted or welded directly to equipment hoods, each with a blast gate for air balancing. Flexible connections were not permitted so special angle fittings were used to allow equipment to move freely.

The completed project resulted in 5,026 linear feet—almost one mile—of heavy gauge duct with 570 fittings. 142,000 pounds of metal was used to fabricate the duct, which equates to nearly 24 Chevy Silverados or two M-1 tanks. With the steel melting chambers burning at 2,500 degrees Fahrenheit in the middle of summer, it created an extremely hot environment to install duct, especially at higher elevations. But our crews came through—a job well done and a huge thank you to James CRAFT team members Lee Slagle, Mason Mowrer, Jason Smith, and Jake Stough for withstanding all that came with this challenging project.



Did You Know?

The scientific term for brain freeze is *sphenopalatine ganglion neuralgia*.

The only letters that don't appear on the periodic table of elements are J and Q.

75% of the world's diet is produced from just 12 plant species and five animal species.

How much wood could a woodchuck chuck if a woodchuck could chuck wood? Turns out, it's around 700 pounds.

If you heat up a magnet, it will lose its magnetism.

There are only two countries in the world that have the color purple in their flags: Nicaragua and Dominica.

A bolt of lightning can reach 53,540 degrees Fahrenheit. That's five times hotter than the surface of the sun, which is 10,340 degrees Fahrenheit.

The quietest room in the world, located in Minnesota, is measured in negative decibels. It's so quiet that you can hear your own heartbeat and your bones moving.

Starfish don't have blood. Rather, they circulate nutrients by using seawater in their vascular system.

—from *The Fact Site*

Self-Managers Wanted: Here's What To Look For When Hiring

The "perfect" employee isn't one who does whatever you say, but someone who knows what to do without having to be told. It's someone who performs the job without constant prodding, someone who can manage himself or herself with a minimum of interference from you. Here's what to look for in a self-managing employee:

- **Goals.** Look for people who set their own objectives and push themselves to achieve them. Instead of accomplishing the bare minimum, they stretch to do a little bit more, or a little bit better, without anyone else telling them to.
- **Guidance.** An effective self-manager doesn't pretend to know everything. The people you want aren't afraid to ask for advice or assistance, or to seek someone else's opinion when necessary.
- **Creativity.** Pay attention to employees who are willing to suggest and try different solutions, who think about old problems in new ways and aren't afraid to risk making a mistake or two.
- **Self-improvement.** Does an employee take the initiative in learning a skill? You want employees who don't wait for you to send them to a training seminar, but who identify gaps, or things they'd like to learn, and take steps on their own to move forward.
- **Challenge.** Look at employees who seek out bigger projects, more responsibility, or a way to contribute more. The desire to grow is a valuable characteristic to nurture and reward.

"There are two types of people who will tell you that you cannot make a difference in this world: those who are afraid to try and those who are afraid you will succeed."

—Ray Goforth

Millennials Take Charge Of Their Healthcare

Millennials and Gen Xers take their health seriously, but they don't rely on the same tactics their elders have used over the years. The *Forbes Magazine* website shares how this generation handles healthcare its own way:

- **They want digital access to healthcare services.** With their smartphones and tablets, millennials want to take advantage of patient portals and video chats instead of in-person visits to the doctor. They'd also like a digital app to book appointments, review their health records and manage preventive care.
- **They seek information from more than doctors.** They're more likely to seek medical advice online than to rely on doctors for all their health information. One survey found that only 41% trust physicians as the best source of medical advice.
- **They want to orchestrate their own care.** Only 67% of millennials have a primary care provider, compared with 85% of baby boomers. Instead of waiting days or weeks to see a doctor, about one-third go to retail clinics. They're also more likely to make their own medical decisions rather than depending on their doctor as their sole source of counsel.

The Peppa Effect

There's an interesting phenomenon sweeping across the United States: Toddlers and young children are speaking the Queen's English.

"Mom" and "dad" have been replaced by "mummy" and "daddy." Children are asking to go on holidays, referring to money in pounds, and saying that they want to do things "straight away." Sometimes there are snorts and oinks interjected in their speech. Most of this is being chronicled on Twitter under the hashtag #PeppaEffect, because it turns out a pig named Peppa is behind it all.

Peppa Pig is an animated character on an eponymous children's show from the United Kingdom. Episodes air on cable channels worldwide and are available on YouTube. Each segment features a new adventure with Peppa Pig and her animal friends. There's a website with short videos and activities, so if your kids have access and screen time, there is a good chance they will encounter Peppa and fall under her influence.

All of this is quite normal, really. (Say that with a British accent.) Research suggests that children begin to develop their accents around the age of 20 months. For fans of the show ages 2 to 5—Peppa's main demographic—their love of the character and delight in her antics inspire them to mimic her behavior and language. They don't even recognize Peppa's accent as being different from their own.

SPEED BUMP

Dave Coverly



Managers Support Workplace Safety

Safety in the workplace is everyone's responsibility, but managers have to do their part to ensure their workforce stays healthy, whatever industry they're in. Here are five pieces of advice from the *EHS Today* website for creating an atmosphere dedicated to everyone's well-being:

- **Champion safety from the top.** You and your fellow managers should talk about safety issues often. Your senior executives should, too. When employees see their leaders taking safety matters seriously, they will, too.
- **Conduct safety surveys.** Don't wait for employees to bring up problems and concerns. Survey them about potential hazards in your workplace, and ask for suggestions on how to make work safer.
- **Huddle before shifts.** In a manufacturing or retail environment, it makes sense to meet briefly with your team before the start of every shift to check in on what's happening that day, ask whether employees have any safety concerns, and issue instructions for staying healthy and safe.
- **Talk one on one.** Make a point of talking to employees individually—not just during their performance reviews, but as often as possible. Ask about any concerns they have. Then act on them.
- **Perform ongoing training.** You can't just spend a few minutes on safety training during orientation and expect it to stick. Provide regular training to reinforce safety skills and teach new ones—when you get a new piece of equipment, for example.

Set Goals That Won't Backfire

Motivational gurus and management experts alike are fond of emphasizing the importance of goals, but you have to set them carefully or they can backfire on you and your organization. Here are some common pitfalls to watch for:

- **Inflexibility.** Clear and concrete goals are good, but they shouldn't narrow your team's focus too tightly. Launching a product on July 1 may be your goal, but you don't want to rush through something that doesn't work just to meet an artificial deadline. Be willing to adapt as circumstances change.
- **Short-term obsession.** Deadlines should be ambitious but reasonable. It doesn't do much good to hit a sales target one quarter if your sales force has to make promises it can't keep in order to close deals—future sales will be more difficult later on. Learn to balance immediate needs with future prospects so today's success doesn't become tomorrow's disaster.
- **Excessive pressure.** Goals should stretch people, but not to the breaking point. Pushing workers to accomplish aggressive objectives can tempt them to cut corners or make dangerous decisions. Keep lines of communication open so no one feels compelled to risk safety.

“Leadership is the capacity to translate vision into reality.”

—Warren Bennis



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Employee Spotlight: Kyle Whitman



Kyle Whitman

Kyle Whitman joined the James CRAFT & Son, Inc.'s Project Management Team in May of this year. Kyle has previously worked as a project manager for more than six years with Michels Corporation and Henkels & McCoy, specializing in utility construction across Pennsylvania, Maryland and New Jersey.

Additionally, Kyle spent eight years as a Logistics Specialist as an active duty member of the United States Navy.

In his spare time Kyle enjoys traveling, cooking, hiking, fishing and playing music. He is also a member of the Lower Paxton Township Lions Club where he helps complete various community service projects around the Harrisburg area.

Welcome Kyle!

Safety First!

Our Safety Program is designed to enlist the full participation of all of our employees and associates to remove hazards from the work place, prevent accidents and to promote job site safety. Rest assured that support for a safe workplace is offered at every level within CRAFT because, at the end of the day, we want everyone to go home safe.



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