



Glass Facts

October - December 2012

SEGA Chairman's Message



Here we are at the threshold of another year. I write this on December 17, 2012 with the assumption that the most sensational interpretation of the predictions on the Mayan calendar are incorrect, and you will be around to read this newsletter.

Without discussing the pros and cons of the outcome of the presidential election, I believe we can expect that the course our nation will take for the next four years is more of the same. Let's hope the economy finds a way to turn around in spite of everything that is scheduled to occur.

The predictions for construction of all types in our area remains bleakish in spite of some reports that are making the attempt to forecast a brighter future by talking about increases in housing starts and construction employment. I choose to remain skeptical. One of the best ways we can put our fingers on the pulse of construction is to ask our suppliers about their projections. Most of them report that while some areas of the United States are doing okay, Florida does not seem to be one of those areas with the petrochemical states remaining on top of the list because that is where the money resides.

In the face of everything we have endured, we continue to learn how to do business in a changing,

increasingly, unfriendly environment, and we learn new ways to survive. On a happier note, I honestly believe there is a construction boom in our future. The question remains, "How far in the future?" So, with that in mind and from one survivor to another, I wish you a very safe and happy holiday season. Have a healthy and prosperous New Year.

Sincerely,

*Richard Petrie
SEGA Chairman*



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Please submit your news releases, articles and comments for this publication to the SEGA office, attention: Julie, 231 West Bay Avenue, Longwood, FL 32750-4125. Advertising Space is also available. Please call the SEGA office at (407) 831-7342 for current rates and information.

SOUTHEAST GLASS ASSOCIATION CALENDAR OF EVENTS 2013

January

9-11 CILB Board of Director's and
Committee Meetings,
Residence Inn, Tallahassee

February

12..... Board of Director's Meeting, Conference Call
13-15 CILB Board of Director's and
Committee Meetings,
Embassy Suites Orlando-North, Altamonte Springs
19-20 Glass & Glazing Specialty License Exam

March

13-15 CILB Board of Director's and
Committee Meetings, TBA

April

10-12 CILB Board of Director's and
Committee Meetings
Mission Inn Resort & Club, Howey-in-the-Hills

May

8-10 CILB Board of Director's and
Committee Meetings,
Hyatt Regency Jacksonville Riverfront

June

18-19 Glass & Glazing Specialty License Exam
12-14 CILB Board of Director's and
Committee Meetings,
Embassy Suites, Fort Lauderdale

July

10-12 CILB Board of Director's and
Committee Meetings, TBA

August

14-16 CILB Board of Director's and
Committee Meetings,
The Ritz-Carlton, Sarasota

September

10-12 GlassBuild America: The Glass, Window
& Door Expo, Atlanta, GA
11-13 CILB Board of Director's and
Committee Meetings, TBA

October

9-11 CILB Board of Director's and
Committee Meetings, TBA
TBA Glass & Glazing Specialty License Exam

November

13-15 CILB Board of Director's and
Committee Meetings, TBA

Full Menu of Issues Awaits 2013 Legislative Session

The elections are over, and it's time for the Florida Legislature to get back to work. The first week in December found 44 House and 15 Senate freshmen joining their senior colleagues in Tallahassee as interim committee meetings for the 2013 session kicked off. They will be faced with a variety of issues such as creating a new budget, coping with federal health care reform and the cost of a college education in Florida.

Besides crafting another \$70 billion budget in an uncertain economic climate, lawmakers also must decide how the state will respond to the federal government's offer to provide more Medicaid funding under the Affordable Care Act. Both the House and Senate have created special committees to review the impact of the federal health care law.

Lawmakers also are filing bills to improve the elections process and ethical standards for public officials. A top-to-bottom probe of Citizens Insurance will be on the table. Lawmakers may look at gambling to boost the state's economy by opening the doors for casino gambling. The Senate has set up a new Gaming Committee to review the issue; but thus far, the issue has not gained much traction. Other hot topic items awaiting lawmakers include a ban on texting while driving and the taxation of Internet sales.

Construction related issues will of course include the obligatory building code bill, Reemployment (formally unemployment compensation) tax rates and any legislation that will create jobs in this stalled economy. Along those lines, look for legislation to get the state to create a \$700,000 million public/private trust fund to build infrastructure such as wastewater plants, roads and airport projects. Estimates are that this would create 7,000 jobs statewide. **Senator Alan Hays** plans on bringing back the doctors drug-dispensing bill. The bill would lower workers' compensation costs for businesses by limiting how much doctors can charge for medicine they dispense out of their offices. Other construction related bills expected to surface during the 2013 Legislative Session include: preempting local government bid preferences, uniform statewide background screening for Noninstructional Contractors on School Grounds (Jessica Lunsford Act), closing loopholes in competitive bidding statute and bills to preempt a variety of local ordinances such

as paid sick leave and local hiring.

SEGA will be tracking the issues during the 2013 Legislative Session and will be reporting on them weekly during session which starts on Tuesday, March 5, 2013.

Local Ordinances Update

Proposed Local Hiring Ordinance in St. Petersburg

The City of St. Petersburg is considering a Local Hiring Ordinance aimed at helping to lower the unemployment rate among residents. The Local Hiring Program will involve construction projects of \$2 million or more. Contractors and subcontractors will be required to hire local residents to perform at least 50 percent of work hours. The program will cover local residents who reside within Pinellas County. To be eligible, a resident must reside in Pinellas County for at least six months prior to the start of a construction project and must maintain his or her residence during the term of the contract.

The City recently held workshops on the proposal to get feedback from various stakeholders. Representatives from various construction trade groups attended one of those workshops to express their concerns and argue against the adoption of the proposed ordinance. They presented white papers to the city outlining their concerns. These construction groups believe the ordinance restricts free trade and all principals of economic freedom. They believe in fair and open competition that fosters best value for public construction for taxpayers.

On November 19, the City Council voted to delay the vote on the ordinance until January 10, 2013. The reason for doing so was to avoid having to pay \$150,000 to study the hiring practices of construction firms.

We will continue to monitor this issue.

Orange County Petition Drive for "Paid Sick Leave" Doesn't Make Ballot

Various construction groups joined in support of local and statewide business organizations in filing a legal injunction against the Citizens for a Greater Orange County (CGOC) political committee relating to the CGOC's petition drive to place a paid sick leave measure on the November 6, 2012 ballot in Orange

County. The petition would have required all Orange County businesses with 15 or more employees to provide up to 56 hours per year of sick pay to employees. Employers with less than 15 employees would not have to meet the above requirement; however, the employer cannot retaliate against a person who takes sick time.

Thirteen (13) Interveners joined the original six (6) Co-Plaintiffs in the legal injunction against CGOC. After a short legal battle, the Co-Plaintiffs and Interveners prevailed. The measure was not placed on the ballot in November.

This will not be the last we hear about this issue. Look for this to be a legislative issue during the 2013 Legislative Session starting on Tuesday, March 5, 2013. Business groups are looking at legislation that would preempt local governments from adopting these types of ordinances.

Changes to the Florida Corporate Income Tax for 2013

Corporations that conduct business or earn or receive income in Florida must file a Florida corporate income tax return unless they are exempt. This form, called the Florida Corporate Income/Franchise and Excise Tax Return (Form F-1120), must be filed each year, even if no tax is due. The due date is based on the corporation's tax year. In general, the Florida corporate income tax return is due:

- On or before the first day of the fourth month following the close of the corporation's tax year, OR
- The 15th day following the due date, without extension, for the filing of the related federal return, whichever is later.

You must file your corporate income tax return and pay the tax due electronically if your corporation paid \$20,000 or more in Florida corporate income tax during the state's prior fiscal year (July 1 through June 30).

If your corporation owes more than \$2,500 in Florida corporate income tax annually, you must make

estimated tax payments throughout the year on a form called Declaration/Installment of Florida Estimated Income/Franchise and/or Emergency Excise Tax (Form F-1120ES). Estimated payments are due on or before:

- the last day of the fourth month,
- the last day of the sixth month,
- the last day of the ninth month, and
- the last day of the tax year.

There are two important changes to the above information for 2013:

Corporation Income Tax Exemption for 2013:

For tax years beginning on or after January 1, 2013, the Florida corporate income tax exemption will be increased from \$25,000 to \$50,000. This change will eliminate the tax on corporations with \$50,000 or less in Florida income. However, this does not change the corporate income tax return filing requirements. **All corporations are still required to file corporate income tax returns.**

Change in Due Date of Estimated Payments for June 30, 2013:

All estimated tax years ending June 30, 2013 will be due on or before June 28, 2013:

- For corporate tax years ending June 30, 2013, the fourth installment payment of estimated tax is due on or before June 28, 2013.
- For corporate tax years ending September 30, 2013, the third installment is due on or before June 28, 2013.
- For corporate tax years ending December 31, 2013, the second installment is due on or before June 28, 2013.
- For corporate tax years ending February 28, 2014, the first installment is due on or before June 28, 2013.

Florida Minimum Wage Increases

Starting January 1, 2013, the Florida minimum wage will increase to \$7.79 an hour. The minimum cash wage for tipped employees is increasing to \$4.77 an hour.

Because the state minimum wage is changing for

2013, there is a new Florida minimum wage poster. On January 1, you should replace your 2012 Florida-specific minimum wage post with the new one for 2013.

Florida employers are also required to display the federal minimum wage poster. You should already have this federal minimum wage poster posted. As long as your federal minimum wage poster says \$7.25 an hour, this federal poster is current. **Please note: even though Florida businesses are required to display two minimum wage posters (the one for Florida and the federal one), they must pay their employees whichever minimum wage is higher, which is Florida.**

By displaying the new Florida-specific poster next to all of your other posters, your business will be in full compliance with the new poster requirement.

Workers' Compensation Rates to Increase Slightly for 2013

The rates Florida businesses pay for workers' compensation insurance will increase an average of 6.1% for new and renewal policies effective January 1, 2013. While this is the third straight year that rates have gone up, workers' compensation rates overall are still 56% lower than they were a decade ago.

The average rate increase for 2013 broken down by industry group is as follows:

- Manufacturing: 4.8% (down 51.8% since 2003)
- Contracting: 7.4% (down 58.6% since 2003)
- Office and Clerical: 4.3% (down 58.1% since 2003)
- Goods and Services: 6.7% (down 54.4% since 2003)
- Miscellaneous: 5.6% (down 54% since 2003)

The workers' compensation premium for your business is determined by multiplying your total payroll by the specific rate for the classification(s) for your business. The rate for your particular business may increase more or less than 6.1%; this figure is an average rate increase for all job classes in the state of

Florida. The rate increase for your individual business may be higher or lower.

Don't Be the Victim of "Annual Minutes" Scams

Two companies, Compliance Services and Corporate Records Service, are targeting Florida businesses with mailed notices requesting that "Annual Minutes" and a fee of \$125 be sent to them for filing. **This is a Scam!** While corporations are required to keep minutes of their corporate meetings, **minutes do not have to be filed with any agency of the State of Florida.** Also, you don't have to pay someone to prepare your corporate minutes.

These companies are trying to confuse businesses that have to file an Annual Report with the state into thinking they also need to file minutes with the state. Please do not confuse these notices with the legitimate requirement that corporations and LLC's must file an Annual Report each year with the Division of Corporations to keep their entity information up-to-date. These forms are due to the state by May 1 of every year.

If you get any mail from Compliance Services or Corporate Records Service, the best thing to do is to throw it in the trash.

Attention Corporations and LLC's: Watch Out for Identity Theft

Identity theft is a growing problem for Florida businesses. Unauthorized persons are using sunbiz.org, the state database of corporate information maintained by the Florida Division of Corporations of the Department of State, to change the address or contact information for companies to a new, phony address. Then they use this phony address to set up a bank account in the company's name, redirecting checks mailed to the company to this new, phony account.

Right now, information on sunbiz.org is open to

the public and is not password-protected, leaving businesses vulnerable to anyone who wants to go online and change a company's information. To help protect Florida businesses, the Department of State has started an e-mail notification process where they will send an e-mail notice to any business entity if an address change or FEIN change is made on sunbiz.org. If the change was not authorized by a principal of the business entity, you can notify the state right away using a link provided in the e-mail.

Until the Department of State can better protect this database, it is a good idea for corporations and LLC's to periodically check and verify the data on file for them at the state. You can simply go to sunbiz.org, click on "Search our Records," then "Inquire by Name" and enter your business name. When you click on your company's name, all the information currently on file with the state will come up. Check it over to make sure it's accurate and hasn't been changed, especially the business address and Federal Employer Identification Number (FEIN). If you discover a discrepancy, you should contact the business identity theft unit of the Division of Corporations at (850) 245-6007.

Workplace Safety and the Flu

This article includes information for workers and employers about how to reduce the spread of the flu in workplaces. It provides information on the basic precautions that should be used in all workplaces and the additional precautions that should be used in healthcare settings. Workers who perform certain types of healthcare tasks for patients who may have the flu may be at a higher risk for exposure to the flu virus; additional precautions are needed. Some of these healthcare tasks include direct patient care; aerosol-generating procedures; specimen analysis; and other patient support, like dietary and housekeeping services. These tasks can be performed in different settings such as inpatient and outpatient healthcare facilities; home healthcare settings; and health services facilities in schools, industrial workplaces, or correctional institutions.

What is the latest news on Influenza A (H3N2) variant?

The **2012-2013 seasonal flu vaccine** will protect against the three influenza viruses that research indicates will be most common during the season.

Pandemic flu remains a concern for employers and workers. A pandemic can occur at any time and can be mild, moderate, or severe. The pandemic flu in 2009 was considered by HHS/CDC to be mild but still created challenges for employers and workers and showed that many workplaces were not prepared. The precautions identified in the resources below give a baseline for infection controls during a seasonal flu outbreak, but may not be enough to protect workers during a pandemic. For additional information on pandemic flu planning, see the OSHA webpage on [pandemic flu](#).

Employer Guidance - Reducing All Workers' Exposures to Seasonal Flu Virus

There are some basic precautions that can protect workers during the flu season. This page gives employers and managers information about how to protect workers whose job tasks involve contact with coworkers and the general public. Workers who provide healthcare services are addressed separately. All employers can implement a combination of controls to protect workers and reduce the transmission of the seasonal flu virus in the workplace. Workplace controls include:

- promoting vaccination;
- encouraging sick workers to stay home;
- promoting hand hygiene and cough etiquette;
- keeping the workplace clean; and
- addressing travel concerns.

Worker Guidance - Precautions for All Workers During Flu Season

The best way to reduce your risk of exposure to the flu virus in your workplace is to use the basic hygiene precautions listed below and to avoid close contact with ill people. If your job involves contact with patients or other healthcare services, then you may need to take additional precautions. Precautions for healthcare workers are addressed **separately**.

Pandemic flu remains a concern for workers and employers. A pandemic can occur at any time and can be mild, moderate, or severe. The pandemic in 2009 was considered by HHS/CDC to be mild but it still created challenges for employers and showed that many workplaces were not prepared. The precautions identified in this guidance provide a baseline for workplace precautions during a seasonal

flu outbreak, but they may not be enough to protect you during a pandemic. Your employer's pandemic flu plan should be based on a "worst-case" scenario – one in which the virus causes severe illness and death in larger numbers of people. Planning for the worst-case ensures that employers will have the right type of equipment and enough of it on hand to protect you. It also ensures that employers have planned for additional control options so that they can pick the right combination for the specific pandemic flu virus. You may have additional planning considerations too. For example, you may need to think about what you'll do if schools and daycare facilities are closed. For additional information on pandemic flu planning, see ***How to Protect Yourself in the Workplace during a Pandemic*** and the ***planning resources for the community*** on Flu.gov.

Take the Flu IQ

The Flu I.Q. widget is an interactive quiz to test your flu knowledge. Place the Flu I.Q. Widget on your website, portal home page or on your blog to help others raise their flu I.Q. too! Don't worry if you don't know all the answers at first, the Flu I.Q. widget is an easy and fun way to learn what's true about flu.

Question 1 of 10:

A flu vaccine can't give you the flu.

Answer: True.

The flu vaccine cannot cause flu illness. The viruses in the vaccine are either killed (flu shot) or weakened (nasal spray vaccine), which means they cannot cause infection.

Question 2 of 10:

The "stomach flu" and influenza are the same thing.

Answer: False.

The flu is a respiratory (lung) disease, not a stomach or intestinal disease. The main symptoms of the flu are fever (usually high), headache, extreme tiredness, dry cough, sore throat and muscle aches. Stomach symptoms, such as nausea, vomiting, and diarrhea, also can occur but are more common in children than adults.

Question 3 of 10:

Getting a flu vaccine in December or later is not too late.

Answer: True.

CDC recommends that people get vaccinated as soon as vaccine becomes available and that vaccination continue into December, January and beyond. Influenza activity usually peaks in February most years, but disease can occur as late as May.

Question 4 of 10:

Flu viruses change constantly which requires a new flu vaccine to be produced each year.

Answer: True.

The viruses in the vaccine change each year based on worldwide monitoring of influenza viruses.

Question 5 of 10:

Washing your hands is the best thing you can do to protect against the flu.

Answer: False.

CDC recommends a flu vaccine as the first and most important step in protecting against the flu. However, preventative actions like covering your cough and washing your hands often are important everyday steps that can help stop the spread of germs.

Question 6 of 10:

The flu vaccine protects against three strains of flu.

Answer: True.

While there are many different flu viruses, the flu vaccine protects against the three main flu strains that research indicates will cause the most illness during the flu season.

Question 7 of 10:

The flu is typically spread through coughs and/or sneezes.

Answer: True.

Flu virus is mainly spread through droplets from coughs and sneezes.

Question 8 of 10:

The flu is not a serious illness.

Answer: False.

Flu is a serious contagious disease. Each year in the United States, on average, more than 200,000 people are hospitalized from flu complications and 36,000 people die from flu.

Question 9 of 10:

The flu vaccine is available as a shot or a nasal spray.

Answer: True.

Flu vaccine is also available as a nasal spray (brand name FluMist®). The nasal spray flu vaccine is an option for healthy* people 2–49 years of age who are not pregnant. **"Healthy" indicates persons who do not have an underlying medical condition that predisposes them to influenza complications.

Question 10 of 10:

You can spread the flu to others before you have symptoms.

Answer: True.

Most healthy adults may be able to infect others beginning 1 day before symptoms develop and up to 5 days after becoming sick. That means that you may be able to pass on the flu to someone else before you know you are sick, as well as while you are sick.

SEGA is Connected through LinkedIn

SEGA has set up a link on its home page for LinkedIn. What is LinkedIn? It is the world's largest professional network with over 100 million members and growing rapidly. LinkedIn connects you to your trusted contacts and helps you exchange knowledge, ideas, and opportunities with a broader network of professionals.

SEGA is now an open group on LinkedIn. We are available for open discussion group. All future discussions will be fully visible, searchable and shareable on the web. All past discussions are now closed in a members-only archive. Your network is full of industry experts willing to share advice. Have a question? Just ask.

We look forward to our future discussions now joining the broader conversation of the wider web. Join today by going to the SEGA website at www.southeastglass.org and click on the LinkedIn logo.

2013 SEGA Board of Directors

SEGA needs your help. We need members to volunteer to serve on the SEGA Board of Directors. By serving on the board of directors, you can develop self-satisfaction; get an insight into how the organization is run; sharpen your leadership abilities; build prestige for you and your company; network with other peers; share various responsibilities; have an opportunity to give something back to the industry as well as help the industry; and develop a sense of accomplishment.

Term:

- The term of the office for a member of the Board of Directors is one year starting on January 1.

Responsibilities:

- Board of Directors shall be responsible for the

entire management of the association and of the income and property thereof, including authority to issue debentures or borrow money for corporate purposes.

- The Board of Directors shall establish all rules and regulations necessary to conduct its business and may change the same from time to time.
- Attend at least three Board of Director's Meetings yearly.

If you are interested in serving on the board or becoming a committee member for 2013, please contact the SEGA office at (407) 831-7342.

Not a Member of SEGA?

Are you receiving the Glass Facts but are not a member of SEGA? Need help with the glass and glazing licensing process? Join SEGA today for as low as \$225.00 per year.

To take advantage of this pricing today and join the southeast's premier glass and glazing trade association, [please click here for a SEGA Membership Application](#) or contact the association office at (407) 831-7342 and request a membership application.

Division of Workers' Compensation Offers Free Classes

The Florida Department of Financial Services, Division of Workers' Compensation, is offering free classes regarding Florida's workers' compensation laws and workplace safety to business owners, licensed contractors and employers.

Workers' compensation topics covered include:

- Review of Key Statutory Definitions
- Contractor Responsibilities
- Exemptions
- Insurance Coverage Requirements
- Enforcement Provisions

Workplace safety topics presented by OSHA (U.S. Department of Labor, Occupational Safety and Health

Administration) include:

- Direct and Indirect Costs
- Inspections
- Florida Fatalities

The following is a list of class dates and times for future sessions.

January 9, 2013

2:00 p.m. – 3:00 p.m. EST
Workers' Compensation
WEB Based class

January 10, 2013

2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

January 15, 2013

Miami
9:00 a.m. – 12:00 noon
State of Florida Office Building
401 N.W. 2nd Avenue, North Tower, Suite N-423
Miami, FL 33128

January 24, 2013

Jacksonville
9:00 a.m. – 12:00 noon
Florida Department of Law Enforcement
921 North Davis Street, Building E, Training Room A
Jacksonville, FL 32209

January 29, 2013

Fort Myers
9:00 a.m. – 12:00 noon
State of Florida Office Building
2295 Victoria Avenue, Room 165A
Fort Myers, FL 33901

February 5, 2013

Tampa
9:00 a.m. – 12:00 noon
State of Office Building
1313 North Tampa Street, Suite 605
Tampa, FL 33603

February 6, 2013

2:00 p.m. – 3:00 p.m. EST
Workers' Compensation
WEB Based class

February 7, 2013

2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

February 8, 2013

Lantana
9:00 a.m. – 12:00 noon
Gold Coast Schools
6216 South Congress Avenue
Lantana, FL 33462

February 21, 2013

Pensacola
9:00 a.m. – 12:00 noon
Division of Workers' Compensation
610 East Burgess Road
Pensacola, FL 32504

March 6, 2013

2:00 p.m. – 3:00 p.m. EST
Workers' Compensation
WEB Based class

March 7, 2013

2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

March 12, 2013

Orlando
9:00 a.m. – 12:00 noon
State Office Building
Hurston Complex, 400 West Robinson Street,
South Tower, Conference Room N-101
Orlando, FL 32801

March 19, 2013

Miramar/Pembroke Pines
9:00 a.m. – 12:00 noon
Miramar Pembroke Pines Regional
Chamber of Commerce

March 21, 2013

Tallahassee
9:00 a.m. – 12:00 noon
Hartman Building
2012 Capital Circle S.E., Room 102
Tallahassee, FL 32399

April 10, 2013

2:00 p.m. – 3:00 p.m. EST
Workers' Compensation
WEB Based class

April 11, 2013

2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

May 8, 2013

2:00 p.m. – 3:00 p.m. EST
Workers' Compensation
WEB Based class

May 9, 2013

2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

June 5, 2013

2:00 p.m. – 3:00 p.m. EST
Workers' Compensation
WEB Based class

June 6, 2013

2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

The Division of Workers' Compensation is an authorized provider (Provider Number: 0004354) for continuing education purposes through the CILB. Course Number: 0010118 – one hour satisfies the workers' compensation requirement and Course Number: 0010630 – one hour satisfies the workplace safety requirement.

Advanced registration is required. The form is available on the Division's website at www.myfloridacfo.com/WC. For additional information, e-mail bocseminars@MyFloridaCFO.com, or call (813) 221-6518.

