SEGA Chairman’s Message

Ramblings

As we are fast approaching the end of 2015 and another year in business comes to an end, I have a few thoughts on a few things. So here goes.

Do you, as a manager, often put up with underperforming and problematic employees? Do you ever question why we don’t get rid of bad people when it is obvious that they are underperforming? Could it be FEAR?

One primary fear is that the person we get rid of may end up being replaced by someone even worse. You know it’s better to deal with someone you know than someone you don’t know who may just turn out worse than the employee you let go! You know we get comfortable with people, and change is always painful. So we learn to work around the bad employee or prop them up to “get by.”

In addition, the fear of being labeled as a “bad guy” or “bad boss” can sometimes hold us back. We don’t like to be viewed negatively or think that people might be talking behind their back about how they fired good old Sam, who had been with the company for so long and was such a nice, if not very competent, guy. So we allow the underperforming employee to hang around so we don’t get a bad rap or look mean spirited. As managers and bosses, we have to grow thick skin at times.

And finally a lot of us are not confident enough in ourselves to “drop the hammer.” We worry that we might be making a mistake or we reason in our small pea brain that the person we are going to release might actually be better than we think they are . . . or that they will take others with them on their way out, and then what will we do?

Remember folks, we as managers and owners are responsible for the complete operation of the company. The last time I checked, the bottom line was to make a profit. We won’t do this accepting underperforming and bad employees.

The Team with the Best Players Almost Always Wins . . . no matter what the sport and, in many ways, business is a sport. At times, a quirky bounce of the ball or an off day will allow an inferior opponent to prevail, but day–in and day–out, there is no substitute for talent. And by the way, it really helps a lot if you have an all–star or two on your team as well.

Until next year!

Woody Watters
SEGA Chairman

HAPPY Holidays
SEGA 2015 OFFICERS

Chairman of the Board
Woody Watters
Pensacola Glass Company

SEGA 2015 DIRECTORS

Thomas Lee, IV – Lee & Cates Glass
Jeff Miller – Lore L. Ltd.

SEGA CONSULTANT
Roland “Stoney” Stonaker
6741 Hidden Creek Boulevard
St. Augustine, FL 32086
Phone: (904) 806–3949
FAX: (904) 797–4473
E–mail: stoneystonaker@yahoo.com

SEGA OFFICE
231 West Bay Avenue
Longwood, FL 32750–4125
Phone: (407) 831–7342
FAX: (407) 260–1582
Website: www.southeastglass.org

SEGA STAFF
R. Bruce Kershner,
Executive Director
E–mail: rbkershner@att.net

Julie A. Kershner,
Assistant Executive Director
E–mail: juliepinto-kershner@att.net

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
2016

January
13–15…………CILB Board of Director’s and Committee Meetings, Hilton Cocoa Beach Oceanfront, Cocoa Beach

February
9–10........... Florida Building Commission Meeting, TBA
10–12…………CILB Board of Director’s and Committee Meetings, TBA
16–17.......... Glass & Glazing Specialty License Exam

March
9–11............CILB Board of Director’s and Committee Meetings, TBA

April
12.............. Florida Building Commission Meeting, TBA
13–15........... CILB Board of Director’s and Committee Meetings, Courtyard Palm Beach Jupiter, Jupiter

May
11–13..........CILB Board of Director’s and Committee Meetings, Embassy Suites Orlando – North, Altamonte Springs

June
8.............. Florida Building Commission Meeting, TBA
8–10..........CILB Board of Director’s and Committee Meetings, TBA
14–15........... Glass & Glazing Specialty License Exam

July
13–15........... CILB Board of Director’s and Committee Meetings, The Orlando Marriott Lake Mary, Lake Mary

August
10–12........... CILB Board of Director’s and Committee Meetings, Hyatt Regency Jacksonville Riverfront, Jacksonville

September
14–16..........CILB Board of Director’s and Committee Meetings, The Orlando Marriott Lake Mary, Lake Mary

October
12–14..........CILB Board of Director’s and Committee Meetings, Hilton Melbourne Beach Oceanfront, Melbourne
19–21........ GlassBuild America: The Glass, Window & Door Expo, Las Vegas Convention Center, Las Vegas, NV

November
9–11............CILB Board of Director’s and Committee Meetings, Embassy Suites Orlando – North, Altamonte Springs
House and Senate Committees Off to a Slow Start

By – R. Bruce Kershner, SEGA Lobbyist

To say that Florida legislators are growing weary of Tallahassee these days is an understatement. By the end of the year, the Legislature will have been in town 27 weeks this year. This includes interim committee meeting weeks leading up to the 2015 Legislative Session, the nine week regular 2015 Legislative Session, three Special Sessions (Budget, Redrawing Congressional Districts and Redrawing Senate District lines) and five interim committee meeting weeks in preparation for the 2016 Legislative Session which convenes on January 12. With all that time spent at the Capitol, one would think a lot of work has been completed in preparation for the 2016 Legislative Session. Instead, lawmakers have been focused on redrawing congressional and state Senate district lines.

Committee hearings are the first critical step in passing legislation and writing a state budget; however, several of the committees have not met at all. Those that have met have not considered many bills to date. Bills cannot be passed unless they have cleared at least one committee. Often, they face votes in as many as four committees in both the House and Senate.

Priority issues of SEGA members include Assignment of Benefits (AOB) and elimination of the Lien Law. SB 596 by Hukill has been filed for AOB; however, to date, no House Bill has been filed at the present time. This issue has been a fight over the last several years, largely brought on by scams in the water remediation industry, but also now in the roofing industry. Companies get the owner to assign all of their rights under their property insurance to the contractor and then the contractor inflates the claim, hires a trial lawyer and sues the insurance company. Advocates claim the problem has escalated to over 92,000 AOB lawsuits filed in 2013–2014. Citizens Property Insurance is feeling the effect and now the Attorney General has weighed in, so we should expect this to be a high priority issue this year. The Hukill bill is a more reasonable approach than in previous years but would limit assignment to $2,500 which will most certainly be opposed by the water remediation companies. No hearings yet on this issue, but I met with the insurance companies, who are the primary opponents, on December 10, to discuss the issues.

Another issue that we must continue to monitor is Florida’s Construction Lien Law. This is an issue that House Speaker Richard Corcoran has a keen interest in. No bills have been filed as yet, and we are not expecting one to be filed. This is an issue that, if brought forward, will most likely be by an amendment in the latter part of session when deals are cut and emotions run high. Representative Richard Corcoran believes that lien rights of non–privity lienors should be **ELIMINATED** for all work on primary residential properties [homestead or intended homestead properties]. The construction industry functions on a credit–based system. Without it, every general, residential and building contractor would have to have the financial ability to finance all of their ongoing projects themselves. In short, without the current credit scheme which relies upon the construction lien law as an additional remedy if payment is not made, many contractors would simply be unable to compete and do business.

Other issues of interest for SEGA members and the construction industry will include:

- annual Building Code bill,
- wage theft,
- Statute of Repose.
- workforce development/job training,
- public–private partnerships and
- local hiring ordnances

Weekly Reports: Look for my Pre–Session and weekly Legislative Reports, “From the Halls of the Capitol”, on the SEGA website at [www.southeastglass.org](http://www.southeastglass.org) where I will keep track of issues important to SEGA members. These reports are password protected.

**State Minimum Wage Staying the Same For 2016**

For the first time in the history of the Florida minimum wage, there will **NOT** be an increase in the Florida minimum wage for calendar year 2016. For 2016, Florida employers can continue paying their minimum wage employees $8.05 per hour, and tipped employees must continue to be paid a cash wage of at least $5.03 an hour.

There are two versions of the minimum wage: the
federal one and the Florida–specific one. Florida employers must pay their employees whichever minimum wage is higher, which right now is the Florida minimum wage of $8.05 (the federal minimum wage is $7.25 an hour). For tipped employees (like food servers), employers can count the tips their employees receive towards the required hourly minimum wage. However, employers are required by law to pay tipped employees a direct cash wage, which for 2015 and 2016 is $5.03 an hour.

Even though the minimum wage for Florida is staying the same for 2016, there will be a new version of the Florida minimum wage poster. The only change on the poster will be to update the year to 2016 instead of 2015. Employers will still need to post the federal version of the minimum wage poster.


The Code Modification Module was updated in June and is accepting code change proposals for the 6th Edition (2017) Florida Building Code (FBC). As a reminder, the deadline for submitting code change proposals is January 1, 2016.

Note: There is less than two weeks left to submit proposed code modifications.

In order to allow for time for feedback on your proposed modification(s) by staff regarding whether your modification is complete, we advise that you submit your code change proposal as early as possible. Proposed code modifications submitted after the December 25, 2015 will risk having no feedback from staff. Code change proposals deemed incomplete by staff will not be forwarded for consideration by the Commission.


Please note before using the Code Modification Module to submit your modification, it is important that you review the list of “Questions and Answers” and the “Users Guide” available at the link below: [http://www.floridabuilding.org/cm/cm_faq.aspx](http://www.floridabuilding.org/cm/cm_faq.aspx).

Once you submit your proposed code modification, the process isn’t complete, but only the first step. When you start a proposed code modification “mod”, your mod is assigned a unique number to ensure that your mod can be retrieved at a later date if you save it in progress. Upon submittal, you should see a confirmation screen that your mod was submitted, and the Mod Number. It is recommended that you print/save this confirmation page for your records as proof of submittal.

You also receive an e-mail from the system confirming submittal. Please be sure your e-mail and spam blocker accepts incoming e-mail from @myfloridalicense.com and @floridabuilding.org.

In addition to your regular e-mail inbox, you can also monitor your mod(s) progress in your BCIS inbox. To get there, first login to [www.floridabuilding.org](http://www.floridabuilding.org), hover or click on Proposed Code Modifications, then select at the bottom of the menu “Manage Proposed Code Modifications”. There you will find notices and status tabs of mods submitted by you. Notices will appear that are more urgent at the top under the “Action required” area. General updates are found in the bottom chart under the “Information only” area.

We also recommend checking your e-mail for automated notifications of status changes from the system and from e-mails sent by staff regarding your mod.

More information will be sent in future e-mails regarding the next steps in the process and what to look for in regards to your Proposed Code Modification.

Finally, if you submit a code change that references a standard for adoption, you need to send a copy of the proposed standard to staff and each committee member that will be considering the proposed code modification. It is the responsibility of the proponent to make the reference standard available to the committee members. Not providing copies of the proposed reference standard to both staff and
committee members could result in the proposal not being considered by the committee. Staff will not send copies of the proposed reference standards to the committee members. For sending a copy of the reference standard to staff, please mail or e-mail the standard to Attn: Mo Madani at 1940 North Monroe St. Suite 90, Tallahassee FL, 32399.

His e-mail address is mo.madani@myfloridalicense.com. To send copies of the reference standards to committee members, please see their names, addresses, and e-mail on the website at the following link: http://www.myfloridalicense.com/dbpr/pcs/program_committees.html.

Important Note: Browser Compatibility:
The FBC has received some calls from users saying that the text disappears in the “Text of Mod” section and that their browser is not working with the code mod module. They have tested the module and petitioners must use Internet Explorer (IE) Version 10 or higher and in IE 11 you have to use it in compatibility mode. Any other browsers other than IE for example Chrome or Firefox does not like the “Text of Mod” page. In Internet Explorer, try going to the little gear in the upper right and select compatibility mode. Then add floridabuilding.org. Then go back to the text of mod page and it should work for you. To download the latest Internet Explorer, please visit the Microsoft website at this link below: windows.microsoft.com/en-us/internet-explorer/download-ie. To use Internet Explorer on Mac OSX, please try this workaround: http://osxdaily.com/2015/10/19/use-internet-explorer-11-mac-os-x-easy/.

If you have any questions on the process, please visit our information section at www.floridabuilding.org under “Proposed Code Modifications” in the bottom right, then click on “FAQ (Getting Started)”. You can also call their main line at (850) 487–1824.

OSHA Reminds Employers to Post Injury and Illness Summaries (300A)
The Occupational Safety and Health Administration (OSHA) is reminding employers to post OSHA Form 300A, which lists a summary of the total number of job-related injuries and illnesses that occurred during 2015. The form must be posted between February 1 and April 30, 2016.

The summary must include the total number of job-related injuries and illnesses that occurred in 2013 and were logged on OSHA Form 300, Log of Work–Related Injuries and Illnesses. To assist in calculating incidence rates, information about the annual average number of employees and total hours worked during the calendar year is also required. If a company recorded no injuries or illnesses in 2015, the employer must enter “zero” on the total line. The form must be signed and certified by a company executive. Form 300A should be displayed in a common area where notices to employees are usually posted.

Employers with 10 or fewer employees and employers in certain industries are normally exempt from federal OSHA injury and illness recordkeeping and posting requirements. A complete list of exempt industries in the retail, services, finance, insurance and real estate sectors can be found at http://s.dol.gov/YP.

The Bureau of Labor Statistics may still select exempted employers to participate in an annual statistical survey. All employers covered by OSHA need to comply with safety and health standards. All accidents that result in one or more fatalities or in the hospitalization of three or more employees must be reported verbally within eight hours to the nearest OSHA office.

Copies of OSHA Forms 300 and 300A are available at https://www.osha.gov/recordkeeping/RKforms.html in either Adobe PDF or Microsoft Excel Spreadsheet format. For more information on recordkeeping requirements, visit the OSHA Injury and Illness Recordkeeping and Reporting Requirements Web page.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA’s role is to ensure these conditions for America’s working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.
OSHA Requests Comments on Guidance Document that Addresses Whistleblower Retaliation

The Occupational Safety and Health Administration (OSHA) is seeking comments on a draft document intended to help employers develop a program to protect employees from retaliation when they raise concerns about workplace conditions or activities that could harm workers or members of the public.

Protecting Whistleblowers: Recommended Practices for Employers for Preventing and Addressing Retaliation will help employers create a non–retaliatory environment in the workplace and will provide practical guidance on protecting whistleblower rights for public, private, and non–profit employers. The document contains sections on how to ensure leadership commitment, foster an anti–retaliation culture, respond to reports of retaliation, conduct anti–retaliation training, and monitor Progress and Program Improvement.

The draft document is based on recommendations of the Whistleblower Protection Advisory Committee in its document, Best Practices for Protecting Whistleblowers and Preventing and Addressing Retaliation*.

The Occupational Safety and Health Act prohibits employers from retaliating against employees for exercising their rights under the OSH Act. OSHA also enforces the whistleblower protection provisions of 21 other statutes relating to asbestos in schools, cargo container safety, aviation safety, commercial motor carrier safety, consumer product safety, environmental protection, consumer financial protection, food safety, health insurance reform, motor vehicle safety, nuclear safety, pipeline safety, public transportation safety, railroad safety, maritime safety, and securities laws. For more information, please visit www.whistleblowers.gov.

Comments on the document will be accepted until January 19, 2016, and will be considered by OSHA when preparing the final document for issuance.

We are especially interested in comments related to ensuring that:

- Anti–retaliation concepts are described clearly,
- Important features of an anti–retaliation program are included,
- Challenges in implementing these practices are addressed,
- Issues specific to small businesses are addressed.

Comments should be submitted to www.regulations.gov using the docket number OSHA–2015–0025. Please note that all comments will be publicly posted as written; do not submit personally identifiable information such as Social Security numbers and birthdates.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA’s role is to ensure these conditions for America’s working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.

Workplace Safety and the Flu

This page includes information for workers and employers about reducing the spread of seasonal flu in workplaces. It provides information on the basic precautions to be used in all workplaces and the additional precautions that should be used in healthcare settings. Healthcare workers in contact with flu exposed patients are at higher risk for exposure to the flu virus and additional precautions are needed.

Health and Human Services’ Centers for Disease Control and Prevention (CDC) has updated guidance for protecting individuals from seasonal flu. Refer to this page for updates on the most recent seasonal flu vaccine. Each year the vaccine is revised to protect against the influenza viruses that research indicates will be most common this season.

Pandemic flu remains a concern for employers and workers. A pandemic can occur at any time and can be mild, moderate, or severe. Although the pandemic H1N1 flu in 2009 was considered by CDC to be mild, it created significant 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’s Safety and Health Topics page: Pandemic Influenza.

Senate Rests Case in Redistricting Trial

By – Brandon Larrabee, News Service of Florida

The Florida Senate rested its case in support of a proposed map during the second day of a redistricting trial Tuesday, as lawyers for voting–rights organizations prepared to grill the chief map–drawer for the chamber.

The main witness Tuesday was University of Utah political–science professor Baodong Liu, who questioned whether plans offered by the League of Women Voters of Florida and Common Cause Florida would offer Hispanic and African–American voters a chance to elect candidates of their choice in some districts.

That requirement is part of the anti–gerrymandering “Fair Districts” amendments, which voters added to the state Constitution in 2010. An original Senate map, approved by lawmakers in 2012, has been set aside under an agreement between the voting–rights groups and the Legislature that acknowledged it would likely be struck down by the courts.

“They have a problem with the number of black majority districts drawn in the plans,” Liu said of the voting–rights groups’ four proposed maps. “However, if you look at the benchmark plan and the Senate plan proposed by Florida Senate, you see that the number of black majority districts is much better in the Senate plan compared to the alternative plan provided by the plaintiffs.”

Liu also argued that because of voting patterns, Latinos need to comprise as much as 75 to 80 percent of the voting–age population to have an opportunity to elect candidates of their choice. Only one of the districts under the plan favored by the voting–rights groups would meet that standard; the Senate plan has two that would clear that bar, and another where the Hispanic share of the voting–age population is 74.9 percent.

The voting–rights groups argue that its map has four districts that would likely elect candidates favored by Latinos with a smaller share of the population than Liu said is needed.

But Liu was briefly embarrassed in court when David King, a lawyer for the League of Women Voters and Common Cause, noted that Liu wrongly noted in his report to the court that Orange County Clerk of Courts Tiffany Moore Russell, who is African–American, had lost her race. King had Russell’s official website put on the screens around the courtroom.

“I’m suggesting to you, sir, that you’re wrong about that,” King said.

Liu said he depended on information he got from local sources to provide the races he used to analyze voting patterns in Florida elections.

“I cannot verify any election that I analyzed,” he said. “I was told that this candidate was defeated. So that’s what I listed.”

The task of choosing among the Senate’s proposed map and four submitted by King’s clients has fallen to Leon County Circuit Judge George Reynolds, after the Legislature ended a November special session without agreeing to a plan for the chamber’s 40 districts. Reynolds’ decision ultimately will go to the Florida Supreme Court.

Depositions from Sen. Tom Lee, R–Brandon, and Sen. Jack Latvala, R–Clearwater, were also read in the courtroom Tuesday. Lee served on the Senate Reapportionment Committee, and Latvala was critical of a redistricting plan approved by the Senate during the unsuccessful special session.

On Wednesday, lawyers for the voting–rights organizations are expected to call Sen. Bill Galvano, a Bradenton Republican who chairs the Reapportionment Committee. King said the testimony could give insights into the reasons Galvano, who chose the map submitted to the court, selected the plan that he did.

“I just think it’s going to be very interesting, because he was the one guy that made all the decisions about the map,” King told reporters Tuesday.
Florida Workers’ Comp Case Sees Business Groups File Briefs

By – The News Service of Florida

As an indication of the potential high stakes in a workers’ compensation insurance case, some of the state’s most influential business groups and the Florida League of Cities have been approved during the past week to file friend-of-the-court briefs with the state Supreme Court.

The case, which stems from injuries suffered in 2003 by Hialeah Hospital nurse Daniel Stahl, challenges the constitutionality of the workers’ compensation system.

Critics have taken aim at a 2003 business-backed law that was designed to reduce insurance costs. They contend, in part, that the law went too far in reducing benefits for injured workers.

At least two dozen groups on both sides of the issue have received approval from the Supreme Court to file friend-of-the-court briefs. Approvals during the past week came for groups that back the law.

The latest approvals came Tuesday, when the court agreed to a request from the Florida Chamber of Commerce and Florida Justice Reform Institute to file a brief.

Last week, it gave similar approvals to the Florida League of Cities, Associated Industries of Florida, Florida Retail Federation, National Federation of Independent Business, Florida United Businesses Association and Florida Roofing, Sheet Metal and Air Conditioning Contractors Association.

Office Issues Final Order Approving Workers’ Comp Rates for 2016

The Florida Office of Insurance Regulation (Office) has approved an overall decrease of 4.7% in workers’ compensation insurance rates in Florida. Following the disapproval of its original rate filing request, the National Council on Compensation Insurance (NCCI) submitted additional information for the Office’s consideration on Friday, November 6, 2015 (Office Statement). NCCI requested that the Office re-evaluate three specific items pertaining to its annual rate filing: expense constant, indemnity trend, and the profit and contingency factor. The Final Order issued today re-confirms the Office’s denial of the requested modifications to the expense constant and indemnity trend. However, the Office granted an increase in the profit and contingency factor from the current approved 2.5% to 2.75%, which lowered the decrease in workers’ compensation rates from 5.1% to 4.7% overall. The new rates become effective January 1, 2016 for both new and renewal workers’ compensation rates.

IRS Standard Mileage Rate Remains the Same for 2016

The Internal Revenue Service (IRS) recently announced the standard mileage rates for the use of a car or other vehicle for business purpose. For calendar year 2016, the rate will remain the same as 2015 which is $.575.

The standard mileage rate set by the IRS is used by many businesses to reimburse employees for mileage travelled in their personal vehicles for business reasons. Businesses always have the option not to use this standard rate and increase calculate the actual costs of using a vehicle for business purposes and reimbursing their employees for that cost.

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. Dept. of Labor, Occupational Safety and Health Administration) include:

- Direct and Indirect Costs
- Inspections
- Florida Fatalities

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

**January 12, 2016**
Fort Myers
9:00 a.m. – 12:00 noon
State of Florida Office Building
2295 Victoria Avenue, Room 165A
Fort Myers, FL  33901

**January 13, 2016**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**January 14, 2016**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**January 21, 2016**
Jacksonville
9:00 a.m. – 12:00 noon
City of Jacksonville
Building Inspection Services, Training Room
214 North Hogan Street
Jacksonville, FL  32202

**February 3, 2016**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**February 4, 2016**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**February 9, 2016**
Tampa
9:00 a.m. – 12:00 noon
State of Florida Park Trammel Building
1313 North Tampa Street, Suite 605
Tampa, FL  33603

**February 11, 2016**
Miami
9:00 a.m. – 12:00 noon
State of Florida Rhode Building
401 N.W. 2nd Avenue, South Tower, Room N–423
Miami, FL 33128

**March 9, 2016**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**March 10, 2016**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**March 15, 2016**
Fort Lauderdale
9:00 a.m. – 12:00 noon
1400 West Commercial Boulevard, Suite 195
Fort Lauderdale, FL 33309

**March 22, 2016**
Orlando
9:00 a.m. – 12:00 noon
State Office Florida Hurston Building
400 West Robinson Street, North Tower, N–101
Orlando, FL 32801

**April 6, 2016**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**April 7, 2016**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**April 12, 2016**
Jacksonville
9:00 a.m. – 12:00 noon
State of Florida Jacksonville Regional Service Center
921 North Davis Street, Building B, Room 350
Jacksonville, FL 32209
April 19, 2016
Pensacola
9:00 a.m. – 12:00 noon
Division of Workers’ Compensation
610 East Burgess Road
Pensacola, FL 32504

May 4, 2016
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

May 5, 2016
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

May 10, 2016
Tampa
9:00 a.m. – 12:00 noon
State of Florida Park Trammel Building
1313 North Tampa Street, Suite 605
Tampa, FL 33603

May 12, 2016
Miami
9:00 a.m. – 12:00 noon
State of Florida Rhode Building
401 N.W. 2nd Avenue, South Tower, Room N–423
Miami, FL 33128

June 7, 2016
Tallahassee
9:00 a.m. – 12:00 noon
Hartman Building
2012 Capital Circle SE, Room 102
Tallahassee, FL 32399

June 8, 2016
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

June 9, 2016
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

June 9, 2016
Lantana
9:00 a.m. – 12:00 noon
Gold Coast Schools
6216 South Congress Avenue, Classroom A
Lantana, FL 33462

June 14, 2016
Orlando
9:00 a.m. – 12:00 noon
State Office Florida Hurston Building
400 West Robinson Street, North Tower, N–101
Orlando, FL 32801

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/division/WC. For additional information, e-mail bocseminars@MyFloridaCFO.com, or call (813) 221–6518.

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 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.

Certified Contractor License Renewal Reminder
Just a reminder that the Registered Contractor licenses issued by the Department of Business and Professional Regulation (DBPR) are up for renewal on August 31, 2016.

Current law requires licenseholders to obtain 14 hours of continuing education with at least one hour in workplace safety, one hour in workers’ compensation, one hour in business practices, one hour in the advance building code module, one hour in laws and rules (Chapter 489) and one hour in wind mitigation...
CILB Update
ADVERTISING: Signs to Social Media, License Numbers Required!
Advertising is important to Florida contractors and can make the difference between a great business year and just making ends meet. Florida contractors have many new ways of promoting their businesses with the increased use of internet websites and the advent of social media technologies. As advertising evolves, it is important for Florida contractors to remember that their license number must be included in all offers of service, bids, business proposals, contracts or advertisements, regardless of the medium. Pursuant to Rule 61G4-12.011, F.A.C., advertisements include any electronic media including Internet sites. So please remember to include your license number on your websites, social media pages and other advertisements.

If you have any questions regarding advertising requirements please review the Construction Industry Licensing Board’s FAQs or you may contact the Department’s Customer Contact Center at (850) 487–1395.

SEGA wishes everyone a Safe and Happy Holiday Season and a Prosperous New Year.