Prospectus on 2017

As I write this article, we are well into the first quarter of 2017. The year is young and from all indicators from my end, it appears it will be a year with more commercial projects coming out of the ground and in general a much more productive year compared to last year when it comes to all phases of glass work. However, with this robust outlook, there lies many major challenges and potential challenges for glass companies. I will address some of these below.

Probably the number one major challenge that exists moving into this year with most glass shops is LABOR, QUALIFIED AND EXPERIENCED GLAZIERS. The ability or possibility of finding and adding more of these types of employees is continuing to shrink as confirmed in the Building and Envelope Contractors Conference held last month in Las Vegas. Of course, this problem is not a new one for us located in Florida but now has gotten worst due to the increase of more work requiring glass shops to acquire more workers to meet the work schedules mandated by the project production schedules of these new projects. Short of companies making investments into hiring people and training them which requires a certain amount of time, there is not any additional avenues that exist today in the way of certified apprenticeship training programs in the states trade schools or universities. And, the ability to attract young people at the high school level or the technical school level to pursue our trade is a difficult process at the least. Most high school counselors try to direct most kids to college rather than a trade these days, and a lot of kids simply are not college material so to speak.

Architects and designers are designing more detailed and complexed buildings today, and it requires a lot more project management challenges. Some of these challenges include items such as inexperienced people within the construction team, this could be at the general contractor level concerning a superintendent, who I believe is the most crucial person on a construction team, project engineer or project manager. It certainly can also move down to your on–site lead glazier or your glazing superintendent being the weak link in the chain if he fails to communicate effectively with the contractor’s superintendent on an issue. Or moving inside with the glass shop project manager, making sure the schedule is a viable one, making sure the scope of work is understood and good and not poorly defined. Also the project manager must make sure the cost is accurate and the timeline forecasting (schedule) is accurate. Finally, the one key word at any level with the construction team is “Communication.” Without a clear communication path between all parties of the construction team, the risk of project issues increases immensely. There is no time in today’s project schedules for problems that increase more time requirements that in turn have a direct effect on the overall project completion schedule.

In closing and as noted above, the increasing work load on glass companies created by more projects provides new challenges and demands on us managers. It is my hope that all of you figure out a way to address them and solve them.

Until next time!

Woody Watters
SEGA Chairman
SEGA 2017 OFFICERS

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Woody Watters
Pensacola Glass Company

Vice Chairman
Vacant

Secretary/Treasurer
Vacant

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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
2017

May
10–12.............CILB Board of Director’s and Committee Meetings, Courtyard Palm Beach Jupiter, Jupiter

June
12–13..........Florida Building Commission Meeting, The Shores Resort and Spa, Daytona Beach Shores
13–14.........Glass & Glazing Specialty License Exam
14–16..........CILB Board of Director’s and Committee Meetings, Renaissance St. Augustine Resort, St. Augustine

July
12–14.............CILB Board of Director’s and Committee Meetings, Streamsong Resort, Streamsong

August
8.................Florida Building Commission Meeting
Embassy Suites, Deerfield Beach Resort
9–11..........CILB Board of Director’s and Committee Meetings, Renaissance St. Augustine Resort, St. Augustine

September
12–14 ...... GlassBuild America: The Glass, Window & Door Expo, Georgia World Congress, Atlanta, GA
13–15.............CILB Board of Director’s and Committee Meetings, Innisbrook Resort & Golf Club, Palm Harbor

October
10.................Florida Building Commission Meeting, DoubleTree by Hilton, Tallahassee
11–13..........CILB Board of Director’s and Committee Meetings, Sandestin Golf and Beach Resort, Destin
TBA..............Glass & Glazing Specialty License Exam

November
8–10.............CILB Board of Director’s and Committee Meetings, Embassy Suites Orlando – North, Altamonte Springs
22–24 ....... Glasstech Asia, Ho Chi Minh City, Vietnam

December
12.................Florida Building Commission Meeting, Marriott Resort Hutchinson Island Stuart
Key Glass Celebrates 25th Anniversary

In 1992, Greg and Sheril Burkhart began Key Glass in the garage of their Bradenton home. With one truck, they sold and installed the work even doing board ups in the middle of the night.

Working long hours at night while raising a young family, the Burkharts survived the recession of the early 1990s and began to build their business by providing specialized glass customization, fabricated glass systems and installation services to a handful of loyal general contractors in the Sarasota–Bradenton area. They still serve many of those contractors today.

Did you know the Key Glass phone number is their old home phone number? Working out of the garage provided flexibility to raise a family and work long hours.

Justin Burkhart, son of Greg and Sheril, joined Key Glass in 2005. He learned the business the way his parents did – in the field. Today, he is part owner and manager of projects while overseeing day-to-day operations and learning all facets of the business.

The modest garage beginning has transformed. Key Glass now tops ten million annual sales and is an award-winning Florida west coast company that thrives in custom commercial glazing. Key Glass has a reputation for the niche’ architecturally challenging glazing installation.

Sheril and Greg’s greatest pride however, is in their family Justin and Crystal Burkhart, Kristen and Brett Varga and their five wonderful grandchildren: Gwen, Sawyer, Brooke, Ryan and Matthew.

Happy 25 years of business and congratulations to the Burkhart family for this great accomplishment.

Lee & Cates Glass Matches Donations for Employee’s Family

SEGA and NGA member company, Lee & Cates Glass, recently matched donations raised by a fundraising effort for the family of one of their employees Ben Rice, a glass technician and the assistant manager at the Lee & Cates branch in the Mandarin section of Jacksonville, FL.

Ben and his wife Katie were in need of an accessible van with a motorized wheelchair lift for their nearly three-year-old daughter Ansley, who suffers from Microlissencephaly and is wheelchair bound.

On February 9, Lee & Cates offered to match the funds being raised for the Rice family through the charitable organization Ride to Give from February 10–15. During that period of time, a total of $11,288 was donated.

Lee & Cates provided a matching contribution of $11,288 saying, “It is with great pleasure that we help Ansley, Ben and Katie see their dream van become a reality.”

The entire fundraising effort raised $33,307 for the Rice family’s van.

SEGA 2017 Legislative Update

By R. Bruce Kershner – Director of Government Affairs

As of April 5, we’ve reached the half way point of the 2017 Legislative Session. Lawmakers have yet to pass any leadership priorities. Contrast that to last year when then House Speaker Steve Crisafulli and Senate President Andy Gardiner passed their priority legislation during the first week of session.

This year, House Speaker Richard Corcoran and Senate President Joe Negron have found little, if anything, that they can agree on. Week six will be
a shortened one as the legislature scales back their time in Tallahassee in observance of the religious holidays. The focus now shifts to the budget which each chamber will vote on during week six. After that, the two chambers go to conference to iron out the differences. In week five, each chamber passed their individual budgets. Budget numbers between the two chambers remain $2 billion apart. However, the Senate doesn’t include almost $2 billion in higher-education tuition in its plan, while the House does — meaning the two chambers’ differences are about twice as large as the bottom line suggests.

Top Issues Remain for Second Half of Session
Make no mistake, time is running out for the Florida Legislature to finish their work on time. With week six shortened for the religious holidays and the budget heading to conference in week seven, little time remains in the nine-week session to complete some major issues facing our state lawmakers.

• Workers’ Compensation – Bills are moving, but there are substantial differences between the House and Senate.
• Florida Building Code – Several bills addressing this issue. On the table includes flipping the procedure for re-adoption of the Florida Building Code, change code cycle from every three years to every five years and reduce the number of board members on the Florida Building Commission.
• AOB – Assignment of Benefits (AOB) is moving very slowly. Main focus is on water damage claims particularly in south Florida. Again, vastly different approaches in the House and Senate.
• Gaming – House and Senate have totally different approaches on this hot topic. The Senate wants to expand gambling, but the House does not. The Florida Legislature hasn’t passed a gaming bill in years.
• Budget – Constitutionally the only bill the legislature must pass each year. With a $4 billion-dollar difference between the two chambers, it could well signal overtime in Tallahassee.

If you would like to see what has happened during the first half of the 2017 Legislative Session, you can preview my Pre-Session and weekly Legislative Reports, “From the Halls of the Capitol”, on the SEGA website at www.southeastglass.org. These reports are password protected. If you do not know your login and password, please contact the SEGA office via phone at (407) 834–7342 or e-mail Julie Kershner at juliepinto-kershner@att.net.

Thank you for the opportunity to once again represent SEGA before the Florida Legislature.

NGA at Work
The new MyGlassClass.com offers more than 30 courses focusing on basic safety for the glass and glazing industry. Topics range from personal protective equipment, to safe glass handling, to hand and power tool use. MyGlassClass.com users also now have access to OSHA 10 and OSHA 30 online training.

NGA members receive an exclusive discount of up to 30% off list price on new courses.

Please contact Josh Lowe to get your NGA member discount code. (Member discounts do not apply to OSHA courses).

Also, NGA is offering a free tutorial video for the new MyGlassClass.com, providing “how to” steps for setting up an account, finding and purchasing desired courses and tracking training progress. To view the new MyGlassClass.com tutorial video, CLICK HERE.

Attention Corporations and LLC’s: Annual Reports for 2017 are Due
It is now time for all registered Florida corporations and limited liability companies (LLC’s) to file their Annual Report with the State of Florida. To maintain an “active status” with the Department of State, corporations and LLC’s must file an Annual Report with the Florida Division of Corporations by May 1.

The Annual Report is not a financial statement; its purpose is to confirm or make any necessary updates to basic information about the company on the Division of Corporation’s records. Business entities must file an Annual Report even if no changes need to be made to the company’s information.

Through the Annual Report process, you can:

• Add, delete or change the names and/or addresses of the company’s principals.
• Change the company’s registered agent and registered office address.
• Change the company’s principal office address and mailing address.
• Add or update your company’s Federal Employer Identification Number (FEIN).

You cannot change the company’s name through the Annual Report process. You must file and amendment with the Division of Corporations to change a company name, and the name change amendment cannot be done online.

The state of Florida will not send you a notice in the mail reminding you to file your Annual Report. The only notice the state will send is an e-mail to the e-mail address the Division of Corporations has on file for you. The e-mail comes from the Florida Department of State and the Subject of the e-mail is “Official 2017 Annual Report Notice for: (your company name).” There is a link in the e-mail that takes you directly to the state’s official website at www.sunbiz.org.

All Annual Reports MUST be filed online. To file, go to www.sunbiz.org. Make sure the page displayed on your computer says “An official State of Florida website” at the top of the page. Under the tab that says “Filing Services,” click on the box that says “Annual Report.” From this page, you can either file your Annual Report or view step-by-step instructions on how to file.

For corporations, the cost to file an Annual Report is $150 if filed by May 1. For LLC’s, the filing fee is $138.75 if filed by May 1.

If the Annual Report is filed after May 1, the state assesses a mandatory $400 late fee which cannot be waived, even if you did not receive your e-mail reminder.

Are You Using the New Form I-9, Employment Eligibility Verification?
The U.S. Citizenship and Immigration Services (USCIS) published a revised Form I-9, Employment Eligibility Verification, on November 14, 2016. The new Form I-9 (11/14/2016) must be used starting on January 22, 2016. It replaces the current Form I-9 (03/08/2013) and is scheduled to be used until August 31, 2019. USCIS says that the changes and enhancements are intended to reduce errors and enhance form completion.

Note what has not changed:
The basic requirements for using the Form I-9 did not change. All employers must complete and retain the form when making new hires (for every person hired on or after November 6, 1986) in the U.S. as long as the person works for pay or other compensation.

The same antidiscrimination notice is prominent on the new Form I-9: “It is illegal to discriminate against work authorized individuals. Employers CANNOT specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.”

Also not changing are the three basic sections of the Form I-9. Section One, Employee Information and Attestation, must be completed by the employee; Section Two, Employer or Authorized Representative, Review and Verification, must be completed by employers; and Section Three, Reverification and Rehires, must be completed by employers for employees who are rehired or whose employment authorization requires reverification.

Employers may continue to use E-Verify to supplement Form I-9 and ensure employment eligibility.

Here are the key changes and enhancements:
A new “smart” form has been created to allow the form to be complete on a computer. It includes dropdown lists and calendars for filling in dates, onscreen instructions for each field, easy access to the full instructions, and error checking capabilities. At this time, the smart form version is only compatible with Adobe Reader.

Section 1 asks for “other last names used” rather than “other names used”. This change, requiring only the last name, is intended in part to protect the privacy of transgender and other individuals who have changed their names. This same protocol exists for Section 3 where an employee is being rehired or re-verified.

In section 1, the employee may select multiple
preparers/translators, with a new supplemental attestation for use by each preparer/translator. The new smart form has a drop-down menu for the number of preparers/translators and automatically adds the appropriate number of attestations.

Section 2 includes a new “Citizenship/Immigration Status” field, with a pulldown list on the smart form, as an option to writing in the appropriate number corresponding to citizenship/immigration status.

There is a new dedicated area for including additional information that previously had to be entered in the margins, such as information on unique work-authorization scenarios.

In Section 3, the employer must now complete the Last Name, First Name and Middle Initial fields as provided by the employee in Section 1.

Using the smart form:

It is important to note that the new smart form is not an electronic form that may be submitted or stored online. Employers using the form to complete with the use of a computer will still need to print the form when completed, secure handwritten signatures, store in a safe place, and monitor reverifications and updates. New information must be retyped into the E-Verify system.

Employers and employees may choose to complete any or all sections of the form on paper or using a computer, or a combination of both.

Final Rule to Update General Industry Walking-Working Surfaces and Fall Protection Standards

Falls from heights and on the same level (a working surface) are among the leading causes of serious work-related injuries and deaths. OSHA has issued a final rule on Walking-Working Surfaces and Personal Fall Protection Systems to better protect workers in general industry from these hazards by updating and clarifying standards and adding training and inspection requirements.

The rule affects a wide range of workers, from painters to warehouse workers. It does not change construction or agricultural standards.

The rule incorporates advances in technology, industry best practices, and national consensus standards to provide effective and cost-efficient worker protection. Specifically, it updates general industry standards addressing slip, trip, and fall hazards (subpart D), and adds requirements for personal fall protection systems (subpart I).

OSHA estimates that these changes will prevent 29 fatalities and 5,842 lost-workday injuries every year.

Benefits to Employers

The rule benefits employers by providing greater flexibility in choosing a fall protection system. For example, it eliminates the existing mandate to use guardrails as a primary fall protection method and allows employers to choose from accepted fall protection systems they believe will work best in a particular situation—an approach that has been successful in the construction industry since 1994. In addition, employers will be able to use non-conventional fall protection in certain situations, such as designated areas on low-slope roofs.

As much as possible, OSHA aligned fall protection requirements for general industry with those for construction, easing compliance for employers who perform both types of activities. For example, the final rule replaces the outdated general industry scaffold standards with a requirement that employers comply with OSHA’s construction scaffold standards.

Timeline

Most of the rule will become effective 60 days after publication in the Federal Register, but some provisions have delayed effective dates, including:

- Ensuring exposed workers are trained on fall hazards (6 months),
- Ensuring workers who use equipment covered by the final rule are trained (6 months),
- Inspecting and certifying permanent anchorages for rope descent systems (1 year),
- Installing personal fall arrest or ladder safety systems on new fixed ladders over 24 feet and on replacement ladders/ladder sections, including fixed ladders on outdoor advertising structures (2...
Ensuring existing fixed ladders over 24 feet, including those on outdoor advertising structures, are equipped with a cage, well, personal fall arrest system, or ladder safety system (2 years), and
Replacing cages and wells (used as fall protection) with ladder safety or personal fall arrest systems on all fixed ladders over 24 feet (20 years).

Workers’ Memorial Day April 28, 2017

Workers’ Memorial Day is observed every year on April 28. It is a day to honor those workers who have died on the job, to acknowledge the grievous suffering experienced by families and communities, and to recommit ourselves to the fight for safe and healthful workplaces for all workers. It is also the day OSHA was established in 1971. Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their workers. 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.

Every year, events are held across the country to remember workers who have died on the job and honor them by continuing to fight for improved worker safety.

OSHA New Injury Reporting Rule in Legal Limbo

By – Trey Barrineau

A lawsuit challenging a controversial Occupational Safety and Health Administration (OSHA) rule that requires companies to make all of their injury and illness data public won’t be heard until after July 1 — the date employers were supposed to begin complying with the new regulation.

Judge Sam Lindsay of the U.S. District Court for the Northern District of Texas issued an order earlier this week that gives attorneys from the Department of Labor and industry groups challenging the rule until July 5 to submit a proposed summary judgment briefing schedule.

In July 2016, a coalition of business groups, including Associated Builders and Contractors (ABC) and the National Association of Manufacturers (NAM), filed a lawsuit in U.S. District Court for the Northern District of Texas challenging the anti-retaliation provisions of the reporting regulation. The groups say it “will limit post-accident drug testing and safety programs that contribute to jobsite construction safety,” such as contests that give prizes to workers for injury-free days.

The rule bans post-accident drug testing because the agency thinks it might make employees think twice about going on the record with injury claims.

“The final rule does prohibit employers from using drug testing (or the threat of drug testing) as a form of adverse action against employees who report injuries or illnesses,” the new rule reads. “To strike the appropriate balance here, drug testing policies should limit post-incident testing to situations in which employee drug use is likely to have contributed to the incident, and for which the drug test can accurately identify impairment caused by drug use.”

Incentive programs such as prizes to reduce injuries are also a no-no under the new regulation. Richard Fairfax, OSHA’s deputy assistant director, sent a memo to agency officials in March 2012 that described acceptable and unacceptable safety incentives.

“Some employers establish programs that unintentionally or intentionally provide employees an incentive to not report injuries,” Fairfax wrote. “For example, an employer might enter all employees who have not been injured in the previous year into a drawing to win a prize, or a team of employees might be awarded a bonus if no one from the team is injured over some period of time. Such programs might be well-intentioned efforts by employers to encourage their workers to use safe practices. However, there are better ways to encourage safe work practices, such as incentives that promote worker participation in safety-related activities, such as identifying hazards or participating in investigations of injuries, incidents or ‘near misses.’”

The new rule is facing another legal challenge in Oklahoma.

In January, a coalition of construction associations, the U.S. Chamber of Commerce and other groups sued OSHA over the new rule, which is called “Improve Tracking of Workplace Injuries and Illnesses.”
The lawsuit claimed that the regulation is “arbitrary, capricious, and otherwise contrary to law.” The plaintiffs also say it violates the first and fifth amendments of the Constitution.

“The rule violates the First Amendment by compelling companies to submit their confidential and proprietary information for publication on a publicly available online database,” the complaint reads. “There is no evidence that publication of this information will have any effect on workplace safety and health. The limited authority given to OSHA by Congress to require employers to collect and maintain injury and illness data cannot be read to allow the agency to force employers to make public this information in violation of their constitutional rights. Further, the rule violates the Fifth Amendment by failing to provide employers adequate notice of what constitutes ‘reasonable’ reporting procedures, subjecting employers to citation and potentially significant penalties without providing due process of law.”

The new rule requires employers with 250 or more workers in high-hazard industries such as manufacturing and construction to submit injury and illness information from OSHA Forms 300, 300A, and/or 301 directly to the agency, which would then post it on the agency’s website.

OSHA to Delay Enforcing Crystalline Silica Standard in the Construction Industry

The U.S. Department of Labor’s Occupational Safety and Health Administration recently announced a delay in enforcement of the crystalline silica standard that applies to the construction industry to conduct additional outreach and provide educational materials and guidance for employers.

The agency has determined that additional guidance is necessary due to the unique nature of the requirements in the construction standard. Originally scheduled to begin June 23, 2017, enforcement will now begin September 23, 2017.

OSHA expects employers in the construction industry to continue to take steps either to come into compliance with the new permissible exposure limit, or to implement specific dust controls for certain operations as provided in Table 1 of the standard. Construction employers should also continue to prepare to implement the standard’s other requirements, including exposure assessment, medical surveillance and employee training.

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.

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Release Number: 17–415–NAT

OSHA Issues Recommended Practices to Promote Workplace Anti-Retaliation Programs

The Occupational Safety and Health Administration today issued Recommended Practices for Anti-Retaliation Programs to help employers
create workplaces in which workers feel comfortable voicing their concerns without fear of retaliation. The recommendations are intended to apply to all public and private sector employers covered by the 22 whistleblower protection laws that OSHA enforces.

The recommendations are adaptable to most workplaces, and employers may adjust them for such variables as number of employees, the makeup of the workforce, and the type of work performed. The concepts can be used to create a new program or enhance an existing one.

The document outlines five key elements of an effective anti-retaliation program:

1. Management leadership, commitment, and accountability
2. System for listening to and resolving employees’ safety and compliance concerns
3. System for receiving and responding to reports of retaliation
4. Anti-retaliation training for employees and managers
5. Program oversight

“These recommended practices will provide companies with the tools to create a robust anti-retaliation program,” said Jordan Barab, acting assistant secretary of labor for occupational safety and health. “In the long run, it’s good for workers and good for business.”

An initial draft of the Recommended Practices was posted for review and comment in the fall of 2016. The final document incorporates many of these comments, as described here.

These recommendations are advisory only and do not interpret or create any legal obligations, or alter existing obligations created by OSHA standards or regulations.

OSHA enforces the whistleblower provisions of Section 11(c) of the OSH Act, and 21 other statutes protecting employees who report violations of various securities laws, trucking, airline, nuclear power, pipeline, environmental, rail, maritime, health care, workplace safety and health regulations, and consumer product safety laws. For more information, visit www.whistleblowers.gov.

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.

Emergency Preparedness and Response

Emergencies can create a variety of hazards for workers in the impacted area. Preparing before an emergency incident plays a vital role in ensuring that employers and workers have the necessary equipment, know where to go, and know how to keep themselves safe when an emergency occurs. These Emergency Preparedness and Response pages provide information on how to prepare and train for emergencies and the hazards to be aware of when an emergency occurs. The pages provide information for employers and workers across industries, and for workers who will be responding to the emergency.

General Preparedness and Response

- Getting Started:
  - General Business Preparedness for General, Construction and Maritime Industries
  - Evacuation & Shelter-in-Place
  - OSHA’s Role in Emergency Response
  - PPE for Emergency Response and Recovery Workers
  - Hazardous Waste
  - Psychological Resiliency
  - ARC Ready Rating Program
  - ARC Emergency App
    - Apple App Store
    - Google Play Store

Natural Disasters and Weather

- Tornadoes
- Wildfires
- Floods
- Earthquakes
- Extreme Heat
- Hurricanes
- Lightning Safety
- Heat
• **Winter Weather**

Oil; Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Incidents

- Oil Spills
- Biological Incidents
- Bomb/Explosion
- Chemical Incidents
- Radiation Emergencies

Disease Agents and Toxins

- Anthrax
- Botulism
- Arboviruses
  - Zika
- Viral Hemorrhagic Fever
- Ebola
- Hantavirus
- Legionnaire’s Disease (Legionella)
- Middle East Respiratory Syndrome Coronavirus (MERS–CoV)
- Avian Influenza
- Pandemic Influenza

Resources and Guides

- eTools
- Safety and Health Topics
- Guidance Documents
- QuickCards™
- Fact Sheets
- Pamphlets/Brochures

Federal Agency Freeze Halts New Regulations for Overtime and Pay Data

According to a *report from Bloomberg BNA*, the Trump administration has put a freeze on all pending federal agency regulations which has halted some Obama-era labor regulations regarding overtime and pay data.

The freeze, a move typical of incoming administrations, requests that agencies stop submitting new regulations to the Office of Management and Budget and postpone any regulations published to the Federal Register but not yet in effect.

Among the pending freezes is a controversial overtime rule that was expected to offer new opportunities for overtime pay to roughly four million workers. Labor advocates are arguing that the rule should be excluded from the freeze because it was technically scheduled to take effect last month, before being put on hold by a Texas federal court. Industry officials, multiple Republican politicians, and the labor secretary nominee Andrew Puzder have all opposed the overtime expansion.

“The resolution of the lawsuit will ultimately determine when or if the regulation becomes operative, but the effective date is clearly December 1,” said Judy Conti, federal advocacy coordinator at the National Employment Law Project. “We’ll have to wait and see how this all plays out.”

A change in data disclosure rules set to be put in place by the Equal Employment Opportunity Commission also appears to have been stopped in its tracks by the freeze. The regulation, originally an executive order from President Obama, asked employers to disclose summary compensation data according to sex, race, and ethnicity. Its intent was to make it easier to identify pay discrimination, but critics have claimed it would be costly and ineffective.

Office Issues 2016 Workers’ Compensation Annual Report

The Florida Office of Insurance Regulation (Office) has released the 2016 Workers’ Compensation Annual Report to the Florida Legislature. The Office is required by law to annually evaluate competition in the workers’ compensation market and to investigate and use data in its review of associated rate filings. Please click here for the Annual Report.

Lien Law Seminars


Seminars will be held as follows:
- April 20, 2017 at the Sheraton Suites Tampa Airport Westshore in Tampa from 7:30 a.m. –
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.

**April 12, 2017**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**April 13, 2017**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**April 12, 2017**
Jacksonville
9:00 a.m. – 12:00 noon
Jacksonville Regional Service Center
921 North Davis Street, Building B, Suite 350
Jacksonville, FL  32209

**April 13, 2017**
Pensacola
9:00 a.m. – 12:00 noon
Division of Workers’ Compensation
610 East Burgess Road
Pensacola, FL  32504

**May 17, 2017**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**May 18, 2017**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**May 18, 2017**
Miami
9:00 a.m. – 12:00 noon
State of Florida Rhode Building
401 N.W. 2nd Avenue, South Tower, Room N–106
Miami, FL  33128

**June 8, 2017**
Lantana
9:00 a.m. – 12:00 noon
Gold Coast Schools
6216 South Congress Avenue, Classroom A
Lantana, FL  33462

**June 13, 2017**
Tallahassee
9:00 a.m. – 12:00 noon
Division of Workers’ Compensation
2012 Capital Circle, S.E., Hartman Building, Room 102
Tallahassee, FL  32399

**June 27, 2017**
Orlando
9:00 a.m. – 12:00 noon
State Office Florida Hurston Building
400 West Robinson Street, North Tower, N–101
Orlando, FL 32801

**June 28, 2017**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
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/division/WC. For additional information, e-mail bocseminars@MyFloridaCFO.com, or call (813) 221–6518.

Registered 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, 2017.

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 (this requirement only affects general, residential, building, roofing and glass and glazing contractors).

Military Veterans
Effective July 1, 2016, new provisions went into effect to assist U.S. Military Veterans applying for licensure. The new provisions specifically allow for experience gained in the military to be used toward the requirements for licensure. Up to three years of military experience can be applied toward the experience requirements for a certified contractor’s license. New forms were posted on July 1, 2016 for veterans to use when applying for licensure.

Veterans should submit the Veteran Fee Waiver and Military Service Verification Form along with the application for licensure.

Follow this link to Contractor licensure applications.

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 DBPR’s Customer Contact Center at (850) 487–1395.

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.