

The *Electrical* CONTACTOR

THE OFFICIAL PUBLICATION OF THE FLORIDA ASSOCIATION OF ELECTRICAL CONTRATORS

Volume 13
Number 1

Spring 2017



INSIDE:

- "From the President" David DeBerry
- Member Welcome
- HR Question - Federated Insurance
- FAEC Spring Golf Tournament
- FAEC Spring CE Symposium
- FEAT Update
- Legislative Update

FLORIDA ASSOCIATION OF ELECTRICAL CONTRACTORS

FAEC Annual Golf Scramble

Friday, April 14, 2017

REGISTER NOW!

The Legacy Club at Alaqua Lakes

1700 Alaqua Lake Blvd., Longwood, FL 32779

TOURNAMENT FORMAT

- 1) Each four man team must use two drives from each player though out the 18 hole play.
- 2) Once you pick the best drive, it is a standard four man scramble until the team holes out.

\$90.00 Per Golfer (There is a slight price increase for this tournament due to the location...Includes Greens Fees, Cart and Lunch)

8:00am Registration - 8:30am Shotgun Start

Lunch and Awards to follow golf!

RSVP Return by April 7, 2017

FAEC Annual Golf Tournament April 14, 2017 the Legacy Club. Enclosed please find my check in the amount of \$_____. PAYMENT MUST ACCOMPANY REGISTRATION! or You can pay via our secure payment option at... www.faecstat.com

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Yes, I would like to provide items for the golfer goody bags.

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Other Sponsorship opportunities are available such as the putting green, beverage carts... etc. Please contact Cheryl at 407-260-1511 for details!

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- Grounding and Bonding Basics and Electrodes and Connectors
- Workers' Compensation-Managed Risk or Unnecessary Profit Leak?
- * Florida Fire Code Advanced Module
- * Florida False Alarm Management
- * Florida Alarm Contracting Law
- (* These programs fulfill these requirements: 1 Hr ADV; 2 Hr F/A; 1 Hr L/R; 1Hr Bus)

May 19, 2017
Hilton DoubleTree
Orlando, FL

ECLB Provider #0000857

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Retaliation

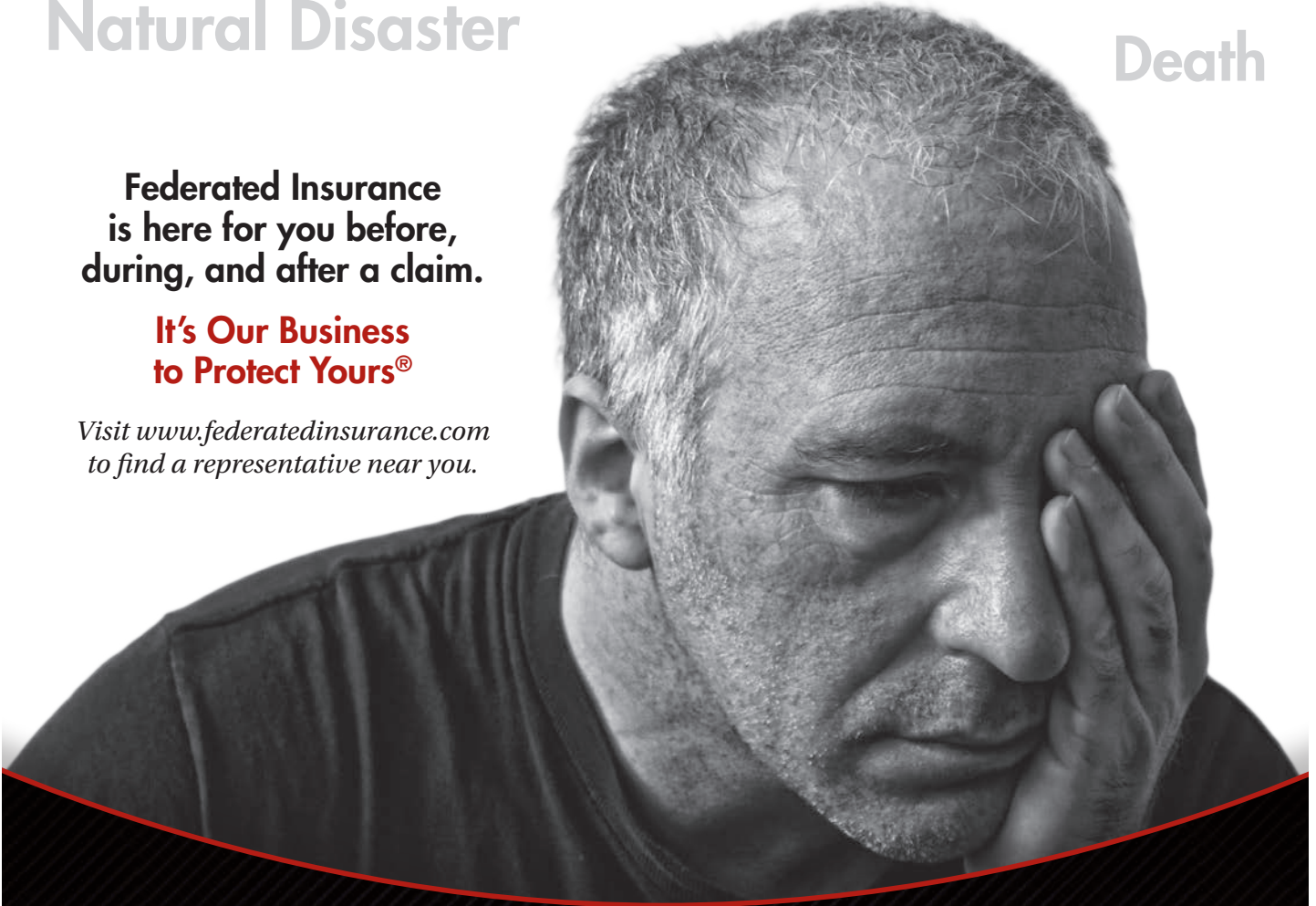
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FAEC
Magazine



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Cheryl Hardy
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Email: faec@iag.net



FAEC CALENDAR OF EVENTS

FAEC Calendar of Events 2017

- April 14 FAEC Annual Golf Tournament, Legacy Lake Country Club, Alaquia
- May 19 FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
- Aug. TBD FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
- Sept. TBD FAEC Fall Golf Scramble
- Nov. TBD FAEC Edison Award & Casino Night, DoubleTree Hilton, 60 S. Ivanhoe Blvd, Orlando, FL

FAEC BENEFITS OF MEMBERSHIP INCLUDE:

- A Voice in the Legislative Process through a lobbyist in Tallahassee.
- A General Liability Insurance Program.
- An Annual "Spring Symposium" & "Fall Convention" offering Continuing Education classes relative to license renewal.
- "Legislative Alerts" distributed throughout the session to keep you abreast of industry concerns.
- The official publication of FAEC - The "Contractor" bringing you up-to-date on association information and industry news.
- The opportunity to interact with fellow contractors to share industry concerns and discuss industry news.

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FAEC Welcomes New Members

Welcome Members by Joe Bell, Membership Committee Chair

Welcome to our new members and returning members. As we enter the Spring and Summer seasons, we invite you to join us in the upcoming events.

- FAEC Spring Golf Tournament - April 14, 2017
- FAEC Spring 1-Day CE Symposium – May 19, 2017

Thank you for supporting FAEC and the electrical trade!

Joe Bell

Vice President

Ballentine Electric

Welcome New Member:

Robert Landry

Inside Sales Manager

Mobile Mini

Orlando, FL

OFFICE: 407.851.5666 ,1334

MOBILE: 480.258.3254

rlandry@mobilemini.com

Please Thank Our 2017 FAEC Trustees for their Support!



By David DeBerry DeBerry Electric, Jacksonville, FL

I would like to thank the FAEC Board of Directors for giving me the opportunity and privilege of serving as your President for 2017. My family has a long history as members and officers of our great association and I am honored to represent FAEC as your President.

As an association we have a lot of work to do. It is unfortunate that so many trade associations including FAEC have suffered in membership and member participation during the economic downturn that we have recently experienced. Things have turned around and business is good. FAEC has a lot to offer our membership and now is the time to get involved and see what you are missing. You will not get anything out of any association if you fail to get involved and participate. Our educational symposiums have so much to offer. You cannot experience the personal interaction, exchange of ideas and sharing of knowledge with your peers that is available at our symposiums while sitting in front of a computer taking your continuing education classes.

I have built some great friendships over the years with both contractors and associate members that I have met thru FAEC. I have learned a lot and would like to think that I have shared some life lessons with others that may have been of benefit to them and their business.

I would like to challenge our members to see what we can do in 2017 if we put our minds to it. Lets get involved and give something back to the industry that has given so much to us. We can accomplish so much and have a great time while doing so.

Sincerely,

David Alan DeBerry

HR QUESTION ? of the month



Employee Suspensions – When and How?

Question: When and how can suspensions can be used? What, if any, ramifications come with them?

Response: There is no federal or state law in the state where the company operates that prohibits employers from suspending employees as a disciplinary action or while an investigation takes place, as may occur if the employer reasonably determines that it can more fully and fairly investigate a situation in the employee's absence or where the alleged misconduct is so severe that it would warrant immediate suspension or discharge if the allegations are substantiated. That said and as discussed below, in some cases an UNPAID suspension as to an exempt employee can jeopardize the salary basis that is otherwise required to maintain the exemption status, but even in this scenario an unpaid suspension does not expressly violate the law. Non-exempt employees, including any as may be subject to a tip credit, can be subject to unpaid suspensions absent a contract that precludes them.

As a general rule relative to disciplinary policies, employers have discretion to establish such policies as they see fit if no employment contract otherwise governs the issue. Disciplinary suspensions, and suspensions pending investigation, are within an employer's right to issue if company policy supports these courses of action based on the facts and where the approach is consistent with how the employer has responded to prior similar scenarios. If an employee is non-exempt, he or she need not be paid for a disciplinary or investigative suspension unless company policy, practice or a contract entitle the employee otherwise. As to suspensions pending investigation, employer policies should support issuance of back pay if the employer's investigation reveals no wrongdoing (or perhaps did not reveal any action on the part of the suspected employee that warranted discharge or an unpaid disciplinary suspension). In this way a suspended employee is made whole for the time lost, and does not suffer what effectively is an unpaid disciplinary suspension, if one is determined not to have been warranted in the first place.

If an employee is exempt, however, then note that an employer generally cannot withhold wages or salary for any exempt employee if he or she performs any work in a workweek. That said, there are some exceptions. The federal Fair Labor Standards Act does permit suspension-related deductions from the salary of such employees when such a penalty is imposed in good faith for infractions of safety rules of major significance, OR for unpaid disciplinary suspensions of one or more FULL days, which also must be imposed in good faith for workplace conduct rule infractions (see https://www.dol.gov/whd/regs/compliance/overtime/modelPolicy_PF.htm). This provision refers to

**by Joe Bell, Trustee Committee Chair; Vice President,
Ballentine Electric**



The Trustee Committee is excited to welcome our 2017 FAEC Trustee Members.

This year's Trustee members are:

- RAMS/RPG
- Royal Electric Co.
- Territo Electric, Inc.
- Certified Thermographic Services, Inc.
- Terry's Electric, Inc.



Thank you to all of our Trustee Members for your continued support of Florida Association of Electrical Contractors!





FEAT is growing with 580 + students. The new campus is opening in April of 2017 and next year one additional campus will be opening.

FEAT is in need of instructors to fill positions at these campuses. If you know of anyone who would like to teach please send them our way.

The FEAT graduation will be June 10th at the DoubleTree Hilton with 50-60 students slated to graduate. We are excited to have support from FAEC and all our other allies and associations in the industry.

Contact:

ROBERT TIDWELL

FLORIDA ELECTRICAL APPRENTICESHIP & TRAINING

PO Box 592949

Orlando, FL 32859-2949

Phone: 407-438-3328

Email: rtidwell@featschool.org

FLORIDA ASSOCIATION OF ELECTRICAL CONTRACTORS

FAEC Annual Golf Scramble

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FAEC Annual Golf Tournament April 14, 2017 the Legacy Club. Enclosed please find my check in the amount of \$_____. **PAYMENT MUST ACCOMPANY REGISTRATION!** or You can pay via our secure payment option at... www.faecstate.org

Names _____

Company _____

Address _____

City _____ ST _____ Zip _____ Phone _____

_____ Yes, I would like to sponsor a Golf Hole or Tee for \$100.00.

_____ Yes, I would like to provide items for the golfer goody bags.

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Reservations not canceled by April 7, 2017 must be paid for!

FAEC addresses the CILB taking a stand on behalf of the Electrical Industry regarding language proposed by the Pool Contractors...



FLORIDA ASSOCIATION OF ELECTRICAL CONTRACTORS

Ensuring the Integrity of the Electrical Industry

Daniel Biggins
Executive Director, Division of Professions
Construction Industry Licensing Board
2601 Blair Stone Road
Tallahassee, FL 32399-0783

March 13, 2017

RE: Pool Contractor
Section 489 New Proposed Language

Mr Biggins,

The purpose of this letter is to state the position of the Florida Association of Electrical Contractors as it relates to the new language being proposed for section 489.105(3)(j)(k)(l), F.S.

FAEC feels that public safety is the most important issue at hand and it is our opinion that all electrical work shall be installed and maintained by licensed electrical contractors. FAEC feels that the proposed language is too broad and that the term "installation or repair" opens the door for the pool contractors to perform any electrical work that they feel that they are qualified to do.

FAEC does however understand that some pool/spa contractors and pool service contractors have been disconnecting and reconnecting pool pumps and some pool electrical equipment for years. If the real purpose of this proposed language change is to allow pool contractors to disconnect or reconnect pool pumps or other electrical equipment, the language may be better stated as "replace or repair".

FAEC feels that the pool contractors are well trained in their field, however the fact that they have NFPA 70 as a test reference for their exam and a few electrical questions on their exam, does not qualify them to perform electrical work. Design and Control of Concrete Mixtures and Engineering Sign Structures are on the electrical contractors reference list for their exam however this does not qualify electrical contractors to design concrete mixtures or sign structures.

FAEC respectfully request that you take our concerns into consideration as final decisions are made as they relate to the proposed language.

Sincerely,


David Alan DeBerry
President

CC: Ruthanne Christie, Executive Director, ECLB

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 President

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Florida Association of Electrical Contractors

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ER or EC Number: _____

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For futher information contact Chery Hardy at (407) 260-1511:

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