

The *Electrical* CONTACTOR

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ASSOCIATION OF ELECTRICAL CONTRACTORS

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INSIDE:

- "From the President"
Marc Noyce
- Member Welcome
- Employees Late? Steps to Take-
Federated Insurance
- FEAT Apprentice Graduation
- NEFBA Apprentice Graduation



nefba
Northeast Florida Builders Association
APPRENTICESHIP

Congratulations Class of 2018!
2018 NEFBA Apprenticeship Graduates

 Joseph Abdallah M. Guy Constructors Inc.	 Kenneth Asher A/C Systems of Jacksonville	 Robert Baker Dropic Aire	 Justin Beckwith All Service Electric	 Brian Bellizer B & G Plumbing	 Cameron Bennett E.F. Lee	 Andre Brandon Castell Electric	 Brandon Byers B & G Flooring
 Steven Corbett Bill Williams Air Conditioning	 Kaycee Cousins Advanced Wiring Services	 Tyler Dahlberg Auld & White Constructors	 Tyler Douglas American Electrical	 Matthew Emerson Northeast Florida Heating & Air	 Jared Geiss Baywest Medical Center	 Mark Gray Jr. Moore Electrical Contractors	 Billy Guilfoosi Certified Air Contractors
 Fletcher Haley Schumm Electric Inc.	 Tyler Hanna Regency Electric	 Hunter Hardwick Northeast Florida Heating & Air	 Samuel Harrison Albrite Electric	 Christopher Havel American Electrical	 Alexander Hellig Limbough Electrical Contracting	 Rondell Joyner Bill Fenwick Plumbing	 Tyler MacEachern Miss Electric
 Anthony McKay Thermotype Service	 Michael Quillen Air Solutions	 Dylan Rauterson DeBerry Electric	 Alejandro Rodriguez-Hernandez Hankel Company	 Kyle Rubino Steg Plumbing	 Garrett Schuman Schumm Electric Inc.	 Jason Steeg Steg Plumbing	 Kyle Yedon Huskins Heating & Air

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FAEC Magazine

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FAEC CALENDAR OF EVENTS

FAEC Calendar of Events 2018

May 11	FAEC Annual Golf Tournament, MetroWest Country Club, Orlando
June 29	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
Sept. TBD	FAEC Fall Golf Scramble- TBD
Oct TBD	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
Nov. TBD	FAEC Edison Award & Casino Night

FAEC BENEFITS OF MEMBERSHIP INCLUDE:

- A Voice in the Legislative Process through a lobbyist in Tallahassee.
- An Annual ‘Spring Symposium’ & ‘Fall Convention’ offering Continuing Education classes relative to license renewal.
- The official publication of FAEC - The ‘Contractor’ bringing you up-to-date on association information and industry news.
- A General Liability Insurance Program.
- ‘Legislative Alerts’ distributed throughout the session to keep you abreast of industry concerns.
- 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 new year we invite you to join us in 2018 for upcoming events.

- Fall Golf Tournament
- Fall FAEC CE Symposium
- 2018 Edison Awards & Casino Night

Thank you for supporting FAEC and the electrical trade!

Joe Bell

Vice President, Ballentine Electric

Welcome New Member:s

Robert Landry
Mobile Mini, Orlando, FL

John Multoon
VFC Lightning Protection, Orlando, FL

Douglas Thomas
Randall Mechanical Inc., Apopka, FL

Brian Miller
Professional Electrical Services, DeBary, FL

Please Thank Our 2018 FAEC Trustees for their Support!



By Marc Noyce Ballentine Electric, Orlando, FL

I would like to welcome the current and new members of FAEC to another year of great opportunities. Along with this abundance of opportunity comes challenges.

Florida construction spending has been steadily increasing month to month for the last two years. Construction employment has also been steadily rising during this period. However, the employment increase has not been sufficient to keep up with the demand. This is a problem that has been looming for this industry for some time.

There are some bright spots in this dilemma. The apprenticeship program in Central Florida had a graduation size this year that hasn't been seen in over a decade. Enrollment for the new semester this year was full after two days. I'm sure the other apprenticeship programs around the state are experiencing the same increases. Hopefully, the tide is starting to turn on society's view of a trade school education as a route to a lifelong career. In the future, we can only hope to see a rise in trades being taught in the public school system for our future workforce.

The labor shortage will continue to be a problem until the qualified labor force is increased, or the demand for construction employment is decreased. I am sure we would all like to see the former, rather than latter, solution. Until a solution arrives, it creates real problems for a contractor to deal with. Employee hiring and retention are two of these that are coming to the forefront in the industry conversation. Each contractor will employ different strategies to meet these challenges. As we attempt to grow our trade and move in to the future, let's all remember...

We are in this together.

~ Marc

HR QUESTION ? of the month



Employees late? Steps to take.

Question: What is the best way to handle employees who are constantly or continually late to work?

Response: The best way to manage employees who are consistently tardy to work is through the use and enforcement of the employer's disciplinary action policy or other similar progressive disciplinary approach. An employer should keep in mind the importance of issuing consistent disciplinary action for similarly situated employees who exhibit similar policy infractions.

Typically for an attendance-type policy violation, an employer will seek to verbally warn tardy employees on the first offense and remind them of their schedule and of when they are expected to report to work. Verbal disciplinary action should be documented and placed in the respective employees' personnel files. Ideally once an employee is counseled that he or she is not meeting expectations regarding punctuality, he or she will improve and that will be the end of it. If the policy supports written disciplinary action for a first offense, of course the employer can and should adhere to its policy.

If, however, the tardiness continues, the employer may need to progress to more forceful disciplinary action, which can include a written disciplinary document or perhaps a suspension (which can be unpaid for non-exempt employees), again taking care to ensure that any disciplinary action issued is consistent with employer policy and past practice. This means that if more than one employee is routinely late to work, the employer's approach to issuing discipline should be the same for each of those employees. At the time of issuance, an offending employee should be advised of the importance of reporting to work on time, and what the consequences will be if he or she does not make, and sustain, improvement.

Finally, if any employee is unable to meet scheduling expectations and continues to arrive late, the employer may need to terminate the employment relationship and look to hire someone who can more reliably report to work. Regardless, the employer must take care to ensure that whatever disciplinary action is used for unsatisfactory attendance and punctuality, it stops short of failing or refusing to pay wages that have been earned, or imposing any fine as a penalty. Monetary punitive measures of this nature often run afoul of applicable law and are ill-advised.

As noted, the employer should ensure that if tardiness is an issue for multiple employees, they are all treated in a consistent manner when it comes to disciplinary action. Keep in mind that this assumes that none of the tardiness is attributable to something for which there is statutory protection. For example, if any employees are late to work due to a sincerely held religious belief or a disabling condition, the employer may have a duty to excuse the attendance infraction as a form of reasonable accommodation

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



The Trustee Committee would like to thank our 2018
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!



FAEC: 2018 FEAT GRADUATION



The FEAT program has continued to grow with 168 participating employers and over 600 active apprentices. We expect to continue this trend of growth throughout 2018. We are currently accepting applications, and interviewing for part time and reserve teachers for all four of our campuses.

On June 9th, 2018 we graduated 70 apprentices from the FEAT program and if all goes well there will be 98 graduates in 2019. Some of the biggest graduating classes since 2005. This year's Gift Sponsors who donated the graduation gifts for our graduates were:

Anixter Power Solutions – Ron Tucker,
Ballentine Electric – Rob Ballentine
Bright Future Electric – Skip Brown
CED Electric Supply – Juan Morey,
DeWalt Tools – Trip Long,
Graybar Electric Supply – Tim Hersman
Greenlee Tools – Steven Lehr
Ideal Tools - Joe Seitz,
Klein Tools – Mike Hillman,
Mayer Electric Supply – Ahmed Zulfiqar,
Rexel Electric Supply – Kevin Abercrombie
Terry's Electric – Earl Lomas
Tri-City Electric – Dave Sheets

We thank all of the sponsors who helped by donating gifts and prizes for our graduates including Mr. Marc Noyce and Mrs. Cheryl Hardy of FAEC. FAEC donated a tool gift bag to each graduate and we look forward to their continued support.

~ Robert Tidwell, FEAT





Apprentices graduates enter construction trades...

Thirty-two construction trades apprentices were honored by their friends, family, the NEFBA Apprenticeship instructors, administrators and business partners as they received their certificates of completion May 8 at the Florida State College of Jacksonville's downtown campus. The certificates represent the successful completion of four years of classroom instruction and on-the-job training in the NEFBA program. The new graduates will help meet the demand for skilled craftsmen in the fields of electrical, carpentry, plumbing and heating and air-conditioning trades.

NEFBA's Executive Officer Bill Garrison opened the ceremony with the invocation and the pledge of allegiance. Keith Ward, NEFBA training vice president and chairman of the Apprenticeship Executive Board, offered encouraging words to the graduates and expressed the program's gratitude to the industry partners who contribute to the program: Keiser University, the School District of Clay County, the Florida Apprenticeship Grant team, Bill Lauver of the Florida Department of Education and the NEFBA-member employers who provide on-the-job training, salary and tuition expenses for apprentices in the program.

The city of Jacksonville declared May 8, 2018, "NEFBA Apprenticeship Day." Steve Auld, Auld & White, read the resolution acknowledging NEFBA's contribution to the local economy, the building industry and the careers of the 32 graduates.

Chris Dostie, president of Dostie Homes and the 2018 NEFBA President, delivered the keynote address. Dostie told the graduates the skills they have gained fill a need of our area's citizens. He suggested the graduates consider themselves to be the next leaders to bring up more individuals through the ranks as they move into managing roles within their current and future companies.

Charlie Libretto, NEFBA's training manager, read each graduate's name. The certificates were presented by Keith Ward, Bill Garrison, Chris Dostie and Bill Lauver. Each graduate received gifts presented by Christina Thomas, NEFBA training director, from Klein Tools, the Florida Association of Electrical Contractors, CED, Johnstone and other donors through the generosity of Kim Deberry and Janie Ade.

Outstanding Apprenticeship Awards

Each trade presented an award as the outstanding apprentice in this year's graduating class.

Alejandro Hernandez-Rodriguez, working at Haskell, was named Outstanding Apprentice in carpentry. The award was made by Brandon Warner, Thomas May Construction and chairman of the Carpentry committee.

Tyler Maceachern, working at Miles Electric (his family's business), was named Outstanding Apprentice in electrical. Steve Glover, Deberry Electric and chair of the Electrical committee, presented the award.

Anthony McKay, working for Thermodyne, received the award as Outstanding Apprentice in HVAC, and the award was presented by Rick Harper, Florida Comfort and chairman of the HVAC committee. (cont. next page)



FAEC: 2018 NEFBA Apprentices Graduation

Jason Steeg, working for his family's business of Steeg Plumbing, received the Outstanding Apprentice in plumbing from Scott Wood of Scott Wood, C.W. Wood plumbing and chair of the Plumbing committee.

A special presentation by American Electrical and the Electrical apprentices in his class was made to the family of Tyler Douglas. Douglas, who passed away in February 2018, was named this year's Honorary Apprentice of Achievement.




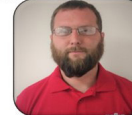



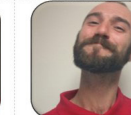




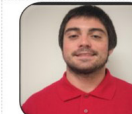


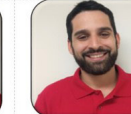

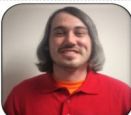
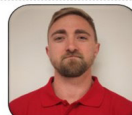


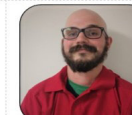

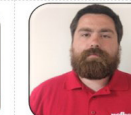
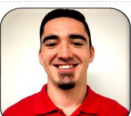

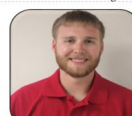
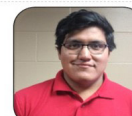
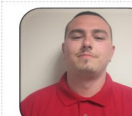
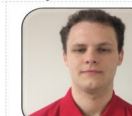
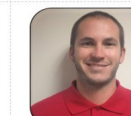
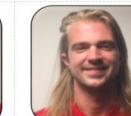
The Carmel Morris Award for Apprentice Employer of the Year was presented to Greener Solutions Air. Curt Kinder received the award for Greener Solutions Air at the January installation of officers.

Christina Thomas is the Apprenticeship Program's director. Charlie Libretto is the apprenticeship program manager. Tatum Ellison serves as the program's training coordinator. Doug Powell is the program NCCER support specialist. Payton Woods is the program's administrative assistant.

For more information about the Apprenticeship Program, call (904) 421-0296.



Congratulations Class of 2018! 2018 NEFBA Apprenticeship Graduates

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 Anthony McKay Thermodyne Service	 Michael Quillen Air Solutions	 Dylan Raulerson DeBerry Electric	 Alejandro Rodriguez-Hernandez Basell Company	 Kyle Rubino Steeg Plumbing	 Garrett Schuman Schuman Electric Inc.	 Jason Steeg Steeg Plumbing	 Kyle Yerdon Hixson Heating & Air

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