



# Ditchmen

Online

Underground Utility Contractors of Florida, Inc.

December 2011

## UUCF/ASJMSF Annual Bass Fishing Tournament

*(See page 4 for details)*





# Underground Utility Contractors of Florida/Andrew Scott Johnson Memorial Scholarship Foundation



## Charitable Contribution Form

Looking for a business or personal charitable contribution for this year? Why not contribute to the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation? The foundation has been approved as a non-profit corporation under section 501(c)(3) of the Internal Revenue Code.

Since its inception in 2000, the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation has awarded \$198,500 in scholarships to very deserving individuals. The foundation's only current source of revenue is its Annual Bass Tournament which is held each spring.

The UUCF/Andrew Scott Johnson Memorial Scholarship Foundation, Inc. was established in memory of the son of two-time Past President of UUCF, Scott Johnson (Johnson-Davis, Inc.). On December 28, 1999, Scott and Robin Johnson's son Andrew "Andy" Scott Johnson was tragically killed in an automobile accident at the age of 19. At the time of his death, Andy was a sophomore at Vanderbilt University studying Civil Engineering with hopes of entering the family business.

In less than three years since its formation, the foundation, through the generous gifts of family, friends and a concerned industry, has established a scholarship fund that will hopefully serve the association's membership to enable college bound students and forever memorialize a bright young man. Please consider taking this opportunity to continue funding the foundation by making a contribution today.

-----  
Please accept my charitable contribution in the amount of \$ \_\_\_\_\_ for the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation, Inc.

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Company Name: \_\_\_\_\_  
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Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

Please complete form and return with check made payable to UUCF/Andrew Scott Johnson Memorial Scholarship Foundation and mail to:

UUCF ASJMSF/Contribution  
231 West Bay Avenue  
Longwood, FL 32750-4125  
Phone: (407) 830-1880 • Fax: (407) 260-1582

Contributions to the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation, Inc. help support its scholarship. Your support of the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation, Inc. qualifies as a charitable contribution and is deductible for federal income tax purposes to the maximum extent provided by law. A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE 1-800-435-7352 WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE.



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# UUCF/Andrew Scott Johnson Memorial Scholarship Foundation Schedules Twelfth Annual Bass Fishing Tournament

The UUCF/Andrew Scott Johnson Memorial Scholarship Foundation will be holding its two-day Bass Fishing Tournament on Friday, February 24 – Saturday, February 25, 2012 on the Kissimmee Chain of Lakes on Lake Toho at the Big Toho Marina. This tournament has been organized to raise funds for the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation. The Fishing Tournament Chairman Scott Johnson has already started making plans for this event.

There will be a mandatory Captain's Meeting on Thursday, February 23, 2012 at The Heritage Park Inn in Kissimmee. One representative from each team must be present at this meeting. The weigh-in for each day's tournament will be held at the Big Toho Marina. An Angler Dinner will be held at 5:00 p.m. on Friday, February 24 at The Heritage Park Inn.

The tournament will be a two-day event. Five fish per boat, per team, per day. There is a minimum of two people on a team. No team can consist of more than three people. Paid professional guides cannot be considered as a team member. This will be a catch and release tournament and will be scored in accordance with the B.A.S.S. guidelines. However, the use of live bait is permitted! (After all, this is for FUN!) Professional guide services are available through the foundation.

The schedule for both days is as follows: Check in/Registration starting at 6:30 a.m.; Cast Off at 7:00 a.m. (or safe light); and Weigh-in starts at 2:00 p.m. There will be a



register fee for this event. The registration fee will include a T-Shirt, hat and raffle ticket. Hotel accommodations, meals, bait, boats and professional guides are not

included in the registration fee.

Angler, Boat/Guide, Lunch, Shiners and Hotel Registration Forms were e-mailed to the UUCF membership the beginning of December and are available on the UUCF website at [www.uucf.com](http://www.uucf.com). All registration forms, along with payment, must be submitted to the UUCF office **no later than January 13, 2012**.



UUCF is also accepting companies to be a part of the Major, General, Captain's Meeting Happy Hour, Angler Dinner Beverage, Angler Dinner, Grand Prize, Weigh-In and

*(Continued on Page 6)*

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# UUCF 2012 Convention

UUCF will be holding its 2012 Convention at The Ritz-Carlton Orlando, Grande Lakes in Orlando, Florida on July 19-22.

UUCF has secured a room rate of \$159.00 per night. The Ritz-Carlton Orlando, Grande Lakes **does not** have a resort fee; however, there is a charge of \$18.00 per day for self parking and \$24.00 per day for valet.

Marvel at the magic of Orlando, Florida, a vibrant city full of vision and variety. Take in the fun while retaining a sense of sophistication at The Ritz-Carlton Orlando, Grande Lakes. This exceptional Orlando vacation resort's amenities provide families with a stylish way to indulge in the playful offerings of this all-American city. Inspired architecturally by the grand palazzos of Italy, this Orlando family resort's features include:

- 582 well-appointed guest rooms, including 56 Club Level rooms, 60 Executive Suites, two Presidential Suites and one Royal Suite.
- 11 exceptional dining establishments.
- Guest rooms feature a five-foot private balcony with panoramic views of the lakes, pool and gardens.
- Easy access to world-famous,



family-friendly attractions such as Walt Disney World (10 miles), SeaWorld, Discovery Cove, and Aquatica (two miles); complimentary transportation to SeaWorld, Aquatica, Universal Orlando and Wet 'n Wild – advance reservations required through the Concierge.

- Close proximity to Orlando International Airport (10 miles).
- A challenging and beautiful 18-hole, par-72 Greg Norman Signature Golf Course, set in a natural world of wonder and seclusion.

This year's Convention Chairperson is Paula Lieser with Pensacola Concrete Construction Company, Inc. Other members of the Convention Committee consist of: Lauren Atwell, Reynolds, Inc.; Larry Falls, Associated Construction

Products, Inc.; Chris Stewart, ITT Water & Wastewater, LLC; Kathy Blackman, NUCA of North Florida Executive Director; Sharon Fugatt, NUCA of Northwest Florida; and Misty McKendree, SUCA Executive Director.

On Friday, November 4, 2011, the UUCF Convention Committee held its first meeting. At this meeting, the committee adopted the 2012 Convention Theme which is *Grande Slam at The Ritz* with a subtheme of *UUCF in a League of its Own*. The committee has established the convention logo.

Throughout the next several months, the committee will start working on the details of the convention. Some items discussed at the meeting were:

- Roundtable discussion(s)
- Cornhole Tournament
- Wiffle ball Tournament
- The Ultimate Fashion Show

The Hotel Registration Form can be found on page 9 in this issue of the *Ditchmen* or in the Members Only Section on the UUCF website at [www.uucf.com](http://www.uucf.com). Watch your e-mails and future issues of the *Ditchmen* for additional information.

## State Certified Underground Utility & Excavation Exam

February 21 & 22, 2012  
April 17 & 18, 2012  
June 19 & 20, 2012

Applications may be obtained by logging on to  
[www.proftesting.com](http://www.proftesting.com)

and their employees.

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Business  
with a  
Member!**







**UUCF**

**The Underground Utility  
Contractors of Florida**

**2012 Annual Convention**

**The Ritz-Carlton Orlando, Grande  
Lakes  
Orlando, Florida**

**July 19-22, 2012**

*Grande Slam at The Ritz  
UUCF in a League of its Own*

**Watch future issues of the *Ditchmen*  
for additional information.**

**(UUCF/ASJMSF  
Schedules  
Twelfth Annual  
Bass Fishing  
Tournament  
Continued from  
Page 4)**

Trophy Sponsorship Programs. All sponsorship forms were e-mailed to the UUCF membership the beginning of December and are available on the UUCF website at [www.uucf.com](http://www.uucf.com). If you are interested in participating in

any of the sponsorship programs, please complete the appropriate sponsorship form and return with payment to the UUCF/Andrew Scott Johnson Memorial Scholarship Foundation office **no later than January 13, 2012**. If you need a specific sponsorship or registration form, please visit the UUCF website at [www.uucf.com](http://www.uucf.com) or contact the UUCF office at (407) 830-1880.

Proceeds from this tournament benefit the *UUCF/Andrew Scott Johnson Memorial Scholarship Foundation* scholarship program. Since its inception in 2000, the foundation is proud to have awarded \$198,500.00 in scholarships to individuals who are entering or enrolled in college.



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# UUCF to Hold Board and Committee Meetings in Tallahassee

Due to redistricting, the 2012 Legislative Session will begin on January 10 and end on March 9. The Underground Utility Contractors of Florida (UUCF) Board of Director's and Committee Meetings will be held in Tallahassee while the state legislature is in session. The date is Monday, January 30, 2012. As with every board meeting, UUCF members are invited to attend. However, this is a special invitation to all UUCF members to attend this "legislative session" Board of Director's Meeting.

The UUCF Executive and Convention Committee Meetings and Board of Director's Meeting will be held on Monday, January 30, 2012 at the Governors Club located at 202 South Adams Street in

Tallahassee. The meeting schedule is as follows:

Executive Committee Meeting  
9:00 a.m. – 12:00 noon

Convention Committee Meeting  
10:00 a.m. – 12:00 noon

Lunch/Board of Director's Meeting/  
Legislative Briefing  
12:00 noon – 4:00 p.m.

On Tuesday, January 31, 2012, attendees are encouraged to walk the halls of the Capitol and meet with their local representatives and senators. Attendees will be briefed on the issues to discuss with their legislators during the Legislative Briefing on Monday,

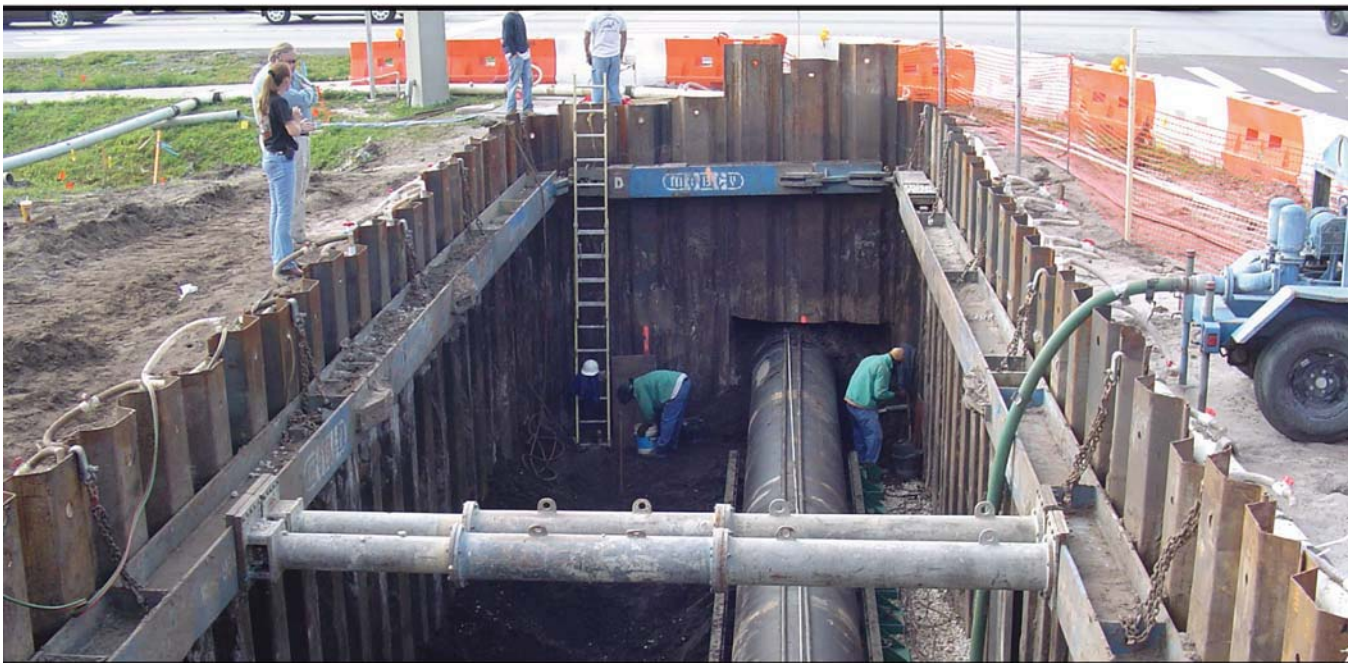
January 30, 2012.

UUCF has secured a block of rooms at the Doubletree Hotel Tallahassee. The rate is \$149.00 single/double occupancy. Information, along with a Hotel Reservation Form, was e-mailed to the UUCF membership the first week of December. Please feel free to contact the hotel directly at (800) 222-8733 or call the UUCF office for a Hotel Reservation Form.

**The room block will expire on Friday, January 6, 2012**, so make your room reservation now. Tallahassee is busy this time of year.

Don't forget to make appointments with the senators and representatives from your district on Tuesday, January 31, 2012.

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## **Are you receiving what you pay for?**

Your premiums include agent commission . . . So do you know how much money your agent is earning from the premiums you pay? Do you know if the services you are receiving are equitable to the income of your agent? Are you familiar with the services that a quality employee benefit specialist provides? You should be . . . **The question is "Are you receiving what you pay for?"**

Many agents know that you are not aware if their services are low, medium or high . . . for example, when you receive a spread sheet of plans available and rates (if you receive one), does it include the newest and lowest cost plans? Are there plans missing? What were the starting rates and did your agent receive discounts? How much was the discount? Does your agent know how to underwrite and calculate rates? Is your agent skilled at debating costs and claims with an insurance company underwriter?

**Even in your business, services as they compare to competitors are provided at low, medium and high levels . . .** you pay the highest cost – are you receiving the highest level of service? As you know, the difference is the quality of the person in charge . . . do you have the best boxer in the ring?

**The following services are provided at a low, medium or**

## **high level – which level do you receive?**

- 1) Negotiation and underwriting of rates.
- 2) Claim and Wellness Evaluation.
- 3) Offering Wellness Programs.
- 4) Customized Benefit website for free.
- 5) Customized Electronic Enrollment website.
- 6) Customized forms, enrollment materials and handouts.
- 7) Face to Face open enrollment meetings.
- 8) Human Resource assistance.
- 9) Compliance Services.
- 10) A dedicated Customer Service Representative.
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- 12) Comprehensive sheets proving due-diligence.
- 13) Frequent Service Calls throughout the year reviewing compliance, health-reform, human resource assistance and wellness meetings.
- 14) Health Reform educational

employee meetings.

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Through proper negotiation and underwriting, what would you do with an extra \$50,000 to \$500,000 per year? Quality Agents = lower cost and improved employer image. Call me ... Tim Owen, President of Owen & Associates Insurance Services, Inc.

**Mark your  
calendar now for  
the UUCF 2012  
Convention at The  
Ritz-Carlton  
Orlando, Grande  
Lakes on  
July 19-22, 2012.**

**Watch future issues  
of the Ditchmen for  
additional information.**







## UNDERGROUND UTILITY CONTRACTORS OF FLORIDA

### ANNUAL CONVENTION July 19 - 22, 2012



#### The Ritz-Carlton, Orlando Grande Lakes

4012 Central Florida Parkway  
Orlando, Florida 32837

Run of the House Deluxe Guest Room  
\$159.00 (Single/Double Occupancy)

*The above room and room rate is based on availability and does not include applicable taxes (subject to change) at 12.5%.*

#### **There is no resort fee at The Ritz-Carlton, Orlando Grande Lakes.**

There is a parking fee which is not included in the room rate. The rates are Self Parking at \$24.00 per day plus 6.5% tax and Valet Parking at \$18.00 per day plus 6.5% tax.

All rooms have:

- Private Balcony with Panoramic View.
- High-speed Internet access.
- In-room safe
- In-room iPod dock
- Complimentary bottled water in guest rooms only.
- Complimentary turn down service in all guest rooms.

#### **The UUCF room block is valid for reservations received on or before Friday, June 22, 2012.**

All rooms are subject to applicable taxes. Group rate and availability for arrivals two days prior and departures two days after above group dates are on a space available basis only. Group rates may not be combined with any other special offer, package or discount. **When reservations are made, The Ritz-Carlton Orlando Grande Lakes will require a deposit of one night's room and tax by guest check or credit card to be charged upon reservation. An individual's deposit is refundable if the resort receives notice of cancellation five days prior to the scheduled arrival to avoid two nights room and tax penalty.** Rooms will be held under the UUCF room block until Friday, June 22, 2012. After this time, reservations will be accepted on a space available basis at prevailing hotel rates.

Reservations can be made by either the following:

- Call reservations at (888) 763-2960 (be sure to ask for the UUCF room block), or
- Go on-line to [https://resweb.passkey.com/Resweb.do?mode=welcome\\_gi\\_new&groupID=5753281](https://resweb.passkey.com/Resweb.do?mode=welcome_gi_new&groupID=5753281).

If you have any questions or need additional information, please contact the UUCF office at (407) 830-1880.





# 2012 Legislative Session Update

## **Competitive Bid Bill Filed**

Local governments' self-performing public works projects have long been a concern of the Underground Utility Contractors of Florida (UUCF).

### **Representative Charles**

**McBurney (R – Jacksonville)** is very interested in this issue and has filed a bill that would address one exception that is frequently abused by local governments. **HB 825** will strike the exception from the competitive bid statute (255.20 F.S.) which allows a local government to claim they can do the work cheaper. George Spofford, UUCF General Counsel, is very familiar with this statute and believes striking this section is the best approach in closing this loophole in the law. Striking this exception also addresses the local government using the "public best interest" as an argument for self-performing the work.

UUCF applauds **Representative McBurney** for his insight in to this issue and for filing this legislative proposal on behalf of UUCF.

**Senator Alan Hays (R – Umatilla)**, after meeting with R. Bruce Kershner, UUCF Executive Director, recently has filed a companion bill, **SB 1186**, to **Representative Charles McBurney's (R – Jacksonville)** bill. UUCF is actively seeking co-sponsors and recently received the commitment from **Representative Charles Van Zant (R – Jacksonville)** to sign on to the bill.

Upon hearing of the filing of these bills, UUCF President Bruce Wendorf commented that "it's encouraging to know that we have garnered support from members of the House and the Senate on what is one of UUCF's most important legislative endeavors. It's hard

enough competing against other contractors." Wendorf feels that "competing with cities and counties for what little work is out there is principally wrong, not to mention the cities and counties that completely ignore the bid process and just go do our work with their forces." Wendorf encourages all UUCF members to in Tallahassee on January 30 to convince your Representatives and Senators to show support for these bills by co-sponsoring them and ultimately voting for them. "UUCF needs this victory," Wendorf commented, "and I won't accept anything less. It's in our best interest."

**HB 825/SB 1186** – Relating to Local Bids and Contracts for Public Construction Works (**McBurney**) Local Bids and Contracts for Public Construction Works: Eliminates specified conditions under which local government is exempt from requirement to competitively award contracts. Effective Date: July 1, 2012.

## **Local Governments Misinterpret New State Law Regarding Reading of Bids at Bid Openings**

### *UUCF takes lead for the Construction Industry*

During the 2011 Legislative Session **HB 7223** was passed and signed in to law by Governor Rick Scott. The legislation addressed exempting from public records meetings at which negotiations with a vendor or contractor is conducted. The change in the law was intended to keep a competitor from sitting in and listening to oral presentations during a competitive solicitation. Simple enough; however, since the law took effect, UUCF has discovered that

many local jurisdictions have taken the intent much further.

UUCF has been working on this issue for a couple of months now, and we have the attention of the House Governmental Operations Subcommittee Policy Chief who handled the change in legislation last session that is causing all the confusion. It had nothing to do with publicly opening and reading aloud sealed bids. Other trade groups have similar concerns with the misinterpretation of the new law as well.

UUCF has taken the lead on this issue for all groups concerned. R. Bruce Kershner, UUCF Executive Vice President, recently met with the House Policy Chief provided backup documentation. At this time it's unclear if it will take legislation to clear this up or if there are other means. The big issue is bond capacity, and how the delay in getting the bid results issue is placing a hardship on UUCF members in these tough economic times when there little work is out there. Contractors must bid on every project. UUCF updated on this issue.

To date, UUCF has identified the following jurisdictions that are misinterpreting the new law:

- City of Plantation
- City of North Port
- Pinellas County School Board
- City of Tarpon Springs
- SWFMD
- Pasco County
- City of New Port Richey
- City of Plant City, and
- City of St Petersburg

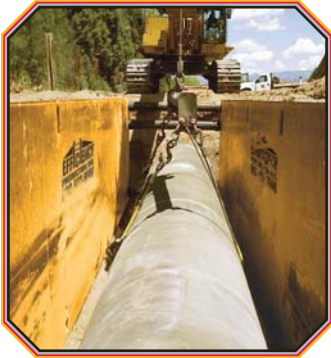
If you know of any other jurisdictions that are misinterpreting the new law, please contact the UUCF office at (407) 830-1880.





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# Florida House of Representatives Introduces New MyFloridaHouse.gov

*New site provides easy access to some of the most requested information from the Florida House*

At the head of the start of the 2012 Legislative Session, the Florida House of Representatives recently unveiled a new version of **MyFloridaHouse.gov** featuring a new site design, simpler organization and updated features that will allow users to more easily track the issues they care about during the upcoming Session.

"We are pleased to unveil a new online home for the Florida House of Representatives," said **House Speaker Dean Cannon (R – Winter Park)**. "We are confident the new user-friendly site design will enable the various constituencies we

serve to more quickly access information they need to learn about and track the business of the House."

The new site was developed jointly by the House Office of Public Information and the House Office of Information Technology. Improvements to the site were made based on viewership data and customer feedback. During session, the site will feature content about the latest issues under consideration by the Florida House of Representatives.

In addition, the site also includes an all new Public Guide, which contains

Office of Public Information materials for background as well as links with answers to some of the most common questions about the Florida House. The Public Guide also includes a Just for Students section with facts, information about internships and the House Page and Messenger program and an overview of how an idea becomes a law.

Among the updated features of **MyFloridaHouse.gov**:

- More content. A slider on the main page featuring the latest

*(Continued on Page 16)*

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### *Best Management Practices*

*Erosion and pollution control practices employed during construction to protect surface waters and wetlands from construction activities*



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Grate & Drop Inlet Devices for stormwater run-off



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# Did You Receive Your Copy of the UUCF 2011–2012 Directory?



The UUCF 2011–2012 Construction Users Directory was mailed in August to all UUCF members.

This directory is your best reference guide to members of the four chapters and three districts in the state of Florida.

of the UUCF Directory or need an additional copy for your office, please contact your local chapter or the UUCF office at (407) 830–1880.

If you did not receive your **free** copy

## Registered Contractor License Renewal Reminder

Just a reminder that the Certified Contractor licenses from the Department of Business and Professional Regulation (DBPR) are up for renewal on August 31, 2012. 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).

Don't forget to notify the DBPR office of any address change. Section 489.124(2) gives sole responsibility to the licensee for notifying DBPR in writing of the licensee's current mailing address and phone number.

Failure to notify the department of a change of address shall constitute a violation of this section. In addition, if your address changes and you do not notify the department, you may not receive important mailings from the department such as your renewal notice.

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# President's Message



The holiday season can be much like managing a construction project.

1. Will there be enough time to finish the job?
2. Is there enough money to do the job?
3. Will the owner be happy with your work when you're done?
4. Will everyone make it out safe?
5. Did you give enough attention to the small details?
6. Did you have to go back and correct something that wasn't done right the first time?
7. Did you overpay for materials just to get them to the job on time?
8. Did you sometimes feel like everything you're working so hard for is out of your control?
9. Are you glad when it's all over?



After reading these questions and making the comparison to the holiday season, I feel as though the whole point of Christmas is missed. It seems like the holiday season is just another job that has to run its demanding course until completion. It has become so commercialized that the pressure to buy-buy-buy and spend-spend-spend is overwhelming. The pressure to satisfy your family and friends with the perfect gifts, no matter how much money you spend, can leave one feeling that the attempts were still inadequate. And

the number one question we hear at Christmas is "What did you get?"

Despite all that, I still love this time of year. Why?

1. Christmas carols (I love the classics).
2. Christmas cards from friends all over the country.
3. The shimmering of the Christmas tree lights in the house after dark.
4. The colorful lights and decorations around homes and buildings.
5. The sense you get from friends and strangers alike that it's a special time and we are all blessed.
6. It's the time of year families are brought back together regardless

*(Continued on Page 16)*

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<p>OFFICE: (800) 346-5971 FAX: (561) 798-2113 MOBILE: (561) 722-6191</p> <p><b>JOHN RAKOCZY PRESIDENT</b></p>  <p><b>"PROFESSIONAL SERVICE WITH PRIDE AND INTEGRITY"</b> St. Lic. #CU-C057091 <a href="http://www.rangeline.com">www.rangeline.com</a></p>	<p><b>BRIAN MACNAMARA PRESIDENT</b></p>  <p>State Certified CU CO48358 Contractor V 37621100012001</p> <p>P.O. Box 568912 Orlando, FL 32856 Phone: (407) 468-0557 FAX: (407) 895-1437</p> <p>*Wet Taps * Line Stops</p>	 <p><b>Frank Jones</b> Branch Manager - Apopka</p> <p><b>ITT Flygt LLC</b> 2152 Sprint Blvd. Apopka, FL 32703 tel 407 880 2900 fax 407 880 2962 <a href="mailto:frank.jones@itt.com">frank.jones@itt.com</a></p>  <p><a href="http://www.flygtus.com">www.flygtus.com</a></p>





## (Florida House of Representatives Introduces New MyFloridaHouse.gov Continued from Page 12)

information about what's happening in the Florida House of Representatives.

- All new, simplified page layout. Find what you are looking for in fewer clicks and with an easier-to-use navigation bar.
- Smarter social media integration. Floridians can now watch embedded YouTube videos and have easier access to the Florida House's Facebook and Twitter accounts.
- New member pages. Find out more about your member, view pictures and see what bills they are working on.

- Bill lookup and tracking throughout the site. The new site contains tabs on the right and left hand side of every page for easier access to the bill search and tracking tools.

Users can access the new site at [MyFloridaHouse.gov](http://MyFloridaHouse.gov). To sign up for e-mail updates from the Office of Public Information, users may submit their e-mail addresses at [MyFloridaHouse.gov](http://MyFloridaHouse.gov).

## (President's Message Continued from Page 15)

- of the miles that separate them.
- The kids reaction to all the presents around the tree on Christmas morning.
- The gratefulness my wife shows when she opens the one thing she most wanted for Christmas.
- And most importantly, it is the

most significant time of year that we, as a country, recognize that our freedoms and our rights come from God and should never be taken for granted. America is a moral country with strong values. America is Great because America is Good!

I hope you all enjoy and cherish this holiday season with family and friends. Find a way to make it memorable and meaningful. Do one thing that will have a positive impact on someone in need.

Have a very Merry Christmas and a safe New Year celebration.

*Sincerely,*

*Bruce Wendorf  
UUCF President*

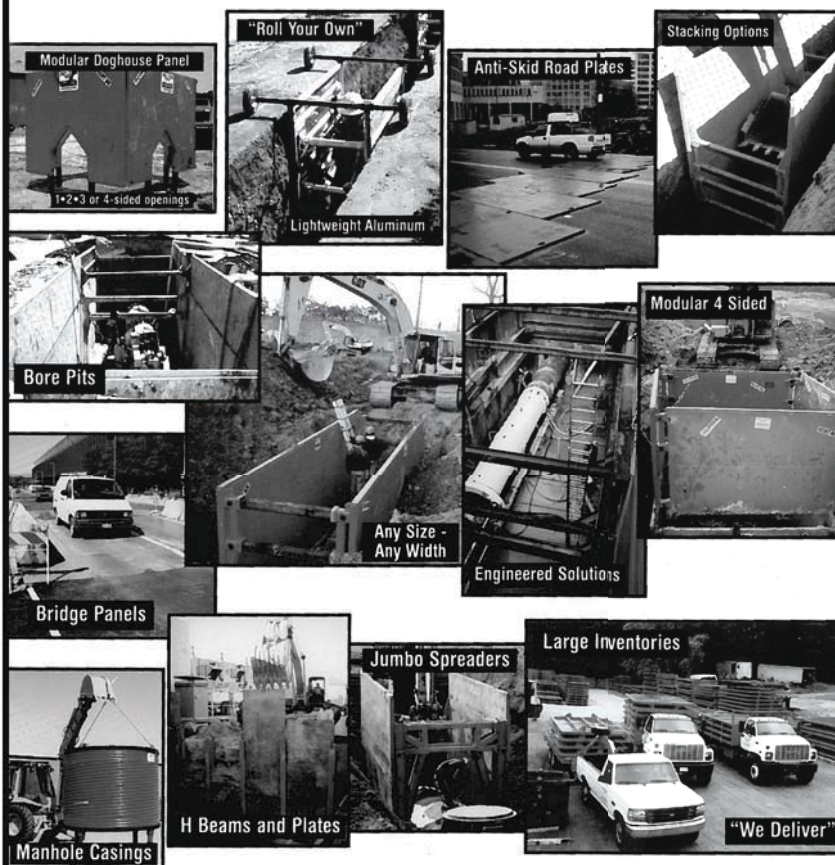
<p><b>Linkhorst &amp; Hockin, P.A.</b> Attorneys at Law</p> <p><b>ADAM C. LINKHORST</b> Board Certified Construction Law Attorney</p> <p>4495 Military Trail, Suite 106 Jupiter, FL 33458 Tel. 561-626-8880 Fax. 561-626-8885</p> <p>Tel. 954-776-5990 Cell. 954-562-9199 acli@FloridaHardhatLaw.com www.FloridaHardhatLaw.com</p>	<p><b>Your Business Card Could Be Here!</b></p> <p><b>Call (407) 830-1880</b></p>	<p>Don't adjust your manholes with bricks anymore! Use precast concrete grade rings! Do the job faster- easier! Call for pricing! Delivery Available!</p> <p> 3702 OLSON DRIVE DAYTONA BEACH, FL 32124</p> <p>OFFICE 386-238-6020 FAX 386-258-3788</p> <p>SOUTHEAST CONSTRUCTION PRODUCTS</p>
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# 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 class dates and times for future sessions:

## **January 9, 2012**

Port St. Lucie  
9:00 a.m. – 12:00 noon EST  
St. Lucie County Workforce Solutions  
584 N.W. University Boulevard,  
Suite 300  
Port St. Lucie, FL 34986

## **January 11, 2012**

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

## **January 12, 2012**

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

## **January 18, 2012**

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

## **January 19, 2012**

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

## **January 19, 2012**

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

## **February 8, 2012**


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

## **February 9, 2012**

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

## **February 7, 2012**

Pensacola  
9:00 a.m. – 12:00 noon EST  
Alabama Associated General  
Contractors, Northwest Florida  
Section  
201 South F Street  
Pensacola, FL 32502



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Ft. Myers (239) 337-4747	Vero Beach (772) 770-0004	Jacksonville (904) 425-6741	Melbourne (321) 723-0897

**WWW.BIGPUMPRENTALS.COM**

## **February 10, 2012**

Pompano Beach  
9:00 a.m. – 12:00 noon EST  
Workforce One  
2301 West Sample Road, Building  
4, Conference Room C  
Pompano Beach, FL 33073

## **February 16, 2012**

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

## **March 7, 2012**

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

## **March 8, 2012**

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

*(Continued on Page 20)*







# Calendar of Events

## UUCF

Jan. 30 ..... Board of Director's Meeting, Tallahassee  
Jan. 31 ..... Walk the Halls of the Capitol, Tallahassee  
Feb. 24-25 ..... UUCF/ASJMSF Annual Bass Fishing  
Tournament, Lake Toho, Kissimmee  
Mar./Apr. (TBA) .... Board of Director's Meeting, Orlando  
June 1 ..... Board of Director's Meeting, Orlando  
July 19-22 ..... Annual Convention,  
The Ritz-Carlton Orlando, Grande Lakes, Orlando  
July 19 ..... Board of Director's Meeting,  
The Ritz-Carlton Orlando, Grande Lakes, Orlando  
Sept./Oct. (TBA) ..... President's Cup Golf Tournament  
Nov. 2 ..... Board of Director's Meeting, Orlando

## NUCA of North Florida

Jan. 10 ..... Executive Committee Meeting  
Jan. 12 ..... Installation of Officer's Meeting  
Feb. 7 ..... Executive Committee Meeting  
Feb. 16 ..... Safety Director's Forum  
Mar. 6 ..... Executive Committee Meeting  
Mar. 21 ..... General Membership Meeting  
Mar. 26 ..... Golf Tournament, Deerwood  
Apr. 10 ..... Executive Committee Meeting  
Apr. 19 ..... Bettering Your Business  
May 8 ..... Executive Committee Meeting  
May 17 ..... Jacksonville Suns Baseball  
June 12 ..... Executive Committee Meeting  
June 21 ..... Safety Director' Forum  
July 26 ..... General Membership Meeting  
Aug. 14 ..... Executive Committee Meeting  
Aug. 16 ..... Bettering Your Business  
Sept. 11 ..... Executive Committee Meeting  
Sept. 26 ..... General Membership Meeting  
Oct. 9 ..... Executive Committee Meeting  
Oct. (TBA) ..... Fishing Tournament  
Nov. 6 ..... Executive Committee Meeting  
Nov. 15 ..... Election of Officers  
Dec. 10 ..... Executive Committee Meeting  
Dec. (TBA) ..... Holiday Party

## NUCA of Northwest Florida

Feb. (TBA) ..... Membership Meeting  
Mar. (TBA) ..... Fishing Tournament  
May (TBA) ..... After Hours Social  
June (TBA) ..... Membership Meeting  
Aug. (TBA) ..... After Hours Social  
Oct. (TBA) ..... Annual Equipment Rodeo  
Nov. (TBA) ..... Membership Meeting  
Dec. (TBA) ..... Annual Dinner Meeting

## Sunshine State One Call of Florida, Inc. (SSOCOF) Meetings

Jan. 20 ..... Executive Committee Meeting,  
DeBary/Conference Call  
Feb. 16 ..... Committee Meetings, DeBary Call Center  
Feb. 17 ..... Board of Director's Meeting,  
DeBary Call Center  
Mar. 6-8 ..... CGA Conference & Expo, Las Vegas, NV  
Apr. (TBA) ..... Spring Meeting

Apr. 20 ..... Executive Committee Meeting,  
DeBary/Conference Call  
May 16 ..... Committee Meetings, DeBary Call Center  
May 17 ..... Board of Director's Meeting,  
DeBary Call Center  
May 18 ..... Golf Tournament  
June 22 ..... Executive Committee Meeting,  
DeBary/Conference Call  
July 11 ..... Strategic Planning Meeting  
July 12 ..... Committee Meetings  
July 13 ..... Board of Director's Meeting  
Oct. 16 ..... Executive Committee Meeting,  
DeBary/Conference Call  
Nov. 15 ..... Committee Meetings, DeBary Call Center  
Nov. 16 ..... Board of Director's Meeting,  
DeBary Call Center

## (Division of Workers' Compensation Offers Free Classes

### Continued from Page 19)

### March 14, 2012

Tallahassee  
9:00 a.m. – 12:00 noon EST  
Southwood Complex, Betty Easley Conference Center  
4075 Esplanade Way, Room 178  
Tallahassee, FL 32399

### March 20, 2012

West Palm Beach  
9:00 a.m. – 12:00 noon EST  
Central Career Center  
1951 North Military Trail  
West Palm Beach, FL 33409

### March 27, 2012

Orlando  
9:00 a.m. – 12:00 noon EST  
State Office Building, Hurston Complex  
400 West Robinson Street, South Tower,  
Conference Room A & B  
Orlando, FL 32801

### April 11, 2012

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

### April 12, 2012

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

### May 9, 2012

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







**May 10, 2012**

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

**June 13, 2012**

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

**June 14, 2012**

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

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

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

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**UUCF District 2** Lake, Orange, Osceola, Polk, (East of Lakeland), Seminole, Volusia (West of I-95)

**UUCF District 3** Broward, Dade, Martin, Monroe, Palm Beach

**UUCF At Large** Alachua, Columbia, Dixie, Gilchrist, Hamilton, Jefferson, Lafayette, Levy, Madison, Marion, Suwannee, Taylor

Did you know that UUCF does not have an affiliated chapter in those counties? Did you know that membership with UUCF is only \$100 per year, per district?

For a list of *What We Have Done For You*, [please click here](#). If you are interested in joining UUCF and want a Membership Application, [please click here](#).

## Sunshine State One Call of Florida, Inc. 2011 Holiday Calendar

Observance of Christmas Eve ..... 12/23/11  
Observance of Christmas Day ..... 12/26/11

## 2012 Holiday Calendar

Observance of New Year's Day ..... 01/02/12  
Martin Luther King Jr.'s Day ..... 01/16/12  
Memorial Day ..... 05/28/12  
Independence Day ..... 07/04/12  
Labor Day ..... 09/03/12  
Thanksgiving Day ..... 11/22/12  
Day after Thanksgiving Day ..... 11/23/12  
Christmas Eve ..... 12/24/12  
Christmas Day ..... 02/25/12

SSOCOF's business hours are Monday through Friday from 7:00 a.m. to 5:00 p.m. **Please keep the**

**above dates in mind when calling for locates two business days prior. The law now requires two full business days prior to digging.**



## 2012 FDOT Letting Date

January 25

February 29

March 28

April 25

May 23

June 20





# Chapter News

## **NUCA of North Florida**

We had 55 people attend our November General Meeting on November 17 at A. J. Johns, Inc. GrillBilly's BBQ provided a wonderful lunch of ribs, chicken, beans and slaw. The Proposed 2012 Slate of Officers was presented for election. No additional nominations were added from the floor. A motion was made and seconded to accept the Slate of Officers as presented. Motion carried. The new officers and directors will be installed on January 12 at the Installation of Officers Meeting at River City Brewing Company at 7:30 a.m.

Tim Owen, Owen & Associates, was our guest speaker for this meeting. His presentation "How will the Patient Protection and Affordable Care Act (PPAC) affect my company?" was very informative. Tim discussed various aspects of new government reporting guidelines, fines and taxes that will impact you and your company if the PPAC legislation is not repealed. If you were not able to attend the meeting, you can get a copy of Tim's presentation by sending an e-mail to [nucanf@gmail.com](mailto:nucanf@gmail.com). We appreciate Tim sharing his health care expertise and knowledge of this important topic with our members.

Thank you to Ferguson Waterworks, Inc. for donating a Yeti cooler which was raffled off at the meeting. Congratulations to Tony Bradley, Beard Equipment Company, who had the winning ticket. Thank you to John Kirkland and all our friends at A. J. Johns, Inc. for the use of their training facility.

Members from our chapter recently attended the Trenchless Technology Road Show held at the University of North Florida. This two day event involved education sessions as well as a trade show, lunch and welcome party. Our chapter hosted a table where attendees could stop by to

pick up membership information. We thank Benjamin Media for facilitating this event.

We recently welcomed Engineered Lining Systems as a new contractor member of our chapter. Dave Shortz and his company are involved in "In-Place Pipe & Structure Restoration" - Trenchless Technologies. Miller Electric Company joined our chapter as an associate member. Miller Electric Company involved in transportation management and site installation of electrical. We look forward to having both Engineered Lining Systems and Miller Electric Company as active members of our association.

Registration is now open for NUCA's Convention 2012 in Fort Worth, Texas? Mark your calendars and plan to join us March 12-16. Great plans are underway for some unique events. You will have the opportunity to get a few items crossed off your bucket list.

2012 membership dues invoices were mailed out on December 1 and payment will be due by January 31.

Grab your comfortable shoes and join us in Tallahassee for our annual legislative office visits. UUCF will be conducting its Board of Directors and committee meetings on Monday, January 30. On Tuesday, we will be heading to the capitol to speak with our local legislators about issues concerning our members. Please plan to attend.

Wishing everyone all the blessings of the holiday season!

## **NUCA of Northwest Florida**

NUCA of Northwest Florida held its Annual Officer Installation/Dinner Meeting on December 3 at The Museum of Commerce. The evening was filled with a beautiful atmosphere, good food and

fun times.

Joe Cook installed the new Officers and Directors for 2012. They are:  
**President** - Crayton Brogdon.  
**President Elect** - Gabe Jackson.  
**Vice President** - Bill Davis and  
**Secretary/Treasurer** - Chris Dixon.  
**Contractor Directors:** Ben Joyner, Jordan Lee and Chad Tubbs.  
**Associate Directors:** Matt Hall, George Wainwright and Rick Waters.  
**Past Presidents:** Lee Brown, Shain Cheney and Bill Lee.

The association raffled off a Big Green Egg. Two hundred twenty four tickets were sold. It was won by Fonde Jernigan with Beard Equipment Company. The ticket was sold by Board member Gabe Jackson. Thanks goes to Escambia Electric Motor for their part in the Big Green Egg.

We had numerous door prize items. All of which were purchased at Antique stores and thrift stores. The Silent Auction had gift cards, wine baskets, toy baskets, a quilt, baseball tickets, Yeti cooler, golf package, Garmin GPS, John Deere jackets, autographed FedEx Shirt, Christmas plate and Antique Books. Something for everyone. Thanks goes to Coastal Machinery, Cowin Equipment, Ferguson Waterworks, Gator Boring, Molton, Allen & Williams, Pensacola Concrete, Southeastern Pipe, Thompson Pump and Utility Service for donating our Auction Items.

We took a moment to present Michele Kelson with an Award of Appreciation for all her hard work over the past several years.

Thanks again to our major sponsors of this event: Cowin Equipment Company, Gulf Equipment Corporation, Kelson Electric Company and Pensacola Concrete.

NUCA of Northwest Florida would like to take this moment to wish





everyone a very Blessed Merry Christmas and a Safe and Happy New Year!

### **SUCA**

Under a perfect blue sky, SUCA held its Sixth Annual Clay Shoot at Tampa Bay Sporting Clays in Land O' Lakes on October 21. About fifty participants enjoyed the morning shoot followed by a delicious barbeque lunch cooked on site by Dennis Buckner of Ring Power Corporation. Congratulations to the following tournament winners: **First Place Team** – Spivey Utility Construction Co./MWI Pump Tampa: Jimbo Spivey, Ken Wachman, Skip Peck and Paul Devine. **Second Place Team** – Keystone Excavators/Ring Power Corporation: Bob Fornwalt, Jeff Truxton, Dylan McCandless and Leonard Stone. **First Place Individuals** – Skip Peck and Paul Devine. **Conservationist Shooter** – Bill Taylor of Caterpillar Financial Services Corp. **Shotgun Raffle Winner** – Ken Montague of Site & Civil. In addition to those who shot in the tournament, we extend our gratitude to the following member firms whose generosity made the tournament great: **BBQ Lunch Food Sponsor** – Ajax Paving Industries of FL. **BBQ Lunch Cook/Supplies Sponsor** – Ring Power Corporation. **Beverage Sponsors** – Nortrax, Inc. and Horses First, Inc. **Breakfast Sponsor** – Florida Gas & Electric Corp. **Shotgun Raffle Sponsors** – Technical Sales Corporation, Westra Construction Corporation and Associated Construction Products. **Station Sponsors** – Spivey Utility Construction, David Nelson Construction Co., MWI Pump Rental, Westra Construction Corporation, Ferguson Waterworks, Inc., Pepper Contracting Services, Inc., RIPA & Associates, Glenn Rasmussen Fogarty & Hooker, P.A. and Ritchie Bros. Auctioneers.

Congratulations to the following members who have been elected to lead SUCA in 2012: **Chairman** –

Ken Wachman of MWI Pump Rental, **Vice Chairman** – Mike Beukema of Westra Construction Corp., **Secretary** – Tom Butler of RIPA & Associates, **Treasurer** – Lisa Judge of R.E. Purcell Construction Co. **Contractor Directors** elected were: Tom Woodward of David Nelson Construction Co., David Runyan of Florida Gas & Electric Corp., Robert Van Valin of Pepper Contracting Services, Inc., Ed Harris of Dallas 1 Construction & Development and Penny Danielecki of Raymow Construction Co. **Associate Directors** elected were: James Adams of Ferguson Waterworks, Inc., Bill Cammann of Lanier Upshaw Insurance, Larry Falls of Associated Construction Products, Dylan McCandless of Ring Power Corp, Wayne Jensen of Stahl & Associates Insurance and Curt Hinson of HD Supply Waterworks.

SUCA had an extraordinary year end banquet on December 3 at The Tampa Club. The evening featured a reverse raffle drawing, silent auction, the 2011 Holiday Pledge Project and a photo booth, which generated a lot of excitement! Chairman Ken Wachman of MWI Pump Rental presented year end awards to some of SUCA's hardest working association members. Congratulations to the following, well deserved, 2011 award winners: **Chairman's Award** – Tom Butler, RIPA & Associates. **Contractor of the Year Award** – David Runyan, Florida Gas & Electric Corp. **Associate of the Year Award** – James Adams, Ferguson Waterworks, Inc. **Special Recognition Award (for work with the Excavation Task Force)** – Wayne Jensen, Stahl & Associates Insurance.

Congratulations also to the following Reverse Raffle winners: **\$1,000 Grand Prize Winner** – Jeff Sevigny of Pepper Contracting Services, Inc. **\$500 Runner-Up** – Mike Barker of David Nelson Construction Co. **\$250 Runner-Up** – David Runyan of Florida Gas & Electric Corp. and

**\$100 First Ticket Drawn** – Ken Rowland of Rowland, Inc.

SUCA members, in the spirit of holiday giving, opened their hearts and wallets and pledged \$1,200.00 on pledge cards at the banquet. These funds will be distributed by SUCA's Community Affairs Committee to local charities and organizations in time for the holidays.

This was SUCA's last big event of the year and we thank our members who attend the gala. Special thanks to our banquet sponsors for their generosity. They truly made it possible to have this wonderful banquet: Acme Barricades; Associates Insurance Group; David Nelson Construction Co.; Ferguson Waterworks, Inc.; Florida Gas & Electric Corp.; Glenn Rasmussen Fogarty & Hooker, P.A.; HD Supply Waterworks; LGM Contracing, Inc./The Merucci Equipment Company; Liberty Mutual Surety; MWI Pump Rental; Ripa & Associates; Stuart Angelo & Co., CPA's; Technical Sales Corp. and Westra Construction Corp. We hope you will plan to join us next year as we are planning a bigger and better year-end banquet! Happy Holidays to you and yours!!!

SUCA's January membership mixer will be held Thursday, January 12, 2012 at Tampa's premier martini lounge, Blue Martini at International Plaza. Advance reservations are required by phone, fax or e-mail. Registration and cocktails begin at 6:30 p.m. The cost is \$30.00 per person which includes appetizers and two free drink tickets. This meeting is strictly for networking, catching up and having a good time! Please feel free to bring your spouse, a date and/or a guest. We will have a VIP area to ourselves and live entertainment during the mixer.

If you are interested in SUCA's projects or events, please contact our office at (813) 355-4879 or visit our website at [www.suca.org](http://www.suca.org).







## Lawson: Don't Hire Unlicensed Professionals

The Department of Business and Professional Regulation wants consumers to check that professionals are licensed before hiring them. DBPR Secretary Ken Lawson recently rolled out a new public education campaign hoping to raise awareness of professional work that requires a license. Among the professions that require licenses are construction work, electrician work, cosmetology, cutting hair, selling real estate and appraising it, and doing public accounting. "The most effective way to stop unlicensed activity is to hire only licensed Florida professionals," Lawson said. Consumers can verify professional licenses online at [www.myfloridalicense.com](http://www.myfloridalicense.com).

## CILB Board Increases Time Limit to Pass All of Examination Parts

The Construction Industry Licensing Board (CILB) has amended Rule 61G4-16.009, Florida Administrative Code, to grant candidates more time to complete all portions of the initial licensure examination. Beginning November 1, 2011, examination candidates will be permitted four years from the date he or she initially sat for the initial licensure examination to pass all portions of the examination and will not be limited in the number of times they may re-take a test during the four year period.

If you have any question regarding

the Board's change, you may visit [www.myfloridalicense.com/dbpr/pro/cilb/index.html](http://www.myfloridalicense.com/dbpr/pro/cilb/index.html) or call (850) 487-1395 for more information.

## Minimum Wage Update

Starting January 1, 2012, the Florida minimum wage for calendar year 2012 will go up to \$7.67 an hour. This is an increase of 36 cents over the current Florida minimum wage of \$7.31 an hour.

Because the minimum wage for Florida is going up for 2012, this means there will be a new minimum wage poster for 2012. On January 1, you should replace your current Florida-specific minimum wage poster with a new one for 2012.

## Workers' Compensation Rates Going Up for 2012

The rates Florida businesses pay for workers' compensation insurance will increase an average of 8.9% for new and renewal policies effective January 1, 2012. Even with this rate increase, workers' compensation rates are still down almost 60% over the last seven years, and Florida continues to have the lowest rates of any state in the Southeast.

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

- Manufacturing: +9.6% (down 54.0% since 2003)
- Contracting: +8.7% (down 61.5% since 2003)
- Office and Clerical: +7.0% (down 59.9% since 2003)
- Goods and Services: +9.9% (down 57.2% since 2003)
- Miscellaneous: +8.5% (down

56.5% since 2003)

The workers' compensation premium for your business is determined by multiplying your total payroll by the specific rate for the classification(s) for your business. The rate for your particular business may increase more or less than 8.9%; this figure is an average rate increase for all job classes in the state of Florida. The rate increase for your individual business may be higher or lower.

## Unemployment Tax Update

Florida employers are required by law to pay unemployment taxes on their company's payroll. There are two components to this tax: there is a federal unemployment tax imposed by and paid directly to the Federal Government (often called "FUTA" for Federal Unemployment Tax), and there is a Florida Tax (often called "SUTA" for State Unemployment Tax), which is paid to the state and used to fund unemployment benefits paid from the Florida Unemployment Compensation Trust Fund.

### **Federal Unemployment Tax**

Beginning July 1, 2011, the federal unemployment tax rate has been reduced from 6.2% to 6.0% and is paid on a wage base for each employee of \$7,000. Employers in good standing receive a 5.4% credit against this tax. Because Florida still has loans from the federal government that we haven't paid back, employers will start to lose this credit in .3% increments. Therefore, tax owed on wages paid from January through June will be taxed at the effective rate of 1.1% (\$77) if the workers was paid \$7,000 during the first six months of the year. If tax is still owed on wages paid during the second half of the year, the effective rate of 0.9% (\$63 on \$7,000) would apply.

*(Continued on Page 30)*



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## **(Unemployment Tax Update Continued from Page 24)**

### **Florida Unemployment Tax**

The state calculates unemployment taxes differently than the federal government. New businesses pay a fixed tax rate of 2.7% for the first several years of their existence. Otherwise, businesses pay a rate that is determined in large part by their own experience. The maximum tax rate is capped by state law at 5.4%. Because there continues to be unprecedented demand on the Trust Fund, employers' state unemployment tax rates for calendar year 2012 are again set to increase dramatically. The tax rate for employers at the minimum tax rate was \$72.10 per employee; it is predicted to be over \$170 per employee for calendar year 2012.

In addition to this increase of around \$100 per employee, Florida employers will again pay a special assessment of approximately \$13 per employee to make payments on

the interest owed to the federal government for money loaned to the Florida Trust Fund.

The state will be mailing tax notices to employers in mid December. The notifications of the interest payments will be sent in February 2012. The first quarterly unemployment tax payment will be due April 30. The special interest assessment will be due June 30.

We will again be asking the Florida Legislature to stop this unemployment tax increase on businesses during the upcoming legislative session that starts in January 1, and will keep you updated on the situation.

## **Poster Update**

The National Labor Relations Board (NLRB) has postponed its new requirement that all private businesses to post a notice of their employee's right to unionize.

Originally, this new poster requirement

was scheduled to become effective on November 14, 2011; however, the NLRB has pushed this date back to January 31, 2012. A lawsuit trying to get the new poster requirement thrown out is still proceeding.

## **Survey for Florida Businesses**

In an effort to improve Florida's business climate, the Florida Legislature wants to hear from business owners about burdensome rules and regulations on their businesses. To accomplish this, they have set up an on-line survey called "Your Voice" that will collect feedback from Florida's businesses. You can access the survey at [www.surveymonkey.com/s/FloridaRegReformSurvey](http://www.surveymonkey.com/s/FloridaRegReformSurvey). Information given in the survey is not confidential and is subject to Florida's Public records law.



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