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Mike Holt Enterprises

SUCCESS 2025



TOPICS & PRESENTERS

**Florida Building Code
Workers' Compensation
Florida Laws & Rules
Workplace Safety
Business Skills**

**Mario Valdes
Charlie Douglas
Brian House
Brian House
Mike Holt**

“...as for me and my house, we will serve the Lord.” [Joshua 24:15]

Welcome, we're glad to have you here!

Important Information about your CEU Credits

Your Sign-in Sheet

1. VERIFY YOUR INFORMATION ON THE FORM

- Check your name and
- Check your license number

Make corrections directly on the form

2. VALIDATE YOUR FORM

- Confirm that your pass has been stamped and
- Confirm that your pass has been signed!

All information must be completed to get CEU credit.

Your pass will be collected at 5pm each day.

Have a license in one of the following states?

Visit the CEU HELP DESK for specific requirements.

(Open during all breaks and lunch)

- California (except C-10 Licenses)
- Louisiana - Residential only
- Minnesota
- Mississippi - Residential only
- North Dakota
- Ohio
- Oklahoma



**Be kind to your neighbor
Please silence your cellphone**

Thank You!



ADDITIONAL SUPPORT



Product Questions

Visit the product desk to preview items.

Our team is here to answer any questions.



Charging Station

Charging stations are available at the back of the classroom.

Please note: we can't be responsible for lost or damaged items, so please plan accordingly.



Seminar Website Support

Scan the QR code, or visit MikeHolt.com/Seminarhandouts for access to today's handouts, links to important information, discounts, and more...



Thanks for helping us make this a great event!

PROGRAM AGENDA



Embrace the opportunity to increase your knowledge—everything is a function of your education.



8:00–8:10	Introduction	
8:10–9:00	FL Building Code	Mario Valdes
9:00–9:50	Workers' Compensation	Charlie Douglas
9:50–10:10	Break 1–20 minutes	
10:10–11:00	FL Laws & Rules	Brian House
11:00–12:00	Workplace Safety	Brian House
12:00–1:00	Lunch–60 minutes	
1:00–2:20	Business Skills	Mike Holt
2:20–2:40	Break 2–20 minutes	
2:40–3:40	Business Skills	Mike Holt
3:40–4:00	Break 3–20 minutes	
4:00–4:55	Business Skills	Mike Holt
4:55–5:00	Wrap-up	



FLORIDA BUILDING CODE

MARIO VALDES

Mario Valdes Jr. is a member of the technical team at Mike Holt Enterprises, working directly with Mike Holt in researching, re-writing, and coordinating content, to assure the technical accuracy of the information in the products.

Mario is licensed as an electrical contractor, most recently having worked as an electrical inspector and plans examiner for an engineering firm in South Florida. Additionally, he was an electrical instructor for a technical college, teaching students pursuing an associate degree in electricity. He taught subjects such as ac/dc fundamentals, residential and commercial wiring, blueprint reading, and electrical estimating. He brings to the Mike Holt team a wealth of knowledge and devotion for the NEC.

He started his career at 16 years old in his father's electrical contracting company. Once he got his Florida State contractor's license, he ran the company as project manager and estimator. Mario's passion for the NEC prompted him to get his inspector and plans review certifications and embark on a new journey in electrical Code compliance. He's worked on complex projects such as hospitals, casinos, hotels and multi-family high rise buildings. Mario is very passionate on educating electrical professionals about electrical safety and the NEC.

Mario's a member of the IAEI, NFPA, and ICC, and enjoys participating in the meetings; he believes that by staying active in these organizations he'll be ahead of the game, with cutting-edge knowledge pertaining to safety codes.

When not immersed in the electrical world Mario enjoys fitness training. He resides in Pembroke Pines, Florida with his beautiful family, which includes his wife and his three sons. They enjoy family trip getaways to Disney World and other amusement parks.



WORKERS' COMPENSATION

CHARLIE DOUGLAS

Charlie Douglas was born and raised in Palatka, Florida. After graduating valedictorian of his high school class, he attended the University Of Florida Warrington College Of Business, where he served as a Student Government Cabinet Director and graduated summa cum laude with a degree in Business Administration.

Charlie graduated second in his class of 211 students from the University of Florida law school, where he served as Editor-in-Chief. He was also inducted as a member of the Order of the Coif and Florida Blue Key.

In 2007, Charlie gained national recognition for his fight to free a Texas man, Tyrone Brown, who had been sentenced to life in prison after testing positive once for marijuana while on probation. Hearing that Mr. Brown had already served nearly 17 years of the life sentence, Charlie launched a lengthy grass-roots advocacy campaign that resulted in Mr. Brown's Freedom.

Charlie has also fought against the tobacco industry and was previously named by the Lawton Chiles Foundation as Florida's Youth Advocate of the Year. For those efforts, the American Legacy Foundation asked Charlie to serve as a national spokesperson to help expose the truth about tobacco company tactics.

Charlie's passionate representation and advocacy for his clients led Florida Super Lawyers Magazine to recognize him as a "Rising Star," which is an award reserved for less than 2.5% of attorneys in Florida under the age of 40.

Charlie is a licensed pilot for single-engine land instrument airplanes, and rotorcraft helicopters. In Charlie's spare time, he enjoys flying, hunting, fishing, and all water sports.



FLORIDA LAWS & RULES

WORKPLACE SAFETY

BRIAN HOUSE

Brian House is Vice President of Digital and Technical Training at Mike Holt Enterprises, and a Certified Mike Holt Instructor. Brian has worked in the trade since the '90s in residential, commercial and industrial settings. He opened a contracting firm in 2003 that designed energy-efficient lighting retrofits, explored "green" biomass generators, and partnered with residential PV companies in addition to traditional electrical installation and service. In 2007, Brian was personally selected by Mike for development and began teaching seminars for Mike Holt Enterprises after being named a Top Gun Presenter in Mike's Train the Trainer boot camp. Brian travels around the country teaching electricians, instructors, military personnel, and engineers. His experience in the trenches as an electrical contractor, along with Mike Holt's instructor training, gives him a teaching style that is practical, straightforward, and refreshing.

As Vice President of Digital and Technical Training at Mike Holt Enterprises, Brian leads the apprenticeship and digital product teams. They create cutting-edge training tools, and partner with in-house and apprenticeship training programs nation-wide to help them reach the next level. He is also part of the content team that helps Mike bring his products to market, assisting in the editing of the textbooks, coordinating the content and illustrations, and assuring the technical accuracy and flow of the information.

Brian is high-energy, with a passion for doing business the right way. He expresses his commitment to the industry and his love for its people in his teaching, working on books, and developing instructional programs and software tools.

Brian and his wife Carissa have shared the joy of their four children and many foster children during their 25 years of marriage. When not mentoring youth at work or church, he can be found racing mountain bikes or SCUBA diving with his kids. He's passionate about helping others and regularly engages with the youth of his community to motivate them into exploring their future.



BUSINESS SKILLS

MIKE HOLT

Mike Holt has written hundreds of electrical training books and articles, founded three successful businesses, and has taught thousands of electrical Code seminars across the US and internationally. His electrical training courses have set the standard for trade education, enabling electrical professionals across the country to take their careers to the next level.

From an early age, Mike understood the need for working on your business, not just in your business. As a businessman, he understands the need for continuous education in order to keep current and stay relevant. As an educator, he has a commitment to help instructors improve their skills in the classroom and enrich the learning environment for their students. His deep understanding of the trade, dynamic presentation style, and ability to connect with students are some of the reasons that he is one of the most sought-after speakers in the industry. He's mastered the art of explaining complicated concepts in a straightforward and direct style. His one-of-a-kind presentation style and his ability to simplify and clarify technical concepts explain his unique position as one of the premier educators and Code experts in the country.

Mike's commitment to pushing boundaries and setting high standards extends into his personal life as well. He's an eight-time Overall National Barefoot Waterski Champion. He has more than 20 gold medals, many national records, and has competed in three World Barefoot Tournaments. In 2015, at the tender age of 64, he started a new adventure—competitive mountain bike racing. Every day he continues to find ways to motivate himself, both mentally and physically.

Mike and his wife, Linda, reside in New Mexico and Florida, and are the parents of seven children and eight grandchildren. As his life has changed over the years, a few things have remained constant: his commitment to God, his love for his family, and doing what he can to change the lives of others through his products and seminars.

RESIDENTIAL, BUILDING, AND ENERGY 2023 FLORIDA CODE CHANGES



Mario Valdes, Jr.
Technical Content Editor Mike Holt Enterprises,
Electrical Inspector, Electrical Plans Examiner,
Master Electrician
Mario@MikeHolt.com
Ocala, Florida

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1

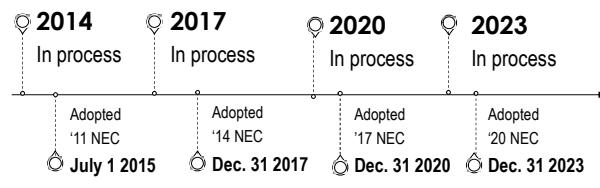
2023 FLORIDA BUILDING CODE ADOPTION



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2020 NATIONAL ELECTRICAL CODE ADOPTION



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2023 Florida Building Code was updated
based on...

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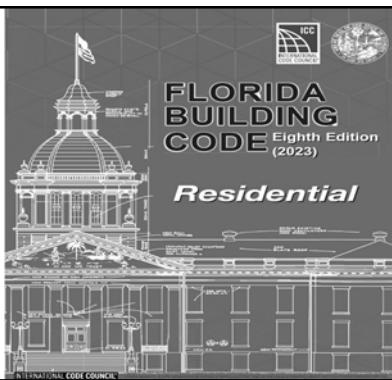
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2023 FLORIDA BUILDING CODE ELECTRICAL REQUIREMENTS

Code Basis	State Amendment
2020 NEC	✓ no
2019 NFPA 72	✓ no
2021 IRC	✓ yes
2021 IBC	✓ yes
2021 IECC	✓ yes

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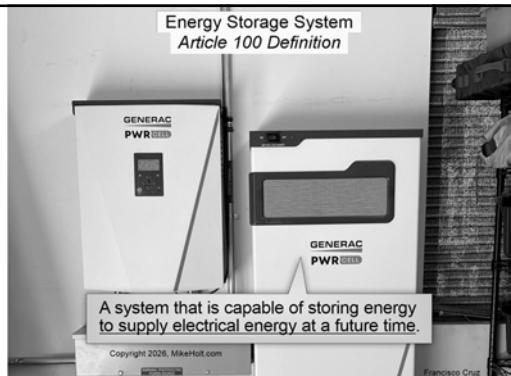
New-Energy Storage Systems

R328

- New section has been revised for consistency with NFPA 855. The term “stationary storage battery systems” has been replaced with “energy storage systems” throughout the section.

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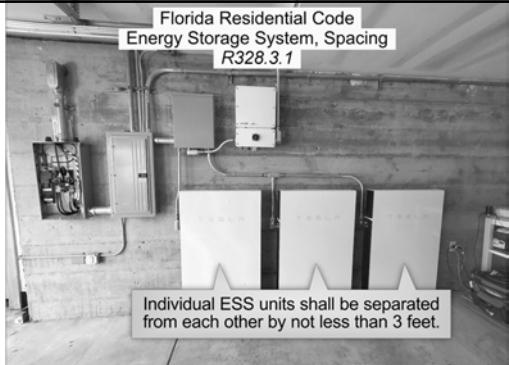


New-Energy Storage Systems Location and Spacing, R328

- Installers and AHJs are really struggling with ESS installations, mostly concerning spacing and separation of ESS units, and location on or in the building.
- Section 328.3.1 covers “spacing requirements”
- Section 328.4 covers “location requirements”

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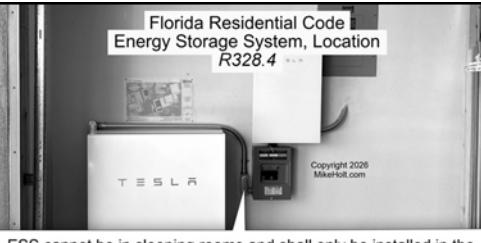
10

New- Residential Standby Generators M1905

- New section added requiring residential standby generators to comply with the listing instructions and the NEC.

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ESS cannot be in sleeping rooms and shall only be installed in the following locations:

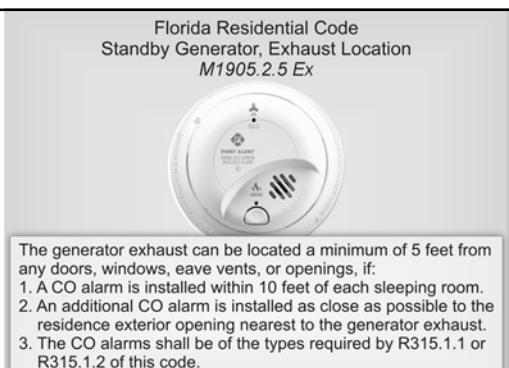
1. Detached garages and detached accessory structures.
2. Attached garages separated from the dwelling unit living space.
3. Outdoors or on exterior walls located not less than 3 ft from doors and windows.
4. Utility closets, basement, or storage spaces with finished walls and ceilings.

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New- GFCI Protection for Outdoor Outlets, E3408

- New section added matching TIA 20-19 that modifies section 210.8(F) of the 2020 NEC.
- A new exception has been added stating that GFCI protection is not required for listed and labeled HVAC equipment.

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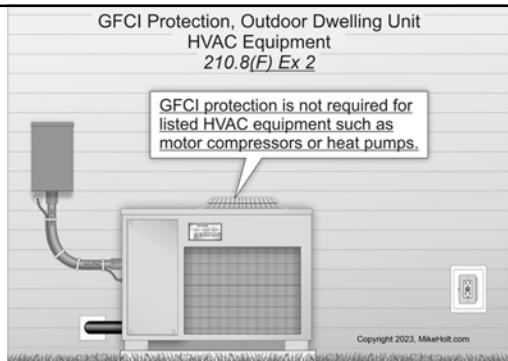
15

New- GFCI Protection for Outdoor Outlets, E3408

- 210.8(F) GFCI Protection for Outdoor Outlets. All outdoor outlets for dwellings, other than those covered in 210.8(A)(3), Ex (3) that are supplied by single-phase branch circuits rated 150 volts to ground or less, 50A or less, shall have GFCI protection.
- Ex 1: GFCI protection shall not be required on lighting outlets other than those covered in 210.8(C).

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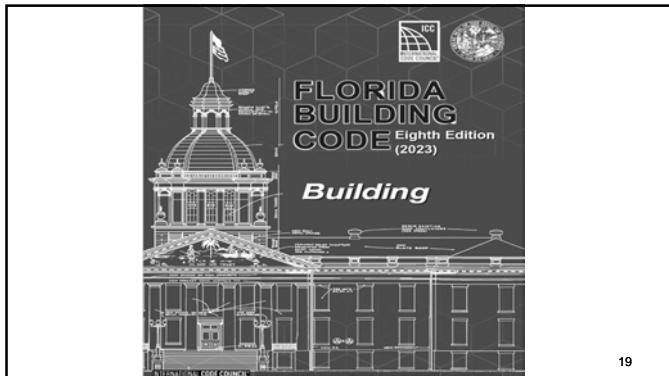
17

2023 Florida Residential Code Changes Summary

- New Section R328 covering Energy Storage Systems.
- New Section M1905 covering addressing installation requirements for residential permanently installed stand-by generators.
- E3408.1 added to mirror TIA 20-19 to section 210.8(F) of the 2020 NEC.

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CHAPTER 4

SPECIAL DETAILED REQUIREMENTS BASED ON OCCUPANCY/USE

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SECTION 454 SWIMMING POOLS

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New – Surf Pools

New construction criteria have been added for electrical systems for artificial lagoons.

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New – Surf Pools

The term “surf pool” means a pool that is designed to generate waves dedicated to the activity of surfing on a surfboard or a surfing device commonly used in the ocean and intended for sport, as opposed to the general play intent of wave pools, or other large-scale public swimming pools.

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CHAPTER 9

FIRE PROTECTION SYSTEMS

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SECTION 913 FIRE PUMPS

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Change - Circuits supplying fire pumps 913.2.2

Encasement in a minimum of 2 inches of concrete has been added as a new method for protecting cables used for survivability of circuits supplying fire pumps.

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Change - Circuits supplying fire pumps 913.2.2

Cables supplying fire pumps shall be one of the following:

1. Cables listed in accordance with UL 2196 with a fire-resistance rating of not less than 1 hour.
2. Electrical circuit protective systems with a fire-resistance rating of not less than 1 hour, installed in accordance with their listing requirements.
3. Construction having a fire-resistance rating of not less than 1 hour.
4. Cable or raceway encased in a minimum of 2 inches of concrete.

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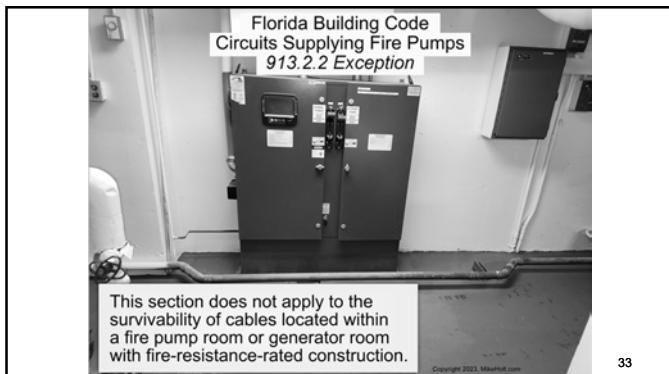


Change - Circuits supplying fire pumps 913.2.2

A new exception to the required protection of cables has been added for cables, located within a fire pump room or generator room which is separated from the remainder of the occupancy with fire-resistance-rated construction.

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CHAPTER 10 MEANS OF EGRESS

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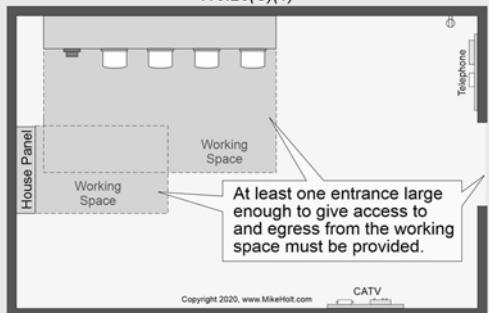
New – Electrical Rooms 1006.2.2.4

- New section added requiring the location and number of exit or exit access doorways to be provided for electrical rooms in accordance with NEC 110.26.

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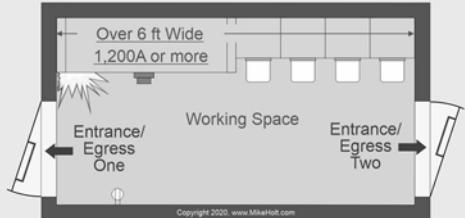
35

Requirements for Electrical Installations
Access to and Egress from Working Space, Minimum Required
110.26(C)(1)



36

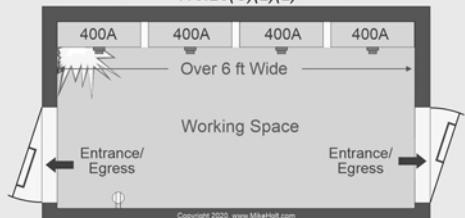
Requirements for Electrical Installations
Access to and Egress from Working Space, Large Equipment
110.26(C)(2)(1)



Where equipment over 6 ft wide rated 1,200A or more contains overcurrent, switching, or control devices, an entrance to and egress from the required working space not less than 24 in. wide and 6½ ft high is required at each end of the working space.

37

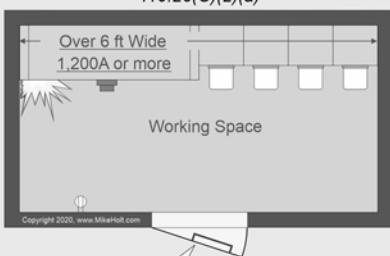
Requirements for Electrical Installations, Access to and Egress from Working Space, Combined Service Equipment
110.26(C)(2)(2)



Service disconnecting means installed per 230.71(B) with a combined rating of 1,200A or more and over 6 ft wide requires an entrance to and egress from the required working space not less than 24 in. wide and 6½ ft high at each end of the working space.

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Requirements for Electrical Installations, Entrance to and Egress from Working Space, Unobstructed Egress
110.26(C)(2)(a)



A single entrance is permitted where the location allows a continuous and unobstructed way of egress travel.

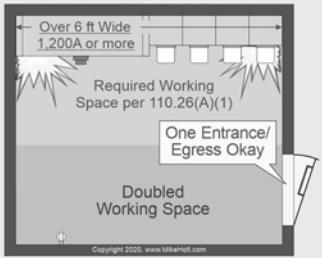
39



Diagram illustrating the required working space for a structure over 6 ft wide and 12,000A or more. The structure is shown with a width of 6 ft and a height of 12,000A. The required working space is indicated by a shaded area labeled "Required Working Space per 110.26(A)(1)". Two options are shown: "One Entrance/Egress Okay" and "Doubled Working Space".

One entrance/egress is permitted where the required working space is doubled, and equipment is located so the edge of the entrance is no closer than the required working space distance.

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New – Electrical Rooms

- Panic hardware is also required in accordance with Section 1010.2.9.2.

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Personnel doors located less than 25 ft from the nearest edge of working space for equipment rated 800A or more containing overcurrent, switching, or control devices must have listed panic or listed fire exit hardware.

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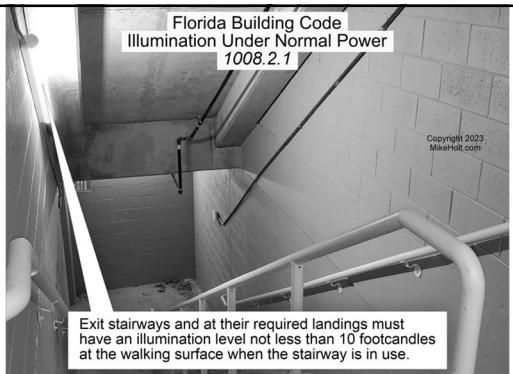
Personnel doors located less than 25 ft from the nearest edge of working space for equipment rated 800A or more containing overcurrent, switching, or control devices must have listed panic or listed fire exit hardware.

New - Illumination level under normal power, 1008.2.1

- New language has been added requiring that the illumination level along exit access stairways, exit stairways, and their required landings to be not less than 10 footcandles at the walking surface when the stairway is in use.

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Chapter 15

Roof Assemblies / Rooftop Structures

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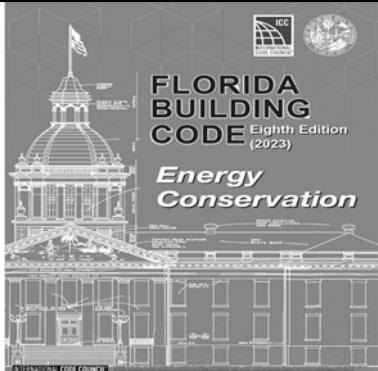
45

2023 Florida Building Code Changes Summary

- 454.1.12.7 adds new construction criteria for artificial lagoons.
- New List Item #4 and Exception to 913.2.2 regarding circuits supplying fire pumps.
- 1006.2.2.4 number of exit doorways to comply with 110.26
- 1008.2.1 the illumination level shall not be less than 10 footcandles at the walking surface when the stairway is in use.

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SECTION C405

ELECTRICAL POWER AND LIGHTING COMMERCIAL SYSTEMS

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New – Walk-in cooler lighting, C405.1.1

New provisions were added for a minimum light efficacy of 40 lumens per watt in walk-in coolers, walk-in freezers, refrigerated warehouse coolers, and refrigerated warehouse freezers.

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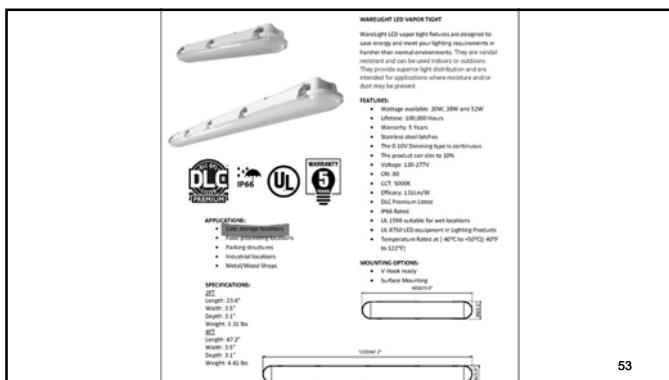
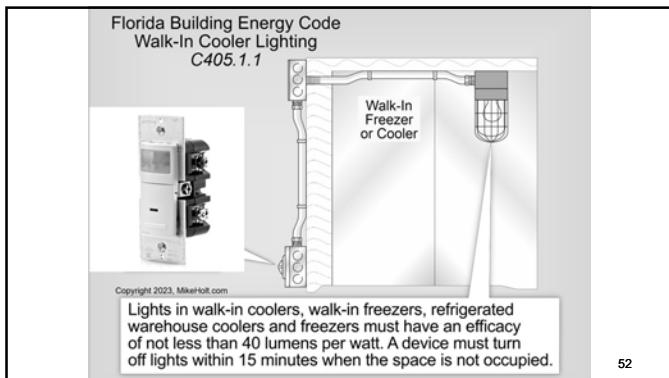
New – Walk-in cooler lighting, C405.1.1

A device must turn off the lights within 15 minutes when the space is not occupied.

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Florida Building Code–Mario Valdes



Change – Occupant Sensor Controls C405.2.1

New space type "Corridor" was added to the list of where occupant sensor controls must be installed to control lights.

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Change – Occupant Sensor Controls C405.2.1

1. Classrooms/training rooms.	7. Restrooms.
2. Conference/meeting rooms.	8. Storage rooms.
3. Copy/print rooms.	9. Locker rooms.
4. Lounges/breakrooms.	10. Corridors.
5. Enclosed offices.	11. Warehouse storage areas.
6. Open plan office areas.	12. Other spaces 300 square feet.

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Change – Occupant Sensor Control Function C405.2.1.1

Modified an exception that full automatic-on controls with no manual control are allowed in areas where the manual operation would endanger occupant safety or security.

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Change – Occupant Sensor Control Function C405.2.1.1

Exception: Full automatic-on controls with no manual control shall be permitted in corridors, interior parking areas, stairways, restrooms, locker rooms, lobbies, library stacks and areas where manual operation would endanger occupant safety or security.

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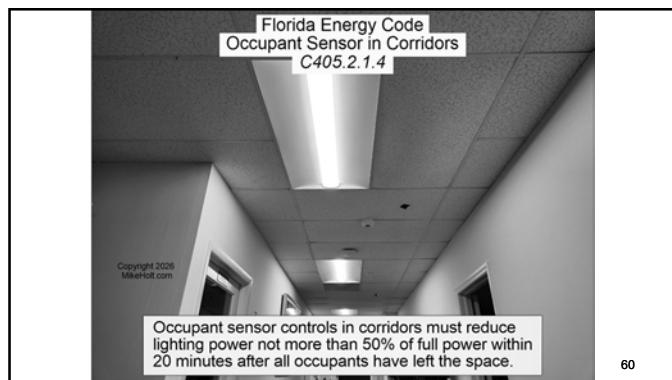
58

New - Occupant sensor control function in corridors, C405.2.1.4

Occupant sensor controls in corridor spaces must uniformly reduce lighting power to an unoccupied set point not exceeding 50% of full power within 20 minutes after all occupants have left the room.

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New - Parking garage lighting control C405.2.8

Parking garage lighting must be controlled by an occupant sensor or a time-switch control.

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2023 Florida Energy Code, Commercial Changes Summary

- Walk-in cooler lighting requirements added to C405.1.1
- Occupant sensor controls now required for corridors per C405.2.1 and C405.2.1.4
- Lighting controls now required for parking garages per C405.2.8

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SECTION R404 ELECTRICAL POWER AND LIGHTING RESIDENTIAL SYSTEMS

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New - Air-sealed electrical and communication boxes, RE402.4.6

New section adds sealing, insulation, marking, and installation requirements for air-sealed electrical and communication boxes that penetrate the building thermal envelope.

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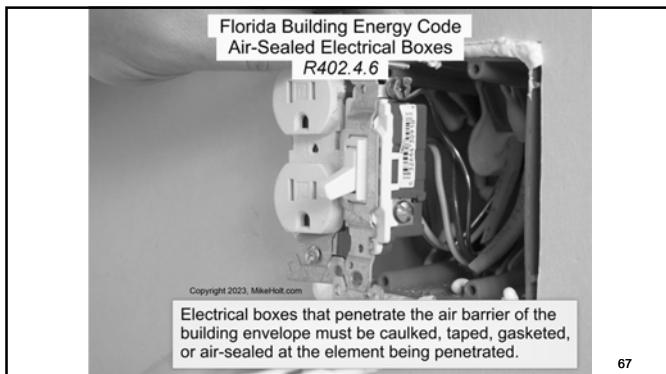
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BUILDING ENVELOPE DEFINITION

The basement walls, exterior walls, floors, ceilings, roofs and any other building element assemblies that enclose conditioned space or provide a boundary between conditioned space and exempt or unconditioned space.

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Florida Building Code–Mario Valdes

Stop Air Infiltration in New Construction

VAPOR BOXES FOR DEVICES

Catalog Number	UPC/IC/NEC Rating	Description	Cable Inlet	Unit/Std Pkg
FN101FL	600V	Single gang vapor box for devices	22.8	2/carton
FN101FLC	2330	Single gang vapor box for devices with cable connector	22.8	2/carton
FN102FL	5422	Two-gang vapor box for devices	40.5	2/carton
FN102FLC	5424	Two-gang vapor box for devices with cable connector	40.5	2/carton

Includes non-metallic box with installed NM cable connector and gaskets. (2) captive nails for box installation. (1) plug for unused knockouts. Surface GFCI boxes include ground wire for use in Canada.

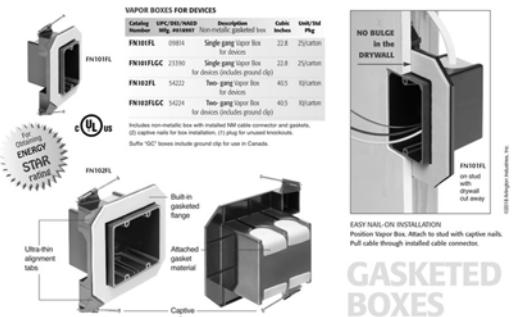
NO BULGE in the DRYWALL

EASY NAIL-ON INSTALLATION

Position Vapor Box. Attach to stud with captive nails. Pull cable through installed cable connector.

GASKETED BOXES

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Change - Lighting equipment RE404.1

Increases percentage of permanently installed luminaires with an efficacy 45 lumens-per-watt and lamps with an efficacy 65 lumens-per-watt from 90% to “100%”, with exception for those in kitchen appliances.

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Florida Residential Energy Code
Lighting Efficacy
R404.1



Incandescent

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100% of permanently installed luminaires, excluding those in kitchen appliances, must utilize lamps with an efficacy of not less than 65 lumens-per-watt.

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2023 Florida Energy Code, Residential Changes Summary

- Air barrier and insulation requirements for electrical and communication boxes in Section R402.4.6.
- R404.1 has been expanded from 90% to 100% of all permanently installed luminaires.

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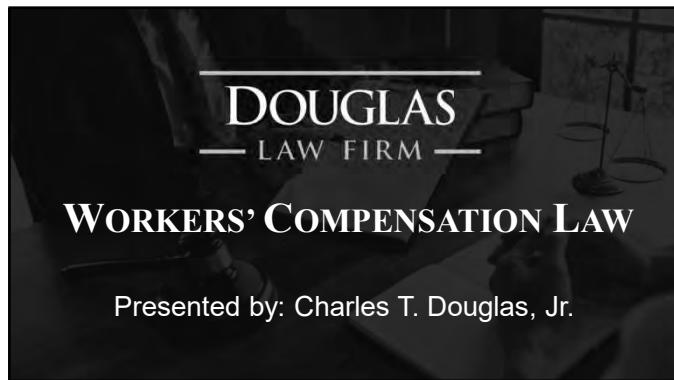
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Questions ?

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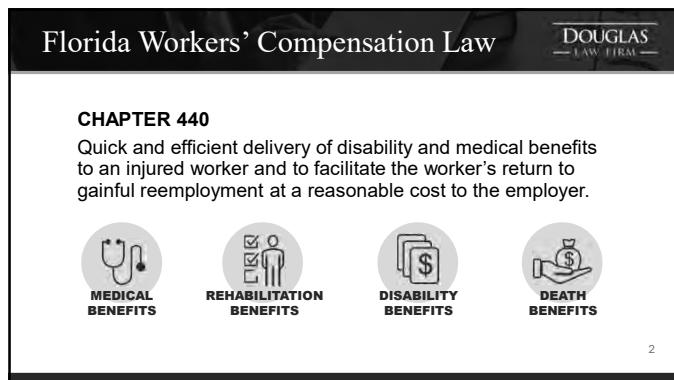
Workers' Compensation–Charlie Douglas



DOUGLAS
LAW FIRM

WORKERS' COMPENSATION LAW

Presented by: Charles T. Douglas, Jr.



Florida Workers' Compensation Law

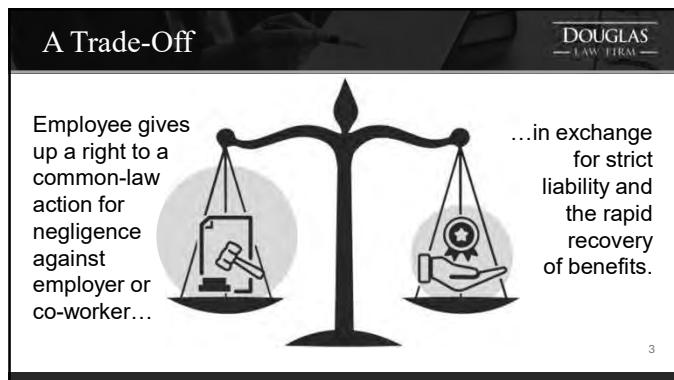
DOUGLAS
LAW FIRM

CHAPTER 440

Quick and efficient delivery of disability and medical benefits to an injured worker and to facilitate the worker's return to gainful reemployment at a reasonable cost to the employer.

MEDICAL BENEFITS REHABILITATION BENEFITS DISABILITY BENEFITS DEATH BENEFITS

2



A Trade-Off

DOUGLAS
LAW FIRM

Employee gives up a right to a common-law action for negligence against employer or co-worker...

...in exchange for strict liability and the rapid recovery of benefits.

3

Workers' Compensation–Charlie Douglas



An Exception

DOUGLAS
LAW FIRM

Employee Can Sue His Employer For
An Intentional Tort

WHAT IS
“INTENTIONAL”? 

5

An Exception

DOUGLAS
LAW FIRM

THE EMPLOYER:

- Engaged in conduct that it knew, based upon explicit warnings specifically identifying a known danger, was virtually certain to result in death or injury to the employee and,

6

Workers' Compensation–Charlie Douglas

An Exception

DOUGLAS
LAW FIRM

THE EMPLOYER:

- Engaged in conduct that it knew, based upon explicit warnings specifically identifying a known danger, was virtually certain to result in death or injury to the employee and,

• The employee was not aware of the risk was not apparent and,

7

An Exception

DOUGLAS
LAW FIRM

THE EMPLOYER:

- Engaged in conduct that it knew, based upon explicit warnings specifically identifying a known danger, was virtually certain to result in death or injury to the employee and,
- The employee was not aware of the risk was not apparent and,

• The employer deliberately concealed or misrepresented the danger so as to prevent the employee from exercising an informed judgment and,

8

An Exception

DOUGLAS
LAW FIRM

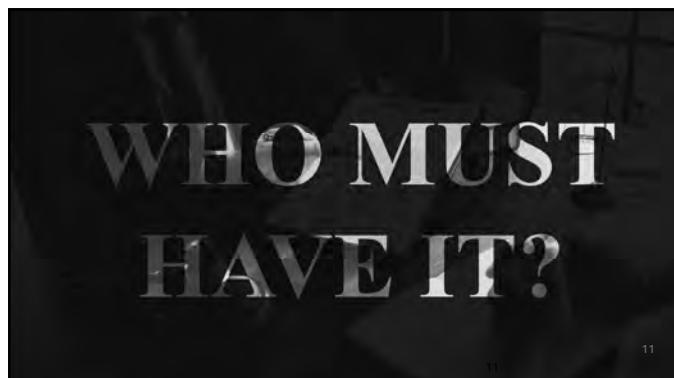
THE EMPLOYER:

- Engaged in conduct that it knew, based upon explicit warnings specifically identifying a known danger, was virtually certain to result in death or injury to the employee and,
- The employee was not aware of the risk was not apparent and,
- The employer deliberately concealed or misrepresented the danger so as to prevent the employee from exercising an informed judgment and,

• The conduct was a legal cause of the employees' injury or death.

9

Workers' Compensation–Charlie Douglas



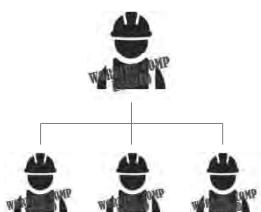
CONSTRUCTION INDUSTRY	NON-CONSTRUCTION INDUSTRY	AGRICULTURAL INDUSTRY
 A black and white photograph of a construction worker wearing a hard hat and safety glasses, looking towards the right.	 A black and white photograph of two women, one wearing glasses, looking at and pointing at a large sheet of paper, likely architectural blueprints.	 A black and white photograph of a combine harvester operating in a field of crops.

Workers' Compensation–Charlie Douglas

Subcontractors

DOUGLAS
LAW FIRM

Contractors are required to make certain that all subcontractors have the required Workers' Compensation Insurance before they begin work on a project. See 69L-6.032 Florida Administrative Code.

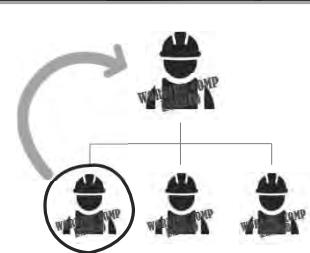


13

Subcontractors

DOUGLAS
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If the subcontractor does not have Workers' Compensation insurance, they become the employee of the Contractor. The Contractor is responsible for paying benefits for the work-related injury, illness or fatality.



14

PENALTIES

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Workers' Compensation–Charlie Douglas

Penalties For:

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	Understating or concealing payroll		Ignoring stop-work order
	Misclassify an employee as an independent contractor		Discharge or threaten to discharge an employee for filing or attempting to file a worker's comp claim

16

DISQUALIFICATIONS

17

Disqualifications

DOUGLAS
LAW FIRM

- Employee must report within 30 days
- Can't be intoxicated/under the influence at time of injury
- Pre-existing injury is the cause of more than half of the need for medical treatment
- 2 years to file a claim
- Must treat once a year



18



Medical Treatment

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LAW FIRM

- Worker's Comp carrier chooses
- One time change of medical provider
- Chiropractor—Limits



20



Workers' Compensation–Charlie Douglas

Claim Administration

DOUGLAS
LAW FIRM

- No Juries; Administrative Law Judge
- Most cases will settle
- Can't fire an employee for filing a claim; but can ask the employee to resign as a condition of the settlement



22

Benefits Available to Injured Worker

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LAW FIRM

INDEMNITY BENEFITS
If worker cannot work for more than 7 days

TEMPORARY TOTAL DISABILITY
If worker cannot work at all

TEMPORARY PARTIAL BENEFITS
If worker can return to work but cannot earn the same wages as before injury

IMPAIRMENT BENEFITS
If worker retains permanent work restrictions after reaching maximum medical improvement



23

Exemptions

DOUGLAS
LAW FIRM

- An employee can choose to be exempt from workers' comp if they meet the eligibility requirements and obtain an exemption pursuant to Fla. Stat. 440.05
- Once exempt, they cannot receive benefits if injured on the job

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Workers' Compensation–Charlie Douglas

Admin Duties

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EMPLOYER DUTIES HEALTHCARE PROVIDER DUTIES INSURANCE PROVIDER DUTIES

25

Employer Duties

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- Contact insurance company within 7 days of injured worker reporting injury
- Obtain doctor's list of restrictions and discuss changes in pay with worker
- Contact insurance within 14 days about employee's restrictions and changes in pay once determined

26

Healthcare Provider Duties

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- Obtain authorization from insurer before providing treatment on injured worker (unless an emergency)
- Only provide treated that has been authorized or is medically necessary
- Identify work limitations and restrictions for the injured worker
- Cooperate in disputes about medical bill reimbursements

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Workers' Compensation–Charlie Douglas

Insurance Provider Duties

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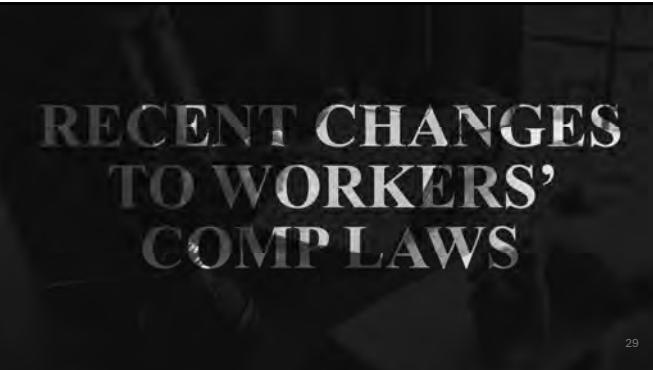
- Adjust claims without coercion
- Send informational brochure to injured worker within 3 days of knowledge of injury
- Respond to requests for medical treatment by authorized doctor within 3 days
- If denying claim – deny within 14 days of notice of injury
- Timely initiate benefits to the injured worker

28



RECENT CHANGES TO WORKERS' COMP LAWS

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Recent Changes to Workers' Comp Laws

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1. Two Workers' Comp cases from 2016 have changed the law and still control
2. Limitation on Attorney's fees was found unconstitutional
3. Limitation on Temporary Total disability benefits were found unconstitutional

30



Workers' Compensation–Charlie Douglas

Case Law

DOUGLAS
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Castellanos v. Next Door Co.,
192 So. 3d 431 (Fla. 2016)

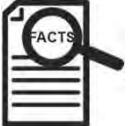
ISSUE for the Florida Supreme Court:
Whether the statutory fee schedule for awarding attorney's fees to the claimant in a WC case is unconstitutional as a denial of due process under the Florida and United States Constitutions.

31

Case Law

DOUGLAS
LAW FIRM

Castellanos v. Next Door Co.,
192 So. 3d 431 (Fla. 2016)



FACTS OF CASE

- Experts testified case was extremely complex (over 107 hours expended)
- Injured worker received a little over \$800.00
- Application of conclusive fee schedule yielded a \$164.54 fee award (Approx. \$1.50/hr.)

32

Case Law

DOUGLAS
LAW FIRM

Castellanos v. Next Door Co.,
192 So. 3d 431 (Fla. 2016)



FINDINGS OF CASE

Supreme Court noted that in some cases the fee award may be "inadequate" considering the complexity while in other cases a large recovery may be "excessive."

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Workers' Compensation–Charlie Douglas

Case Law

Castellanos v. Next Door Co., 192 So. 3d 431 (Fla. 2016)

A slide titled "Case Law" featuring a black and white photograph of a person's hands writing on a document. In the top right corner, there is a logo for "DOUGLAS LAW FIRM" with a stylized "D" and "L" intertwined.

Workers' Compensation–Charlie Douglas

A slide titled "Case Law" featuring a black and white photograph of a person's hands writing on a document. In the top right corner, there is a logo for "DOUGLAS LAW FIRM" with a stylized "D" and "L" and the words "DOUGLAS LAW FIRM" stacked vertically.

Case Law

DOUGLAS
LAW FIRM

Westphal v. City of St. Petersburg,
194 So. 3d 311 (Fla. 2016)

IMPACT
The immediate impact was slow downs in pay outs and higher presumed costs for insurance companies which were passed the onto the consumer (insured).

COURTS
REVERSED
AGAIN

Workers' Compensation–Charlie Douglas

Case Law

Westphal v. City of St. Petersburg, 194 So. 3d 311 (Fla. 2016)



What Does This Mean For Businesses?

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- Attorney's fees awards may well exceed recovery in certain cases
- Higher costs for insurance companies
- Passes the costs to the consumer (insured)

Initial Rate Increases



The Office of Insurance Regulation (OIR) approved Florida's Worker's compensation Insurance rates to increase **14.5%** for 2017. *Insurance companies originally sought a 19.6% increase*

Workers' Compensation–Charlie Douglas

Initial Rate Increases

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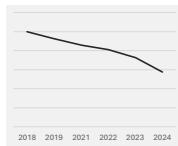
- **10.1%** avg. statewide rate increase from the attorney's fees ruling in Castellanos
- **2.2%** avg. statewide increase from ruling in Westphal
- **1.8%** avg. statewide increase from updates within the Florida worker's compensation HCPR Manual.

43

Rates Have Been Coming Down

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- November 6, 2019, the rates were reduced **7.5%**
- On Jan. 1, 2021, reduction of **6.6%** in workers' compensation rates.

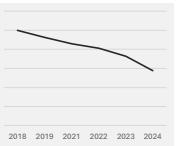


44

Rates Have Been Coming Down

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- On Jan. 1, 2022, rates fell another **4.9%**
- January 1 2023, rates fell another **8.4%**
- January 1, 2024, rates fell another **15.1%**
- January 1, 2025, rates fell another **1.0%**



45

Workers' Compensation–Charlie Douglas

Recent Change To FL Workers' Comp Law 

- Workers Comp For Students in Apprenticeship Programs – Fla. Stat. 446.54: Mandated that students 18 years of age or younger who are in a paid pre-apprenticeship or apprenticeship program be covered by the workers comp insurance of their employer;


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Recent Change To FL Workers' Comp Law 

- Students 18 years or younger who are in an unpaid pre-apprenticeship or apprenticeship program be covered by the workers comp insurance of the School District or Florida College System institution providing the program.
- The Department of Education may then reimburse all employers for the cost of workers' comp premiums for students in these programs


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Recent Change To FL Workers' Comp Law 

- Maximum Workers' Compensation Rate – Effective January 1, 2025
The Florida Department of Economic Opportunity has determined the statewide average weekly wage paid by employers subject to the Florida Reemployment Assistance Program Law to be **\$1,295.00**, up from \$1,259.76.

48

Workers' Compensation–Charlie Douglas

Recent Developments in the Appellate Courts

Jones v. Grace Healthcare, 320 So. 3d 191, 194 (Fla. 1st DCA 2021)

FACTS
Appellant challenged the denial of his petition for benefits for a referral for medical marijuana.

ISSUE
Whether medical marijuana is reimbursable under workers' comp.

RULING
Medical marijuana is not reimbursable under workers' comp, therefore, an employer does not have to pay for an employee's healthcare evaluation for medicinal marijuana treatment.

Recent Developments in the Appellate Courts

Doss v. United Parcel Services/Liberty Mut., 331, So. 3d 216 (Fla. 1st DCA 2021)

FACTS
Appellant, a UPS employee, injured in 1997. Then underwent knee surgery in 2016 for the injury and sought temporary total disability benefits. Insurer denied benefits due to the 104 week limitation.

ISSUE
Whether the 104 week limit on temporary total disability benefits is constitutional.

RULING
Yes, the 104 week limit is constitutional. Temporary total disability benefits expire 104 weeks after injury.

Recent Developments in the Appellate Courts

Jones v. State, 324 So. 3d 44 (Fla. 1st DCA 2021).

FACTS
Appellant correctional officer suffered psychiatric injuries after being attacked by an inmate. JCC denied her claim for temporary benefits because it was for a period lasting more than six months.

ISSUE
Whether the statutory cap of six months (Fla. Stat. 440.092(3)) for temporary benefits applies to a claimant that is not receiving impairment benefits for a physical injury.

Workers' Compensation–Charlie Douglas

Recent Developments in the Appellate Courts

Recent Developments in the Appellate Courts

Kelly Air Systems, LLC v. Kohlun 2022 Fla. App. LEXIS 1812 (Fla. 1st DCA 2022)

FACTS
Appellant, while driving the employer provided car, suffered injuries in a car crash after clocking out of work for the day.

ISSUE
Whether workers' comp compensates an injury sustained while the employee is leaving work in an employee provided car.

Recent Developments in the Appellate Courts

Kelly Air Systems, LLC v. Kohlun 2022 Fla. App. LEXIS 1812 (Fla. 1st DCA 2022)

Workers' Compensation–Charlie Douglas

Recent Developments in the Appellate Courts

Electric Boat Corp. v. Sylvia Fallen, (Fla. 5th DCA 2022)



FACTS

Plaintiff subcontractor employee injured at worksite after defendant subcontractor's employees moved stairs outside plaintiff's mobile office in order to complete work, but failed to return them, causing plaintiff to fall once she exited the office.



ISSUE

Whether plaintiff made a prima facie showing of defendant's gross negligence in order to defeat defendant's affirmative defense of horizontal workers comp immunity.

Recent Developments in the Appellate Courts

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Recent Developments in the Appellate Courts

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Workers' Compensation–Charlie Douglas

PTSD For First Responders

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Injuries that Qualify as Grievous Bodily Harm of a Nature that Shocks the Conscience

For PTSD, the following injuries qualify as grievous bodily harm of a nature that shocks the conscience:

1. Decapitation (full or partial),
2. Degloving,
3. Enucleation,
4. Evisceration,

58

PTSD For First Responders

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(Continued) For PTSD, the following injuries qualify as grievous bodily harm of a nature that shocks the conscience:

5. Exposure of one or more of the following internal organs:
 - a. Brain,
 - b. Heart,
 - c. Intestines,
 - d. Kidneys,
 - e. Liver, or
 - f. Lungs
6. Impalement,
7. Severance (full or partial), and
8. Third degree burn on 9% or more of the body.

59



New Legislation - Senate Bill 362

60

Workers' Compensation–Charlie Douglas

Legislative Background



- Senate Bill 362
 - Signed by Gov. Ron DeSantis on June 14, 2024
 - Effective January 1, 2025

61



Legislative Background



- Primary Objectives
 - Increase reimbursement rates for physicians & surgical procedures
 - Raise compensation limits for expert witnesses in workers' compensation cases

62



Key Amendments – Medical Reimbursement



- Increased Reimbursement Rates for Physicians
 - from 110% to 175% of Medicare reimbursement rate



63



Workers' Compensation–Charlie Douglas

Key Amendments – Medical Reimbursement 

- Higher Reimbursement for Surgical Procedures
 - from 140% to 210% of Medicare reimbursement rate rates



64

Key Amendments – Expert Witness Fees 

- Higher Compensation for Medical Expert Testimony
 - deposition fees increased from \$200/hr to \$300/hr



65

Key Amendments – Expert Witness Fees 

- Compensation for Non-Treating Expert Witnesses
 - raised from \$200/day to \$300/day
- Encourages broader participation of medical and safety experts

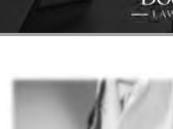


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Workers' Compensation–Charlie Douglas

- **Expanded Access to Specialists**
 - More neurologists, orthopedic surgeons, and burn specialists willing to accept workers' compensation patients

- **Fewer Treatment Delays**
 - Faster approvals and access to care
- **Enhanced Surgical Outcomes**
 - More skilled surgeons available for complex procedures



- Impact on Electrical Workers
 - Legal & Claims Process
- **Robust Evidentiary Foundation**
 - Higher expert witness fees encourage participation from medical and safety professionals
- **More Equitable Adjudications**
 - Help prove injury severity
- **Better Advocacy for Permanent Disability Cases**
 - Critical for long-term disability claims, such as nerve damage from electrocution

Workers' Compensation–Charlie Douglas

Bills filed in 2025

House Bill 1069 (HB 1069) - Filed 2/25/25

- proposes exceptions to certain provisions of Florida's Workers' Compensation Law
- outlines how employers can elect to secure payment of compensation
- introduces the concept of a Qualified Compensation Alternative (QCARE) employer
- specifies requirements for QCARE employers
 - including adopting written occupational injury/benefit plans and prohibiting certain charges to covered employees

70

Bills filed in 2025

Senate Bill 1426 (SB 1426) - Filed 2/26/2025

- mirrors many provisions of HB 1069
- defines QCARE employer
- details how QCARE employers may secure compensation payments
- addresses offsets to occupational injury benefits
- mandates the adoption of written occupational injury benefit plans by QCARE employers

71

Bills filed in 2025

Senate Bill 1522 (SB 1522)

- proposes amendments to evaluate the adequacy of the workers' compensation fee schedule
- includes provisions to
 - survey health care providers and facilities regarding the accessibility of workers' compensation health care delivery systems
 - assess the impact of reimbursement changes on carrier costs and premium rates

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Reducing Costs

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- Make Safety a Priority
 - Written Safety Control Program
 - Carrots and Sticks
 - Provide Protective Equipment
 - Inspect Work Equipment



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Reducing Costs

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- Take Action When a Claim Occurs
 - Complete an Accident Report
 - Document and Photograph
 - Identify Witnesses



74

Reducing Costs

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- Background Checks
 - Criminal
 - Motor Vehicle Record
 - Verify Education, Licensing, Credentials



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Reducing Costs

- Require Drug Free Workplace
 - Pre-Employment Screening
 - Random Testing
 - Post-Accident



76

Tenure and Risk

- ↑ Tenure less than 1 year is single most significant Predictor (2-4 times Loss Costs)
- ↓ 2+ years have relatively low claims
- ⚠ Severity Higher In Older Workers

77

Insurance Carrier

- Selecting your Agent and Competition
- Understanding Coverages and Exclusions
- Becoming Your Own Carrier (Captive Insurance Agency)

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FL LAWS & RULES

Brian House



Chapter 489, Part II & Rule 61G6

The statutes and rules that contain legal scope and responsibility of a licensed electrical contractor are contained in 61G6-7.001 and F.S.S 489.

<http://www.leg.state.fl.us/Statutes/>

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2

Contracting is.....

Engaging in business as a contractor or performing electrical or alarm work for compensation including:

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3

Contracting is.....

- Acts or services which a contractor is allowed to perform.
- Attempted sale, negotiation, or bid of a contract.

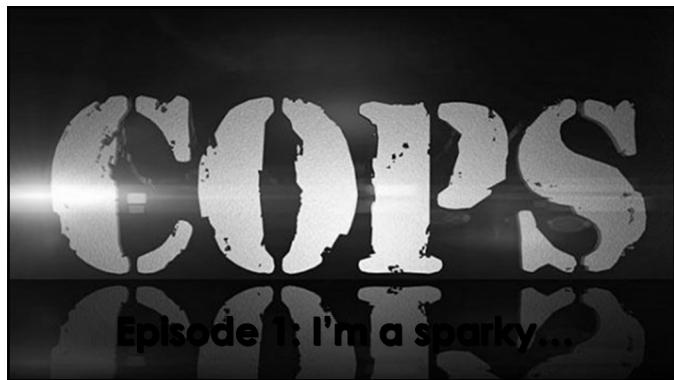
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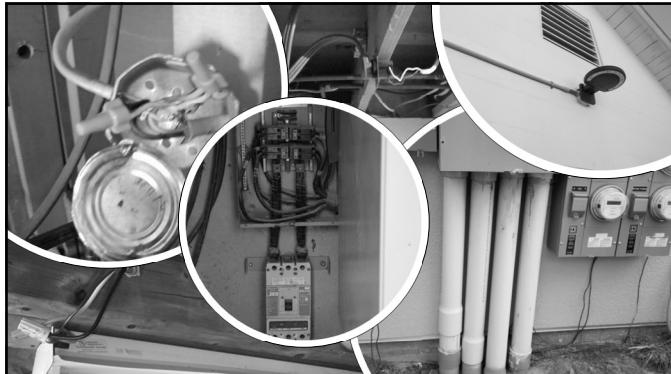
What can go wrong...

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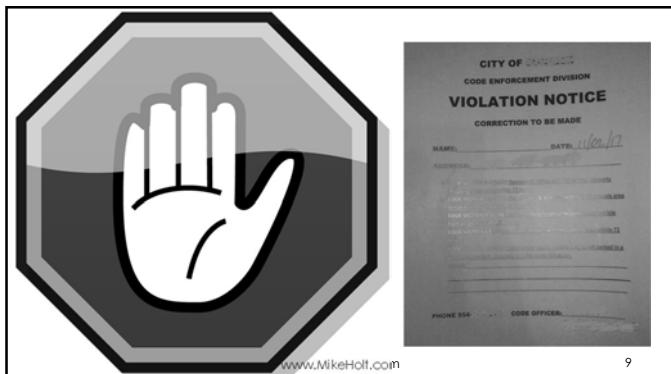


Florida Laws and Rules–Brian House





8



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9



Who needs a permit?

FSS 553.79 states that anyone who intends to construct, enlarge, alter, repair, move, demolish, or change the occupancy of a building or structure which is regulated by the Florida Building Code, shall first make application to the building official and obtain the required permit.

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11

Permitting Violation

Section 489.129(1)(o), F.S.S. makes prosecution simple:

1. Prove you performed work.
2. Prove it required a permit and one was not obtained.

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12

Permitting Violation

What's your system?

- Calendar Reminder
- Note on Quote
- Train Employees
- Before work starts!

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13

Should I File a NOC?

If value of work exceeds \$5,000, a Notice of Commencement is required.

- Notifies all parties that work is being done
- Required before inspection
- Establishes the legal date of project beginning
- Simplifies legal process in case of non-payment

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14

Permit Number: Folio/Parcel Identification Number: Prepared by:	Must File!
Return to:	
<p>NOTICE OF COMMENCEMENT State of Florida, County of Orange</p> <p>The undersigned hereby gives notice that improvement(s) will be made to the property described below, on the property, and in accordance with Chapter 713, Florida Statutes, the following information is provided in this Notice of Commencement.</p> <p>1. Description of property (legal description of the property, or address, less if available)</p> <p>2. General description of improvement(s)</p> <p>3. Owner information Name _____ Social Security Number _____ Address _____ Internal Property _____ 4. Fee Simple Title Holder (if other than owner shown above) Name _____ Telephone Number _____ Address _____ 5. Contractor Name _____ Telephone Number _____ Address _____ 6. Surety (if any) Name _____ Telephone Number _____ Address _____ Amount of bond \$ _____ 7. Lender (if any) Name _____ Telephone Number _____</p>	

ENCL. FILE.
of Orange
gives notice that improvement(s) will be made
giving notice information is provided in this Notice of
property (legal description of the property, address
of improvement(s)
Member
Integrator/Property
holder (if other than owner
shown above)
Telephone Number
Telephone Number

Over \$5,000

Permit Not Required

FSS 105.2 Work Exempt From Permit - Electrical:

- Repairs and maintenance: Minor repair work
- Radio and television transmitting stations: - Specialty Exemption
- Temporary testing systems: Any temporary system required for the testing or servicing of electrical equipment or apparatus

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ITEMS NOT REQUIRING A PERMIT (RESIDENTIAL ONLY)		PERMITS NOT REQUIRED FOR THE FOLLOWING	
u-C – Replace window unit, electrical outlet existing	Paint	Aluminum Fascia and Trim	Overhead Garage Door Repairs
u-Wings 9 sq. feet or less	Paint	Canvas/Pole Carpets	Painting (Exterior)
Ceiling Fan – Replacement using existing outlet box and wiring	Paint/sup	Carpet, Wood Flooring, and Tile	Painting and Wallpaper (Interior)
Ceramic Tile – Replace on floor and wall (Non-Fire rated)	Play	Ceiling Fan Replacement	Parking Lot Striping
Dishwasher – Replacement within a dwelling unit	Posi	Ceiling Tile Replacement	Pool Resurfacing
Door – Replace any interior residential door within the individual unit.	Posi	Child Playground Equipment*	Pull-Down Stairs
Concrete Network		Child Tree Houses*	Pump House without storage
Drywall walls (Non-Fire Rated)			Refrigerator and Fans.
Faucet or water closet – Replace			
Flange – Repair or replace, exceed block flange 2" or less of old			
Cutter and Leaders			
Kitchen cabinet replacement on configuration of electrical or plumbing			
Light Fixture, switch, outlet – Replace			
Lighting box			
Low voltage wiring for residential			

Sec. 14.37. – Building permits; professional plans; display of permits; address; exceptions.

(a) Building permit required; display. Building permits shall be procured from the chief building official before performing. (b) Building permit required; display. Building permits shall be procured from the chief building official before performing. (c) Building permit required; display. Building permits shall be procured from the chief building official before performing. (d) Building permit required; display. Building permits shall be procured from the chief building official before performing. (e) Building permit required; display. Building permits shall be procured from the chief building official before performing. (f) Building permit required; display. Building permits shall be procured from the chief building official before performing. (g) Building permit required; display. Building permits shall be procured from the chief building official before performing. (h) Building permit required; display. Building permits shall be procured from the chief building official before performing. (i) Building permit required; display. Building permits shall be procured from the chief building official before performing. (j) Building permit required; display. Building permits shall be procured from the chief building official before performing. (k) Building permit required; display. Building permits shall be procured from the chief building official before performing. (l) Building permit required; display. Building permits shall be procured from the chief building official before performing. (m) Building permit required; display. Building permits shall be procured from the chief building official before performing. (n) Building permit required; display. Building permits shall be procured from the chief building official before performing. (o) Building permit required; display. Building permits shall be procured from the chief building official before performing. (p) Building permit required; display. Building permits shall be procured from the chief building official before performing. (q) Building permit required; display. Building permits shall be procured from the chief building official before performing. (r) Building permit required; display. Building permits shall be procured from the chief building official before performing. (s) Building permit required; display. Building permits shall be procured from the chief building official before performing. (t) Building permit required; display. Building permits shall be procured from the chief building official before performing. (u) Building permit required; display. Building permits shall be procured from the chief building official before performing. (v) Building permit required; display. Building permits shall be procured from the chief building official before performing. (w) Building permit required; display. Building permits shall be procured from the chief building official before performing. (x) Building permit required; display. Building permits shall be procured from the chief building official before performing. (y) Building permit required; display. Building permits shall be procured from the chief building official before performing. (z) Building permit required; display. Building permits shall be procured from the chief building official before performing.

Exception 1: Total contract price less than \$1,000.00 per FBC, Sect. 105.2.2 Minor Repairs. Ordinary minor repairs may be required without a building permit, provided the repairs do not include the cutting away of any wall, partition or portion of a beam or load-bearing support, or the removal or change of any required means of egress, or rearrangement of parts or components. Additionally, ordinary minor repairs shall not include addition, alteration, replacement or relocation of any standby gas, soil, waste, vent, or similar piping, electrical circuit wiring systems or mechanical equipment or other work affecting repairs shall not violate any of the provisions of the technical codes.

Any new electrical circuits or wiring will require a permit.

Emergency Repairs

FSS 105.2.1 Emergency Repairs

Where equipment replacements and repairs must be performed in an emergency situation, the permit application shall be submitted within the next working business day to the building official.

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Rules Vary By Jurisdiction

Contractors need to be aware of the rules for each municipality they work in.

Building Officials establish the permitting requirements and the requirements vary slightly for each municipality.

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How?

Permitting is time consuming but required.

- Use the online systems where you can
- Delegate it to staff (Limited Power Of Attorney)
- Use a permitting service

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20

 ORANGE COUNTY GOVERNMENT FLORIDA	DIVISION OF BUILDING SAFETY 201 S. Rosalind Avenue, 1 st Floor Reply To: Post Office Box 2687 • Orlando, Florida 32802-2687 Phone: 407-836-5550 www.ocfl.net/building	
	POWER OF ATTORNEY	
	Date: <input type="text"/>	
	I hereby name and appoint <input type="text"/> to be my lawful attorney-in-fact to of <input type="text"/> to be my lawful attorney-in-fact to act for me, and apply to the Division of Building Safety for a <input type="text"/> permit for work to be performed at a location described as: Parcel ID #: Section <input type="checkbox"/> Township <input type="checkbox"/> Range <input type="checkbox"/> Subdivision <input type="checkbox"/> Block <input type="checkbox"/> Lot <input type="checkbox"/> (15 Digit Parcel Number) Subdivision Name: <input type="text"/> Owner of Property: <input type="text"/> Project Address: <input type="text"/> City: <input type="text"/> Zip Code: <input type="text"/>	

21

Why?

Permitting violations are one of the most prosecuted by the DBPR.

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22

Licensing Violation

Are you licensed correctly?

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23

Scan This To Check!



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24

A License Is Required When...

- Offering or negotiating for a bid, or attempted sale of services regulated by a license scope.

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25

Unlicensed Activity Report

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26

Unlicensed Activity Complaints Annual Report Fiscal Year 2022-2023

	Complaints Received	Legally Sufficient	Cease and Desist Issued	ULA Citations Filed	Cases Received in Legal	Administrative Complaints Filed	Final Orders Filed
Accountancy	73	13	14	0	7	0	0
Asbestos	3	2	0	0	1	0	0
Athlete Agents	0	0	0	0	0	0	0
Athletic Commission	9	5	0	0	3	0	1
Auctioneers	19	9	4	0	10	4	1
Barbers	147	44	6	48	15	5	9
Building Code Admin. and Inspectors	8	1	0	0	1	0	0
Construction	84	34	5	4	18	0	0
Association Managers	2,464	1,650	1,022	67	931	665	538
Construction Industry							
Cosmetology	532	111	11	75	22	4	6
Electrical Contractors	498	396	282	4	282	202	148
Employee Leasing	5	5	0	0	5	0	0
Geologists	0	0	0	0	0	0	0
Harbor Pilots	0	0	0	0	0	0	0

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27

Unlicensed Activity

You can have a license and still be unlicensed!

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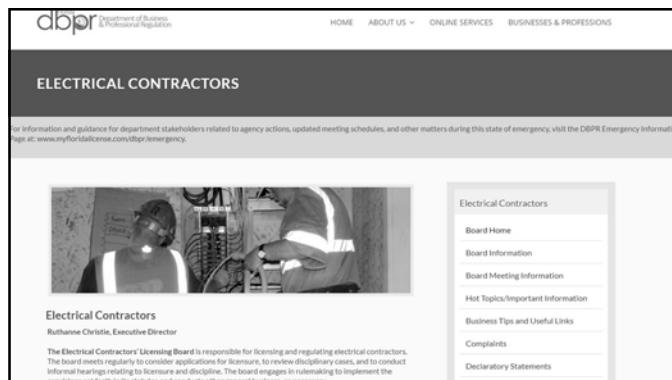
Electrical Contractor Licensing Board Portal

Licenses and regulates electrical and alarm contractors in Florida.

<http://www.myfloridalicense.com/DBPR/electrical-contractors/>

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Florida Laws and Rules–Brian House

dbpr Department of Business & Professional Regulation

HOME ABOUT US ONLINE SERVICES BUSINESSES & PROFESSIONS



Electrical Contractors
Ruthanne Christie, Executive Director

The Electrical Contractors' Licensing Board is responsible for licensing and regulating electrical contractors. The board meets regularly to consider applications for licensure, to review disciplinary cases, and to conduct informal hearings on complaints against licensees. The board engages in rulemaking to implement the provisions set forth in its statutes and conducts other general business, as necessary.

Know Your Scope chart 

List of Acceptable Credit Reporting Agencies

Electrical Contractors

- Board Home
- Board Information
- Board Meeting Information
- Hot Topics/Important Information
- Business Tips and Useful Links
- Complaints
- Declaratory Statements
- Criminal Self-Reporting

KNOW YOUR SCOPE									
KEEP IT LEGAL									
WORKING WITHOUT A PROPER LICENSE IS AGAINST THE LAW									
Electrical Contractors' Licensing Board LICENSE CATEGORIES	Statewide Contractor	Limited to Specific Application	Electrical All Types	Electrical Existing Alarms	Fire Alarms, Burglar Alarms	Burglar Alarms	Specific See Definition	Residential Burglar	United Energy & Communications Systems
EC Certified Electrical Contractor	✓		✓		✓		✓		✓
ER Registered Electrical Contractor		✓		✓			✓		✓
EF Certified Alarm System Contractor I	✓				✓			✓	✓
EG Certified Alarm System Contractor II	✓					✓		✓	
EJ Registered Residential Alarm System Contractor (489.537)		✓					✓	✓	
EY Registered Alarm System Contractor I (489.537)	✓			✓				✓	✓
EZ Registered Alarm System Contractor II (489.537)	✓				✓			✓	
ES Certified Residential Electrical	✓					✓			

2. Sections 489.113, 489.117, F.S.: Contracting beyond scope of practice allowed by license, no safety hazard.

FIRST OFFENSE \$1,000 fine or probation or suspension. \$3,000 fine and probation or suspension.

REPEAT OFFENSE \$5,000 fine and probation or suspension. \$10,000 fine and revocation or suspension.

3. Sections 489.113, 489.117, F.S.: Contracting beyond scope of license, safety hazard is created.

FIRST OFFENSE \$4,000 fine and probation or suspension. \$8,000 fine and probation, suspension or revocation.

REPEAT OFFENSE \$5,000 fine and probation or suspension. \$10,000 fine and revocation or suspension.

Unqualified Company

You can be licensed and have an “Unqualified” company!

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Unqualified Company

The ECLB can discipline a license holder for contracting under any name except in the name on the issued certificate or registration.

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Unqualified Company

In addition to the correct current license, you must register to qualify the company that is doing the work to avoid an unqualified company violation.

An unqualified Company Violation is Unlicensed Contracting!

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(d) Section 489.129(1)(d), F.S.: Assisting unlicensed person to evade provision of Chapter 489, F.S.	\$5,000 fine and probation or suspension.	\$10,000 fine and probation, suspension or revocation.
(e) Section 489.129(1)(e), F.S.: Combining and conspiring with unlicensed person or entity to evade provision of Chapter 489, F.S.	\$5,000 fine and probation or suspension.	\$10,000 fine and probation, suspension or revocation.

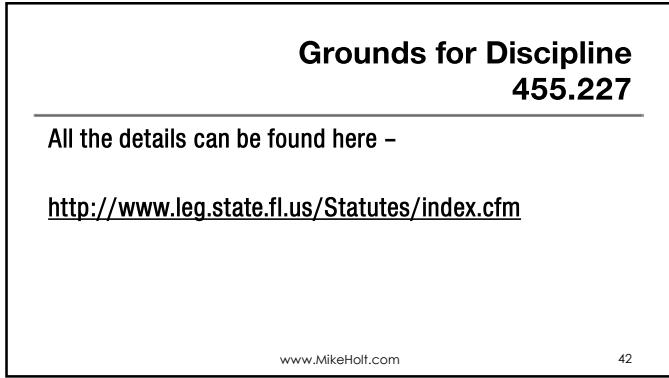
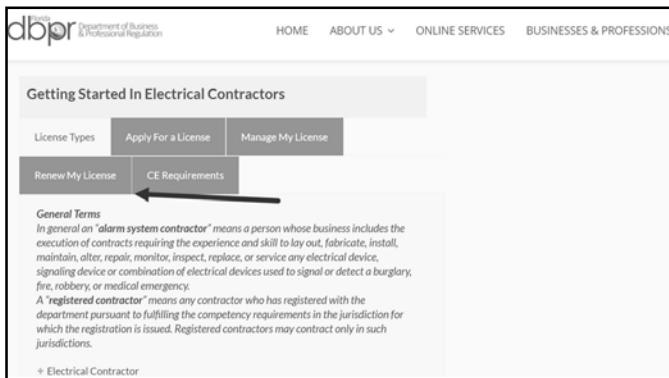
Delinquent or Inactive License

There are some stiff penalties for contracting with a delinquent or inactive license.

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5. Section 489.116, F.S. - Contracting with a delinquent license.	
FIRST OFFENSE	\$1,500 fine, respondent must pay all fees and costs required to place license in current and active status, or probation or suspension.
REPEAT OFFENSE	\$2,500 fine, respondent must pay all fees and costs required to place license in current and active status, and probation or suspension.
6. Section 489.116, F.S. - Contracting with an inactive license.	\$5,000 fine and probation or suspension.



Last Thoughts!

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Business records requirements F.S.S. 489.124

(1) All contractors shall maintain complete financial and business records for the immediately preceding 3 years.

Including:

- Corporate minutes
- Business contacts, telephone records, insurance policies
- Letters of complaint, government notices
- Financial Records

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Business records requirements F.S.S. 489.124

(2) Each certificate holder shall be solely responsible for notifying the department of their current mailing address and phone number.

(a) Failure to notify the department of a change of address or phone number shall constitute a violation of this section.

(b) You must retain proof that you notified the department of your current address of record.

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Business records requirements F.S.S. 489.124

(3) Notwithstanding any other provision of law, service by regular mail to a certificateholder's or registrant's address of record shall constitute adequate and sufficient notice to the certificateholder or registrant for any official communication to the certificateholder or registrant by the board or the department, except when other service is required pursuant to the provisions of s. 455.224 or s. 455.225.

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Committee on Regulated Industries

HB 735 — Preemption of Local Occupational Licensing

by Rep. Harding and others (CS/SB 268 by Regulated Industries Committee and Senator Perry)

The bill expressly preempts the licensing of occupations to the state and supersedes any local government licensing of occupations, with the exception of local government licensing of occupations authorized by general law or occupational licenses imposed by a local government before January 1, 2021. However, the exception for local government licensing imposed by a local government expires July 1, 2023. Local government occupational licensing requirements in place by January 1, 2021 may not be increased or modified thereafter.

The bill specifically prohibits local governments from requiring a license for a person whose job scope does not substantially correspond to that of a contractor or journeyman type licensed by the Construction Industry Licensing Board, within the Department of Business and Professional Regulation. It specifically precludes local governments from requiring a license for: painting, flooring, cabinetry, interior remodeling, driveway or tennis court installation, handyman services, decorative stone, tile, marble, granite, or terrace installation, plastering, stuccoing, caulking, and canvas awnings and ornamental iron installation.

The bill authorizes counties and municipalities to issue journeyman licenses in the plumbing, pipe fitting, mechanical, and HVAC trades, as well as the electrical and alarm system trades, which is the current practice by counties and municipalities. As a result of this authorization in general law, local journeyman licensing is excepted from the preemption of local licensing to the state under the bill.

If approved by the Governor, these provisions take effect July 1, 2021.

47

CEU requirements HB 382

Does not exempt YOU from CEU.

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← → C flsenate.gov/Session/Bill/2024/382/BillText/er/HTML

Brian's Personal Sch... MHE Personal Electrical Bard

53 (2)(a) A board, or the department when there is no board,
54 shall exempt an individual from completing the continuing
55 education required for renewal of a license for a renewal period
56 if:
57 1. The individual holds an active license issued by the
58 board or department to practice the profession;
59 2. The individual has continuously held the license for at
60 least 10 years; and
61 3. No disciplinary action is imposed on the individual's
62 license.
63 (b) This subsection does not apply to engineers regulated
64 pursuant to chapter 471, to certified public accountants
65 regulated pursuant to chapter 473, to brokers, broker
66 associates, and sales associates regulated pursuant to part I of
67 chapter 475, to appraisers regulated pursuant to part II of
68 chapter 475, to architects, interior designers, or landscape
69 architects regulated pursuant to chapter 481, to contractors
70 regulated pursuant to chapter 482.

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Questions?



**WORKPLACE
SAFETY**

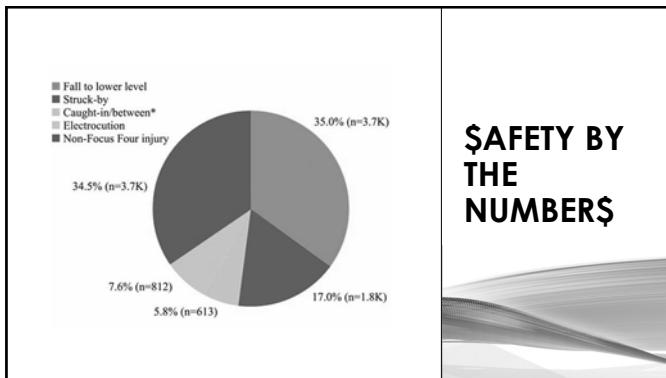
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Let's set the stage!

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2



What is Job Site Safety?

Policies and procedures in place to ensure the safety and health of employees within a workplace.

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4

What are Policies and Procedures?

Hazard Identification

- + Safety Training
- = Hazard Control

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5

Identify the Hazard Example

Construction worker exposed to vertical fall \geq 6 feet.

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6





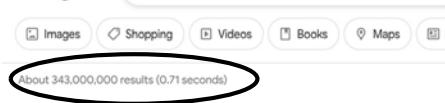


Workplace Safety–Brian House

DIY or Pay to Play?

DIY- <https://www.osha.gov/sites/default/files/publications/OSHA3666.pdf>

Or- Google



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10

Control The Hazard

- Personal Fall Protection (anchor, harness and lifeline)
- Guardrails/Warning Lines
- Hole Covers

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11

Control The Hazard



12

OSHA Technical Manual (OTM) Section V: Chapter 4

<https://www.osha.gov/otm/section-5-construction-operations/chapter-4>

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13

NO FALL PROTECTION PORTABLE LADDERS



Ladders CFR1926.1053

The following requirements apply to all ladders as indicated, including job-made ladders but...

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15

Workplace Safety—Brian House

What about Portable Ladders?

Subpart X (29 CFR 1926.1050 et seq.) does not require fall protection for a worker on a portable ladder. Therefore, no additional fall protection is required while the worker is on the ladder. The fact that the ladder is on either of the surfaces you describe, rather than on the ground, does not alter this conclusion.

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16

What about Portable Ladders?

May 21, 2003

Mrs. Deborah Caldwell
5071 Butler Rd.
Caldwell Electrical Contractors

卷二十一

This is in response to your letter of November 22, 2002, in which you ask for guidance regarding OSHA's fall protection requirements for construction work. We apologize for the delay in providing this response.

We have paraphrased your question as follows:

47

What about Portable Ladders?

January 13, 2000
Mr. Peter G. Chaney
Mechanical Contractors Association of America, Inc.
1385 Piccard Drive
Rockville, MD 20850-4340

RE: [29 CFR 1926] Subpart X

Dear Mr. Chaney:

This is in response to your May 26, 1999, letter in which you ask for clarification of several issues relating to the use of fall protection when working from ladders during construction work.

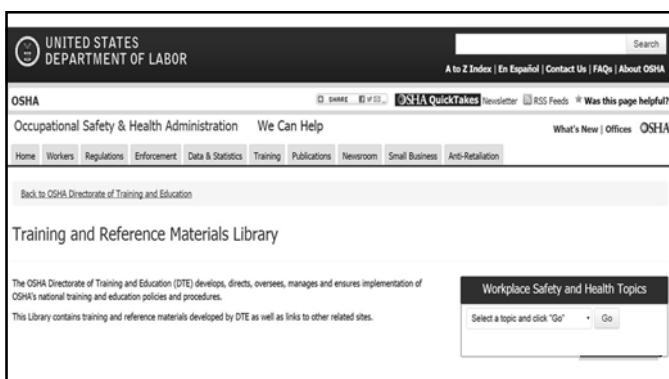
Fixed ladders: fall protection must be provided for employees climbing or working on fixed ladders above 24 feet.
29 CFR 1926.1053(a)(16) states that fall protection must be provided whenever the length of climb on a fixed ladder equals or exceeds 24 feet. A fixed ladder is "a ladder that cannot be readily moved or carried because it is an integral part of a building or structure" (§1926.1053(b)). Also, even if the length of climb is less than 24 feet, under §1926.1053(a)(16), cages, webs, ladder safety devices, or self-retracting lifelines must be provided if the top of the fixed ladder is greater than 24 feet above lower levels.

Portable ladders: fall protection is not required for employees climbing or working on portable ladders.
Neither the ladder standard (29 CFR 1926, subpart X) nor the fall protection standard (29 CFR 1926, subpart M) requires fall protection for workers while working on portable ladders.

Page 10 of 10

18

Workplace Safety–Brian House



Meeting Goals

- Safety meetings must include discussions of:
 - Employees' concerns about workplace safety or health conditions
 - Accident investigations, causes, and suggested corrective measures

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22

Meeting Goals

If PPE is required; train them to use it:

- Why use it
- How does it work
- What are its limits
- When/how to wear it



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23

Meeting Goals

- Make sure your meeting is relevant
- Send workers to class
- Have workers present topics
- Always keep Minutes/Attendance

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Meeting Goals

- Quarterly and monthly meetings should be 30-45 minutes long.
- Toolbox Topics should be 10-15 minutes long and held weekly or as site conditions warrant.

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First Aid / CPR

Don't forget the important ones:

- In-house classes are inexpensive
- May save the life of a friend

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26

HOW?

- V.O.S.S
- V = Value of the skill
- O = Objective of the training
- S = Sequence of the steps
- S = Summary



CAN I GET A VOLUNTEER?



Warning!

Don't preach it unless you are going to practice it.

- Your guys won't cut you any slack when OSHA shows up.
- Be prepared to enforce your policies including termination.

Record Keeping

- Give absent employees a recap of the meeting and have them sign a separate Meeting Minutes.
- Keep copies of training material for future reference.

Questions?

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31

HELPFUL LINKS

- [USF Safety Writer](#)
- [OSHA Construction eTool: Safety & Health Program Component](#)
- <https://www.osha.gov/etools>
- <https://www.osha.gov/consultation>

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Welcome

Please be considerate.....



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CELL PHONE
AND DEVICES

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Dedication

3

► I want to thank God for giving me the skills to help others. I pray my actions today will honor Him.

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Bad Debt	5
-----------------	---

- ▶ Have a clear agreement on repayment
- ▶ Have a clear collection policy
- ▶ Delay in collecting results in bad debt
- ▶ Billing must be accurate
- ▶ Don't be embarrassed to collect your money

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Bad Debt	6
-----------------	---

- ▶ Bill the customer immediately
- ▶ The sooner you bill, the sooner you'll get paid!
- ▶ Don't lend money to friends or family
- ▶ Don't associate with those that give you a pang

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Billing

7

- ▶ Bill immediately
- ▶ Late billing reduces cash flow
- ▶ Late billing increases bad debt
- ▶ Late billing causes conflict

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Burnout

8



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Burnout

9

- ▶ Crisis management
- ▶ Failure to delegate
- ▶ Financial failure
- ▶ Health failure
- ▶ Personal relationships

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Burnout

10

- ▶ Poor planning – no excuses
- ▶ Stress – failure to manage it
- ▶ Signals you are losing control
- ▶ You just don't care anymore

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Cash Flow

11

- ▶ Life must be run by the numbers, not your emotion
- ▶ Cash, accounts receivable, accounts payable
- ▶ Invoice and collect immediately
- ▶ Project your future cash needs

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Change Orders

12

- ▶ Every job must have a written contract
- ▶ All changes to the contract must be executed in writing

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Collections

13

- The longer a bill remains unpaid, the less chance you have of collecting
- Immediately collect past due accounts
 - Perhaps there's a misunderstanding
 - If you do the work, you should get paid
 - If you don't get paid, don't do the work!

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Contracts

14

- Written versus verbal?
- Scope of the agreement
- Billing and payment terms

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Crisis Management

15

- Operating in a reactive state
- Leads to poor decision making
- Creates stress
- For sure you are not making the most money with the least effort

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Crisis Management

16

- ▶ Results from poor planning
- ▶ Not having a goal
- ▶ Not anticipating problems
- ▶ Not listening to others, “The Law of Wisdom”

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Customer Satisfaction

17

- ▶ Did you do what you said you would do?
- ▶ Did you do it in a timely manner as seen from the customer’s perspective?
- ▶ Did you help the customer feel confident about the service-delivery process?
- ▶ Do you see things from the customer’s perspective?

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Customer Satisfaction

18

- ▶ Treat every customer with respect
- ▶ Respond to every customer immediately
- ▶ End every interaction with a customer by asking “Are you happy?”

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Customer Selection

19

- ▶ Not all customers are good customers; in fact, some customers are completely wrong for your company.

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Customer Selection

20

- ▶ Your company's targeted customers should be those who will be loyal over time, not give you crap, and pay you on time.

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Customer Service

21

- ▶ Treat customers so they feel special
- ▶ Make it easy for them to do business with you
- ▶ Support your product/service
 - ▶ Don't let profit get in the way of doing the right thing
- ▶ Understand your customers' needs
- ▶ Offer them a fair deal

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Customer Service

22

- Exceed your customers' expectations
- Quality, service, and price matters
- If something goes wrong, make it right
- Employee attitude
- Be truthful

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Customer Service

23

- Customers that get poor service tell others
- What are you doing to find out what customers think about your service?

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Debt Free

24

- Life is so much better...
- Stability
- Security
- Flexibility



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Debt Free

25

- ▶ Younger than 35
 - ▶ Get financial free by the age of 50 or
- ▶ Older than 35
 - ▶ Get financial free no later than 15 years from today

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Discounts

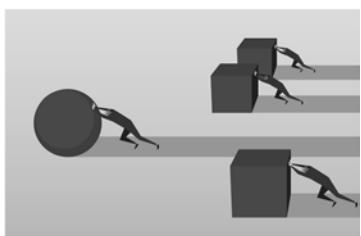
26

- ▶ Build the discount into your Pricing Model
- ▶ Never give a discount, but explain that the price includes the discount

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Efficiency

27



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Efficiency

28

- Focus on ONLY one thing
- Have a plan
- Immediate action saves time
- Multitasking is a problem, not a solution!
- Organization is a must

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Expansion and Growth

29

- Why?
- Be technically prepared
- Have the cash
- Be innovative and creative
- Have control and know where you are going

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Forecasting

30

- Pay attention to the market, be prepared to adjust; maybe it's time for a long vacation. Do not go out of business to 'keep the business alive.'

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Inovation

31

- Strive to be ahead of others
 - Technology and Education
- Adapt innovation to your needs
- Reward innovation in your organization
- Foster a culture of constant improvement

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Immediate Actions

32

- If you want to make the most amount of money with the least amount of effort, then never do something later (takes more effort) that can be done "immediately" (takes less effort).

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Immediately Get it Done...

33

- Understand what is the highest priority
 - Your boss's priority is No. 1
- Saves time and money
- Shows that you care, and gives confidence

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Job Selection

34

- ▶ Can you make money on this job?
- ▶ Do you have the resources?
- ▶ Will they pay you on time?
- ▶ Do you like them and feel comfortable?

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Marketing

35

- ▶ Who do you want to sell to and why?
- ▶ Know your customer's needs
- ▶ Have qualified staff
- ▶ Develop a marketing plan with someone

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Money Management

36



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Money Management

37

- Budget, personal
- Personal versus business money management
- Credit card debt: do NOT have any
- Debt-free is your goal for freedom

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Money Management

38

- Personal checking (1 month/expenses)
- Personal savings (1 year/expenses)
- Retirement (15 years of expenses), plus!
- Lower your standard of living!

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“No”—Difficult Word

39



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“No” A Difficult Word

40

- ▶ Failure to say “No” is a poor business model
- ▶ Say “No” and stick to it
- ▶ Be assertive and direct
- ▶ Don’t accept low return opportunities

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Net Worth

41

- ▶ Each January - determine your personal net worth
- ▶ Monthly - determine your business net worth

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Pang (Gut Feeling)

42



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Pang (Gut Feeling)

43

- If you have a pang in your stomach...
 - Do not do business with that individual
 - Do not associate with them
 - Do not allow them to be part of your family/business
- They will 'hurt you' – Fact

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Pareto's Principle 80:20

44



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Pareto's Principle 80:20

45

- Economist in late 1800 determined that 80% of the land in Italy was owned by 20% of the population
- While gardening, he observed that 20% of the peapods in his garden yielded 80% of the peas that were harvested

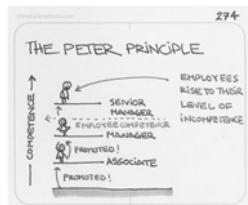
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Pareto's Principle 80:20

46

- Customers
- Employees
- Family
- Business Finances
- Personal Finances

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Peter Principle

48

- Elevated yourself to a level of incompetence
- Elevated others to a level of incompetence

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Peter Principle

49

- ▶ Step 1. Understand that you are operating 'over your head' and you are freaking out
- ▶ Step 2. Figure out what parts of this new position require training
- ▶ Step 3. Get a mentor
- ▶ Step 4. Get training and don't give up!

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Planning

50

- ▶ Create a plan to achieve your goals
 - ▶ Do you have a goal?
- ▶ What's your plan for today?
- ▶ Stick with your plan

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Pricing

51

- ▶ Always give your best price
- ▶ Never negotiate your price

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Profit

52

- ▶ Don't try to meet your competitor's price
- ▶ Plan to make money
- ▶ Understand the concept of "markup"

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Profit

53

- ▶ Setting a selling price
- ▶ Understand the need of the customer
- ▶ Know your cost (break-even)
- ▶ Know what the market will bear

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Profit

54

- ▶ Evaluate the risk involved
- ▶ Strive for profit, not sales volume
- ▶ Increase profits by increasing efficiency, not by increasing prices!

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Proposals and Contracts

55

- Always have a contract. It can be as simple as an approved email.
- Have a clear proposal and never sign in advance.

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Selling

56

- Most sales are not price sensitive
- When they bring up a price objection ask “Is price your only concern?”
- Most people do business with you because they like, trust and respect you

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The End
Thank You, and God Bless