

THE FLOW

Upcoming Events



DATE CHANGE

May 5th

Golf Tournament

**St. Johns Golf & Country Club
205 St. Johns Golf Drive
(Off 210 West)**

**Registration beginning at 9:30 am
Shotgun Start at 11:30 am
Awards, Dinner, and Door Prizes
immediately following play.**

**All Players and Sponsors who
already registered are all set for
the new date.**

APRIL 2020

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PRESIDENT'S MESSAGE

Dear Friends,

I hope that you all are healthy and doing well. Thank you to all our monthly sponsors, we couldn't be as successful as we are without you!

We again find ourselves in an unusual situation with COVID-19. We want to first and foremost make sure that all of you and your families are safe. We are not completely sure how long this will last, but we do know that things are going to be different in the ways that we conduct business for a while. We are hoping that this will have a minimal impact on the construction industry, but we cannot predict what the Government, local County's and City's regulate us to do. We have already seen the impact with social distancing and how that is affecting pre construction meetings and material pick-ups along with securing proper PPE for concrete cutting.

We have rescheduled our annual Golf Tournament to May 5th, due to the current situation and be monitoring the situation for upcoming events. We will keep everyone posted as we get closer to those events. Hopefully the Golf Tournament will be the last event to get effected by this, but we are not completely positive.

As always, please continue to support our members and associates. If there is anything, I can do to help you out, please do not hesitate to give me a call. I look forward to working with you all.

Sincerely,

Chad

2020 NUCA of North Florida

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CALENDAR OF EVENTS

April 14th

Executive Committee
3:30 pm

May 5th

Golf Tournament
St. Johns Golf & Country Club

May 14th

Board of Directors

May 19th—21st

NUCA Washington Summit
Washington, D.C.

June 16th

Executive Committee Meeting
3:30 pm

July 15th

Board of Directors
Scholarship Night

The Law and Your Business

The Law and Your Business- Coronavirus Impacts to the Florida Courts

**By Rebecca Ross
Regan Atwood, P.A.**

The Coronavirus has impacted all of us and our businesses in some way including the Florida Court System. On March 17, 2020, the Supreme Court of Florida issued an Administrative Order (the “Order”), which indicated that the World Health Organization has declared the Coronavirus Disease 2019 (COVID-19) a pandemic, that the Governor of Florida has declared a state of emergency, and that the Surgeon General and State Health Officer have declared a public health emergency. As a result, the Order states that the Florida State Courts System must continue to take steps to mitigate the effects of COVID-19 on the courts, the court participants, and the general public.

To that end, the Order confirms the March 13, 2020 suspension of all “grand jury proceedings, jury selection proceedings, and criminal and civil jury trials during the period of Monday, March 16, 2020 through Friday, March 27, 2020, or as provided by subsequent order. Per the Order, all circuit and county courts were directed to continue to perform essential court proceedings, including certain criminal and juvenile related matters.

On March 17, 2020, the Fourth Judicial Circuit Court for Duval, Clay, and Nassau Counties issued Administrative Order No. 2020-06, which suspended all circuit and county court civil jury trials as of March 17, 2020 through May 1, 2020. The Administrative Order, however, is subject to change depending on the developments of the public health emergency.

On March 17, 2020, the Seventh Judicial Circuit Court for Flagler, Putnam, St. Johns, and Volusia Counties issued Emergency Court Procedures, which limited court proceedings from March 18, 2020 to April 6, 2020 to those that are deemed “mission critical”, which primarily involve criminal and juvenile related matters. All other court proceedings that are scheduled were postponed and are to be rescheduled by the parties or the court. Also, on March 18, 2020, the Florida Supreme Court postponed all April 2020 oral arguments to June 2020.

It is unclear how long these suspensions will last or how they will affect other trials that are scheduled in the coming months. And the suspensions described above are subject to further changes. To find updates concerning impacts to the Florida Courts due to the Coronavirus, please visit the following website:

<https://www.flcourts.org/Resources-Services/Emergency-Preparedness/COVID-19-Information-and-Updates>

NUCA CONVENTION HIGHLIGHTS

We just returned from the NUCA national convention in Tucson, Arizona where we joined with members from chapters across the country to network, attend education sessions and committee and Board meeting . We also heard speakers on Mastering Succession Planning, Construction Industry Economic Forecast, Damage prevention and 5 steps to making the Impossible possible.

There was also a team building event sponsored by Caterpillar where teams of members worked together to build their own stage coach. NUCA also had an exhibit hall and a western wear exhibit hall reception. The final night of the conference was a Denim & Diamonds Gala Dinner & live Auction.

Look for information soon on the location for next year's convention. We hope you will plan to join us!





NUCA News

COVID-19 Resources for NUCA Members

With the spreading personal and economic reactions to the Coronavirus/COVID-19 pandemic emergency, NUCA is collecting as many resources as possible to help our members online at nuca.com/panflu. A sample pandemic flu policy for companies is available, as well as other information to help your business weather this storm.

OSHA's "Guidance on Preparing Workplaces for COVID-19"

If your company is in the process of planning your initial response to this pandemic crisis, OSHA has provided this invaluable starting guide for businesses like yours. Employee absenteeism, response planning, disease prevention, employee communications, safe work practices, PPE, and many more basic details are covered in this OSHA document. Read more [here](#).

Reporting/Recording COVID-19 On The Jobsite

Is Coronavirus in the workplace required by OSHA to be reported--or recorded? This review by Tressi L. Cordaro of JacksonLewis PC (jacksonlewis.com) can help members understand what is required of their company with their OSHA 300 Log during this pandemic. Read more [here](#).

April Federal Income Tax Deadline Pushed Back 90 Days

U.S. Treasury Secretary Steven Mnuchin announced on March 17 that the April 15, 2020 tax payment and filing deadline is being pushed back by 90 days in order to give individuals and many businesses additional time to file and pay federal taxes. Individuals can defer up to \$1 million of tax liability and corporations get an extension on up to \$10 million. This extension is automatic and no penalties or interest will be charged. [Go here](#) for more information.

NUCA Action Scales Back Damaging Paid-Leave Proposal

The U.S. House scaled back their expansive paid-leave proposal in the coronavirus relief bill following strong pressure from NUCA and other business organizations that many companies would be unable to meet obligations during this economic crisis. The revised measure would force employers to offer paid leave only to employees caring for a child whose school or daycare had been closed.

However, the bill (H.R. 6201) that was passed by Congress still leaves too much liability on employers who unknowingly have an employee infected with the virus. The bill was signed into law by President Trump late in the evening of March 18. NUCA will be issuing a summary of the legislation in the very near future.

NUCA Association News

NUCA Releases Sample Pandemic Flu Policy for Your Company

In light of concern over the Corona virus outbreak, NUCA is reissuing its pandemic flu guidance to members. You or your H.R. staff can use it as a guide to ensure that your employees are informed and safe during potential outbreaks. Please download the editable MS Word document [here](#).

Toolbox Talks: Protecting Employees Against the Coronavirus

NUCA has released two public Toolbox Talks for utility construction crews to use for COVID-19 prevention on the jobsite. These are ready for your crew leaders and employees to use today. [English](#) | [Spanish](#)

Train the Trainer Postponed Until June 22-26 in Coppell, Texas

Due to the current standing policy of social distancing, NUCA's Train the Trainer will be postponed until June. Registrations are still being accepted. Please stay tuned for any additional information as the situation evolves. Learn more [here](#).

NUCA Foundation Scholarship Applications Now Open

Any high school senior whose parent or legal guardian is employed by a NUCA member company in good standing or chapter at the time of the application deadline may apply. Learn more [here](#).

Trench Safety Stand Down Week: June 15-19, 2020

OSHA's National Emphasis Program on Trenching and Excavation remains a high agency priority for the industry. Start thinking today about the 5th annual TSSD, scheduled for June 15-19. To participate you need only hold a 20-minute toolbox talk, show an excavation training video, or hold a training class. Every TSSD event can save lives. Read more [here](#).

FREE MONEY FOR COLLEGE

Do you have a son or daughter currently in college or ready to start college in the Fall? NUCA of North Florida, Inc. has the following scholarships available:

Mike Allen Scholarship is for any high school Sr., High School graduate, Undergraduate College Student or Graduate Student who is the daughter or son of a NUCANF member company employee, and will be enrolling full or part time in an academic institution of higher education, beginning in September. The enrollment may be in any curriculum for any number of years. This may be a four-year college or a community college anywhere in the United States. The Mike Allen Scholarship is a \$1,000 one-time award. Special consideration will be given for those pursuing degrees in a construction related field. You can get an application on-line at the bottom of the page at nucanf.com on the bottom of the home page, click 2020 Application for Students in Undergraduate/Graduate Programs. Call the NUCANF office at (904) 296-1230 if you have questions. **Application deadline is June 12th.**

J. Richard Baker is for any high school student or high school graduate who is the daughter or son of a NUCANF member company employee and will be enrolling full or part time in an academic institution of higher education, beginning this summer/fall. The enrollment may be in any curriculum for any number of years. This may be a four-year college or a community college anywhere in the United States. The J. Richard Baker Scholarship is a \$2,000 one-time award. You can get an application on-line at the bottom of the page at nucanf.com on the bottom of the home page, click 2020 Application for New College Students. Call the NUCANF office at (904) 296-1230 if you have questions. **Application deadline is Friday, June 12th.**

NUCA Scholarships Funded by the NUCA Foundation for Education and Research, four scholarships are available ranging from \$1,000 to \$8,000. Any high school senior whose parent or legal guardian is employed by a NUCA member company in good standing at the time of the application deadline may apply. Student employees, including part-time employees, are also eligible. The applicant must be graduating from high school in 2019 and enrolling full time in an accredited two-year or four-year college or university for his or her freshman year beginning in the fall of 2020. You can get an application on-line at <http://www.nuca.com/scholarships>. **Application deadline is May 1st.**

Andrew Scott Johnson Memorial Scholarship is also available from our state office, NUCA of Florida. Any seniors in high school or any student pursuing an undergraduate degree are eligible. Previous recipients may reapply. This scholarship is available to all NUCANF member firms. Please contact NUCA of Florida at 850-224-1585 to get a scholarship application.



SAFETY NEWS

By Jeff Blomgren

Safety Director at Petticoat-Schmitt Civil Contractors

How ready are you for a medical emergency on your jobsite?

“OSHA recommends, but does not require, that every workplace include one or more employees who are trained and certified in first aid, including CPR. The other option is for employers to rely on the reasonable proximity of an infirmary, clinic or hospital.”

All that being said, it is important to understand there are certain prudent actions to take when working in an environment such as utility construction. For instance, a permit required confined space requires an identified rescue process, either outside emergency services or a designated in house rescue team. In the case of an in house team, they must be trained for the task and that includes a current certification in CPR and First Aid.

Many employees that are trained in CPR and First Aid do not realize that they are required to provide that care to their workmates within the work environment. An interesting statistic is that, “2 out of 5 adults feel unprepared to provide compression only CPR in a medical emergency.” according to the American College of Emergency Physicians and that’s even after training. “Anyone can become a first responder in an emergency,” according to ACEP President William Jaquis. In 2014, nearly 45% of people who experienced, out of hospital cardiac arrest survived after bystanders administered CPR, according to the American Heart Association and yet 61% feel unprepared to use an AED, 51% aren’t prepared to control severe bleeding and 49% aren’t prepared to move an injured victim, in a national sample of 2,201 adults. Employees trained to provide emergency care in the workplace should not fall into these categories. All those trained must understand the seriousness and responsibilities related to their training.

It’s a good practice to train employees in CPR and First Aid. Most often, the skills are not used on the jobsite but in personal, off the job, situations. Training every supervisor is a pretty good idea, and if there’s a crew working in a remote location, not in an immediate care area, it’s a good idea to teach more than one person on the crew in lifesaving techniques.

Additional suggestions for occupational health considerations are the specifics of first aid on the jobsite. That includes a first aid kit that complies with the ANZI Z308. 1-1978 and that’s the minimum requirement. But there are some things we need to keep up with. (This is true for your home first aid kit too.) Check it for expiration dates. Some contents expire after a certain period of time. Check for missing items. The first thing to be used up is band aids and first aid creams.

Being prepared for an emergency is something that should be part of a sound business plan, in our daily playbook and recognized as a corporate responsibility.

Paid Leave in the Families First Coronavirus Response Act (H.R. 6201)

President Trump signed into law the the Families First Coronavirus Response Act (H.R. 6201), on March 18, 2020. This legislation contains the nation's first national paid leave requirement for businesses.

Employers with less than 500 employees should be ready to implement emergency paid sick leave and provide for FMLA leave under certain circumstances relating to COVID-19 as early as April 2, 2020.

CONGRESSIONAL ACTION

H.R. 6201 enacted an "Emergency Family Leave Program" section that will affect certain utility contractor businesses:

- Private sector employers with fewer than 500 workers and all government entities will have to provide as many as **12 weeks of job-protected leave under the Family and Medical Leave Act (FMLA)** for employees who are unable to work or telework because they have to care for a child younger than 18 whose school or daycare has closed because of coronavirus
 - The first 10 days could be unpaid, but a worker may choose to use available paid leave to cover this period
 - For the remainder of the period, workers would receive a benefit from their employers that will be at least 2/3 of their normal pay rate, capped at \$200 per day or \$10,000 total

The bill also established an "Emergency Paid Sick Leave Program":

- Private sector employers with fewer than 500 workers and all government entities will have to provide employees who are unable to work or telework with immediate paid sick time off to
 - Comply with a federal, state, or local quarantine or isolation order
 - Self-quarantine per a health-care provider's advice
 - Obtain a medical diagnosis for coronavirus
 - Care for an individual who is in quarantine or for a child whose school or day care has closed due to coronavirus
- Full-time employees would receive 80 hours of sick leave; part-time employees would be granted time off equivalent to their scheduled or normal work hours in a two-week period. This time does not carry over from year to year.
 - Workers would have to be paid at least their normal wage or the federal, state, or local minimum wage, whichever is greater.
 - They would be paid at two-thirds for providing caregiver for another individual or child
 - Leave assistance would be capped at \$5,110 for a worker's quarantine or diagnosis, and at \$2,000 for another individual or child
- **Employers cannot (subject to civil penalties) do the following:**
 - Require a worker to use other available paid leave before using sick time
 - Require a worker to find a replacement to cover their hours during said sick time
 - Discharge or discriminate against a worker for requesting paid sick time or filing a related complaint against the employer.

- There are several exemptions to this program that companies should note:
 - The Labor Department can issue regulations exempting **small businesses with fewer than 50 employees from the paid sick leave and family leave requirements** if it would “jeopardize the viability of the business as a going concern.”
 - Certain healthcare providers and emergency responders can also be exempted.
 - The measure would **exempt employers with fewer than 25 workers** from requirements to restore an employee’s original position if it no longer exists because of economic conditions or changes to operations due to the public health emergency. The employer would have to have made reasonable efforts to restore the employee to an equivalent position.

The Labor Department must issue guidelines by April 2, 2020 to assist employers in calculating how much paid leave their employees should get.

Employers will be reimbursed for the full amount within three months (in the form of a payroll tax credit, but the Trump administration has said that they will advance the money earlier for employers who cannot wait that long.

- This also covers the **employer’s contribution to health insurance programs** during the leave period.
- **The program is fully-refundable** – if the amount that employers pay workers who take leave is longer than what they owe in taxes, the government will send them a check for the remainder (this applies to self-employed and “gig economy” workers, too.)
 - The sick leave credit for self-employed individuals would be for the lesser of \$511 per day or an individual’s average daily self-employment income if quarantining themselves. It would be for the lesser of 67% of their average daily self-employment income or \$200 if they were caring for someone else. The credit would be available for 10 days over the number of days taken into account in preceding years. Self-employed individuals could receive a family leave credit for as many as 50 days for the lesser of \$200 or 67% of their average daily self-employment income. Documentation will need to be submitted, as required by the Treasury Department.

These paid leave provisions expire December 31, 2020.

An earlier bill, H.R. 6074, was signed into law on March 5, 2020. The “Coronavirus Preparedness and Response Supplemental Appropriations Act of 2020” unlocked \$7 billion in low-interest loans to small businesses affected by the outbreak, administered through the Small Business Administration.

This information is provided to NUCA members as a courtesy and is not a substitute for reading the actual legislation and understanding all of its nuances. This fact sheet is NUCA’s best summary of what is in this legislation and how it might affect our member’s operations and requirements. Competent legal advice by a company’s counsel on these requirements should be the final arbitrator.

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CHESNEY SWORN IN AS CHAIRMAN OF NUCA



At the recent NUCA convention in Tucson, Fred Chesney, Centerline Utilities, Palm City, FL was sworn in as Chairman of NUCA national. Fred will serve a one year term. Lauren Atwell, Petticoat-Schmitt Civil Contractors is serving as President-Elect and will be sworn in as President at next year's convention.

We wish Fred well and look forward to his leadership this year.



NEW MEMBER

Please join us in welcoming the following new member to the NUCA family.

TEXT4SAFETY

Contact: Heyward Burnet, Co-founder

6 North 2nd Street, Suite 200, Fernandina Beach, FL 32034

Phone: (904) 753-3155

Email: hburnet@riskwirellc.com

Website: www.text4safety.comcom



**Let's
DO THIS**

NUCA's Washington Summit

May 19–21, 2020

(Capitol Hill visits on May 20)



2020 is an election year. It's time for Congress to start building again!

Several infrastructure funding bills remain pending in Congress. Our nation must invest in infrastructure and your expertise and passion are vital to making Congress hear our message loud and clear.

We need you at the 2020 NUCA Washington Summit to ensure that Congress finishes its job so we can do ours and build America. For more information, visit nuca.com/summit. Online registration opens in early 2020.

BOARD MEMBER SPOTLIGHT



Barry Watson joined the NUCA of North Florida Board of Directors in January. He works for Fortiline Waterworks in Outside Sales.

Tell us about the services your company provides.

Fortiline Waterworks is a Wholesale Distributor of Pipe, Valves, and Fittings serving the Waterworks Industry Contractors and Municipalities. We are a National Company with 11 Locations just in the State of Florida.

What is your business philosophy?

Treat the Customer the way you would want to be treated. Establish trust in relationships, stay engaged and responsive.

What are your hobbies or interests outside of work?

Attending my children's Sporting Events and other Sporting Events. Exercising. Spending time with Family and Friends. Binge watching shows and documentaries.

What is your favorite travel location?

The Beach, all of them.

If you could have dinner with anyone, living or deceased, who would it be and why?

President Trump. He seems like an extremely interesting person and there would be no dull moments, or lack of stories.

What are you currently reading?

Killing Patton by Bill O'Reilly. I'm a WW2 History Buff.

Grill master or reservations? Combination of both. I do like experimenting with new recipes and cooking on the Grill.

KEEP US AT THE TABLE ON THE HILL!

BIDDING

FOR BENJAMINS

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FIRST NAME	MI	LAST NAME	COMPANY
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EMAIL ADDRESS		PROJECT NAME (OPTIONAL)	

CONTRIBUTION INFORMATION

☐ CHECK ☐ INVOICE ME
☐ CREDIT (SINGLE PAYMENT) TYPE: ☐ AMEX ☐ VISA ☐ MC ☐ DISC

CREDIT CARD NUMBER	EXP. DATE (MO/YR)	CVV #
SIGNATURE FOR CREDIT CARDS		

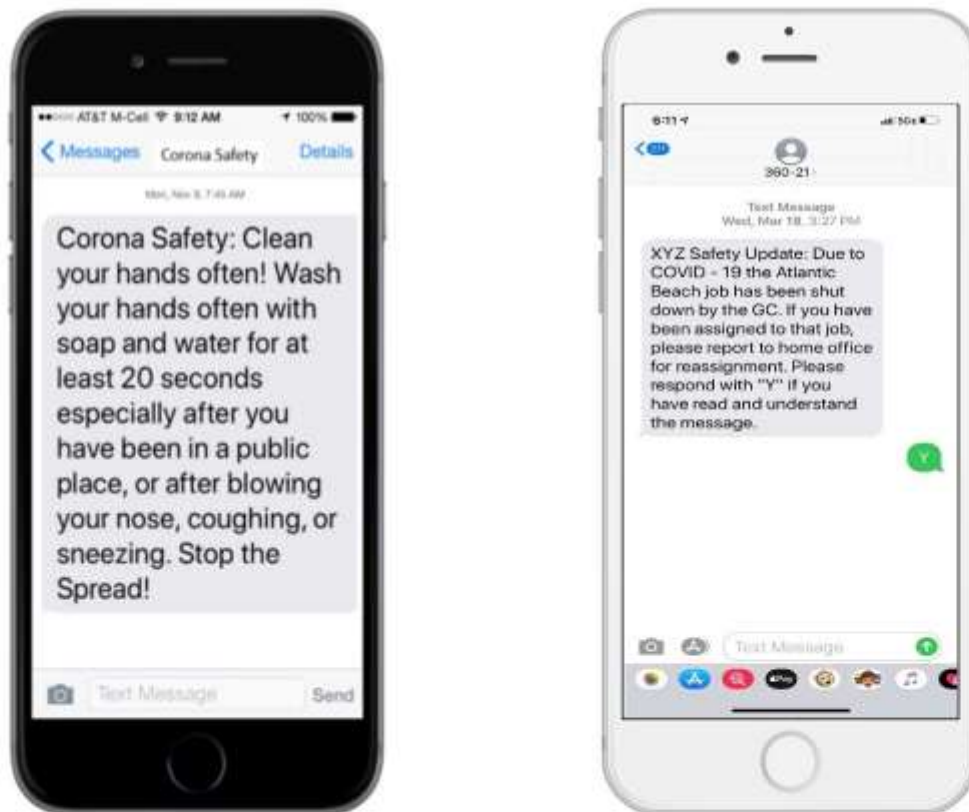
NEW MEMBER SPOTLIGHT



"Stop the Spread" Campaign Via Text Messaging to Frontline Employees

Text4Safety (text4safety.com) is an employee engagement platform designed to deliver safety meeting discussion guides to supervisors and allow employees to log attendance to these meetings – all via text. In response to COVID-19, we have developed an 8 week "stop the spread" campaign that sends frontline employees CDC best practice messages every Tuesday and Thursday. There is also an On-Demand function that can be used to communicate with employees and keep track of their responses.

This program is sponsored by Insurance Office of America and Text4Safety and **free of charge** to NUCA members in an effort to consistently remind employees on what they need to do to beat this pandemic and keep them updated with company changes.



<https://www.text4safety.com/covid-19>

Heyward Burnet | Co-founder | 904.753.3155 | Hburnet@riskwirellc.com

Lyle Hoffman | VP of Sales | 727.916.1180 | LHoffman@riskwirellc.com

APRIL FEATURED SPONSOR



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Keep your worksite safety compliant without sacrificing efficiency.

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- Equipment rentals
- Engineered solutions
- Safety training

Featured Safety Product: Megadeck Matting

These heavy-duty composite access mats allow you to quickly create strong, stable surfaces where you can safely operate heavy equipment.

United Rentals Trench Safety

5856 Mining Terrace
Jacksonville, FL 32257
904.786.3100

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