

THE FLOW

**Nov 2025
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EDITION**

NUCA OF NORTH FLORIDA, INC.



Upcoming Events

November 4th— Annual Clay Shoot; Jacksonville Clay Target Sports

November 13th -Top Golf / Seamark Ranch Fundraiser

December 2nd -Young Professional Quarterly Networking Event— Intuition Ale Works

January 15, 2026—Installation of Officers, Maggiano's

January 27th & 28th—Legislative Days, Tallahassee

February 10-13, 2026—NUCA National Convention, Tucson Arizona

February 28, 2026—Icemen

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NUCA
REPRESENTING UTILITY & EXCAVATION CONTRACTORS
NORTH FLORIDA

Presidents Message

November Flow Presidents Letter

Dear Friends and NUCA Members,

As the cooler temperatures finally start to arrive, our minds start to move toward thoughts of the upcoming holidays and the memories of the past year and the thoughts of the new year to come. This month we take time to remember all that we are thankful for as a free and united country. I am thankful to have been a part of this organization, however small a part that role was, and I would extend my gratitude to all the members who donate of their time and treasure to support the advancement of our association and the work we are able to do.

October brought us together at our General Membership Meeting at Maggiano's with three very informative and interesting presentations. Thanks to our guests from Carlton Field, our lobbying organization from Tallahassee, the representatives of the Ace Mentorship program and the representative from JEA. We learned about the legislative initiatives and legislatures we are supporting; the important work being done by the ACE Mentors to inspire the next generation of construction workers to get involved in our industry and the upcoming work that JEA has planned for the next several years as they continue to meet the growth and expansion of our area.

November promises to start with a bang literally as we will host our annual clay shoot on November 4th at the Jacksonville Clay Target Sports shooting range. We will hold our annual Top Golf event to support Seamark Ranch on November 13th. If you have not already registered, it is not too late to get involved. All the proceeds from this event are donated to Seamark Ranch, a residence where children from crisis families can find a supportive and nurturing home to grow up in. Our Young Professional will host their final gathering of the year on December 2nd at Intuition Ale Works. Please remind any of the young professionals at your organizations to take part in this event, it is a great way to get them exposed to NUCA and to start to develop the relationships that will see them through the rest of their careers in this area.

If you have not already heard, our national organization has completed some minor restructuring of the leadership roles. With the departure of Doug Carlson, they were looking to fill the CEO role for the organization. The direction they took was a creative one to spread the workload and provide more targeted attention to the different roles the national organization looks to support. NUCA has named Chris Barrett as the Chief Staff Officer where she will use the experience she has gained in the past 9 years working for NUCA and the 25 years in similar organizations to take on the responsibility to manage the internal governance of the organization. In addition, Zack Perconti will join the organization as the Chief Advocacy Officer where he will leverage his experience over the past 6 years with NUCA as well as his past experience in the Washington DC area to accelerate the advocacy efforts ensuring NUCA's voice continues to be heard at the highest levels. Together Chris and Zack form a balanced, complementary leadership team that will support the purpose of positioning our organization for continuity and long term growth into the future.

Respectfully,

Paul Gilsdorf
Paul Gilsdorf
Senior Project Manager
Haskell
M: 904-210-9477
paul.gilsdorf@haskell.com

2025 OFFICERS & BOARD OF DIRECTORS

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CALENDAR OF EVENTS

Upcoming Events

November 4th
Annual Clay Shoot

November 13th
Top Golf/Seamark Ranch
Fundraiser

December 2nd
Young Professional Network-
ing Event

January 15th
Installation of Officers

January 27th & 28th
Legislative Days

February 10th - 13 th
NUCA National Convention

February 28th
Jacksonville Icemen

The Law and Your Business

The Law and Your Business- New Law and NUCA Florida Legislative Days

Tony Zebouni, Lindell & Zebouni, P.A.

One of the important benefits (in addition to safety and education training) of being a member of NUCA is the opportunity to participate in or observe the legislative process. NUCA Legislative Days will be held in Tallahassee, on January 27-28, 2026. Contact Jennifer or Kari if you're interested in attending.

In the past session of the legislature several bills were passed, and one could have importance to your workers in the field. Should any of your employees be confronted with aggressive or violent behavior while working on site, they are additional consequences to the aggressor. I have included a copy of Ch. 784.07, F.S. for your consideration.

784.07 Assault or battery of law enforcement officers and other specified personnel; reclassification of offenses; minimum sentences.— (1) As used in this section, the term: (h) “Utility worker” means a person who bears at least one patch, emblem, organizational identification, or other clear marking that is intended to be plainly visible, that identifies the employing or contracting utility, and that clearly identifies the person as a utility worker under contract with or employed by an entity that owns, operates, leases, or controls a plant, property, or facility for the generation, transmission, distribution, or furnishing to or for the public, of electricity, natural or manufactured gas or propane, water, wastewater, telephone, or communications service, including two or more utilities rendering joint service.

Your business patch should be prominently displayed.



Industry News and Advocacy

U.S. Government In Partial Shutdown

The House and Senate were unable to resolve their differences over the FY2026 appropriations process and sent the federal government into a partial shutdown on Oct. 1. A funding stoppage will stop construction activity on certain jobsites immediately, with federally-funded projects the first to be affected. A shutdown could keep contracting officers and support staff away from their jobs unable to offer approval for project phases. Fixed-price contracts with appropriated federal resources probably can continue paid work, but state and local construction tied to federal resources could face obstacles.

Most highway programs will operate without interruption because they receive funding from the Highway Trust Fund and the NUCA-supported 2021 Infrastructure Investment and Jobs Act rather than annual federal appropriations. State revolving funds (SRF) can continue lending with existing grants and loan repayments, but new federal grants and some approvals may be paused. EPA may stop issuing permits, conducting enforcement inspections, and approving new grants.

The House passed a GOP-led funding extension Sept. 19 primarily along party lines. It was a “clean” continuing resolution (CR) because it extended until Nov. 21 current spending levels without adding unrelated policy changes. However, that bill has yet to be passed by the Senate, encountering Democrat opposition who seek in return for their votes an extension of health care insurance subsidies.

NUCA is urging both Congress, President Trump, and the leadership in both parties to find a compromise that will keep the nation's infrastructure projects moving forward over the weeks and months ahead. We build our nation's foundation for future economic growth and national success, and depend on federal resources to deliver these projects to all American communities.

New NUCA National Leadership Structure

NUCA announced on Oct. 8 a positive step forward in NUCA’s leadership structure. Effective immediately, Chris Barrett has been named Chief Staff Officer (CSO), and beginning October 16, Zack Perconti will join the organization as the Chief Advocacy Officer (CAO).

This dual-leadership model provides NUCA with both operational continuity and external momentum. It clearly defines the Chief Staff Officer’s responsibility for internal management and governance, while positioning the Chief Advocacy Officer to focus on advocacy through member engagement and industry influence.

Over the last six years, Perconti has led NUCA’s advocacy and lobbying efforts with distinction, building valuable connections for our members and industry. Now as CAO, his leadership will accelerate those efforts, ensuring NUCA’s voice continues to be heard at the highest levels.

Industry News and Advocacy

With Chris Barrett's nine-year tenure at NUCA, her deep background in association management, and more than 25 years of executive leadership experience, NUCA will benefit from her steady, proven leadership. Her role ensures organizational stability, effective Board and Governance support, and sound financial oversight. Together, Barrett and Perconti form a balanced, complementary leadership team—one that embodies NUCA's purpose and positions this association for both continuity and long-term growth.

PIPES ACT Passes House T&I Committee

The House Transportation and Infrastructure Committee on Sept. 17 passed by voice vote the PIPES Act (H.R. 5301), sending it to the full House for consideration. The bipartisan bill reauthorizes the Pipeline and Hazardous Materials Safety Administration's (PHMSA's) pipeline safety programs for the next four years, and provides an efficient framework to advance the safety of U.S. energy infrastructure.

NUCA wrote in its letter of support: "Strengthening damage prevention laws is critical to reducing these incidents, protecting lives, and safeguarding infrastructure. H.R. 5301 enhances excavation safety, strengthens existing pipeline infrastructure, and supports the construction of modernized energy distribution systems to meet growing national demands. By mandating robust state-level policies—such as improved utility locating, mandatory 811 call systems, and stricter enforcement—the bill addresses systemic gaps that lead to preventable accidents."

Association News

Mark Your Calendar! 2026 NUCA National Convention Registration Now Open

Registration and the hotel room block for the 2026 NUCA National Convention in Tucson, Arizona, is open and awaiting your attention! Members who register and pay by Oct. 31, 2025, will receive an early bird registration rate of \$800, a discount of \$300 on the full registration rate. Our convention golf tournament, hosted by AZUCA, is back on the schedule and we invite you to participate.

NUCA has secured a room rate of \$309 per night (plus a \$15 resort fee) at The Westin La Paloma. If you plan to attend the convention, please make your room reservations once registration opens! Tucson is hosting the nationally-known Gem & Mineral Show during the NUCA National Convention (Feb. 10-13, 2026) which can affect room availability. To register, go to **nucadigs.com**.

Update Your Listing For The NUCA Buyers Guide By Oct. 31

All NUCA Members who have categories on their profile are listed in the [Online NUCA Member Directory](#). Associate Members are also listed in the NUCA Buyers Guide issue of *Utility Contractor*. To ensure that your listing is up to date for the November/December issue, please log into your NUCA Member Dashboard by visiting **my.nuca.com** on or before October 31, 2025. For questions about logging in or your membership benefits, please contact Lauren Hensley at **lauren@nuca.com**. Members without categories selected may not be included in both the Buyer's Guide and the nuca.com online directory, so make sure your organization's information is up-to-date--don't miss out on potential business referrals!

NUCA Choice: Our Industry's Choice For Commercial Insurance Coverage

NUCA Choice delivers to NUCA members commercial insurance options for auto, crime, property, general liability, marine, surety, umbrella and workers' compensation. NUCA Choice is offered in partnership with FCCI Insurance Group and is offered to all NUCA members where FCCI writes business. Members can also consult with FCCI's local risk control team and use the FCCI Risk Solutions Network, a cloud-based platform to help participants stay compliant, manage risks and educate employees to build a safer workforce. To find out more about NUCA Choice and how it can help your bottom line in 2025, go to [NUCAChoice.com](#) to find a FCCI agent in your area.

Why NUCA Members Should Rethink Their 401(k) Strategy

Managing a 401(k) plan often creates more work than it should especially for NUCA members already stretched thin. That's why NUCA has now partnered with Voya, AMP Administrator, and Greenline Wealth Management to create the Voyager 401(k) Pooled Employer Plan (PEP), built specifically for utility contractors and their employees.

Association News

Voyager simplifies plan administration by pooling multiple NUCA companies into a single structure unlocking access to economies of scale and service. Greenline also conducts a no-cost benchmarking review for NUCA members to identify savings and help reduce fiduciary liability through full outsourcing. Whether you're offering a plan today or considering one for the first time, Voyager offers a compliant, cost-effective solution designed around your construction business. Schedule your free plan review today by calling 561-405-6609 (option 7), or email info@greenlinewm.com.

NUCA Benefits: Savings stock-up with ODP Business Solutions

As a NUCA member, you can save with Office Depot! From breakroom perks to office must-haves, explore supplies from ODP curated to help your team stay productive. Use Coupon Code 472649545 to get \$25 off your qualifying \$200 delivery order. Buy online and pickup in an Office Depot or OfficeMax store or curbside. Offer valid until December 31, 2025. Shop at https://bit.ly/odp_nuca.

SAFETY NEWS

By Jeff Blomgren
Chair, NUCA Safety Director's Forum

Hand Arm Vibration

Sustained on the job, vibration during some tool use can lead to lasting health problems. Tools like grinders, chop saws, jack hammers, drills, and chain saws create vibrations that can affect the nerves in hands and arms that can lead to permanent nerve damage. Symptoms of vibration induced muscular skeletal disorders include numbness or pain and discoloration of the fingers as well as weakened grip from nerve and blood vessel damage. A hallmark disorder of vibration is Raynaud's syndrome or "white finger" which is an irreversible condition when repeated vibration exposure causes the blood vessels to collapse. The good news is that there are steps that can be taken to reduce the risk of damage from vibration exposure. Recommendations include keeping machines and tools in proper working order, alternate between vibrating and non-vibrating tools, taking breaks, from the vibrating tools, and educating workers on the hazards and safe use of vibrating tools. Proper PPE like work gloves will dampen the effects of vibration. Keeping the workers hands dry and warm and using good hand position will also help in the prevention process. We use many of these tools almost daily. Occasional use is usually not considered to be a significant hazard, but precautions still must be taken. With sustained use, the hazard must be recognized and addressed. So, many of the things we do have risks attached but with proper training, PPE, and awareness, we can reduce the risk factor significantly.



Commercial Insurance Insights

Tanner Brewer, Commercial Insurance Advisor

AssuredPartners a Gallagher Company

(904) 881-9317

Why is a Return to Work Program Light Duty Important?

1. Promotes Employee Recovery and Retention

- Injuries can happen on the job, especially in physically demanding environments. A light duty program allows employees who have been injured to return to work in a capacity that doesn't aggravate their injury but keeps them engaged. This helps them stay connected to the company while they recover, rather than being sidelined for an extended period.
- Retaining injured employees is often more cost-effective than hiring and training new ones.

2. Reduces Costs and Liability

- If an injured worker stays out of work for a long time, there are costs associated with workers' compensation, as well as potential increases in insurance premiums. The program can help minimize these costs by getting workers back on the job sooner, even if it's in a modified or lighter role.
- By providing light duty options, the company is also showing that they are actively working to accommodate injured workers, which can reduce the risk of litigation and legal claims.

3. Maintains Workforce Productivity

- If a worker can return to a less physically demanding role (such as administrative work, training, or equipment inspection) during their recovery, it helps the company maintain productivity and keeps the worker from becoming disengaged or feeling disconnected from the team. This continuity also prevents major delays in projects, which is important in utility contracting where timing and deadlines are often crucial.

4. Improves Morale and Company Culture

- When workers see that the company is committed to their health and well-being (by offering light duty or modified roles), it helps build a sense of trust and loyalty. This can lead to higher morale across the workforce, as employees feel supported in times of need.
- It reinforces a culture of care and responsibility, where the company values the health and rehabilitation of its employees, which can be especially important in industries with physically demanding jobs.

5. Legal and Safety Benefits

- Having a structured light duty program ensures that the company is following best practices and industry standards for workplace safety and injury management. This can be critical if an inspection or audit occurs and shows that the company is not only providing accommodations but also actively working to keep its workers safe and healthy.

Conclusion: a return to work light duty program serves both the worker and the business by helping injured employees recover without losing their productivity or connection with the company while also protecting the business from unnecessary cost or liability.

WELCOME NEW MEMBERS

**LV Hiers, Inc
Macclenny, FL
lvhiers.com**

**Traffic Protection Solutions, LLC
Jacksonville, FL
Trafficprotectionsolutions.com**

**JBE Sitework, LLC
Tallahassee, FL
jbesites.com**

NEW MEMBER SPOTLIGHT

LV Hiers Inc. – Serving Northeast Florida Since 1936

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L.V. HIERS Inc
Petroleum Products

NEW MEMBER SPOTLIGHT

Company Name: Traffic Protection Solutions LLC

Industry: Traffic Control Services and Equipment

Founded: 2023

Location: Florida

Traffic Protection Solutions LLC was created with safety in mind. Founded by Bob Sakhal in Jacksonville, Florida, the company operates to better serve the traffic protection needs of transportation, utility, and government agencies. With a management team experienced in the traffic control industry, we understand that customers want to protect their most valuable assets: their employees.

Offering comprehensive traffic control solutions tailored to the needs of our customers, we pride ourselves on being able to deliver on time and on budget every time. We specialize in on-site management, cutting-edge equipment, and strategic planning to ensure the safety and efficiency of customer projects. From construction sites to events, we mitigate risks and optimize traffic flow with precision and reliability.

Traffic Protection Solutions LLC is equipped with the knowledge and equipment to keep the job going. With a commitment to excellence and customer satisfaction, we deliver unmatched quality in every aspect of traffic control. We are committed to being the *partner* our customers rely on to provide customized solutions that prioritize safety and efficiency.

The Company values our Team Members, believing that employee growth is essential for organizational success. We focus on offering development opportunities and fostering a culture where employees' voices and contributions are appreciated. Through a shared commitment to ensuring road safety and providing unmatched quality service, we continue to improve and take pride in our work and ourselves.

Vision: To be the most trusted provider of customized traffic protection solutions.

Mission: To deliver customized traffic protection solutions that prioritize safety, respect our clients' time and needs, and deliver exceptional service – on time and on budget – every time.

Our Values:

SAFETY

The core mission of our company revolves around ensuring the safety of employees, worksites, and projects. Safety is the top priority in every aspect of our operations, from traffic control to equipment to planning.

EXCELLENCE

We take pride in providing high-quality traffic protection services, from planning to execution. We strive for unmatched quality and operational excellence.

PROMPTNESS

We are committed to meeting the needs of our customers by prioritizing effective communication and streamlined processes and delivering on time and on budget every time.

RELIABILITY

We believe in being dependable, consistently delivering on commitments, ensuring project success, and maintaining trust with customers.

PARTNERSHIP

We aim to be a trusted partner, building strong, dependable relationships to deliver effective customized traffic protection solutions.



NEW MEMBER SPOTLIGHT



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OUR SERVICES

Expert Groundwork, Every Time.

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MEMBER SPOTLIGHT



Featured Sponsor

John Woody, Inc. was founded in 1979 by Weldon Woodall. A Jacksonville based company concentrating on water, sewer, and reclaimed systems.

The company is a licensed Underground Utility and Excavation Contractor specializing in private, government, and municipal work. JWI has completed projects throughout Florida and the southeastern United States.

JWI is a family owned business. It is the family bond and willingness to do whatever it takes to get the job done that has made this company successful.

JWI is proud to be long time members of NUCA, NUCA of Florida, and NUCA of North Florida.

MEMBER SPOTLIGHT

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We're committed
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TOP GOLF To Benefit SEAMARK RANCH

NUCA of North Florida, Inc.
Cordially invites you to attend the



TOPGOLF

TO BENEFIT SEAMARK RANCH

Thursday, November 13th, 6:00 pm

Fee includes three hours of golf play and a buffet dinner. Cost is \$100 per player. Space is limited to 72 players.

Name	Company
Phone	

Attendees:

Name: _____

Name: _____

Name: _____

Name: _____

Payment: ____ Bill my account Check (NUCANF) ____ Charge credit card*

Name on card: _____

Email: _____

*A 5% processing fee will be added to all credit card charges.

Mail or email this form to: NUCANF, PO Box 16810, Jax, FL 32245,
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November 13, 2025

\$500

Sponsorship includes signage at the station. Your company will be acknowledged at the event and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen.

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Return with payment to:

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2 DECEMBER | 2025

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SENATOR BRADLEY

**We Are Very Appreciative That Senator Bradley Took Time Out
of Her Busy Schedule to Meet With Us To Hear Our Position
Regarding the Contractor V
Legislation**



**Thank You Senator Bradley
&
Thank You Kari Hebrank for Setting Up the
Appointment and Attending with Us!**

#NUCA NF ADVOCACY

General Meeting at Maggiano's



Thank you to all those who attended and to Our Guest Speakers:
Kari Hebrank—Our Florida Lobbyist
Nicole Eubanks— Executive Director Ace Mentor Program
Kevin Davenport - Client Director Black & Veatch, Ace Menot Advocate
Elizabeth DiMeo—Senior Manager Project Management JEA

NUCA NATIONAL LEADERSHIP ANNOUNCEMENT



October 8, 2025

Dear Chapter Leaders and Executive Directors,

At NUCA, we exist for the betterment of America's infrastructure and the utility contracting industry that builds and maintains it. Everything we do is by, with, and for our members, aiming to grow strong connections and unified voices. These guiding principles shape every decision we make—including how we lead our national association.

In alignment with this purpose, I am pleased to share a positive step forward in NUCA's leadership structure.

Effective immediately, Chris Barrett has been named Chief Staff Officer (CSO), and beginning October 16, Zack Perconti will join the organization as the Chief Advocacy Officer (CAO).

This dual-leadership model provides NUCA with both operational continuity and external momentum. It clearly defines the Chief Staff Officer's responsibility for internal management and governance, while positioning the Chief Advocacy Officer to focus on advocacy through member engagement and industry influence—resulting in continuing to strengthen the organization.

With Chris's nine-year tenure at NUCA, her deep background in association management, and more than 25 years of executive leadership experience, NUCA benefits from steady, proven leadership. Her role ensures organizational stability, effective Board and Governance support, and sound financial oversight.

This strong foundation enables Zack to fully focus on advancing NUCA's relationships, expanding membership, and strengthening our national presence. Over the last six years, Zack has led NUCA's advocacy and lobbying efforts with distinction, building valuable connections for our members and industry. Now, as CAO, his leadership will accelerate those efforts, ensuring NUCA's voice continues to be heard at the highest levels. NUCA will also continue to engage with Summit Strategies as a trusted partner in our advocacy efforts, further enhancing our reach and impact on behalf of our members.

Together, Chris and Zack form a balanced, complementary leadership team—one that embodies NUCA's purpose and positions us for both continuity and long-term growth.

We look forward to sharing this news with the membership and that announcement will go out tomorrow morning. Thank you for your continued partnership and leadership as we take this important step forward together. Please feel free to contact me with any questions.

With warm appreciation,

Kevin Cripps, Chairman
NUCA National Board of Directors

Executive Committee

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NUCA

TUCSON, ARIZONA

NUCA NATIONAL CONVENTION

FEBRUARY 10-13, 2026 | WESTIN LA PALOMA RESORT & SPA

*Join NUCA's 2026 National Convention
in Tucson, Arizona!*

Supercharge your business at the 2026 NUCA National Convention, February 10-13, 2026, held in the luxurious Westin La Paloma Resort & Spa.

Discover cutting-edge trends, tools, and tech from NUCA National Partners, gain insights from top industry leaders, and build valuable connections.

Enjoy fun extras like our thrilling golf tournament and the 2nd Annual National Equipment Operator Championship! Register today for the 2026 NUCA National Convention and elevate your utility construction business in the year ahead.



Keynote Speakers

David Stillman and
Jonah Stillman



2026 Economic Outlook

Mark Bridgers



Workplace Culture

Wally Adamchik



Operational Best Practices

Tyler Pare

Registration is now open!

Find more information at **NUCADIGS.COM**