SEGA Chairman’s Message

As we approach the end of yet another year, it is my hope that you have had a very productive and prosperous year. This year, like all years, has presented many challenges and issues we have had to deal with in running our businesses, and the road looking forward is paved with more obstacles to come. I want to take the time to share with you some tips someone sent to me which I think are very good in helping to keep (or put back) the joy in the holiday season! Wishing each one you a very Merry Christmas and a prosperous and Happy New Year!

Until next time!

Woody Watters
SEGA Chairman

While ’tis the season to be Merry, for many of us, it’s also a season for stress, anxiety and angst. The holidays can be a joyful time, offering a chance to reconnect with friends and family. But holidays can also be very stressful. You may feel pressure to buy and give gifts that you cannot afford. Often, we put so much pressure to have the “perfect” holiday that it makes the holidays miserable. We forget that love and relationships cannot be bought. The holidays can also be so hectic, and there never seems to be enough time to get things done. We often want to please everyone and meet everyone’s needs and desires. During this time of year, people often resort to bad habits and unhealthy coping mechanisms. We may give into sugar cravings, go for the booze and overdose on caffeine. Often, we get less sleep as we try to fit in every social event, plans and activities into a few weeks. Although the Holidays are about Cheer & Joy, often our emotions are heightened during the Holidays. While they are often exciting and full of fun activities, the Holidays also bring out feelings of loneliness, inadequacy, stress and anxiety. So, let’s get back to enjoying the holidays with the following tips:

- Set a spending limit and stick to it. Lack of money is one of the biggest causes of stress during the holiday season. This year, set a budget, and don’t spend more than you’ve planned. Remember that Christmas is not about Presents!!!!

- Give something personal instead. You can show love and caring with any gift that is meaningful and personal. Think about how you have felt when you have received a gift from the heart rather than a black Friday giveaway. The gift of thought is worth so much more!!!

- Share the tasks. Believe it or not, you don’t have to do everything yourself! Spend time with friends and family while you share tasks like decorating, wrapping gifts and preparing the holiday meal. The holidays are about connecting with those you love!

- Learn to say NO! It’s okay to say “No” to events that aren’t important to you. Let me repeat this again “It is okay to only do the things that are important to you.” This will give you more time to say “yes” to events that you do want to attend. Ask your family what is important to them as well. Do not over commit!!

- Holidays are about making memories!! Don’t get caught up in traditions. It’s ok to make new ones if old ones are impossible this year. It’s about building relationships and making memories with

(Continued on Page 3)
SEGA 2019 OFFICERS

**Chairman of the Board**
Woody Watters
Pensacola Glass Company

**Vice Chairman**
Vacant

**Secretary/Treasurer**
Vacant

SEGA 2019 DIRECTORS

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Thomas Lee, IV, – Lee & Cates Glass
Jeff Miller – Lore L. Ltd.
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SOUTHEAST GLASS ASSOCIATION
CALENDAR OF EVENTS 2019

**January**
9–11 .......... CILB Board of Director’s and Committee Meetings, The Lodge & Club, Ponte Vedra Beach

**February**
13–15 .......... CILB Board of Director’s and Committee Meetings, Plantation on Crystal River, Crystal River

**March**
13–15 .......... CILB Board of Director’s and Committee Meetings, Sheraton Orlando North, Maitland

**April**
10–12 .......... CILB Board of Director’s and Committee Meetings, Hampton Inn & Suites Bradenton Downtown, Bradenton,

**May**
14–16 .......... CILB Board of Director’s and Committee Meetings, Marriott Resort Hutchinson Island, Stuart

**June**
12–14 .......... CILB Board of Director’s and Committee Meetings, One Ocean Resort & Spa, Atlantic Beach

**July**
10–12 .......... CILB Board of Director’s and Committee Meetings, The Biltmore Hotel, Coral Gables

**August**
14–16 .......... CILB Board of Director’s and Committee Meetings, One Ocean Resort & Spa, Atlantic Beach

**September**
11–13 .......... CILB Board of Director’s and Committee Meetings, Marriott Resort Hutchinson Island, Stuart

**October**
9–11 .......... CILB Board of Director’s and Committee Meetings, Hampton Inn & Suites Bradenton Downtown, Bradenton

**November**
14–16 .......... CILB Board of Director’s and Committee Meetings, The Shores Resort, Daytona Beach

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Please submit your news releases, articles and comments for this publication to the SEGA office, attention: Julie, 231 West Bay Avenue, Longwood, FL 32750–4125. Advertising Space is also available. Please call the SEGA office at (407) 831–7342 for current rates and information.
2019 Legislative Committee Meeting Schedule Set

On November 20, 2018, Florida Senators and Representatives met in Tallahassee for an Organizational Session. The 2019 Senate President is Bill Galvano (R – Bradenton) and Speaker of the House of Representatives is Jose Oliva (R – Miami Lakes).

The 2019 Committee Meetings and Legislative Session Dates are as follows:

Committee Meeting Weeks
January 7–11
January 22–25
February 4–8
February 11–15
February 18–22

Legislative Session
First Day – March 5
Last Day – May 3

Senator Bill Galvano Unanimously Elected Senate President

Senator Bill Galvano (R – Bradenton) was
unanimously elected President of the Florida Senate for the 2018–2020 Legislative Term. Senator David Simmons (R – Longwood) was elected President Pro Tempore. Pursuant to the Florida Constitution, the Florida Legislature convenes 14 days following the general election for the purpose of organization, election of officers and adoption of rules.

Excerpts from President Galvano’s acceptance speech as prepared for delivery are below.

“It has been a long election cycle, vigorously fought, and the voters have spoken, as is the cornerstone of our democracy. But, now it is time to move forward united in the purpose of serving, to the absolute best of our ability, the people of Florida.

“As we exchange ideas, debate the issues, and yet our would-be laws, I ask that we do so with civility and with the honor that is worthy of the Florida Senate, and let us extend that honor and decorum to our interactions with our friends in the House, our Governor, our Cabinet, and most certainly with our constituents.

“As Senate President, I have little ability to change the national discourse or to stem the tide of modern-day incivility that has become so pervasive in an era of social media and the 24-hour news cycle. But I can tell you that while I am serving as Senate President, the Florida Senate will have civility, transparency, candor, and opportunity. Including opportunity for the people of Florida to be heard. Together, we can strive to be an example other states and governments can follow as to how to focus on policy, not politics and on service, not severance.

“As we are gathered here today, I cannot fully predict what challenges lie ahead. Yes, it is necessary for us to plan, but it is equally necessary for us to be agile and ready to respond. In the sixteen years that I have served Florida in the legislature I can tell you that nothing ever has played out as predicted. Many of the major issues we will deal with have yet to reveal themselves. Last session was certainly no exception.

“In addition, we must begin with the state as it is on this day. As my late father said: “Play the hole you are on.” We must address the issues at hand, starting with the aftermath of Hurricane Michael. By all accounts, an aftermath costing billions of dollars that will impact our budgetary and policy decisions out of the gate. Senator Gainer, Senator Broxson and Senator Montford, your constituents were at ground zero. Thank you for your leadership.

“Despite this devastating storm and the long-lasting impacts facing our state, as well as other challenges, we have much to be proud of and many reasons to be optimistic. Private sector job growth in Florida continues to outpace the nation. Unemployment is at the lowest point in over a decade. And, after reducing debt by $10 billion since December 2010, for the first time in our state’s history, Florida has an AAA bond rating with all three rating agencies.

“All of these indicators give us reason to be optimistic and inspired to build on our past decisions to keep taxes low, regulations reasonable, and to set aside ample reserves, while making smart investments in essential government services, including services for servicemen and women, veterans, and first responders, persons with unique abilities, children and our elderly. By being disciplined we will keep our state strong and in a position where families find prosperity and where private sector innovators come to start, expand and grow their businesses.

“And as we prioritize, I still believe that the future of Florida’s economy and the ability to expand and diversify its economy is tied to the strength of our infrastructure and our investment therein. At all levels, from transportation to water to communications. Let us together think innovatively when it comes to infrastructure, so we are not just addressing the needs of today, but anticipating the needs of the tomorrow.

“As we move towards the year 2020, may we have 20/20 vision to enable us to see well into the future. Recent estimates indicate over the next six years, our state will gain over 850 people a day, effectively adding a population equal to a city slightly larger than Orlando every year. We must be ready. I respectfully challenge you all to lead with this reality in mind. We have great opportunity. Now it is time to move to the next level.

“With the proper planning we can attract technology, not just tourists. We can be the target for venture capital, job creators and startups. Let us together develop ideas, supporting and working with our schools, colleges, and universities to ensure the necessary flexibility to students and their families to be a part of this vision. Hand-in-hand with a growing and diversifying economy is a well-trained, skilled workforce, with a nexus to economic demands.
“Together we can find ways to maximize our technical colleges and our state colleges to meet these demands. Our goal should continue to be job growth, but with a focus on higher paying, skilled jobs. I will also continue to seek the leadership in this chamber to provide economic opportunities to our rural communities that make up the spine of our state. I ask for your leadership to diversify, support research, strengthen, and welcome new technologies in agriculture. And, let us take renewed interest in the timber industry and other impacted crops in the wake of Hurricane Michael.

“In light of today’s world, we must also continue to find ways to improve our security at all levels, including cyberspace and unfortunately in our schools. Let us do what is necessary to be prepared and structurally sound. And we must not forget to address the root of our risks, including hate, mental illness, and addiction. Together we can continue to do our part to provide security for the people of this state.

“The people of this state have added their own agenda through amendments to our constitution. We have both opportunity and work to do in implementing them. I expect that we will work diligently with our partners in the House to fulfill the will of the people.

“I know the drive and dedication coupled with the diversity of backgrounds that make up the Senate will get us there on these and myriad other issues. We have the tools and assets. We are all eager to begin our work in earnest together.”

Senator William Saint “Bill” Galvano and his family are longtime residents of Bradenton, Florida. Senator Galvano and his wife Julie have three children, Michael, William, and Jacqueline. Elected to the Florida Senate in 2012 and reelected subsequently, Senator Galvano currently represents Senate District 21, which consists of Manatee County and part of Hillsborough County. Senator Galvano has held several leadership positions in the Senate, including serving a term as Senate Majority (Republican) Leader from 2014–2016, under Senate President Andy Gardiner. Senator Galvano previously served in the Florida House of Representatives from 2002–2010, during which he served a term as Chair of the House Rules and Calendar Council from 2008–2010. A graduate of Manatee Community College, the University of Florida, and the University of Miami Law School, Senator Galvano is a partner with the law firm Grimes Goebel Grimes Hawkins Gladfelter & Galvano of Bradenton.

‘Bundled” Ballot Measures Eyed by Senate
By – News Service Florida
The Florida Senate could be ready to move quickly on proposals that seek a single-subject requirement for constitutional amendments placed on the ballot in the future by the Florida Constitution Revision Commission. The Senate Judiciary Committee on January 7 is scheduled to take up two similar proposals (SJR 74 and SJR 86) that target what are known as “bundled” ballot measures. The issue drew attention this year after the Constitution Revision Commission bundled seemingly unrelated issues into single amendments. As an example, one amendment that was approved by voters November 6 combined a ban on offshore oil drilling with a ban on vaping or use of electronic cigarettes in workplaces. The Constitution Revision Commission, a 37-member panel that meets every 20 years, has unique powers to place measures on the ballot. The commission will not meet again until 2037 in advance of placing measures on the 2038 ballot. But the Senate proposals, filed by Senator Rob Bradley (R – Fleming Island) and Senator Jose Javier Rodriguez (D – Miami) could go before voters in 2020 and, if approved, would apply to the 2037–2038 Constitution Revision Commission. Both proposals would require Constitution Revision Commission measures to “embrace but one subject.” The Judiciary Committee will consider the proposals as lawmakers prepare for the 2019 legislative session, which starts on March 5.

A Tallahassee Legend Passes
By – News Service Florida
Thomas Kent “T.K.” Wetherell was recently remembered as an athlete, an academic, a clever legislator, a crafty dealmaker and a country boy who could be colorful with his words.

The former state House speaker from Daytona Beach who went on to become president of his alma mater, Florida State University, was noted for having four “F’s” in his life: faith, family, friends and FSU, in that order.

Wetherell was also known for his love of country
music, fried food, Blue Bell ice cream, NASCAR, hunting and fishing, said Bill Smith, president and CEO of Capital City Bank who is involved with the Florida State Athletic Board and The Florida State University Student Investment Fund.

“He played that country boy up naturally, but it was a disguise,” Smith said. “He was always three steps ahead of the crowd. The boy was smart.”

Wetherell, who served as speaker from 1990 to 1992, died Sunday, December 16, 2018, after a long battle with cancer.

Wetherell, who would have turned 73 on Saturday, attended Florida State on a football scholarship from 1963 to 1967, while earning bachelor’s, master’s and doctorate degrees from the school.

Wetherell went on to serve in the House from 1980 to 1992 and had a long career in education. He was provost and dean at Daytona State College and an associate professor of education at Bethune–Cookman University before becoming president of Tallahassee Community College in 1995. He served as FSU president from 2003 to 2010.

Richard Corcoran Returns
By – News Service Florida
The Florida Board of Education on Monday unanimously approved the appointment of former House Speaker Richard Corcoran as the next state education commissioner.

Corcoran, a Land O’ Lakes attorney who served as a Republican House speaker from 2016 until last month, will succeed Pam Stewart, a veteran educator who has led the Department of Education since 2013. Stewart will step down on January 8.

The appointment of Corcoran, who has scant education experience but a lengthy political resume, was all but assured when DeSantis announced his support for the former lawmaker. As speaker, Corcoran made a top priority of expanding charter schools and using voucher-like programs to send students to private schools.

“Richard will be a bold leader committed to the success of students, parents, and teachers,” DeSantis said in a congratulatory tweet recently.

Corcoran has clashed with the Florida Education Association, a statewide teachers union. In part, he backed a law that will force local teachers’ unions to disband if their membership falls below 50 percent of the employees they represent in the collective-bargaining process.

Fedrick Ingram, president of the union, said he was “disappointed” in the state board’s decision but is hoping for a more “collaborative” relationship with Corcoran. The union has invited Corcoran to visit schools to see successful programs, which Corcoran said he would like to do.

“If you don’t bring all stakeholders to the table, then our children are in the balance,” Ingram said.

Ingram said teachers want Corcoran to address issues like the amount of testing students face, class sizes and the need to recruit and retain teachers.

“The fact that he is not an educator doesn’t mean he can’t do the job. But he’s got some learning to do,” Ingram said.

Corcoran said he is a strong supporter of traditional public schools as well as being an advocate for “choice” programs like charter schools and vouchers.

He said his initial agenda as commissioner would mirror policies outlined by DeSantis in this year’s gubernatorial campaign. The priorities include the expansion of vocational and technical programs, curriculum improvements, revising education standards and making sure 80 percent of education funding is spent in classrooms.

“Those are bold, optimistic visions on (the governor’s) part. I share it,” Corcoran said.

Scott Leaves Office with Low Unemployment Rate
Governor Rick Scott will exit the governor’s mansion proclaiming an unemployment rate that is nearly eight percentage points lower than when he moved in.

The state Department of Economic Opportunity on
Friday said Florida’s estimated jobless rate was 3.3 percent in November, down from 3.4 percent a month earlier.

The state figure, which is below the nation’s 3.7 percent jobless rate, represents 335,000 Floridians qualifying as being unemployed from a labor force of 10.26 million.

When Scott was sworn into the governor’s office in January 2011, the state’s jobless mark stood at 11.1 percent. The national mark at the time — as Florida and the rest of the country recovered from a deep recession — was 9.4 percent.

Scott, who had never held public office, pinned his 2010 gubernatorial campaign on creating jobs, using the theme, “Let’s Get to Work.” His tenure in office also coincided with broader national job growth.

“Being governor is the best job in the world, and I am excited about the economic success that Florida has been able to achieve over the past eight years,” Scott, who will move to the U.S. Senate in January, said in a prepared statement Friday.

The state’s peak unemployment from the recession was 11.3 percent in January 2010, three months before Scott opened a campaign account to run for governor. His platform included a seven-step economic program that “over a 7-year period — will have a positive economic impact and create over 700,000 jobs for the state of Florida.”

The target was at one time “on top of what normal growth would be.”

On Friday, the governor’s office said Florida businesses have created more than 1.67 million private-sector jobs since December 2010, with the state’s employment growth rate outpacing the nation in 79 of the past 80 months. The outlier month was September 2017, when Hurricane Irma swept through the state.

The latest numbers from the Department of Economic Opportunity — based on separate surveys of households and employers — were driven by an increase in leisure and hospitality jobs, up 53,200 over the past year. Next highest were education and health services jobs, up 50,700 positions, followed by professional and business services, 45,400 jobs, and construction, 32,900 jobs.

Government jobs, mostly at the local level, fell by 9,600 in the same period.

Across the state, Monroe County, which includes the Florida Keys, had the lowest jobless mark in November, 2.4 percent, followed by St. Johns and Okaloosa counties at 2.5 percent.

At the other end were two counties directly hit by Hurricane Michael in October. Gulf County’s jobless mark stood at 8.4 percent, up from 2.8 percent in the report for October. Bay County, which also was at 2.8 percent in October, jumped to 6.1 percent in November.

The statewide unemployment rate is seasonally adjusted, while the local rates are not.

State Minimum Wage Increasing Again for 2019

Starting January 1, 2019, the Florida Minimum wage will increase $.21, from $8.25 an hour to $8.46 an hour. The cash wage for tipped employees is also increasing, from $5.23 an hour to $5.44 an hour.

With this change to the Florida minimum wage, all Florida employees will be required to display a new minimum wage poster for 2019.

If you have any question about minimum wage and how it affects your business, please call the SEGA offices at (407) 831–7342.

Justices Reject Quick Decision for Wage Fight

In September, the Florida Supreme Court rejected a request by the city of Miami Beach for quick action in a battle about the legality of a local minimum wage.

The city this month asked the Supreme Court to “expedite” consideration of its challenge to a lower-court decision that blocked the minimum wage.

But the Supreme Court, in a 5–2 decision, turned down the request. Chief Justice Charles Canady and justices Peggy Quince, Ricky Polston, Jorge Labarga
and Alan Lawson were in the majority, while justices Barbara Pariente and R. Fred Lewis dissented. The one-page order did not explain the court’s reasoning.

The underlying case stems from an ordinance that Miami Beach passed in 2016 to phase in a higher minimum wage. The ordinance had been planned to set the minimum wage in the city at $10.31 an hour this year, with annual incremental increases to $13.31 an hour in January 2021.

The statewide minimum wage this year is $8.25 an hour. But opponents such as the Florida Retail Federation, the Florida Chamber of Commerce and the Florida Restaurant & Lodging Association challenged the legality of setting a local minimum wage. The Third District Court of Appeal agreed with the opponents, leading Miami Beach to take the case to the Supreme Court.

The city asked the Supreme Court to rule by January 1, which could allow a higher minimum wage to take effect at the start of the new year if the city wins the case. But attorneys for the state and business groups objected to speeding up consideration of the case.

“Petitioner (Miami Beach) fails to demonstrate that this case merits special treatment,” Attorney General Pam Bondi’s office argued in a brief. “Every time this (Supreme) Court reviews a lower court’s decision, a party has lost and is dissatisfied with the status quo. This is no less true of cases involving the validity of a state law or local ordinance, or cases that otherwise are of public interest. Petitioner’s basis for its request boils down to an assertion that whenever a law or ordinance is enjoined by a lower court and this (Supreme) Court grants review, it should rush the briefing and decision-making process and prioritize the timing over the quality of its decision.”

OSHA Proposes Revised Beryllium Standard for General Industry
OSHA issued a proposed rule on December 10 to revise the beryllium standard for general industry. The proposed changes are designed to clarify the safety standard and improve compliance. The proposed rule would amend selected paragraphs of the standard, and also replace Appendix A, Operations for Establishing Beryllium Work Areas. Comments on the proposed rule must be submitted by February 9, 2019. For more information, please click here.

OSHA Launches Program to Target High Injury and Illness Rates
OSHA is initiating the Site–Specific Targeting Program to target workplaces with high injury rates for inspection. Using injury and illness information electronically submitted by employers for calendar year 2016, OSHA will inspect establishments that should have provided 300A data, but did not. This program helps OSHA ensure that employers provide safe and healthful workplaces by directing enforcement resources to those workplaces with the highest rates of injuries and illnesses. For details on the program, and recordkeeping and reporting requirements, please click here.

OSHA Issues Memorandum Clarifying Position on Incentive Program Drug Testing
OSHA issued a memorandum clarifying the agency’s position that its rule prohibiting employer retaliation against employees for reporting work–related injuries or illnesses does not prohibit workplace safety incentive programs or post–incident drug testing. The department believes that many employers who implement safety incentive programs and/or conduct post-incident drug testing do so to promote workplace safety and health. Action taken under a safety incentive program or post–incident drug testing policy would only violate OSHA’s anti–retaliation rule if the employer took the action to penalize an employee for reporting a work–related injury or illness rather than for the legitimate purpose of promoting workplace safety and health. For more information, please click here for the memorandum.
OSHA Announces National Safety Stand-Down to Prevent Falls May 6–10, 2019

Employers and workers are invited to participate in the fourth annual National Safety Stand-Down to Prevent Falls in Construction, May 6–10, 2019. The weeklong outreach event encourages employers and workers to pause during the workday to discuss fall hazards and how to prevent them. Falls are the leading cause of death in the construction industry, accounting for 37 percent of fatalities industry-wide. For resources on fall prevention, please click here.

IRS Announces 2019 Mileage Rates

The Internal Revenue Service (IRS) has issued the 2019 standard mileage rates. Beginning on January 1, 2019, the standard mileage rates for the use of a car, van, pickup or panel truck will be $.58 cents per mile for business miles driven (up from 54.5 cents in 2018).

Florida Workers’ Compensation Decreasing Again in 2019

Florida workers’ compensation rates are going down again next year, the third decrease in the two years since significant Florida Supreme Court decisions created concern and uncertainty over future of the state’s workers’ comp system.

According to an order from Florida Insurance Commissioner David Altmaier, the National Council on Compensation Insurance’s (NCCI) 2019 rate filing proposing a 13.4 percent decrease will be approved if amended to a slightly larger workers’ compensation rate decrease of 13.8 percent by November 7, 2018. The extra .4 percent decrease is attributed in part to a difference in insurers’ profit and contingencies provision, OIR noted in the order.

Approval of the revised rate decrease is contingent on the amended filing being submitted with changes as stipulated within the order. If approved by OIR, the revised rate decrease would become effective on Jan. 1, 2019, for new and renewal business.

The experienced-based filing by NCCI proposes a decrease in rate level based on data as of year-end 2017 from policy years 2015 and 2016, which show continued significant improvement in loss experience, OIR noted of NCCI’s August filing. The improved loss experience is partly attributed to a decline in claim frequency, due in part to safer workplaces, enhanced efficiencies in the workplace, and increased use of automation and innovative technologies, OIR said in its order. NCCI expects the decline to continue in the future and is not unique to Florida.

As requested by OIR, NCCI said in its initial 2019 rate filing that 50 percent of the data analyzed relates to policies that became effective after two decisions from the Florida Supreme Court – Castellanos v. Next Door Company and Westphal v. City of St. Petersburg – and that these decisions are “now exerting upward pressure on system costs,” and “will continue to influence Florida workers’ compensation rates.”

OIR said in its order that even after considering the impact of the Castellanos and Westphal decisions, other factors in the marketplace – such as reduced assessments, increases in investment income, and the decline in claims frequency – combined to contribute to the indicated decrease.

However, OIR noted that any future rate filings must include additional quantitative analysis to determine the effect the Castellanos decision is having on the Florida workers’ compensation market.

“The analysis may include alternative data sources and should examine changes to the Florida workers’ compensation market that are attributed to or observed as a result of the recent court decisions,” the order states.

The changes should include the reopening of claims from older years, changes in reserves or payment patterns, changes to claim closure or settlement rates,
changes to claim frequency and severities, increasing attorney involvement and fees paid to attorneys.

The 2016 Castellanos and Westphal decisions created panic in the workers’ compensation space because they undid a primary cost-reduction component of reforms passed by Florida lawmakers in 2003. The initial response from NCCI and regulators was a steep rate increase of 14.5 percent for 2017.

In the Castellanos decision, which has been the main driver of concern and accounted for most of the 2017 rate increase, the state’s high court found the state’s mandatory attorney fee schedule unconstitutional as a violation of due process under both the Florida and United States Constitutions. In the Westphal decision, the court found the 104-week statutory limitation on temporary total disability benefits unconstitutional because it said it causes a statutory gap in benefits. The court reinstated a previous 260-week limitation.

“In 2016, [the Supreme Court decisions] resulted in changes to the Florida workers’ compensation landscape,” NCCI said in its August filing. “… However, the favorable loss experience in policy years 2015 and 2016 has more than offset the combined cost increases that have emerged from those court decisions.”

The 2017 policy year will be the first full year since Castellanos, but NCCI said the full effects of that decision will not materialize for several years to come.

NCCI said the workers’ compensation reforms passed in 2003, namely the caps on attorney fees that were instituted and found unconstitutional in 2016 by the Florida Supreme Court, had led to a 60 percent reduction in rates by 2015.

But since the initial 14.5 percent rate increase in 2017, workers’ comp rates in Florida have decreased. A 9.5 percent decrease was approved for 2018 and an additional 1.8 percent rate decrease was approved in May as a result of the Federal Tax Cuts and Jobs Act.

Click here to preview the Florida Workers’ Compensation Rate Order 2019.

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Division of Workers’ Compensation Offers Free Classes

The Florida Department of Financial Services, Division of Workers’ Compensation, is offering free classes regarding Florida’s workers’ compensation laws and workplace safety to business owners, licensed contractors and employers.

Workers’ compensation topics covered include:

- Review of Key Statutory Definitions
- Contractor Responsibilities
- Exemptions
- Insurance Coverage Requirements
- Enforcement Provisions

Workplace safety topics presented by OSHA (U.S. Dept. of Labor, Occupational Safety and Health Administration) include:

- Direct and Indirect Costs
- Inspections
- Florida Fatalities

The following is a list of dates and times for future sessions.

**January 22, 2019**
Fort Myers
9:00 a.m. – 12:00 noon
State of Florida Office Building
2295 Victoria Avenue, Room 165A
Fort Myers, FL 33901

**January 23, 2019**
2:00 p.m. – 3:00 p.m. EST
Workers’ Compensation
WEB Based class

**January 24, 2019**
2:00 p.m. – 3:00 p.m. EST
Workplace Safety
WEB Based class

**February 12, 2019**
Tampa
9:00 a.m. – 12:00 noon
State of Florida Park Trammel Building
1313 North Tampa Street, Suite 608
Tampa, FL 33603
February 13, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workers’ Compensation  
WEB Based class

February 14, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workplace Safety  
WEB Based class

February 21, 2019  
Miami  
9:00 a.m. – 12:00 noon  
State of Florida Rhode Building  
401 N.W. 2nd Avenue, South Tower, Room N-106  
Miami, FL 33128

March 5, 2019  
Orlando  
9:00 a.m. – 12:00 noon  
State Office Florida Hurston Building  
400 West Robinson Street, North Tower, N-101  
Orlando, FL 32801

March 6, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workers’ Compensation  
WEB Based class

March 7, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workplace Safety  
WEB Based class

April 10, 2019  
Jacksonville  
9:00 a.m. – 12:00 noon  
Jacksonville Regional Service Center  
921 North Davis Street, Building B, Suite 301  
Jacksonville, FL  32209

April 17, 2019  
Pensacola  
9:00 a.m. – 12:00 noon  
Division of Workers’ Compensation  
610 East Burgess Road  
Pensacola, FL  32504

April 17, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workers’ Compensation  
WEB Based class

April 18, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workplace Safety  
WEB Based class

May 7, 2019  
Tampa  
9:00 a.m. – 12:00 noon  
State of Florida Park Trammel Building  
1313 North Tampa Street, Suite 605  
Tampa, FL 33603

May 7, 2019  
Miami  
9:00 a.m. – 12:00 noon  
State of Florida Rhode Building  
401 N.W. 2nd Avenue, South Tower, Room N-106  
Miami, FL 33128

May 8, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workers’ Compensation  
WEB Based class

May 9, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workplace Safety  
WEB Based class

June 12, 2019  
Lantana  
9:00 a.m. – 12:00 noon  
Gold Coast Schools  
6216 South Congress Avenue, Classroom A  
Lantana, FL 33462

June 12, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workers’ Compensation  
WEB Based class

June 13, 2019  
2:00 p.m. – 3:00 p.m. EST  
Workplace Safety  
WEB Based class

June 19, 2019  
Tallahassee  
9:00 a.m. – 12:00 noon  
Division of Workers’ Compensation  
2012 Capital Circle, S.E., Hartman Building, Room 102  
Tallahassee, FL 32399
June 25, 2019
Orlando
9:00 a.m. – 12:00 noon
State Office Florida Hurston Building
400 West Robinson Street, North Tower, N–105
Orlando, FL 32801

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

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

Registered Contractor License Renewal Reminder
Just a reminder that the Registered Contractor licenses issued by the Department of Business and Professional Regulation (DBPR) are up for renewal on August 31, 2019.

Current law requires licenseholders to obtain 14 hours of continuing education with at least one hour in workplace safety, one hour in workers’ compensation, one hour in business practices, one hour in the advance building code module, one hour in laws and rules (Chapter 489) and one hour in wind mitigation (this requirement only affects general, residential, building, roofing and glass and glazing contractors).

CILB Update
ADVERTISING: Signs to Social Media, License Numbers Required!
Advertising is important to Florida contractors and can make the difference between a great business year and just making ends meet. Florida contractors have many new ways of promoting their businesses with the increased use of internet websites and the advent of social media technologies. As advertising evolves, it is important for Florida contractors to remember that their license number must be included in all offers of service, bids, business proposals, contracts or advertisements, regardless of the medium. Pursuant to Rule 61G4-12.011, F.A.C., advertisements include any electronic media including Internet sites. So please remember to include your license number on your websites, social media pages and other advertisements.

If you have any questions regarding advertising requirements please review the Construction Industry Licensing Board’s FAQs or you may contact the DBPR’s Customer Contact Center at (850) 487–1395.

Merry Christmas and
Happy New Year