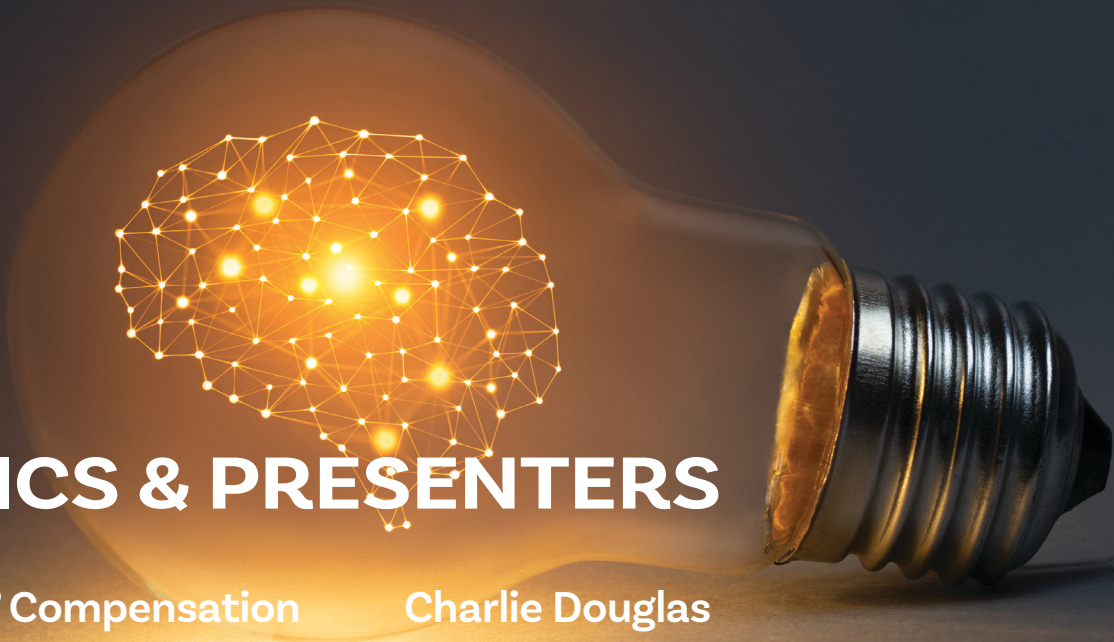


SUCCESS 2024

We are thrilled you joined us
for this exciting event!

Welcome,

Mike Holt



TOPICS & PRESENTERS

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

Charlie Douglas
Mario Valdes
Brian House
Brian House
Mike Holt



Welcome, We're glad to have you here!

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Charging stations are available at the back of the classroom.

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

Thanks for being part of our seminar. Below you will find the links for all the documents referenced during this event. Please enjoy them, and feel free to print for future reference.

Here is how to get the most out of this program:

1. Take notes. It will be easier for you to remember the core concepts later on if you take active notes.
2. Write down any actions you want to take that would apply to your business or the way you think of them.
3. Stop off your phone and any technology out of respect for yourself and for your neighbor.
4. Connect with others during the break. The relationships you make here can really propel your business forward.

Handouts Advanced Code Module Florida Building Code Florida Electrical Contractors Licensing Board Florida Laws Chapter 405 Florida Statute 471.203 Engineering Limits Workplace Safety Resources Domestic Accidents OSHA 2-Tool Safety Meeting Minutes [word] Safety Partner Consultation Resources	Surveys Your feedback is important to us. Use the electronic survey link below, or the printed Evaluation sheet in your seminar handouts folder. Day 1: Presenter Business Skills/Safety Day 2: Presenter 2023 NEC and Overall	EXCLUSIVE SEMINAR DISCOUNT Save 50% on video libraries and 25% off all books. Use Code: LIVE24 CLICK HERE
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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	Workers' Compensation	Charlie Douglas
9:00–9:50	FL Building Code	Mario Valdes
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	



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.

During law school at the University of Florida, 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 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 two sons. They enjoy family trip getaways to Disney World and other amusement parks.



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.

**WORKERS' COMPENSATION
LAW**



2024

1

**FLORIDA WORKERS'
COMPENSATION LAW**

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.*



2

A TRADEOFF



- EMPLOYEE GIVES UP A RIGHT TO A COMMON-LAW ACTION FOR NEGLIGENCE AGAINST EMPLOYER OR CO-WORKER . . .

3



A TRADEOFF

- IN EXCHANGE FOR STRICT LIABILITY AND THE RAPID RECOVERY OF BENEFITS.

4

AN EXCEPTION...



CLAIM AGAINST AN EMPLOYER AND AN EMPLOYEE CAN SUE HIS EMPLOYER FOR AN INTENTIONAL TORT

5

WHAT IS “INTENTIONAL”?

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

WHAT IS “INTENTIONAL”?

- THE EMPLOYEE WAS NOT AWARE OF THE RISK BECAUSE THE DANGER WAS NOT APPARENT AND,

7

WHAT IS “INTENTIONAL”?

- THE EMPLOYER DELIBERATELY CONCEALED OR MISREPRESENTED THE DANGER SO AS TO PREVENT THE EMPLOYEE FROM EXERCISING AN INFORMED JUDGMENT AND,

8

WHAT IS “INTENTIONAL”?

- THE CONDUCT WAS A LEGAL CAUSE OF THE EMPLOYEES' INJURY OR DEATH.

9



BUT . . .

EMPLOYEE CAN STILL SUE A THIRD-PARTY FOR NEGLIGENCE
10

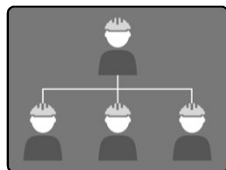
WHO MUST HAVE IT?



- EVEN ONE EMPLOYEE IN CONSTRUCTION INDUSTRY
- NON-CONSTRUCTION INDUSTRY FOUR OR MORE EMPLOYEES
- AGRICULTURAL INDUSTRY IS SIX OR MORE EMPLOYEES¹¹

SUBCONTRACTORS

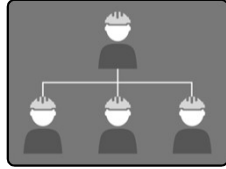
CONTRACTORS ARE REQUIRED TO MAKE CERTAIN THAT ALL SUBCONTRACTORS HAVE THE REQUIRED WORKERS' COMPENSATION INSURANCE BEFORE THEY BEGIN WORK ON A PROJECT. SEE 69L-6.032 FLORIDA ADMINISTRATIVE CODE.



12

SUBCONTRACTORS

IF THE SUBCONTRACTOR DOES NOT HAVE WORKER'S COMPENSATION INSURANCE, THEY BECOME THE EMPLOYEE OF THE CONTRACTOR. THE CONTRACTOR IS RESPONSIBLE FOR PAYING BENEFITS FOR THE WORK-RELATED INJURY, ILLNESS OR FATALITY.



13



PENALTIES FOR

- UNDERSTATING OR CONCEALING PAYROLL
- IGNORING STOP-WORK ORDER
- DISCHARGE OR THREATEN TO DISCHARGE AN EMPLOYEE FOR FILING OR ATTEMPTING TO FILE A WORKER'S COMP CLAIM
- MISCLASSIFY AN EMPLOYEE AS AN INDEPENDENT CONTRACTOR

14

DISQUALIFICATIONS

- EMPLOYEE MUST REPORT WITHIN 30 DAYS
- CAN'T BE INTOXICATED/UNDER THE INFLUENCE AT TIME OF INJURY



DISQUALIFICATIONS

- 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

16

Medical



MEDICAL TREATMENT

- WORKER'S COMP CARRIER CHOOSES
- ONE TIME CHANGE OF MEDICAL PROVIDER
- CHIROPRACTOR—LIMITS

17

CLAIM ADMINISTRATION



- 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

18

INJURED WORKER DUTIES

- REPORT INJURY TO EMPLOYER WITHIN 30 DAYS OF INJURY OR DOCTOR DIAGNOSIS
- SEE A DOCTOR AUTHORIZED BY EMPLOYER – NOT WORKER'S PERSONAL DOCTOR
- CONTACT EMPLOYER AND INSURANCE COMPANY ON DOCTOR'S DIAGNOSIS AND ABILITY TO RETURN TO WORK 19

BENEFITS AVAILABLE TO INJURED WORKER

- 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 20

EXEMPTIONS

- 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

21

EMPLOYER DUTIES

- 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

22

HEALTHCARE PROVIDER DUTIES

- OBTAIN AUTHORIZATION FROM INSURER BEFORE PROVIDING TREATMENT ON INJURED WORKER (UNLESS AN EMERGENCY)
- ONLY PROVIDE TREATMENT THAT HAS BEEN AUTHORIZED OR IS MEDICALLY NECESSARY
- IDENTIFY WORK LIMITATIONS AND RESTRICTIONS FOR THE INJURED WORKER
- COOPERATE IN DISPUTES ABOUT MEDICAL BILL REIMBURSEMENTS

23

INSURANCE PROVIDER DUTIES

- 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

24

**RECENT CHANGES TO
WORKER'S COMP
LAWS**

- 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



25

**CASTELLANOS V. NEXT DOOR CO.,
192 SO. 3D 431 (FLA. 2016)**

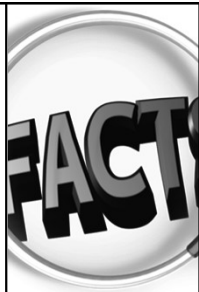
ISSUE FOR THE FLORIDA SUPREME COURT:

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.



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.)



27

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.”

28

RULING

- THE IRREBUTTABLE PRESUMPTION IN THE STATUTORY FEE SCHEDULE VIOLATED DUE PROCESS
- THEREFORE, THE PRIOR STATUTE ALLOWING COURTS TO LOOK INTO REASONABLENESS OF FEES WAS REINSTATED.



29

WESTPHAL V. CITY OF ST. PETERSBURG,
194 SO. 3D 311 (FLA. 2016)

ISSUE: WHETHER SECTION 440.15(2)(A) FLA. STAT. (2009) WHICH CUTS OFF DISABILITY BENEFITS AFTER **104 WEEKS** FOR **TEMPORARY, TOTALLY DISABLED** WORKERS INCAPABLE OF WORKING, BUT WHO HAVE NOT YET REACHED MAXIMUM MEDICAL IMPROVEMENT VIOLATED THE CONSTITUTION?

30

WESTPHAL CONT.

- COURT'S CONCERNS: GAP CREATED BY LAW "DEPRIVES A SEVERELY INJURED WORKER OF DISABILITY BENEFITS AT A CRITICAL TIME, WHEN THE WORKER CANNOT RETURN TO WORK AND IS TOTALLY DISABLED, BUT THE WORKER'S DOCTORS — CHOSEN BY THE EMPLOYER — DETERMINE THAT THE WORKER HAS NOT REACHED MAXIMUM MEDICAL IMPROVEMENT."

31

WESTPHAL CONT.



HOLDING: SECTION OF THE LAW VIOLATED ARTICLE I, SECTION 21 OF THE FLORIDA CONSTITUTION- RIGHTS RELATING TO ACCESS TO COURTS

32

COURSES REVERSED AGAIN



- REMEDY: FLORIDA SUPREME COURT REVIVED THE PRIOR STATUTE [440.15(2)(A) (1994)] WHICH EFFECTIVELY INCREASED THE LIMITATION ON PAYOUTS TO TEMPORARY, TOTALLY DISABLED WORKERS TO 260 WEEKS (5 YEARS).
- IMPACT- THE IMMEDIATE IMPACT WAS SLOW DOWNS IN PAID OUT 2.5 AND HIGHER PRESUMED COSTS FOR INSURANCE COMPANIES WHICH WERE PASSED THE ONTO THE CONSUMER (INSURED).

33

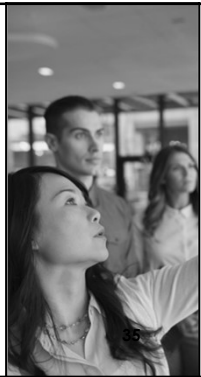
REACTIONS



- “[WE] ARE DISAPPOINTED IN TODAY’S DECISION AS IT COULD SIGNIFICANTLY HURT THE FLORIDA BUSINESS COMMUNITY.” (PROPERTY CASUALTY INSURERS ASSOCIATION OF AMERICA)
- “[THE] DECISION IS JUST ONE MORE BLOW FROM THE SUPREME COURT THAT POSES A VERY REAL THREAT TO SMALL BUSINESS OWNERS’ ABILITY TO EMPLOY FLORIDIANS ... IT WILL ALMOST CERTAINLY CAUSE WORKERS’ COMPENSATION COSTS TO INCREASE.”(NATIONAL FEDERATION OF INDEPENDENT BUSINESS/FLORIDA)

34

WHAT DOES THIS MEAN FOR BUSINESSES?



- ATTORNEY’S FEES AWARDS MAY WELL EXCEED RECOVERY IN CERTAIN CASES = HIGHER COSTS FOR INSURANCE COMPANIES = PASS 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
- 10.1 % AVG. STATEWIDE RATE INCREASE FROM THE ATTORNEY’S FEES RULING IN CASTELLANOS



INITIAL RATE INCREASES

- 2.2% AVG. STATEWIDE INCREASE FROM RULING IN WESTPHAL
- 1.8% AVG. STATEWIDE INCREASE FROM UPDATES WITHIN THE FLORIDA WORKER'S COMPENSATION HCPR MANUAL.



RATES HAVE BEEN COMING DOWN



NOVEMBER 6, 2019, THE RATES WERE REDUCED TO 7.5%
ON JAN. 1, 2021, THE ORDER BY FLORIDA INSURANCE COMMISSIONER DAVID ALTMAIER APPROVING THE STATEWIDE AVERAGE REDUCTION OF 6.6% IN WORKERS' COMPENSATION RATES WILL TAKE EFFECT.
ON JAN. 1, 2022, RATES FELL ANOTHER 4.9%

38

RATES HAVE BEEN COMING DOWN



JANUARY 1 2023, RATES FELL ANOTHER 8.4%

39

RATES HAVE BEEN COMING DOWN



JANUARY 1 2024, RATES FELL ANOTHER
15.1%

40

**RECENT CHANGE TO FLORIDA
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;

41

**MAXIMUM WORKERS' COMPENSATION
RATE - EFFECTIVE JANUARY 1, 2024**

- 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 **\$1,259.76.**

42

RECENT CHANGE TO FLORIDA WORKERS COMP LAW

- AND THAT 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 PROGRAM **43**

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.



JONES V. GRACE HEALTHCARE

- HOLDING: 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.

45

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.

46

DOSS V. UNITED PARCEL SERVICES/LIBERTY MUT

- ISSUE: WHETHER THE 104 WEEK LIMIT ON TEMPORARY TOTAL DISABILITY BENEFITS IS CONSTITUTIONAL.
- HOLDING: YES, THE 104 WEEK LIMIT IS CONSTITUTIONAL. TEMPORARY TOTAL DISABILITY BENEFITS EXPIRE 104 WEEKS AFTER INJURY.

47

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.

48

JONES V. STATE

- 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.

49

JONES V. STATE

- HOLDING: FLA. STAT. 440.092(3) DOES NOT APPLY TO A CLAIMANT THAT IS NOT RECEIVING IMPAIRMENT BENEFITS FOR A PHYSICAL INJURY. CLAIMANT IN THIS CASE ENTITLED TO MORE THAN SIX MONTHS TEMPORARY BENEFITS BECAUSE THEY SUFFERED A PSYCHIATRIC INJURY AND DID NOT RECEIVE IMPAIRMENT BENEFITS.

50

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.

51

KELLY AIR SYSTEMS

- ISSUE: WHETHER WORKERS' COMP COMPENSATES AN INJURY SUSTAINED WHILE THE EMPLOYEE IS LEAVING WORK IN AN EMPLOYEE PROVIDED CAR.
- HOLDING: THE GOING-AND-COMING AND THE TRAVELING EMPLOYEE PROVISIONS OF FLA. STAT. 440.092 EXCLUDES THE COMPENSABILITY OF INJURIES SUSTAINED WHILE THE EMPLOYEE IS TRAVELING TO AND FROM WORK WHEN THE EMPLOYEE IS NOT COMPENSATED BY THE EMPLOYER FOR THAT TRAVELING. 52

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 53

ELECTRIC BOAT CORP.

- 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.
- HOLDING: PLAINTIFF DID NOT MAKE A PRIMA FACIE SHOWING OF DEFENDANT'S GROSS NEGLIGENCE BECAUSE DEFENDANT **DID NOT EVINCE A CONSCIOUS DISREGARD** OF THE CONSEQUENCES WHEN IT FAILED TO RETURN THE STAIRS SINCE THE DEFENDANT EMPLOYEES INTENDED TO RETURN THE STAIRS ONCE THEY FINISHED THE WORK, BUT SIMPLY FORGOT TO DO SO. 54

WILLIAMS V. BREVARD COUNTY FIRE RESCUE (FLA. 1ST DCA 12/28/22)

- CLAIMANT WAS FIRST RESPONDER WHO SOUGHT DAMAGES FOR PTSD.
- JUDGE DENIED CLAIM BASED ON COMPULSORY MEDICAL EXAM PHYSICIAN THAT THE ACCIDENT DID NOT GIVE RISE TO MENTAL INJURY
- DCA AFFIRMED

55

PTSD FOR 1ST RESPONDERS



56

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,

57

(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. 58

OTHER RULE CHANGES

- CFO DIRECTIVE 2021-04 – MANDATED THAT AS OF JUNE 27, 2021, THE INJURED WORKER INFORMATIONAL BROCHURE MUST BE MAILED TO THE INJURED WORKER AS OPPOSED TO DELIVERED VIA OTHER MEANS
- PURSUANT TO FLA. STAT. 440.185(3), AND 69L-3.0035, FLORIDA ADMINISTRATIVE CODE 59

MAXIMUM WEEKLY WORKERS' COMP RATE FOR 2023

- \$1,197.43 A WEEK
- AS DETERMINED BY THE STATEWIDE AVERAGE WEEKLY WAGE.


60





REDUCING COSTS

- MAKE SAFETY A PRIORITY
 - WRITTEN SAFETY CONTROL PROGRAM
 - CARROTS AND STICKS



63

REDUCING COSTS

- MAKE SAFETY A PRIORITY
 - PROVIDE PROTECTIVE EQUIPMENT
 - INSPECT WORK EQUIPMENT



64

REDUCING COSTS

- TAKE ACTION WHEN A CLAIM OCCURS
 - COMPLETE AN ACCIDENT REPORT
 - DOCUMENT AND PHOTOGRAPH
 - IDENTIFY WITNESSES



65

REDUCING COSTS

- BACKGROUND CHECKS
 - CRIMINAL
 - MOTOR VEHICLE RECORD
 - VERIFY EDUCATION, LICENSING, CREDENTIALS



66

REDUCING COSTS

- REQUIRE DRUG FREE WORKPLACE
- PRE-EMPLOYMENT SCREENING
- RANDOM TESTING
- POST-ACCIDENT

67

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

68

INSURANCE CARRIER

- SELECTING YOUR AGENT AND COMPETITION
- UNDERSTANDING COVERAGES AND EXCLUSIONS
- BECOMING YOUR OWN CARRIER (CAPTIVE INSURANCE AGENCY)

69

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70



2023 Florida Building Code was updated based on...

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4

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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5

Ch. 1 - Administration & Enforcement Current Code Adoption

- The 2020 NEC is the adopted electrical standard in the 2023 FBC.
- The 2019 NFPA 72 is the adopted Fire Alarm standard for the 2023 FBC.

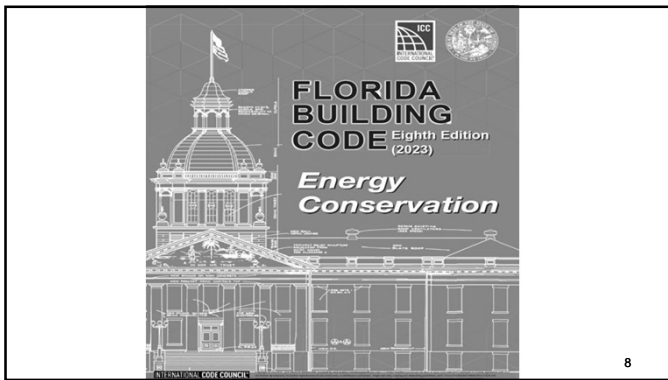
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7



8

**SECTION C405
ELECTRICAL POWER AND LIGHTING
COMMERCIAL SYSTEMS**

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9

**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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10

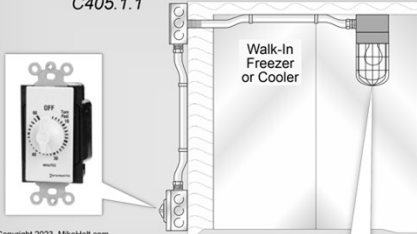
**New – Walk-in cooler lighting,
C405.1.1**

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

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Florida Building Energy Code
Walk-In Cooler Lighting
C405.1.1



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Lights in walk-in coolers, walk-in freezers, refrigerated warehouse coolers and freezers must have an efficacy of not less than 40 lumens per watt. A device must turn off lights within 15 minutes when the space is not occupied.

12

**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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13

C405.2.1 Occupant sensor controls.

Occupant sensor controls shall be installed to control lights in the following space types:

1. Classrooms/lecture/training rooms.
2. Conference/meeting/multipurpose rooms.
3. Copy/print rooms.
4. Lounges/breakrooms.
5. Enclosed offices.
6. Open plan office areas.
7. Restrooms.
8. Storage rooms.
9. Locker rooms.
10. Corridors.
11. Warehouse storage areas.
12. Other spaces 300 square feet (28 m²) or less that are enclosed by floor-to-ceiling height partitions.

Exception: Luminaires that are required to have specific application controls in accordance with Section C405.2.5

**Change – Occupant Sensor Control
Function C405.2.1.1**

- Modified an exception that full automatic-on controls with no manual control are allowed in corridors, interior parking areas, stairways, restrooms, locker rooms, lobbies, library stacks, and spaces where the manual operation would endanger occupant safety or security.

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C405.2.1.1 Occupant sensor control function.

Occupant sensor controls in warehouses shall comply with Section C405.2.1.2. Occupant sensor controls in open plan office areas shall comply with Section C405.2.1.3. Occupant sensor controls in corridors shall comply with Section C405.2.1.4.

Occupant sensor controls for all other spaces specified in Section C405.2.1 shall comply with the following:

1. They shall automatically turn off lights within 20 minutes after all occupants have left the space.
2. They shall be manual on or controlled to automatically turn on the lighting to not more than 50-percent power.
3. They shall incorporate a *manual control* to allow occupants to turn off lights.

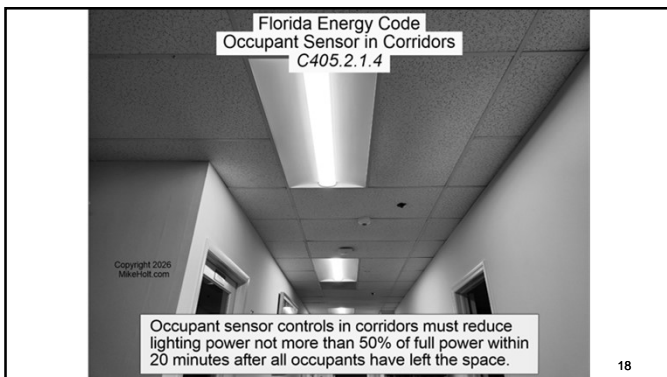
Exception: Full automatic-on controls with no manual control shall be permitted in corridors, interior parking areas, stairways, restrooms, locker rooms, lobbies, library stacks and areas where manual operation would endanger occupant safety or security.

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.

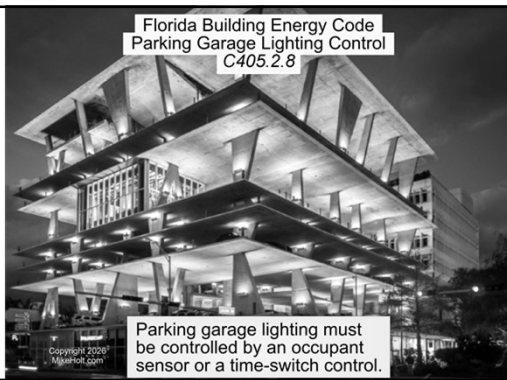
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17



**New - Parking garage lighting control
C405.2.8**

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



New - Electric Vehicle Charging Provisions Commercial Construction, Appendix CC

If adopted new commercial building must comply with the following:

- CC103.1 Facilitate future installation of EVSE per NEC
- CC103.2, EV-ready spaces and EV-capable spaces must be provided per Table CC103.2.
- CC103.3, Plans must Indicate the wiring method and the location of future EV spaces and EVSE.

**SECTION CC103
REQUIREMENTS FOR
ELECTRIC VEHICLE CHARGING**

CC103.1 Electric vehicle (EV) power transfer for new construction.

New construction shall facilitate future installation and use of EVSE in accordance with NFPA 70.

CC103.2 New commercial buildings.

EV ready spaces and EV capable spaces shall be provided in accordance with Table CC103.2. Where the calculation of percent served results in a fractional parking space, it shall be rounded up to the next whole number. The electrical distribution equipment circuit directory shall identify the spaces reserved to support EV power transfer as "EV Capable" or "EV Ready." The box or enclosure provided for future EVSE shall be marked "For EVSE Use." The marking shall comply with NFPA 70, Section 110.21(B).

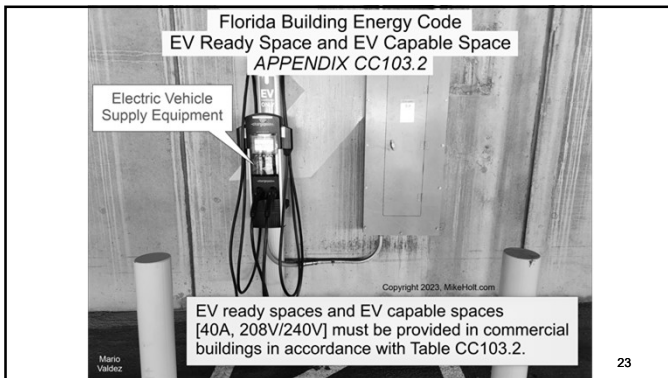


TABLE CC103.2 EV READY SPACE AND EV CAPABLE SPACE REQUIREMENTS

TOTAL NUMBER OF PARKING SPACES	MINIMUM NUMBER OF EV READY SPACES	MINIMUM NUMBER OF EV CAPABLE SPACES
1	1	0
2-10	2	0
11-15	2	3
16-20	2	4
21-25	2	5
26+	2	20% of total parking spaces

CC103.3 Identification.

Construction documents shall indicate the raceway or cable assembly termination point and the proposed location of future EV spaces and EVSE. Construction documents shall also provide information on the wiring methods, wiring schematics and electrical load calculations to verify that the service capacity and premises wiring system have sufficient capacity to simultaneously charge all EVs at all required EV spaces at the full rating of the EVSE.

**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.
- New Appendix CC covering “Electric Vehicle Charging Provisions For New Commercial Construction.”

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**SECTION R404
ELECTRICAL POWER AND LIGHTING
RESIDENTIAL SYSTEMS**

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26

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

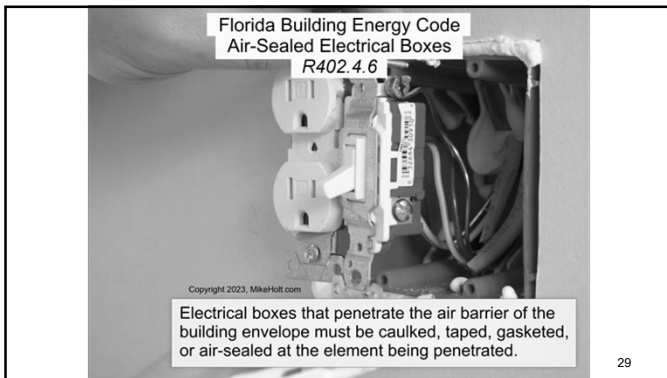
New section adds sealing, insulation, marking, and installation requirements for air-sealed electrical and communication boxes.

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27

R402.4.6 Air-sealed electrical and communication boxes.


Air-sealed electrical and communication boxes that penetrate the air barrier of the building thermal envelope shall be caulked, taped, gasketed or otherwise sealed to the air barrier element being penetrated. Air-sealed boxes shall be buried in or surrounded by insulation. Air-sealed boxes shall be marked in accordance with NEMA OS 4. Airsealed boxes shall be installed in accordance with the manufacturer's instructions.



**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.

Florida Residential Energy Code
Lighting Efficacy
R404.1



Incandescent Electric Discharge LED

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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.

31

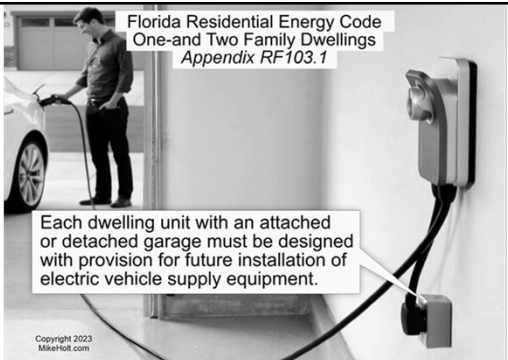
New - Electric Vehicle Charging Provisions Commercial Construction, Appendix RF

New appendix specifies electric vehicle charging provisions for one- and two-family dwellings and townhouses, including provision for future installation of electrical vehicle supply equipment, a raceway, and service capacity.

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Florida Residential Energy Code
One- and Two Family Dwellings
Appendix RF103.1



Each dwelling unit with an attached or detached garage must be designed with provision for future installation of electric vehicle supply equipment.

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33

SECTION RF103
REQUIREMENTS FOR ELECTRIC
VEHICLE CHARGING

RF103.1 New one- and two-family dwellings and townhouses with attached or detached private garages.
Each dwelling unit with an attached or detached garage shall be designed with provision for future installation of electric vehicle supply equipment in accordance with this section.

RF103.2 Raceway.
A listed raceway of minimum trade size 1 shall be installed to accommodate a branch circuit for electric vehicle supply equipment.
The raceway shall originate at the main electrical panel or a properly rated sub-panel, and terminate in a listed box or enclosure in close proximity to the proposed location of the electric vehicle supply equipment.

The raceway shall be continuous from the point of origin to the termination at the proposed location of the electric vehicle supply equipment.

The enclosure provided for future electric vehicle supply equipment shall be labeled "EV CAPABLE." The label shall comply with NFPA 70 Section 110.21(B).

RF103.3 Service capacity.
The electrical panel from which the electric vehicle supply equipment branch circuit originates shall be rated for, and be provided with open space for installation of a two-pole 40-ampere overcurrent protective device. The provided overcurrent device space(s) shall be identified in the panel circuit directory as "EV CAPABLE."

**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.
- New Appendix RF covering "Electric Vehicle Charging Provisions for One- and Two-Family Dwellings and Townhouse."

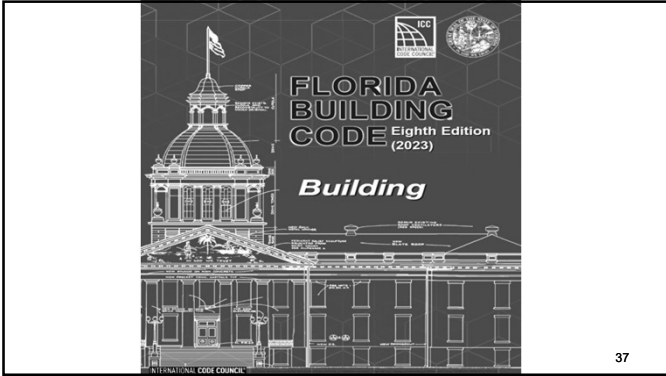
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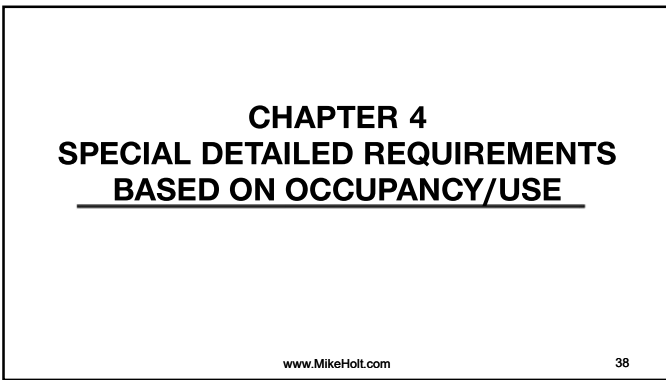
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8th Edition**

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36





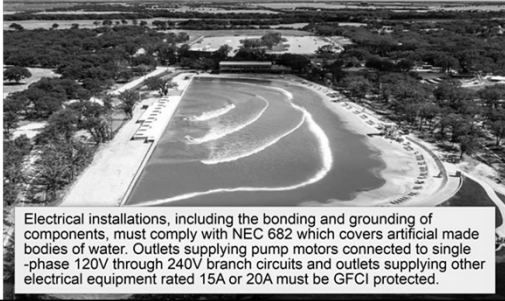


**New – Surf Pools
454.1.12.7**

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

Florida Building Code
Surf-Pools
454.1.12.7

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Electrical installations, including the bonding and grounding of components, must comply with NEC 682 which covers artificial made bodies of water. Outlets supplying pump motors connected to single-phase 120V through 240V branch circuits and outlets supplying other electrical equipment rated 15A or 20A must be GFCI protected.

454.1.12.7 Electrical systems for artificial lagoons.

Electrical equipment wiring and installation, including the bonding and grounding of components, shall comply with Chapter 27 of the Florida Building Code, Building. Outlets supplying pump motors connected to single-phase 120-volt through 240-volt branch circuits, whether by receptacle or by direct connection, and outlets supplying other electrical equipment and underwater luminaires operating at voltages greater than the low voltage contact limit, connected to single-phase, 120-volt through 240-volt branch circuits, rated 15 or 20 amperes, whether by receptacle or by direct connection, shall be provided with ground-fault circuit interrupter protection for personnel. Any portions of the artificial lagoon designated for swimming at night shall comply with the lighting requirements in Sections 454.1.4.2.1 and 454.1.4.2.3.

**CHAPTER 9
FIRE PROTECTION SYSTEMS**

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43

**SECTION 907
FIRE ALARM SYSTEMS**

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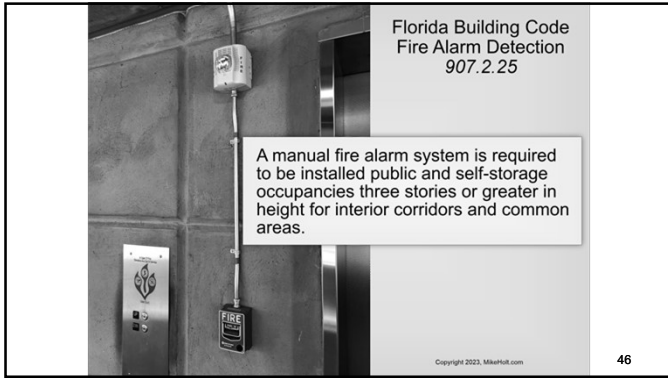
44

**New – Group S (fire alarm detection),
907.2.25**

New section added requiring a manual fire alarm system that activates the occupant notification system to be installed in Group S public and self-storage occupancies three stories or greater in height for interior corridors and interior common areas. Visible notification appliances are not required within storage units.

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45



**New – Group S (fire alarm detection),
907.2.25**

An exception to manual fire alarm boxes is provided where the building is equipped throughout with an automatic sprinkler system installed in accordance with Section 903.3.1.1, and the occupant notification appliances will activate throughout the notification zones upon sprinkler water flow.

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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.

[F] 913.2.2 Circuits supplying fire pumps.

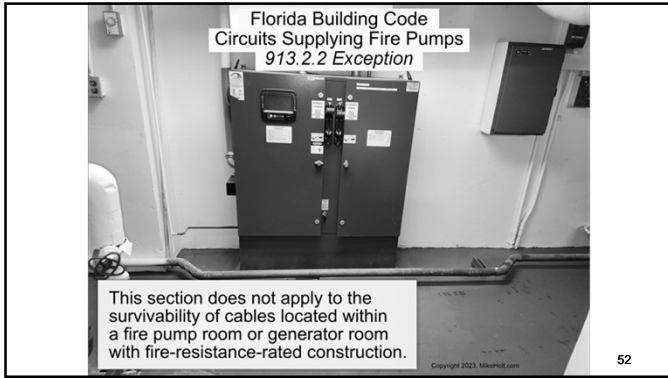
Cables used for survivability of circuits supplying fire pumps shall be protected using one of the following methods:

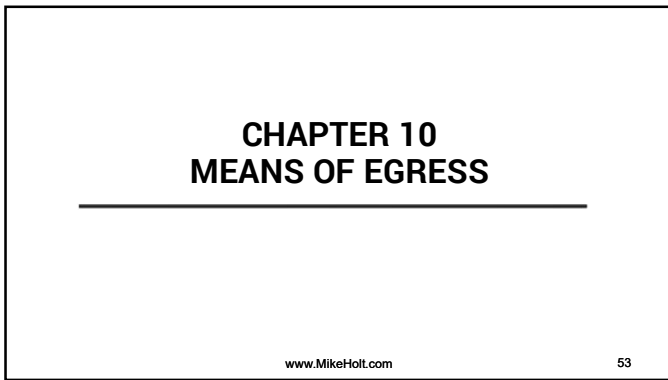
1. Cables used for survivability of required critical circuits shall be listed in accordance with UL 2196 and shall have a fire-resistance rating of not less than 1 hour.
2. Electrical circuit protective systems shall have a fire-resistance rating of not less than 1 hour. Electrical circuit protective systems shall be installed in accordance with their listing requirements.
3. Construction having a fire-resistance rating of not less than 1 hour.
4. The cable or raceway is encased in a minimum of 2 inches (50 mm) of concrete.

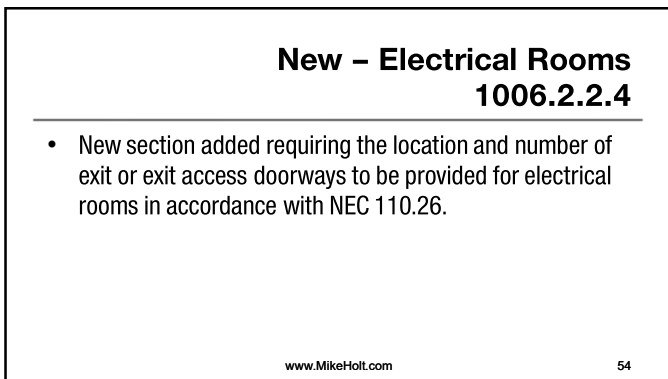
Exception: This section shall not apply to cables, or portions of cables, located within a fire pump room or generator room which is separated from the remainder of the occupancy with fire-resistance-rated construction.

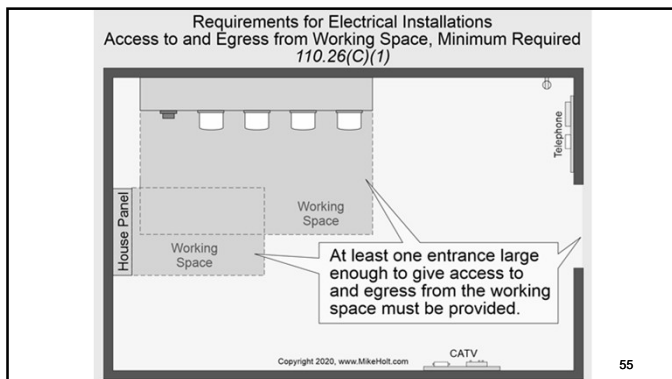
Change - Circuits supplying fire pumps
913.2.2

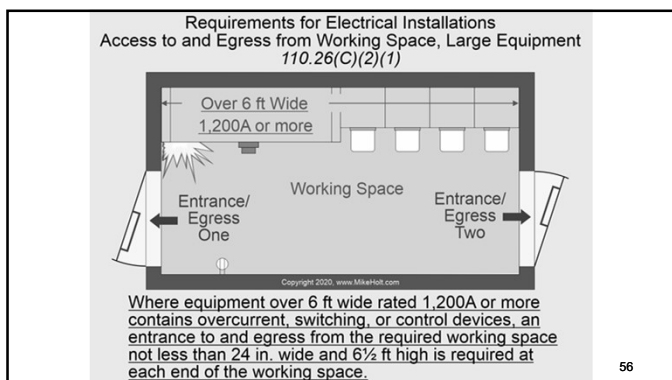
A new exception to the required protection of cables has been added for cables, located within a fire pump room or generator room which is separated from the remainder of the occupancy with fire-resistance-rated construction.

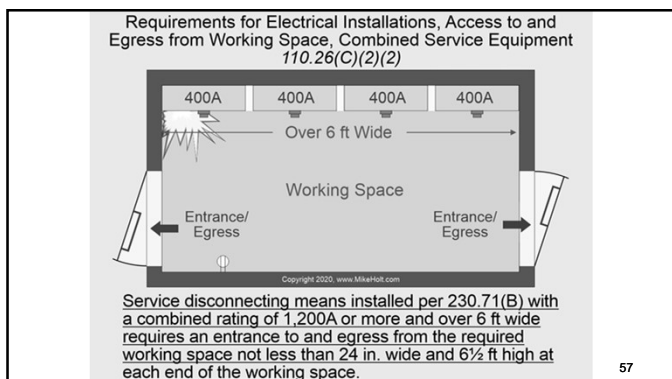




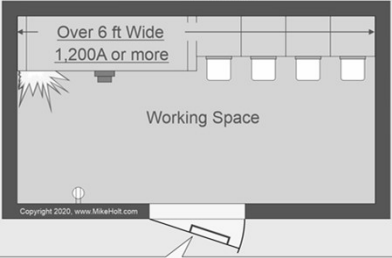








Requirements for Electrical Installations, Entrance to and Egress from Working Space, Unobstructed Egress
110.26(C)(2)(a)

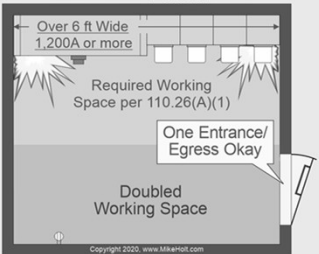


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A single entrance is permitted where the location allows a continuous and unobstructed way of egress travel.

58

Requirements for Electrical Installations, Entrances to and Egress from Working Space, Large Equipment, Double Working Space
110.26(C)(2)(b)



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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.

59

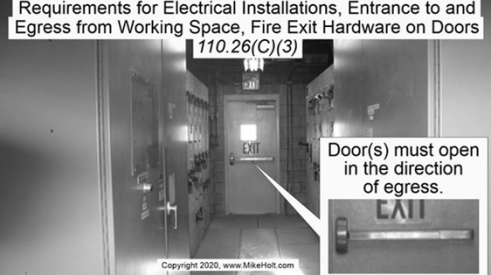
New – Electrical Rooms
1006.2.2.4

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

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60

Requirements for Electrical Installations, Entrance to and Egress from Working Space, Fire Exit Hardware on Doors
110.26(C)(3)



Door(s) must open in the direction of egress.

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.

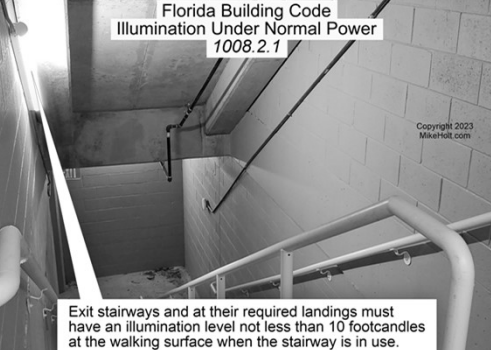
61

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. The use of the phrase “when the stairway is in use” would allow for light switches at each floor level landing or motion sensors.

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Florida Building Code
Illumination Under Normal Power
1008.2.1



Exit stairways and at their required landings must have an illumination level not less than 10 footcandles at the walking surface when the stairway is in use.

63

Chapter 15
Roof Assemblies / Rooftop Structures

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64

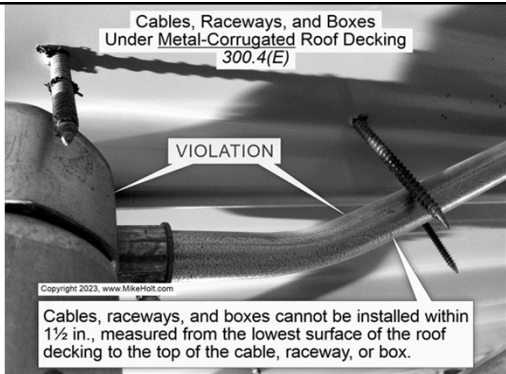
New - Cable and Raceway under Roof Decks, 1510.12

New section added requiring conduit and cables installed below the roof deck to have a minimum clearance of 1 ½ inch from the lowest surface of the roof deck except where they penetrate the roof deck.

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Cables, Raceways, and Boxes Under Metal-Corrugated Roof Decking
300.4(E)



Cables, raceways, and boxes cannot be installed within 1½ in., measured from the lowest surface of the roof decking to the top of the cable, raceway, or box.

66

New - Cable and Raceway under Roof Decks, 1510.12

An exception to this requirement is provided for structural concrete decks.

1510.12 Lines, pipes, conduit and cables under roof decks.

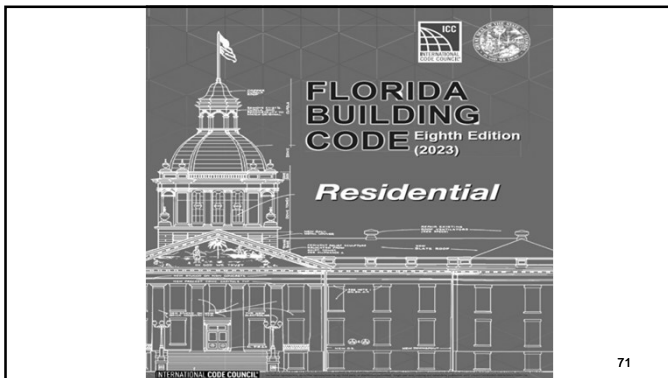
Lines, pipes, conduit and cables installed below the roof deck shall have a minimum clearance of 1 1/2-inch (38 mm) from the lowest surface of the roof deck except where they penetrate the roof deck.

Exclusion: Lines, pipes, conduit and cables installed under structural concrete decks.

2023 Florida Building Code Changes Summary

- 454.1.12.7 adds new construction criteria for artificial lagoons.
- 907.5.25 now requires a manual fire alarm system for storage occupancies.
- 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 now states that along exit access stairways, exit stairways and at their required landings, the illumination level shall not be less than 10 footcandles at the walking surface when the stairway is in use.
- 1510.12 added new exception for raceway under roof deck.

**2023 FLORIDA BUILDING CODE,
RESIDENTIAL, 8TH EDITION**



**Revision – Smoke Alarm Near Cooking
Appliance, R314.3.1**

Section revised to prohibit smoke alarms listed and marked “helps reduce cooking nuisance alarms” from being installed less than 6 feet (1828 mm) horizontally from a permanently installed cooking appliance.

R314.3.1 Installation near cooking appliances.

Smoke alarms shall not be installed in the following locations unless this would prevent placement of a smoke alarm in a location required by Section R314.3.

1. Ionization smoke alarms shall not be installed less than 20 feet (6096 mm) horizontally from a permanently installed cooking appliance.
2. Ionization smoke alarms with an alarm-silencing switch shall not be installed less than 10 feet (3048 mm) horizontally from a permanently installed cooking appliance.
3. Photoelectric smoke alarms shall not be installed less than 6 feet (1828 mm) horizontally from a permanently installed cooking appliance.
4. Smoke alarms listed and marked "helps reduce cooking nuisance alarms" shall not be installed less than 6 feet (1828 mm) horizontally from a permanently installed cooking appliance.

Kidde's New Smoke Alarm Designed to Reduce Cooking Nuisance Alarms

The new Kidde smoke alarms are said to be the first to meet the new UL 217 safety standard for distinguishing real fires from harmless smoke.

May 21, 2019 Lisa Montgomery Jump to Comments

MEBANE, N.C. — Nuisance smoke alarms continue to be a problem due to certain detectors not being able to tell the difference between the between smoke from a charred roast in the oven and a genuine, life-threatening, property-destroying house fire.

But that's changing, thanks to new UL safety standards set to go into effect about this time next year.

Specifically, the UL Standard for Smoke Alarms, UL 217,

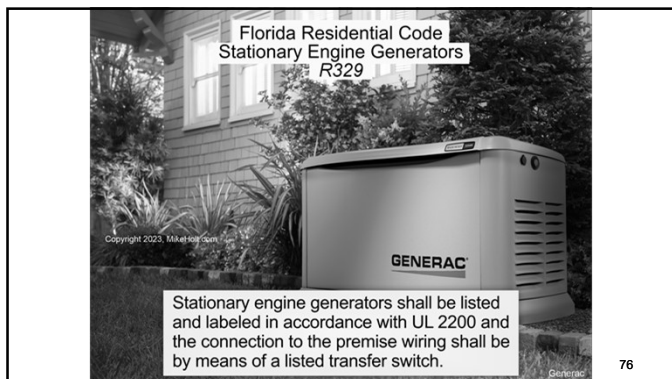
8th Edition, dictates that smoke alarms be able to differentiate

between conditions, ignoring cooking smoke and responding to actual fire emergencies — a move that will make smoke alarms a more effective tool at saving lives.



New- Stationary Engine Generators R329

- New section added requiring stationary fuel engine generators to comply with the listing instructions and the NEC.



New- GFCI Protection for Outdoor Outlets, E3408

- New section added that modifies Section 210.8 in 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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**SECTION E3408
GFCI PROTECTION**

E3408.1
NFPA 70-20: National Electric Code, Article 210 (Branch Circuits), Section 210.8, Ground-Fault Circuit-Interrupter Protection for Personnel, is amended to read as follows:

210.8 Ground-Fault Circuit-Interrupter Protection for Personnel. Ground-fault circuit-interrupter protection for personnel shall be provided as required in 210.8(A) through (F). The ground-fault circuit-interrupter shall be installed in a readily accessible location. Items (A) through (E) unchanged.

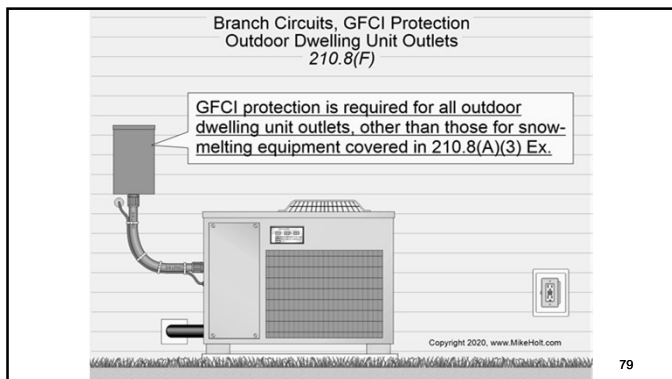
(F) Outdoor Outlets. All outdoor outlets for dwellings, other than those covered in 210.8(A)(3), Exception to (3) that are supplied by single-phase branch circuits rated 150 volts to ground or less, 50 amperes or less, shall have ground-fault circuit-interrupter protection for personnel.

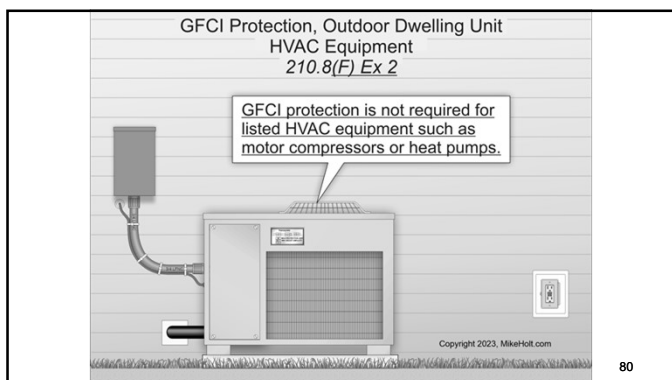
Exception No. 1: Ground-fault circuit-interrupter protection shall not be required on lighting outlets other than those covered in 210.8(C).

Exception No. 2: GFCI protection shall not be required for listed and labeled HVAC equipment.

Informational Note: See UL 60335-2-40, Household And Similar Electrical Appliances – Safety – Part 2-40: Particular Requirements for Electrical Heat Pumps, Air-Conditioners and Dehumidifiers or UL 1995, Heating and Cooling Equipment for product safety standards.(1)

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2023 Florida Residential Code Changes Summary

- New List Item #4 to R314.3.1 regarding smoke alarms listed and marked “helps reduce cooking nuisance alarms.”
- New Section R329 covering Stationary Generator Systems.
- E3408.1 added to mirror TIA 20-19 to section 210.8(F) of the 2020 NEC.

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81

Questions ?

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82



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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Contracting is.....

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

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Contracting is.....

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

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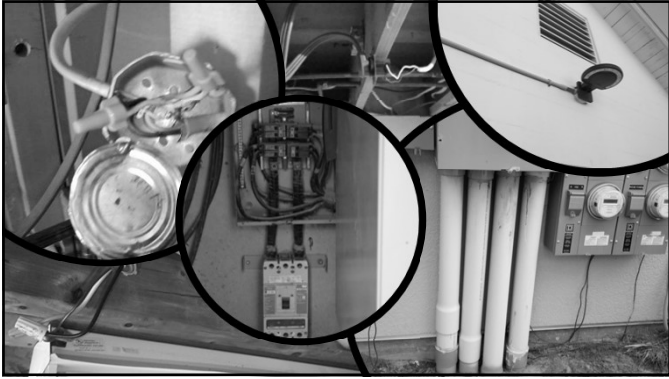
4

What can go wrong...

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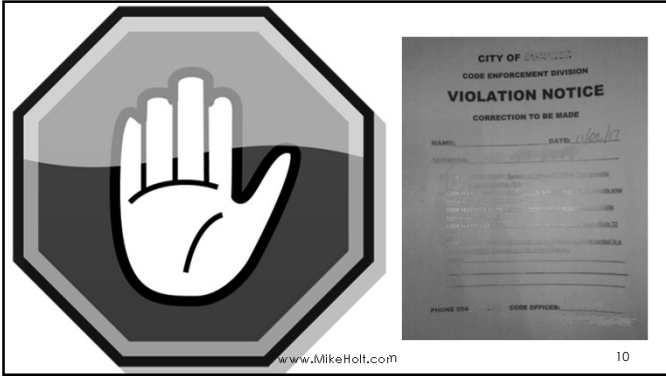
5











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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Permitting Violation

What's your system?

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

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Should I File a NOC?

If value of work exceeds \$2,500, 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: _____
 Return to: **Must File!**

NOTICE OF COMMENCEMENT

State of Florida, County of Orange
 The undersigned hereby gives notice that improvement(s) will be made on the following property, and in accordance with Chapter 713, Florida Statutes, the following information is provided in this Notice of Commencement.

- Description of property** (legal description of the property, and address, if available) _____
- General description of improvement(s)** _____
- Owner information**
 Name _____
 Address _____
 Telephone Number _____
- Fee Simple Title Holder** (if other than owner shown above)
 Name _____
 Address _____
 Telephone Number _____
- Contractor**
 Name _____
 Address _____
 Telephone Number _____
- Surety** (if any)
 Name _____
 Address _____
 Telephone Number _____
- Lender** (if any)
 Name _____
 Address _____
 Telephone Number _____

Over \$2,500

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

ITEMS NOT REQUIRING A PERMIT (RESIDENTIAL ONLY)	
A/C – Replace window unit, electrical outlet existing	Painting
Handings 9 sq. feet or less	Paving
Ceiling Fan – Replacement using existing outlet box and wiring	Plumbing
Ceramic Tile – Replace on floor and wall (Non-Fire rated)	Playsets
Dishwasher – Replacement within a dwelling unit	Pool
Door – Replace any interior residential door within the individual unit.	Roof
Concrete Footwork	Roof Siding
Drywall walls (Non-Fire Retardant)	Staircases
Faucet or water closet – Replace	Staircases
Fence – Repair or replace, except new block fence 2' or less of clearance	Structural Repairs
Outlet and Leadders	Structural Repairs
Kitchen cabinet replacement or configuration of electrical or plumbing	Structural Repairs
Light Fixture, switch, outlet – Replace existing box	Structural Repairs
Low voltage wiring for residential	Structural Repairs

PERMITS NOT REQUIRED FOR THE FOLLOWING	
Aluminum Fascia and Trim	Overhead Garage Door Repairs
Carpet/Patio Carpets	Painting (Exterior)
Carpet, Wood Flooring, and Tile	Painting and Wallpaper (Interior)
Ceiling Fan Replacement	Parking Lot Stripes
Ceiling Tile Replacement	Pool Resurfacing
Child Playground Equipment*	Pull-Down Stairs
Child Tree Houses*	Pyro House without storage

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 performance of any work, whether permanent or temporary. Within 48 hours after it is issued, the applicant must cause the permit to be posted in a conspicuous place visible from an adjacent public street throughout the term of the work. No work shall be performed unless a proper permit is posted. Inspections may not be performed if the permit is not posted and address numbers are not a minimum of 4" high and clearly visible.

Exception 1: Total contract price less than \$1,000.00 per FBC Sect. 105.2.2 Minor Repairs. Ordinary minor repairs may be performed without an official 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 rearrangements of parts of a structure. Additionally, ordinary minor repairs shall not include addition to, alteration of, replacement or relocation of any standing gas, soil, waste, vent or similar piping, electrical circuit wiring systems or mechanical equipment or other work affecting the safety of the structure. 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.

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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19

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



POWER OF ATTORNEY

Date:

I hereby name and appoint

of to be my lawful attorney-in-fact to

act for me, and apply to the Division of Building Safety for a permit

for work to be performed at a location described as:

Parcel ID #: Section Township Range Subdivision Block Lot

(15 Digit Parcel Number)

Subdivision Name:

Owner of Property:

Project Address:

City: Zip Code:

21

Why?

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

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Licensing Violation

Are you licensed correctly?

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Scan This!



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A License Is Required When...

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

The screenshot shows the website for the Florida Department of Business & Professional Regulation (DBPR). The page is titled "Electrical Contractors" and features a navigation menu with "HOME", "ABOUT US", "ONLINE SERVICES", and "BUSINESSES & PROFESSIONS". A sidebar on the right lists various links: "Board Home", "Board Information", "Board Meeting Information", "Hot Topics/Important Information", "Business Tips and Useful Links", "Complaints", "Declaratory Statements", and "Criminal Self-Reporting". The main content area includes a photo of two electrical workers, the name "Ruthanne Christie, Executive Director", and a paragraph describing the board's responsibilities. A red arrow points to the "Know Your Scope chart" link.

Unlicensed Activity Report

Unlicensed Activity Complaints Annual Report Fiscal Year 2020-2021

	Complaints Received	Legally Sufficient	Cease and Desist Issued	ULA Citations Filed	Cases Received in Legal	Administrative Complaints Filed	Final Orders Filed
Accountancy	77	22	17	0	8	1	0
Asbestos	1	1	2	0	2	1	0
Athlete Agents	1	0	0	0	0	0	0
Auctioneers	31	8	1	0	3	0	0
Barbers	123	62	3	19	35	25	35
Boxing Commission	8	3	0	0	3	2	0
Building Code Admin. and Inspectors	15	2	0	0	1	0	0
Community Association Managers	50	23	6	7	22	13	2
Construction Industry	2,118	1,231	869	25	879	712	698
Cosmetology	472	84	39	25	27	7	12
Electrical Contractors	439	322	250	6	216	162	164
Employee Leasing	1	1	0	0	1	0	0
Geologists	0	0	0	0	0	0	0
Harbor Pilots	0	0	0	0	0	0	0

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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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dbpr Department of Business & Professional Regulation
HOME ABOUT US ONLINE SERVICES BUSINESSES & PROFESSIONS

ELECTRICAL CONTRACTORS

For information and guidance for department stakeholders related to agency actions, updated meeting schedules, and other matters during this state of emergency, visit the DBPR Emergency Information Page at: www.myfloridalicense.com/dbpr/emergency.



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 relating to licensure and discipline. The board engages in rulemaking to implement the provisions and Florida Statutes and administrative code provisions relating to licensure.

Electrical Contractors

- [Board Home](#)
- [Board Information](#)
- [Board Meeting Information](#)
- [Hot Topics/Important Information](#)
- [Business Tips and Useful Links](#)
- [Complaints](#)
- [Declaratory Statements](#)

Electrical Contractors' Licensing Board		KNOW YOUR SCOPE									
LICENSE CATEGORIES		KEEP IT LEGAL									
Certified = State Examination Registered = Local License		WORKING WITHOUT A PROPER LICENSE IS AGAINST THE LAW									
		Restricted Contractor	Limited to Jurisdiction	Electrical - All Types	Electrical - Excluding Alarms	Fire Alarms, Burglar Alarms	Burglar Alarms ONLY	Specific Applications: Sign Definition 61099-7 F.A.C. Residential Burglar Alarms 489.5072 S.	Limited Energy: CCTV Camera Music, M.C., In-home, and Floor Cables	Two-Way Radio: Intercom Systems Enhancement 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.
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.

Unqualified Company

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

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34

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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36

(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.	\$2,500 fine, respondent must pay all fees and costs required to place license in current and active status, and 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.	\$5,000 fine and suspension or revocation, 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.	\$10,000 fine and revocation.

Renew by 8/31/24

myfloridalicense.com

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40

dbpr Department of Business & Professional Regulation

HOME ABOUT US ONLINE SERVICES BUSINESSES & PROFESSIONS

Getting Started In Electrical Contractors

License Types Apply For a License Manage My License

Renew My License CE Requirements

General Terms
In general an "alarm system contractor" means a person whose business includes the execution of contracts requiring the experience and skill to lay out, fabricate, install, maintain, alter, repair, monitor, inspect, replace, or service any electrical device, signaling device or combination of electrical devices used to signal or detect a burglary, fire, robbery, or medical emergency.
A "registered contractor" means any contractor who has registered with the department pursuant to fulfilling the competency requirements in the jurisdiction for which the registration is issued. Registered contractors may contract only in such jurisdictions.

→ Electrical Contractor

Grounds for Discipline
455.227

All the details can be found here –

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

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42

Last Thoughts!

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43

**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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44

**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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45

**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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46

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 terrazzo installation, plastering, stuccoing, caulking, and canvas awning 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 exempted 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

Questions?

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48



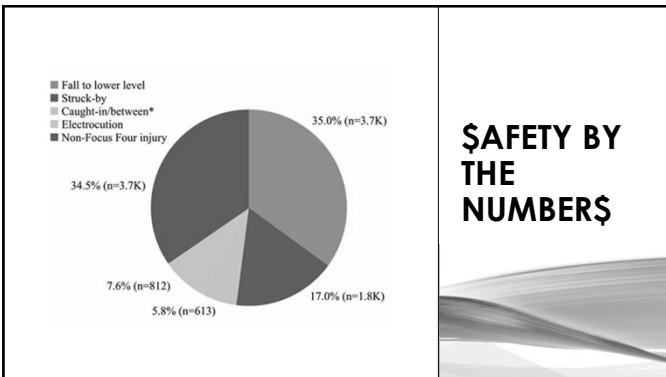
WORKPLACE SAFETY

Brian House



Let's set the stage!

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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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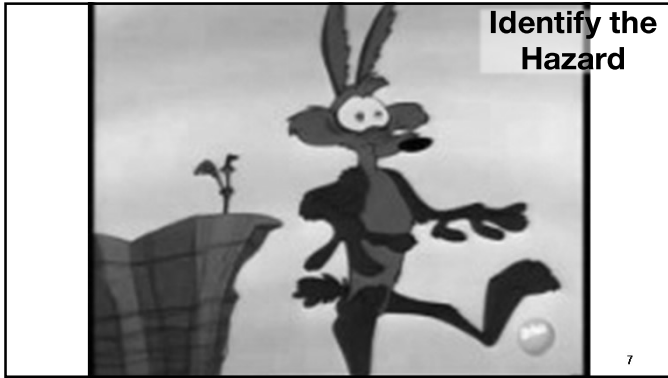
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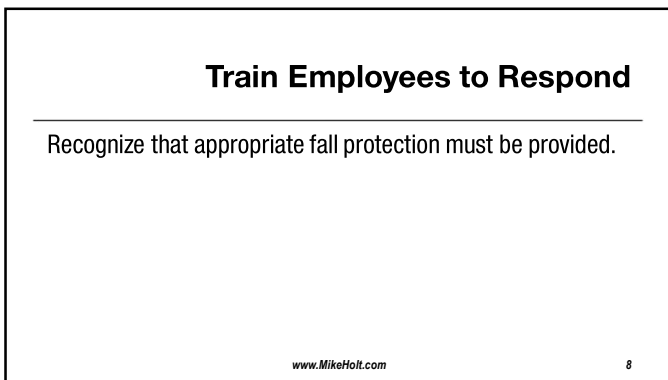
Identify the Hazard Example

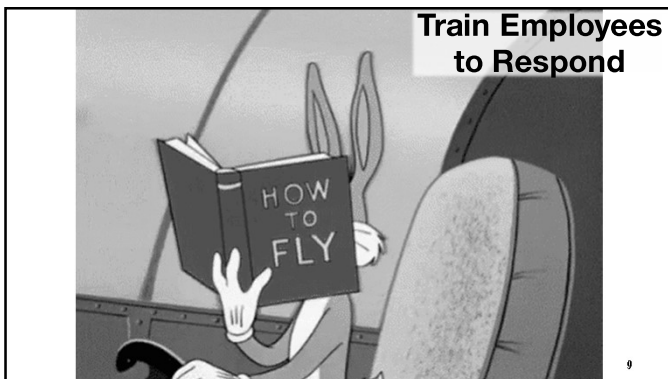
Construction worker exposed to vertical fall \geq 6 feet.

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6

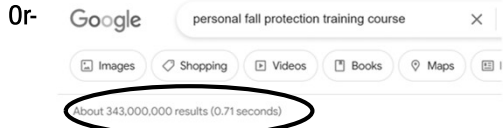






DIY or Pay to Play?

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



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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

Personal Protective Equipment
CFR1926.502(d)

Personal fall arrest system requirements -

- Connectors shall be drop forged, pressed or formed steel, or made of equivalent materials.
- Snaphook shall be a locking type designed to prevent disengagement.
- Each employee shall be attached to a separate lifeline.

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13





Personal Protective Equipment CFR1926.502(d)

Personal fall arrest system requirements –

- Self-retracting lifelines and lanyards must automatically limit free fall distance to 2 feet.
- Anchorages must be capable of supporting at least 5,000 pounds per worker.
- Personal fall arrest systems must be inspected before each use.

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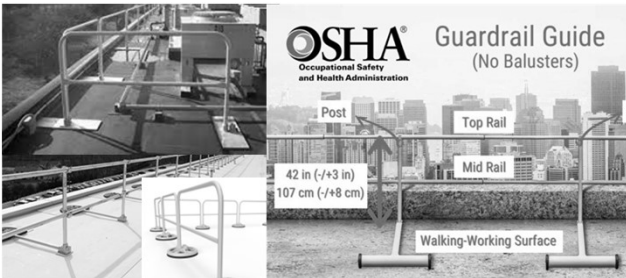
16

Guard Rails CFR1910.29(b)

Guard rails must support 200-pound downward load, with top rail maintaining a height of at least 39 inches above the walking-working surface.

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17



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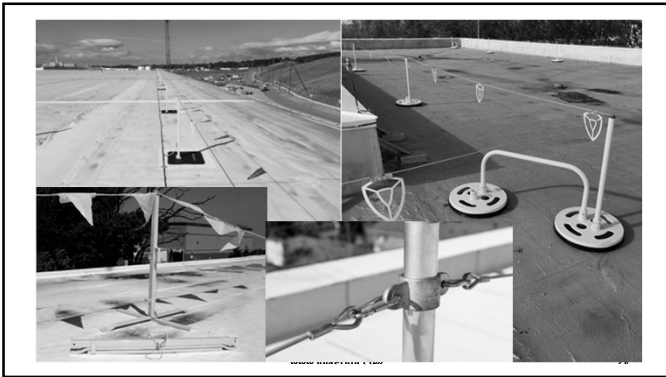
18

Warning line systems
CFR1926.502(f)

The warning line shall be erected around all sides of the roof work area.

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19



Covers
CFR1926.502(i)

Covers for holes in floors, roofs, etc. must be:

- Capable of supporting twice the weight of employees, equipment, and materials that may be imposed on the cover.
- Secured when installed so as to prevent accidental displacement by the wind, equipment, or employees.
- Color coded or marked to provide warning of the hazard.

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21



**OSHA Technical Manual (OTM)
Section V: Chapter 4**

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

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**Ladders
CFR1926.1053**

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

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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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25

What about Portable Ladders?

May 21, 2003

Mr. Deborah Caldwell
5071 Butler Rd.
Caldwell Electrical Contractors
Gainesville, Georgia 30506

From: OSHA

Re: Ladders, fall protection, working on top of equipment.

Dear Mr. Caldwell:

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:

Question: Scenario: to complete a construction project, a worker places a portable ladder on top of a piece of equipment or on the roof of a structure that is inside a large building. The top of the equipment or structure is at least 10' x 10' and at least 10' above the ground. It is stable, level, and sufficiently strong to support the loads imposed by the worker, materials, and tools needed for the job. The worker will then do the construction task while on the ladder. Is fall protection required for this worker?

26

What about Portable Ladders?

January 13, 2000

Mr. Peter G. Chaney
Mechanical Contractors Association of America, Inc.
1305 Piquard Drive
Rockville, MD 20850-4340

From: OSHA

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. You specifically ask if OSHA has any requirements for the use of fall protection when working from ladders at heights greater than six feet. We apologize for the lateness of this response.

Fixed ladders: fall protection must be provided for employees climbing or working on fixed ladders above 24 feet.

29 CFR 1926.1053(a)(1)(ii) 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 opened because it is an integral part of a building or structure" (§1926.1053(i)). Also, even if the length of climb is less than 24 feet, under §1926.1053(a)(1)(i), cages, wells, ladder safety devices, or self-retracting lifelines must be provided where 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.

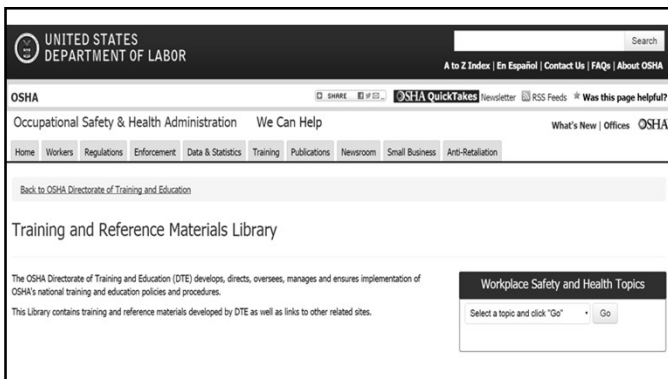
You note that a number of general contractors in Georgia "are attempting to require personal fall arrest systems for their subcontractors working on ladders 6 feet or higher." Although the OSHA standards do not require fall protection for workers on fixed ladders below 24 feet or on portable ladders, we encourage employers to provide additional protection.

27

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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31

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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32

Meeting Goals

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

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33

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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HOW?

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





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.

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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.

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Questions?

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HELPFUL LINKS

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

Mike Holt's
LEADERSHIP SKILLS
TAKING YOUR CAREER TO THE NEXT LEVEL



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Welcome



Dedication 2

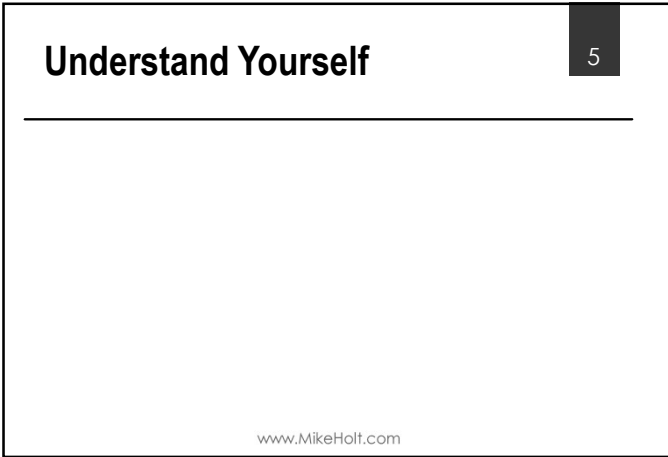
- I want to thank God for giving me the skills to help others. I pray my actions today will honor Him.

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Leadership is a Lonely Position 3

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When does a Leader Rest?

7

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What Leadership Looks Like

9

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Your Molecules are 'FINE' 11

- Don't let others mess with yours!
 - It's their opinion of you that you need to ignore.
- You don't mess with theirs.

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What do you stand for? 14

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Life is Hard... 16

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17

Life is Hard... 18

- Life without hardships...

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Life is Hard... 20

- It's easy to give up, but keep going.

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Life is Hard...

22

- Maybe you have really screwed up personally, business, or financially.
- It could have been worse.

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23

Life is Hard...

24

- Everyday somebody has to get screwed, maybe today is your day.

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Be a Better You?

25

- It doesn't matter your age...
- You can be a better parent, spouse, boss, employee...

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Are you Ready to Change?

26

- Who is your mentor?
- Who holds you accountable?

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Let's go to Work

27

- The words spoken in all video clips are me speaking to you personally.

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Let's go to Work

28

- Step 1 in life is to have a clear vision for what you want.

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29

Change

30

- Nothing ever stays the same
- Expect change
- Plan for change and grow in response to change

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Change

31

- Embrace It
- Failure to Those that Oppose it
- Opportunity for Growth
- Use as a Competitive Tool

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Debt Free

32

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



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Debt Free

33

- Younger than 35
 - Get debt free by the age of 50
- Older than 35
 - Get debt free within 15 years

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Friends

34

- Are they on your journey?
- Do they support you?
- Are they holding you back?

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Goal-Setting

37

- Pareto's Principle, 80:20 Rule

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Goal-Setting

38

- SMART
 - Specific
 - Measurable
 - Achievable
 - Realistic
 - Time-Based

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Healthy Lifestyle

39

- Wealth
- Food
- Relationships
- Sleep – 8 hours
- Weight Management

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Healthy Lifestyle

40

- Exercise

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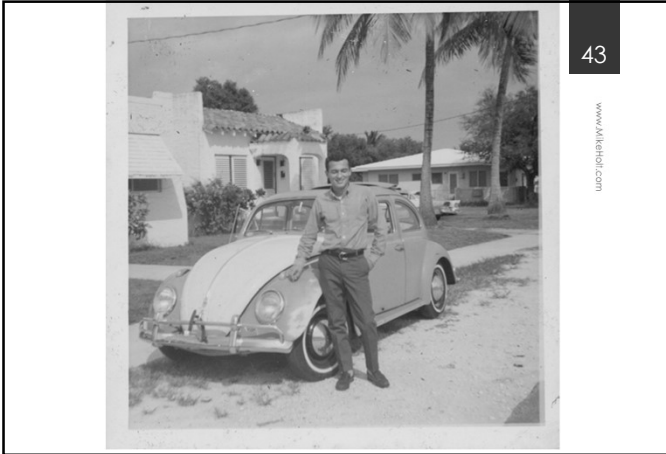
41

Image (Appearance)

42

- Body Art
- Dress
- Grooming

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Immediately Get it Done... 44

- What is the highest priority
 - Your boss's priority is No. 1
- Saves time and money
- Shows that you care

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Immediate Actions 45

- If you want to make the most amount of money with the least amount of effort, then never do something later (takes more effort).

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Motivation

46

- Accept Failure of Others
- Allow Creativity
- Believe In Others and Yourself
- Continuous Education

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“No”— A Difficult Word

48



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“No ”— A Difficult Word

49

- 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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Pang (Gut Feeling)

50



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Pang (Gut Feeling)

51

- 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

52



Pareto's Principle 80:20

53

- Economist in late 1800s 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

54

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

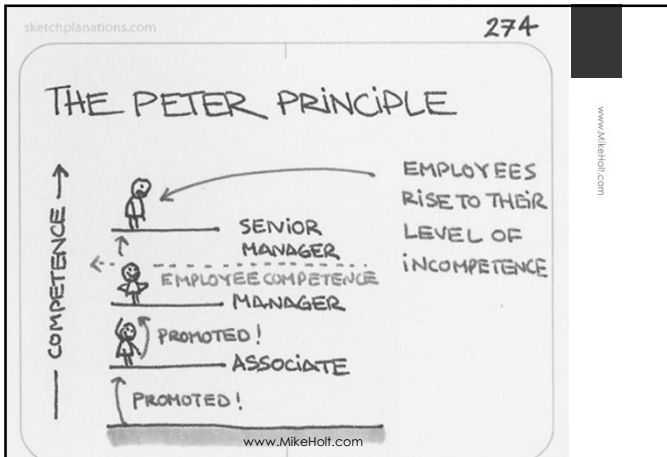
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Peter Principle

55

- Elevated Yourself to a Level of Incompetence
- Elevated Others to a Level of Incompetence

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Peter Principle

57

- Step 1. Operating 'over your head'
- Step 2. Get necessary training
- Step 3. Get a mentor
- Step 4. Don't give up

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Pride

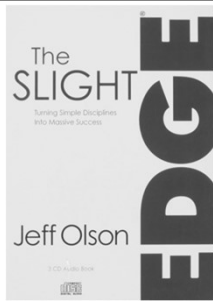
58

- If you want to make the most amount of money with the least amount effort, then don't screw yourself...

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Reading

59



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Reading

60



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Reading

61

What Every Successful Entrepreneur Knows

The E Myth
Revisited

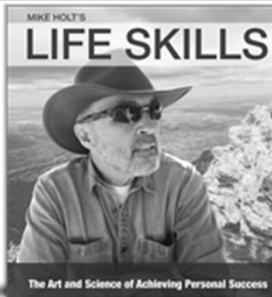
Why Most Small
Businesses Don't Work
and What to Do About It

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Reading

62



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Reputation

63

- Attitude
- Character
- Conflict Management
- Committed to the Goal
- Dependable

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Reputation

64

- Determined to Succeed
- Give 100% at all Times
- Focused on the Goal
- Teachable

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Risk Taking

65

- Accept Failure as the Likely Result
- Calculate Risk Options First, then Do It
- Prototype Solutions First

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Problem Solving

67

- Crisis Management
- Gain Wisdom from the Experience
- Gather Facts
- Identify Problem First

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Problem Solving

68

- Identify Solution Options
- Make Best Decision and Move On
- Take Charge and Push for Solutions

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Self-Confidence

69

- Success Builds Self-Confidence
- Success Comes from:
 - Education and Experience
 - Hard Work
 - Preparation
 - Training

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Teachable 71

- Ego
- Lazy
- Fear Stops You - Excuse
- Pride

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Time Management 72

- 80:20 Rule
- Communication
- Delegating
- Healthy Lifestyle

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Time Management

73

- Immediate Actions
- Organize Time Toward the Goal
- Preparation
- Say No

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Time Management

74

- Stay Focused on the Goal
- Technology
- Turn off TV
- Under Commit and Over Deliver

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Leaders

75

- Balance (Life)
- Committed to Cause
- Communicate a Clear Vision
- Do the Right Thing Always
- Don't Conform to Others' Expectations

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Leaders

76

- Don't Look Back – Forget the Past
- Are Goal Driven
- Have a Sense of Humor
- Know Who They Are
- Know What They Want

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Leaders Manage:

77

- Life
- Money
- Relationships
- Time
- Work

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Leaders Are:

78

- Decisive
- Dignified
- Introspective – Thinking about stuff...
- Open-minded to other options
- Reliable and Consistent

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Leaders Are:

79

- Principled – do the right thing
- Reliable
- Technically Savvy
- Trusting
- Visible and Approachable

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Leaders Do:

80

- Motivate by Example
- Plan Strategically
- Problem-Solve
- Put Personal Ambitions Aside

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