

Volume 10 Number 2



Summer 2014

FAEC Annual Golf "Shamble"

THE OFFICIAL PUBLICATION OF THE FLORIDA ASSOCIATION OF ELECTRICAL CONTRATORS

Join FAEC for the Fall Golf Shamble - August 29th at Kissimmee Bay

INSIDE:

FLORIDA ASSOCIATION OL "From the President" Blake Ferguson, KISSIMMEE BAY COUNTRY CLUBAY 2801 Kissimmee Bay Blvd, Kissimmee FI, 34744 **Member Spotlight Risk Management Strategies** 1) Each four man team must use two drives from each play though out the 18 hole play. 2) Once you pick the best drive it is a standard four each player 3) There will be "NO STRING" for this tournament. from Federated Insurance Stress in the Workplace from \$75.00 Per Golfer (Includes Greens Fees, Cart and Lunch) 8:00am Registration - 8:30am Shotgun Start 8:00am Registration - 8:30am Shotgun Start **Corporate Synergies** FAEC Annual Golf Tournament August 29, 2014 Kissimmee Bay Country Club. Enclosed or You can pay via our secure payment OFECK MUST ACCOMPANY and the annual secure payment of the country Club. Enclosed www.faecstate.org **FAEC Value Proposition** FEAT Apprentice Theory Graduation Compan NEFBA Apprentice Graduation Who is the Electrical Industry in Florida Would like to sponsor a Golf Hole or Tee for \$100.00. The sign should read FAEC Fall Golf Tournament Yes, I would like to provide items for the golfer goody bags. Other Sponsorship opportunities are available such as the putting green, beverage carts... etc. Please contact Chery/ at 407-260-1511 for details! FAEC Fall CE Symposium FAEC: PO Box 4304, Enterprise, FL 32725-0304 - 407-260-1511 - Email: faec@iac



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FAEC Calendar of Events 2014

April 25	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
May 23	FAEC Annual Golf Tournament, Winder- mere Country Club, Windermere, FL
Aug. 29	FAEC Fall Golf Scramble, Kissimmee Bay Country Club, Kissimmee, FL
Oct. 3	FAEC 1-Day CE Symposium, DoubleTree Hilton, 60 S. Ivanhoe Blvd., Orlando, FL
Nov. 1	FAEC Edison Award & Casino Night

FAEC BENEFITS OF MEMBERSHIP INCLUDE:

- A Voice in the Legislative Process through a lobbyist in Tallahassee.
- An Annual 'Spring Symposium' & "Fall Convention" offering Continuing Education classes relative to license renewal.
- The official publication of FAEC - The "Contactor" bringing you upto-date on association information and industry news.
- A General Liability Insurance Program.
- A Medican Insurance Program and Services Provider
- "Legislative Alerts" distributed throughout the session to keep you abreast of industry concerns.
- The opportunity to interact with fellow contractors to share industry concerns and discuss industry news.

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MEMBER SPOTLIGHT by Joe Bell Membership Committee Co-Chair

FAEC Welcomes New Members

Kenneth Geremia Ben Trawinski Gordon Lewis Dave Richie Michael Dillion Miles MacEachern Jeff Swink Gerelco Electric, Port St. Lucie, FL Premiere Electrical Staffing, Raleigh, NC Wurth Action Bolt, Orlando, FL A & B Electric, Apopka, FL Bonded Lightning Protection, Jupiter, FL Miles Electric, Jacksonville, FL Power Bolt and Tool, Orlando, FL

Thank you all of our existing, new and returning members for your continued support of FAEC and the electrical trade!

Please Thank Our 2014 FAEC Trustees for their Support!











By Blake Ferguson, Jr. Royal Electric of Central Florida

Welcome to the latest edition to the FAEC newsletter. In it we will be highlighting several events that have taken place and opportunities to get involved with your fellow contractors and industry team members. Our recent golf tournament and code classes were a success and we were able to see a lot of familiar faces and some new ones too. We have a chance for you to get in on the upcoming tournament at Kissimmee Bay on August 29th that will another great time. We expect a good turn out, so get your foresomes locked in now. We also have several other events coming up that will be beneficial, as well as fun for you to attend.

On another note, it seems like everyone has been caught up in the World Cup mania that has swept the globe. It reminded me of an article I recently read about the importance of score keeping. The world watched in excitement as teams from all over the world kicked and headed the ball with all their might to score the winning goooooal. Keeping score is not only important playing a game, but in business. If we are not keeping an accurate score, we might as well not be playing. How detailed are the records you keep? What do you track? Obviously, we keep score of the bottom line, but how much more money would there be if we looked at the smaller items as much as we track job profit? From vehicle use, how safety plays a part in work loss and premiums, how our jobs are laid out and how much needless walking around and handling of material happens, how many office supplies we purchase – basically every aspect of the business. Keeping score does no good if nobody sees it. Are we posting the information for our employees, the people that ultimately determine how profitable we are? It seems most people in this line of work are naturally competitive. You want to create competition between your workers? Without announcing it, post some of the scores – pipe installed per hour, best fuel mileage, whatever, where everyone can see them at the shop or jobsite. You will be amazed how things will improve, because everyone wants to win and beat the next guy.

At FAEC, we provide the resources for you to succeed and enjoy doing it. So, get involved to see how beneficial it can be for you. . I look forward to seeing everyone at the events and seeing how you are keeping score.

~ Blake



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FAEC Value Proposition from the E.D.



The FAEC Value Proposition:

It is important for all Electrical Contractors to be members of an organization that was established by, directed by, and managed by Electrical Contractors. This opportunity to interact with fellow contractors and to share industry concerns and discuss industry issues will contribute to you and your business success. FAEC provides opportunities for your engagement and participation and we are excited about what FAEC has in store for all members.

"Membership in FAEC Doesn't Cost it Pays!"

Membership Benefits Include:

1) *Educational Symposiums*: FAEC offers CE opportunities that will engage you and your license holders. We search for top industry professionals to provide quality programs for our symposiums. These events provide you with quality face to face interaction, the opportunity to ask questions of the professionals and valuable one on one time with electrical contractors like yourself to share best practices, experiences and knowledge.

2) FAEC has entrusted its endorsement to *Federated Mutual Insurance Companies* for many years. The following business insurance programs are presented for your consideration.

• Property & Liability and Workers Compensation -Federated's superior coverage and commitment to risk management support is a powerful combination. Federated has developed a specific insurance program that is unique to the electrical industry and only offered by trained Federated employees.

•Financial Protection Services -Whether you need protection for you and your dependents against unanticipated personal emergencies, or assistance in planning the eventual transfer of your business to family or employees, Federated can help. It pays to plan ahead!

The most significant factor for recommending each of these programs is excellent service and quality coverage offered by Federated.

3) Group Medical Benefits Administration and Voluntary Benefits through the excellent services of *Corporate Synergies Group*. Services Include:

- Compliance Assessments/Health Care Reform Liability Assessments as an Association benefit.
- Group Medical, Dental and Vision Benefits.
- Voluntary Benefit Association Marketplace.





- Benefits Administration Technology and Payroll Support.
- In House Benefits Communication and Wellness Program Support.
- Benefits VIP Participant Support
- FAEC Employee Healthcare Marketplace-coming soon!

4) As a long time member and supporter of FAEC, **Rams/RPG** offers current members a discount on various training and certification classes in an effort to provide a benefit of your membership and to allow each of you the opportunity to utilize established programs at an association cost. Minimum class sizes are required on most of these certifications but the intention is to work with FAEC in combining multiple Electrical Contractor companies together to meet the class size requirement.

Classes Offered Include:	OSHA 10 HOUR Minimum class size – 10
	OSHA 30 HOUR Minimum class size – 6
	ASA CERTIFICATION Minimum class size - 8 14 HOURS
	BASA CERTIFICATION Minimum class size -8 14 HOURS
	FASA/BASA CERTIFICATION Minimum class size – 8 21 HOURS
	FASA/BASA REFRESHER Minimum class size – 6 7 HOURS
	MANAGER & SUPERVISOR AWARENESS

5) **FAEC Golf Tournaments:** FAEC offers a Spring and Fall Golf Tournament. Not only will you enjoy the camaraderie with fellow contractors but you will gain new contacts that can provide you with new and valuable services.

6) **FAEC Annual "Edison Award" and Casino Night:** "Genius is one percent inspiration and ninety-nine percent perspiration" These words were spoken by one of the outstanding geniuses in the history of technology, Thomas Alva Edison for whom this prestigious award is named. The FAEC Edison Award is presented to an individual who has unselfishly given their time and heart through charitable work and has strived to improve the electrical industry in Florida. As the award clearly states..."These are the true craftsmen of our industry."

FAEC is pleased to Partner with these fine companies and provide these events to bring you more reasons why "Membership in FAEC doesn't cost.... It Pays!"

Thank you for your support of FAEC ... "An association of people working together for the future of the electrical industry."

Best Regards,

Cheryl Hardy FAEC Executive Director



NEFBA Apprentice Graduation

Eighteen Graduate from NEFBA Apprenticeship Program

The 39th Apprenticeship Program graduation ceremony was held at Florida State College at Jacksonville May 6. Eighteen graduates and their families were honored for their four years of hard work and dedication.

NEFBA Training Director Penelope Geismar and NEFBA Training Vice President and Chairman of the Executive Apprentice Committee Keith Ward co-hosted the event. NEFBA Executive Officer Corey Deal opened the evening with the invocation and pledge of allegiance.

Among the special speakers were NEFBA President Daniel Blanchard and Executive Committee members Steve Auld and Boyd Worsham, who delivered the commencement address. Worsham, vice president of construction support at Haskell, began his career as an apprentice with Haskell and knows well the opportunities that await the new graduates.

The graduates learned that the day had been designated NEFBA Apprenticeship Program Day in the City of Jacksonville, by order of the Honorable Alvin Brown, Mayor. The proclamation states, in part, "The apprentice program of NEFBA contributes to the development and maintenance of a properly trained professional construction workforce, promoting excellence and professionalism in the construction trades thereby enhancing the quality of life in Northeast Florida."

A reception was held immediately following the ceremony for the graduates and their families. The families were delighted with the cake which was decorated with pictures of each graduate.

Congratulations to the 2014 NEFBA Apprentice Graduates!



FEAT Graduation BY JAMIE FUGATE









FEAT Apprentice Theory Graduation

wenty-six FEAT apprentices who work for fifteen Central Florida electrical contractors, celebrated their completion of related training at the FEAT graduation held June 7 at the Lake Ivanhoe Doubletree. Success for most, involves the support and encouragement of many. Graduates were joined by family, friends, electrical contractor employers, instructors and industry organizations to celebrate "their" success.

Starting the festivities, FAEC President, Blake Ferguson and Board member, Don Townsend, Jr. drew the names of 6 lucky grads, and gave them each one hundred dollars. Later in the evening, after the grads walked across the stage and received their certificates, Don congratulated each one with a gift bag from FAEC.

Daniel Trawick, Terry's Electric; Heriberto Olivo, Quinco Electric and Jose Quintana, Y2K Electric earned the awards of top grads. Klein Tools gave each an assortment of hand tools. FAEC gave each of the top grads a plaque and hundred dollar gift certificate to Rexel.

Thanks to the donations of Central Florida Electrical Suppliers and reps, each grad finished off their evening with a door prize that will be useful in their career. They were all most appreciative of the participation and support of FAEC, IAEI, ECF, AA Casey, Action Bolt and Tool, Bright Future, CED, DeWalt, Graybar, HD Supply, Rexel, Tri-City and World Electric.











A Vision for the Next Generation

Develop talent now for a successful future

While incentives such as bonuses and profit sharing are important, recognizing achievements and building self-esteem are priceless.

Some business owners procrastinate or avoid communicating their succession plans because they fear how family members and employees might react. However, their silence may actually create more stress and cause harm to the business. Most employees—including family members—will feel more secure about the future if they know what to expect and how they will fit in.

It's never too late to develop a business succession plan. But the earlier you start, the better. Estate planning experts agree that long-term plans to transfer businesses are generally much more successful than those "patched together" following the unexpected death or disability of an owner.

Business succession actually begins with each employee's first day on the job

Think about it, whether he or she is one of your children or a high school student working part-time, that young person could someday be the head of the company.

Experts agree—succession planning includes creating an environment that motivates employees to use their talents and skills to reach their full potential and contribute to the success of the business. Sounds simple, but how do you accomplish it?

Perhaps a mentor program or an apprenticeship is a good start. Talented young people are more likely to stay with the company if they feel involved in something bigger than their own job. It is wise to provide opportunities by matching experienced workers with newer employees to guide them as they grow in their jobs.

As employees gain experience, they become assets to your business and their value increases. Providing key employees opportunities to gain well-rounded business experience through cross-functional training and experience is admirable. This no doubt helps them become dependable managers who can make good decisions and take initiatives to improve operations.

It's Our Business to Protect Yours[®]



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

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STRESS IN THE WORKPLACE... How are you handling it?

CORPORATE SYNERGIES[®]

Dedicated Advacates, Benefiting You?

We were stressed by the lack of work, and now we are stressed by the amount of work and how to handle the work!

I've heard this repeatedly from many clients, potential clients, and FAEC Members. Stress and stress reduction is a touchy subject-almost as volatile as Healthcare Reform. Here are some probably not so startling statistics from the American Institute of Stress:

- 40% of workers reported their job was very or extremely stressful;
- 25% view their jobs as the number one stressor in their lives;
- Three fourths of employees believe that workers have more on-the-job stress than a generation ago;
- 29% of workers felt quite a bit or extremely stressed at work;
- 26 percent of workers said they were "often or very often burned out or stressed by their work";
- Job stress is more strongly associated with health complaints than financial or family problems.
- 80% of workers feel stress on the job, nearly half say they need help in learning how to manage stress and 42% say their coworkers need such help;
- 14% of respondents had felt like striking a coworker in the past year, but didn't;
- 25% have felt like screaming or shouting because of job stress, 10% are concerned about an individual at work they fear could become violent;
- 9% are aware of an assault or violent act in their workplace and 18% had experienced some sort of threat or verbal intimidation in the past year

Why does this matter to FAEC Members? Ultimately it affects the **<u>quality of the work delivered by your</u>** <u>company</u>, <u>the reputation of your company</u>, and finally <u>your bottom line</u>.

Occupational pressures are believed responsible for:

- 30% of workers suffering from back pain;
- 28% complaining of "stress";
- 20% feeling fatigued;
- 13% with headaches.

Job stress is costly, with a price tag for U.S. industry estimated at over \$300 billion annually as a result of:

- Accidents
- Absenteeism
- Employee turnover Diminished productivity Direct medical, legal, and insurance costs
- Workers' compensation awards as well as tort and FELA judgments

Any of this sound familiar? There are no easy answers. The cause of the stress usually cannot be eliminated-it's the nature of the business. Ultimately, stress management must be integrated into the culture of the company, and existing health and safety efforts. Simply due to the fact that stress is very individualized, any efforts at stress reduction must be a holistic approach, and every aspect of the organization must be appraised to avoid a "blaming the victim" mentality. A great resource and starting place for reducing stress in the workplace can be found at :

http://www.cdc.gov/niosh/pdfs/87-111.pdf

Your Benefits offering can be tailored, along with Wellness programs that will help to alleviate some of the physical conditions brought on by stress-stay tuned!!!





Who is the Electrical Industry in Florida?

In each newsletter, we will shine the spotlight on an FAEC member. You may find out things you never knew about your fellow Industry members.

Tim Quigley is President of the Residential and Service Division of Terry's Electric in Kissimmee.

Tim, how long have you lived in Central Florida?

TQ – My family moved here from Connecticut in 1979 – the year I graduated high school.

Tell us about your history in the Electrical Industry.

TQ – My father was an electrician and worked in Line Construction. As a kid, I sometimes got to travel with him, so I really grew up in the Industry. In the summer of 1972, when I was 12, we went to Pennsylvania to rebuild the power lines after Tropical Storm Agnes had devastated the area. In 1979, we moved to Osceola County when our family started Terry's Electric out of our garage. Both my brother Mark, who was still in high school and I worked with our dad.

What training did you get to be an electrician?

TQ – Although I had some formal training in the beginning, most of my electrical knowledge is selftaught. Learning new aspects of the electrical trade intrigues me and I knew I had to work very hard to be successful. I passed my Journeyman's test about $1\frac{1}{2}$ years after we started the company. I became State Certified in 1988. One thing I have learned – it's okay to make a mistake once. Then you have to learn from that mistake and never make it again.

What type of work does your company specialize in?

TQ – Terry's Electric has divisions for Residential, Commercial and Substation work.

What organizations are you involved with?

TQ – I'm a member of ECF and have always been active in community organizations in Osceola County. And of course FAEC....

When did you become a member of FAEC?

TQ – I became active in FAEC about 10 years ago. I currently sit on the State Board.

What have been the benefits to you from being an FAEC member?

TQ – One of the best things is interaction with other contractors. It's good to know we all face many of the same problems. Having the opportunity to talk to your peers can lead to solutions.

Any last thoughts you would like to share?

TQ – When we first started the company, we worked dawn to dark. My first paychecks were for \$99. This has been a great career – and now I even make more than \$99 a week!

Here's one last thing you may not know about Tim. His "hobby" is law enforcement and he once considered running for sheriff of Osceola County.



Industry News and Updates

NEFBA Outstanding Apprentice Employer of the Year

Apprenticeship Program Chair Keith Ward (right) shakes hands with The "Godfather" of the Apprentice Program, Carmel Morris, Allstate Electrical Contractors, as Morris accepts the first annual Carmel Morris Employer of the Year Award. Morris served as the first Apprentice Committee Chair in 1974, and he and Allstate have provided employment for apprentices and supported the program throughout the years. The Award recognizes an Apprenticeship Employer for its outstanding commitment to improving the quality of the construction trades in Northeast Florida and continued support of the NEFBA Apprenticeship Program.

Terry's Electric, Inc. promotes Pat Murphy to Chief Operating Officer

Currently celebrating its 35th year in business, Kissimmee-based Terry's Electric, Inc., one of Florida's largest electrical contractors, announced the promotion of 17-year company veteran Pat Murphy to Chief Operating Officer. In his new role at the helm of day-to-day operations, Murphy, who served as Vice President – Commercial Division since 2011, will oversee all field operations for the company's Commercial, Residential and Utility Divisions as well as purchasing, quality control and safety. Murphy began his career with Terry's Electric, Inc. in 1997, having worked from the ground up and excelling as Estimator, Project Manager, Chief Estimator, Manager of the Commercial Division, and most recently Vice President – Commercial Division. A longtime member and supporter of FAEC, Terry's Electric, Inc. was originally established to serve the local community following the opening of nearby Walt Disney World.

B. Terence "Terry" and Jeanne Quigley remain Chairman/CEO and Vice President, respectively, having delegated operational duties to Murphy who works in conjunction with John Neveu, Vice President/ CFO. Other key officers include Timothy Quigley, Vice President and Secretary, and Charles Padgett, Vice President of the company's Residential Division.



FLORIDA ASSOCIATION OF ELECTRICALCONTRACTORS



Yes, I would like to provide a door prize/prizes. Other Sponsorship opportunities are available such as the putting green, beverage carts... etc. Please contact Cheryl at 407-260-1511 for details!

FAEC: PO Box 4304, Enterprise, FL 32725-0304 - 407-260-1511 - Email: faec@iag.net Reservations not canceled by August 21, 2014 must be paid for!



Florida Association of Electrical Contractors CE Symposium Sponsorship Opportunities October 3, 2014 Hilton DoubleTree, Orlando, FL

FAEC is pleased to hold our Annual Spring CE Symposium at the Hilton DoubleTree, 60 S. Ivanhoe Blvd, Orlando, FL. This one day event offers educational programming with continuing education credits to our members and guests.

We are looking for your support and offer the following levels of participation:

Event Sponsorship GOLD Level\$500.00(Includes your logo in the event brochure, 1 Registration for the Symposium and
acknowledgement at the event.)

Event Sponsorship SILVER Level\$300.00(Includes your logo in the event brochure and acknowledgement at the event)

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