

OSHA Updates Guidelines for Safety and Health Programs

OSHA has recently updated the Guidelines for Safety and Health Programs it first released 30 years ago, to reflect changes in the economy, workplaces, and evolving safety and health issues. The guidelines provide a step-by-step process to developing a safety and health program for your company. These programs are important because they prevent workplace injuries, illnesses and deaths. By updating the recommended practices, OSHA hopes that more companies will develop safety and health programs that find and fix hazards before they even occur.

In This Issue

- OSHA Updates Guidelines for Safety and Health Programs
- Member News
- Making Ideas a Reality
- Holiday Kick-Off Party Photos
- U.S. Immigration and Customs Enforcement Streamlines IMAGE Program

The first step is to communicate to management the importance of your safety and health program. Management will be able to set goals and expectations for the program and establish an open environment that encourages communication about safety and health.

Once management is able to communicate expectations of the safety and health program, all workplace hazards must be identified and corrected. This allows your employees to prevent injuries before they occur. After identifying the hazards, prepare employees for any potential hazards that have not been identified in the workplace. This will usually go hand in hand with formal safety training which is required of all employees in the construction industry.

After all employees have undergone proper safety training, they should be monitored to ensure that all the safety program is being implemented properly. If there is no visible progress, consider making changes to the safety program.

Safety and health programs do not develop overnight but their importance cannot be overlooked. To find the complete Recommended practices for Safety and Health Programs visit www.osha.gov/shpguidelines/communication.html.

Member News

Lane Hacker, CPA, has joined **Miller Construction Company** as controller of the South Florida design/build and construction services company. Hacker is responsible for managing the accounting function, including financial reporting and records, plus controls and budgets, to ensure accuracy and mitigate risk.

Hacker received his Bachelor of Science in Accounting and his Masters of Accounting degrees from the University of Florida. He is a member of the American Institute of Certified Public Accountants.

Gulf Building LLC has been awarded a demolition/addition contract by the U.S. Navy on the site of the Gateway Hotel building at Naval Station Mayport in Florida. Gulf will demolish an existing facility and peripheral related structures, restore the site after demolition and construct a new single-story building.

“Serving the nation is critical to our mission as a design-build contractor,” said president and CEO John Scherer. *“While much of our work is for federal, state and local agencies, we take special pride in our Defense Department projects.”*

January 2017
Vol. 28, No. 01
Ft. Laud. FL



Lane Hacker

Each month Construction FOCUS features a CASF member company, selected by drawing a business card from among those attending the monthly networking breakfast. The next breakfast, sponsored by Turner Construction, will be held on Thursday, January 19, 7:30 a.m. at Shula's Hotel & Golf Club in Miami Lakes.

Making Ideas a Reality

Bostic Steel was founded in 1991 by the late Hugh Bostic and his wife, Judy Bostic. As President, Judy Bostic oversees all aspects of the corporation. Executive Vice President Dean

BOSTIC STEEL

D'Agati runs the everyday operations and manages all the construction projects. Bostic Steel has become a leader in the South Florida construction community.

Bostic built its reputation by providing architects, contractors and owners with solutions that bring their conceptual ideas into reality.

Over the years, Bostic has provided miscellaneous metals, ornamental metals, and specialty items, as well as structural steel for many South Florida projects. Some of their more recent projects include: Panorama, Margaritaville, Hard Rock Stadium, Ritz-Carlton residences, Coral Springs Municipal Complex, and Florida International University Wellness Center. Currently they are providing all the hand railing and ornamental metals for part of the 27 million dollar "facelift" at Bayside. D'Agati explains "We are proud to be a part

of the revival team for this exciting high-profile project for the City of Miami." It complements the luxury high-rise boom Miami is undergoing and they feel fortunate to be part of projects such as Brickell City Center, Grove at Grand Bay and 1000 Museum.

Looking to the future, Bostic Steel recognizes the need to stay innovative while maintaining their signature of quality and performance excellence in providing superior products to the construction industry. To achieve this lofty goal, they successfully integrate state-of-the-art computer technology and plant equipment to work in tandem with old-fashioned know-how, craftsmanship and expertise.

Bostic Steel considers its finest resource to be its employees and currently employs over 100 people. They have handpicked team members and seasoned professionals that bring optimum experience to every project. "Put us on your next project and let our professionalism speak for itself," comments D'Agati. Bostic has been a member of CASF since 1994. D'Agati says that "The Association helps to keep the South Florida construction industry well-informed while providing excellent networking opportunities. We value the many friends we have made there over the years."

Bostic Steel is located at 7740 NW 34 Street in Miami. For more information contact them at by phone at (305) 592-7276, by fax at (305) 592-6639 and by E-mail at chipp@bosticsteel.com. You may also visit their website at www.bosticsteel.com.

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Construction Focus is the official publication of the Construction Association of South Florida. Article suggestions and submissions for publication consideration should be forwarded to the Executive Vice President.

Holiday Kick-Off Party

Wednesday, December 7, 2016



U.S. Immigration and Customs Enforcement Streamlines IMAGE Program

U.S. Immigration and Customs Enforcement (ICE) developed a program in July 2006 to combat unlawful employment. This program is called the Mutual Agreement between Government and Employers (IMAGE). This program assists employers in targeted sectors develop a more secure and stable workforce. It also enhances fraudulent document awareness through education and training.

The IMAGE program now offers a formal membership certification program. Program participants will be deemed IMAGE certified upon enrollment and completion of IMAGE membership requirements. As

part of IMAGE, ICE and U.S. Citizenship and Immigration Services (USCIS) will provide education and training on proper hiring procedures, fraudulent document detection and use of the E-Verify employment eligibility verification program. E-Verify is an Internet-based system that compares information from an employee's FORM I-9 to data from U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility.

Employers seeking IMAGE certification must agree to:

- Complete the IMAGE self-assessment questionnaire (Application)
- Enroll in the E-Verify Program

within 60 days

- Establish a written hiring and employment eligibility verification policy that includes an internal Form I-9 audit at least once a year (Only employers found to be involved in illegal hiring practices will be penalized based on this audit)
- Submit to a Form I-9 inspection

- Review and sign an official IMAGE partnership agreement with ICE

Employers must be re-certified every two years. However, the re-certification process is very simple and conducted strictly via email. For more information on the IMAGE program or to request training, please visit www.ice.gov/image or email image@dhs.gov.

