

PIPELINE

The Official Publication of the Florida Irrigation Society

More Workers Will Be Eligible
for Overtime Pay

**SPECIAL
EDITION**

ZIKA



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CONTRACTORS
NEED TO KNOW

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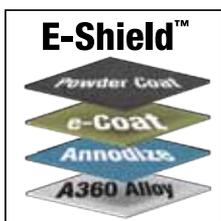
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TABLE OF CONTENTS

FEATURES

FIS Celebrates 50th Anniversary at Water Summit.....	8
More Workers Will Be Eligible for Overtime Pay.....	10
NCCI Office Takes Action on Workers' Comp Rates	14
Deprive Mosquitoes of Breeding Spots	17
Zika - What Every Irrigation Contractor Should Know	22

DEPARTMENTS

President's Letter	2
Legislative News	4
FIS Board of Directors	7
Events	32
Membership Application.....	33



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Greetings Fellow Irrigators,

I have spoken with several contractors in the past few months and they are all saying how busy they are. In the same breath they are also saying they wish they could find some good help. That always seems to be the case for not only our trade but the construction industry in general. However, looking for help is a lot better than not needing any. I hope this abundance of work continues at a steady, manageable pace.

Our push for industry standards is moving forward with Appendix F becoming the center of attention. Most our efforts are concentrated around this item as we believe that our licensing and continuing education goals have more influence with state and local officials if there are guidelines to follow when using Florida's fresh water supplies. FIS has made good progress amending Appendix F with good efficient design criteria for the next building code cycle. The next move is to get it accepted into Chapter 14 of the plumbing code so it becomes standard for all local governments.

FIS was instrumental in gathering related industry associations together for a meeting based on our collective concerns for water quality and conservation. This was a much needed get to know you meeting with discussions centered around each trade's common and unique water related issues and how those affect the

progress of each association member. The associations in attendance were:

- **Central Florida Sports Turf Association**
- **Environmental Research & Education Association**
- **Florida Chapter of the American Society of Landscape Architects**
- **Florida Irrigation Society**
- **Florida Landscape Management Association**
- **Florida Nursery, Growers and Landscape Association**
- **Florida Turf Grass Association**

Efforts are also being made to strengthen chapter participation in four areas around the state. Dade/Broward, West Palm, Orlando and Sarasota. These areas have expressed interest in expanding Florida Irrigation Society activities by either reviving chapter participation or starting new ones. If you are a state member in any of these areas, be on the lookout for promotions and or meetings in the near future. Manufacturers and distributors are instrumental in promoting this effort and I thank them for their support.

In closing, I would like to thank all the previous and current state and local board members for their efforts on our industry's behalf. Without them we would not be celebrating our 50th year of representing Florida's water professionals. When you see a Board member, express your appreciation as well.

Scott King

Florida Irrigation Society President



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Legislative News Update



Florida needs one set of statewide standards for irrigation systems to streamline the regulatory process for irrigation contractors...

By Diana Ferguson, Esq.
Rutledge Ecenia, P.A.



FIS worked to update Appendix F and attempted to include it in the base building code during the current triennial review of the Florida Building Code, in order to provide for regulatory streamlining and consistency and to enhance water conservation efforts. Several green industry groups and other stakeholders supported this effort.

At the August meeting of the Florida Building Commission (FBC), the Commission voted to update Appendix F, but declined to include it in the base code amid concerns from the Florida Home Builders HBA) regarding cost and the potential for new permits. However, there was a significant amount of support for inclusion in the base code among Plumbing Technical Advisory Committee members as well as Commissioners.

FIS will work with other green industry groups to identify next steps. It is important to keep a dialogue going on this issue with key legislators and others. Florida needs one set of statewide standards for irrigation systems to streamline

the regulatory process for irrigation contractors and to create regulatory consistency and certainty.

Additionally, water conservation is a growing concern in Florida. Ensuring a set of standards and inspection of new irrigation systems is low hanging fruit and an easy way to conserve water, since improperly installed and inefficient systems waste far too much water. Commercial and residential irrigation use accounts for over 50% of all fresh water use by Florida residents, and half of that water is wasted due to inefficient irrigation systems.

We need look no further than the Central Florida Water Initiative to see that water is a huge issue, and will only grow in importance as the economy improves and growth returns to Florida following the recession. Recent legislative efforts to pass comprehensive water legislation underscore the importance of water in Florida. It is only a matter of time before there isn't enough water to go around. And in some areas of the state, that time is now. Construction interests should work together collectively and do everything we can to ensure that development can continue. If Florida runs out of water, growth must stop, and the economy will suffer.

I am optimistic that a renewed effort during the next triennial review could succeed. However, we should not wait that long to take action. We will continue to discuss this issue with legislators and urge them to take action now.



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Officer Election Results

The election results for the leadership of the Florida Irrigation Society (FIS) were validated per by-laws at the Fall Board meeting. The following officers will begin their term January 2, 2017.

President - Scott King, Perferred Building Systems

Vice President - Larry Lenz, Brightview

Secretary - Tom Allen, CLM Landscaping

Treasurer - Andy Voelz, Toro

Current Directors are Jack Baldwin, Steve Hall, Randy Heimsoth, Adam Jones, Rick Manley, Paul "Skeets" Mez, John Miragliotta, Spencer Phillips, Tom Super, Brian Walker and Hugh Young, Jr. Election of Directors will be held at a later date.



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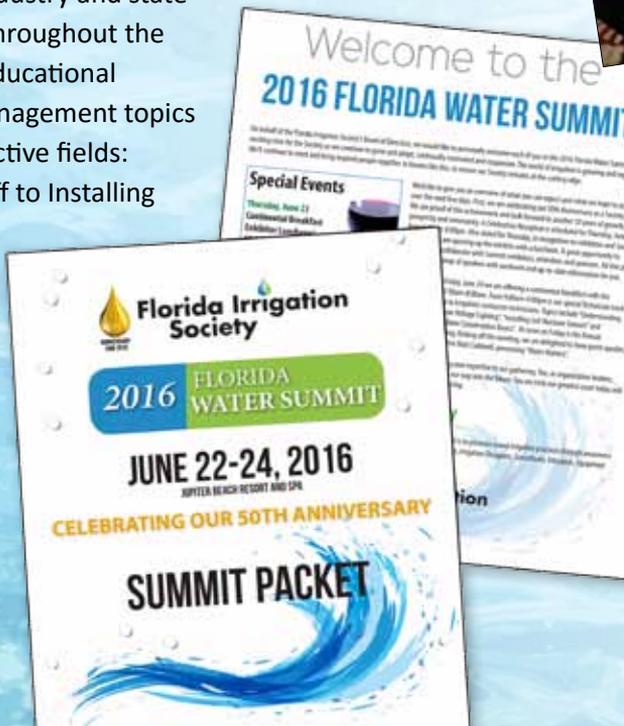
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FIS CELEBRATES ANNIVERSARY

Thank you to all the attendees and sponsors of the 2016 Florida Irrigation Society's Water Summit held at the Jupiter Beach Resort in June. There was a special celebration at the Summit's Exhibitor Reception in recognition of FIS 50 years as the professional organization representing the irrigation industry and honoring the many past and present organization's leaders. The Annual Meeting keynote speaker, State Representative Matt Caldwell, emphasized the role irrigation contractors play in the State's water conservation efforts and the water challenges the industry and state faces in the very near future. Throughout the two days of the Summit were educational workshops on technical and management topics taught by experts in their respective fields: from Controlling Nutrient Runoff to Installing Soil Moisture Sensors, Diagnosing Sprinkler Repair, Efficient Fleet Management and Florida Irrigation Code Update. This year a Technician Workshop was launched that brought together field technicians from various parts of the state for a full day of training.





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By Trisha L. Ryan, P.A.

MORE WORKERS WILL BE ELIGIBLE FOR OVERTIME PAY



Please note: *It is a common misconception that employees who are paid on a salary basis are automatically exempt from overtime; this is not true. Employees on salary must be paid overtime, unless they make a certain amount and their job duties meet specific criteria.*



The federal Fair Labor Standards Act (FLSA) requires that all workers (with some exceptions) receive at least a minimum wage (for 2016, the minimum wage in Florida is \$8.05 an hour), as well as overtime pay at one and a half times the employee's regular rate of pay for hours they work beyond 40 in a work week. This applies to both hourly and salaried workers.

There are 5 categories of employees who do not have to be paid overtime: executive, administrative, professional, outside sales and certain computer-related occupations. These are known as the "white collar" exemptions because employees must be paid a certain salary amount and have specific job duties to qualify, like management of other employees or specialized skills that require advance schooling.

To qualify for one of these exemptions (and thus not receive overtime pay), employees must meet certain tests regarding their job duties and be paid a certain minimum salary. *(One side note: the outside sales exemption does not require a minimum salary amount.)*

Currently, the minimum salary amount to qualify for an overtime exemption is \$23,660. Starting December 1, 2016, however, the minimum salary to be exempt from overtime will increase to \$47,476. This means that salaried

(continued pg. 12)



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employees whose salary is less than \$47,476 a year (or \$913 a week) cannot be exempt regardless of their job duties and must be paid overtime for all hours over 40 they work in a given workweek, effective December 1st.

To prevent the salary level from becoming “outdated,” it will be updated automatically every 3 years. The first update will take place on January 1, 2020, with future updates occurring every 3 years after.

This change will entitle many workers making more than the current threshold of \$23,660 to overtime pay and will be a big change for small businesses.

For more information, please visit

https://www.dol.gov/whd/overtime_pay.htm or scan the QR code.

An advertisement for Hunter irrigation systems. The top half shows a large, two-story house with a dark roof and white trim, surrounded by a lush green lawn. Several large, circular water patterns are overlaid on the lawn, suggesting the coverage of an irrigation system. The text "HUNTER - THE PROFESSIONAL'S CHOICE" is overlaid on the left side of the image. The bottom half of the advertisement is a white background with text and a product image. On the right side, there is a vertical image of a PGP Ultra sprinkler head. The text on the left describes the company's commitment to professional partnerships and innovation in irrigation technology.

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Office Takes Action on Workers' Compensation Insurance Rates

After a thorough review of the workers' compensation insurance rate filing submitted by the National Council on Compensation Insurance (NCCI) and careful consideration of hundreds of public comments and testimony received from interested stakeholders, the Florida Office of Insurance Regulation (Office) has issued an Order that gives contingent approval to an overall combined average statewide rate increase of 14.5% versus the requested 19.6%.

Approval of the revised rate increase is contingent on NCCI amending the filing to include the recommended changes stipulated within the Order. As ordered by the Office, the revised rate increase would become effective on December 1, 2016 for new and renewal business, with no change in rates for current in-force policies. The amended rate filing must be filed with the Office for review and approval no later than October 4, 2016.

The NCCI rate filing was originally submitted in May of this year and amended in June to address the impact of three recent legal changes, including two Florida Supreme court case decisions (Castellanos v. Next Door Company and Westphal v. City of St. Petersburg) and legislatively-mandated updates to the Florida Workers' Compensation Health Care Provider Reimbursement Manual (HCPR Manual).

If NCCI submits the required amended rate filing and it is subsequently approved by the Office at an overall combined average statewide rate increase of 14.5%, the individual rate impacts will include:

- A 10.1% statewide average rate increase for the April 28th Florida Supreme Court decision in the case of Castellanos v. Next Door Company, which found the mandatory attorney fee schedule in Section 440.34, Florida Statutes, unconstitutional as a violation of due process under both the Florida and United States Constitutions.
- A 2.2% statewide average rate increase for the June 9th Florida Supreme Court decision in the case of Westphal v. City of St. Petersburg, in which the Florida Supreme Court found the 104-week statutory limitation on temporary total disability benefits in Section 440.15(2)(a), Florida Statutes, unconstitutional because it causes a statutory gap in benefits in violation of an injured worker's constitutional right of access to courts. The Supreme Court reinstated the 260-week limitation in effect prior to the 1994 law change.
- A 1.8% statewide average rate increase related to updates within the Florida Workers' Compensation HCPR Manual per Senate Bill 1402. The manual became effective on July 1, 2016.

For more information about the NCCI public hearing and rate filing, visit the Office's "NCCI Public Rate Hearing" webpage.

ABOUT THE FLORIDA OFFICE OF INSURANCE REGULATION

The Florida Office of Insurance Regulation has primary responsibility for regulation, compliance and enforcement of statutes related to the business of insurance and the monitoring of industry markets. For more information about the Office, please visit www.floir.com or follow us on Twitter @FLOIR_comm and Facebook.



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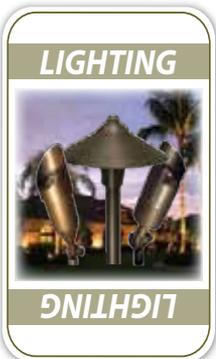
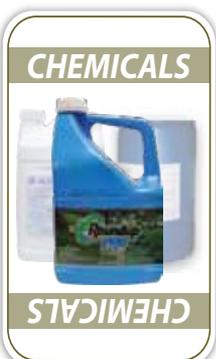
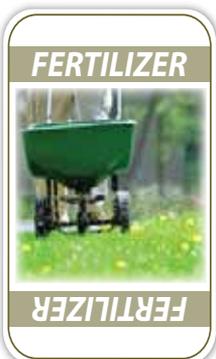
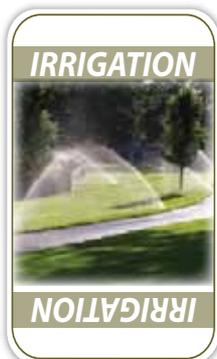
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By Ryan Larsen, NDS, Inc.
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DEPRIVE

MOSQUITOES OF BREEDING SPOTS

by Eliminating Standing Water

Mosquitoes are known to carry many diseases, including malaria, West Nile Virus and heartworms. Zika Virus has recently joined the list, having been linked to birth defects in babies through the bite of an infected mosquito. According to the Centers for Disease Control and Prevention, it only takes one week for standing water to turn in to a thriving breeding habitat for mosquitoes. This makes the task of keeping pesky mosquitos away from homes, businesses and yards an urgent and high priority one, and makes that low spot on a customer's property where water always collects much more troublesome than just being an eyesore.

(continued pg. 18)

Feature

Because customers must now be proactive about existing or potential drainage problems, the single most effective thing they can do to minimize the presence of mosquitoes around their properties is to eliminate standing water wherever it occurs. Although customers may think solving their drainage problems will be difficult and costly, or that they'll end up with an ugly drainage ditch on their property, it is possible to eliminate standing water cost-effectively and attractively.

Landscape professionals and contractors should follow these five steps to get for addressing areas with standing water problems:

1 CHECK THE USUAL SUSPECTS FIRST: Is there a low area in the yard that always creates a small pond after it rains? Are any downspouts or gutters clogged with debris? Does water linger along a retaining wall, edging, walkway or patio? These are the most common trouble areas for standing water, and they are important to fix because mosquitoes can lay their eggs in very shallow standing water.

2 ADDRESS THE EASY FIXES FIRST: The gutters, downspouts and minor collection spots are easily addressed by simply clearing away obstructions. When those issues are resolved, concentrate on addressing a property's low areas.

Specifically, it's important to look for muddy, wet areas because they can kill grass and attract mosquitoes that can eventually lead to more serious damage to a customer's property.

3 DETERMINE THE SCOPE OF THE PROBLEM: Standing water on a property can occur in multiple spots, from walkways to lawns. To identify the problem and research possible solutions, check the many resources online from manufacturers of drainage





and storm water management products. For example, NDS, Inc. offers an online Home Drainage Center (<http://www.ndspro.com/home-drainage>) with free information for fixing existing or potential drainage problems and how-to guides to installing drainage products.

4 CHOOSE AND INSTALL A DRAINAGE SOLUTION: The two most common solutions for fixing standing water problems are catch basins and dry wells. Catch basins are designed to trap sediment, debris, contaminants and pollutants so that they cannot enter drainage pipes, and are installed beneath downspouts. Dry wells are underground structures that collect and retain runoff and are typically a round plastic container with holes in it to allow water to seep slowly out and return to the groundwater.

Placing drainage solutions underground not only minimizes the risk of mosquitoes breeding in standing water, but it can also preserve the visual appeal of your landscape.

5 USE DRIP IRRIGATION ON SLOPES. Watering landscapes and plants with traditional overhead sprinklers will result in overspray that will drain down and puddle at the base of a slope. To reduce standing water, instead install dripperline, single point emitters or low volume sprayers. Drip irrigation and good drainage go hand in hand, and in addition to eliminating standing water that can attract mosquitoes, drip irrigation minimizes soil loss and erosion and prevents harmful waterlogging and salinization where excessive salts accumulate in the soil.

(continued pg. 21)

WATER ISSUES?

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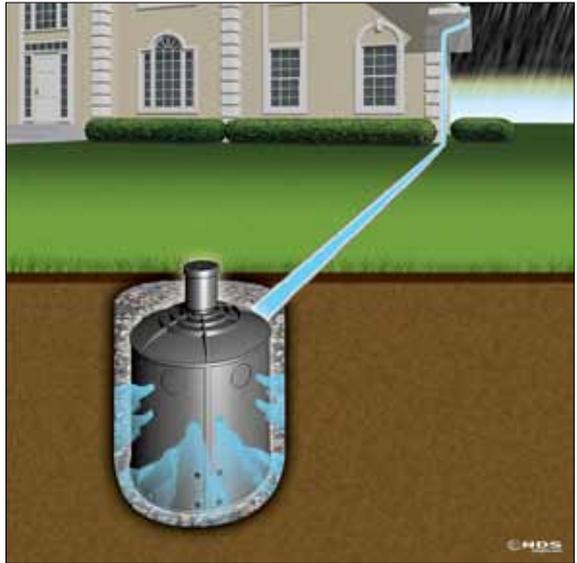
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Solving a standing water problem starts with understanding the unique features of a property and eliminating the most likely trouble spots. Once the cause of a standing water problem has been identified, it's critical to act quickly and effectively to address the issue before an aesthetic problem becomes a health hazard for customers.



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ZIKA

WHAT IRRIGATION CONTRACTORS NEED TO KNOW

[Federal Interim Guidance for Protecting Workers from Occupational Exposure to Zika Virus](#)

The Occupational Safety and Health Administration (OSHA) and the National Institute for Occupational Safety and Health (NIOSH) are monitoring the Zika virus outbreak spreading through Central and South America, Mexico, and parts of the Caribbean, including U.S. territories. For the most up-to-date information, check the Centers for Disease Control and Prevention (CDC) Zika website frequently. Some U.S. states have mosquitoes that can become infected with and spread Zika virus, and travel-associated Zika virus infections in U.S. states may result in local spread of the virus. Visit the CDC Areas with Zika website to learn where there is current transmission. Workers who are exposed on the job to mosquitoes or the blood or other body fluids of infected individuals may be at risk for occupationally acquired Zika virus infection. This interim guidance provides employers and workers with information and guidance on preventing occupational exposure to the Zika virus. The guidance may be updated as additional information becomes available.

Introduction

Zika virus is primarily spread through the bites of infected mosquitoes. Mosquitoes can become infected when they bite infected persons and can then spread the Zika virus to other persons they subsequently bite. Zika virus historically has been found in Africa, Southeast Asia, and the Pacific Islands. The first case was identified in the Zika Forest in Uganda in 1947.¹ In 2015, cases of Zika virus infection emerged in the Americas and the Caribbean. Zika virus has the potential to spread anywhere that mosquitoes capable of spreading this virus are found. *Aedes* species mosquitoes are a principal vector (i.e., carrier) of Zika virus in the U.S. *Aedes aegypti* (commonly known as yellow fever mosquitoes) are typically concentrated in the southern U.S. as well as parts of the Southwest. Another vector for Zika virus is *Aedes albopictus* (commonly known as Asian Tiger mosquitoes), which are found in much of the southern and eastern part of the U.S. *Aedes* mosquitoes can also carry other arboviruses, including dengue, yellow fever, chikungunya, Japanese encephalitis, and West Nile. CDC provides information about surveillance of *Aedes* mosquitoes in the U.S.

Zika Virus Infection in Humans

Current science-based evidence suggests that approximately one out of five infected people develops symptoms of Zika virus, usually beginning 2-7 days after the bite of an infected mosquito. Symptoms are usually mild and can last 2–7 days. The most common symptoms of Zika virus infection are fever, rash, joint pain and red or pink eyes. Other symptoms include myalgia (muscle pain) and headache. These symptoms are similar to those of dengue fever or chikungunya. Neurological and autoimmune complications are infrequent but have been described in outbreaks in Polynesia and, more recently, Brazil.

During the first week of infection, Zika virus can be detected in the blood and is capable of being spread from an infected person to a mosquito that feeds on that person. Infected mosquitoes can then spread the virus to other people through bites. In some instances, having direct contact with infectious blood or other body fluids (such as semen through sexual transmission) of an infected person may result in transmission of the virus.

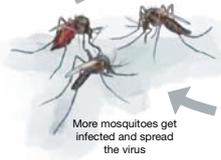
Zika virus can be spread from a pregnant woman to her fetus and has been linked to a serious birth defect of the brain called microcephaly in babies of mothers who had Zika virus while pregnant. Other problems have been detected among fetuses and infants infected with Zika virus before birth, such as absent or poorly developed brain structures, defects of the eye, hearing

(continued pg. 24)

1. Hayes, Edward B. "Zika Virus Outside Africa," *Emerging Infectious Diseases*, 15, 9, 1347–1350 (2009).

PROTECT YOUR FAMILY AND COMMUNITY: HOW ZIKA SPREADS

Most people get Zika from a mosquito bite



Other, less common ways, people get Zika:



During pregnancy
A pregnant woman can pass Zika virus to her fetus during pregnancy. Zika causes microcephaly, a severe birth defect that is a sign of incomplete brain development



Through sex
Zika virus can be passed through sex from a person who has Zika to his or her sex partners



Through blood transfusion
There is a strong possibility that Zika virus can be spread through blood transfusions

deficits, and impaired growth. CDC recommends special precautions for women who are or may become pregnant.

Control and Prevention

In areas affected by Zika virus transmission, protect yourself and others from possible exposure to Zika virus by always taking steps to prevent mosquito bites. There is no vaccine to prevent Zika virus and there is no specific treatment for individuals who become infected.

Although Zika virus is generally spread by the bites of infected mosquitoes, exposure to an infected person's blood or other body fluids (such as semen through sexual transmission) may also result in transmission. Employers should train workers about their risks of exposure to Zika virus through mosquito bites and direct contact with infectious blood and other body fluids and how to protect themselves. Employers should also provide information about Zika virus infection, including modes of transmission and possible links to birth defects, to workers who are pregnant or may become pregnant or whose sexual partners are or may become pregnant.

Outdoor workers may be at the greatest risk of exposure to Zika virus. Some workers, including those working with insecticides to control mosquitoes and healthcare workers who may be exposed to contaminated blood or other potentially infectious materials from individuals infected with Zika virus, may require additional protections (e.g., certain types of personal protective equipment, PPE). Employers must comply with universal precautions for potential bloodborne pathogens (BBP) exposures, as described in OSHA's BBP standard (29 CFR 1910.1030), and any applicable requirements in OSHA's PPE standards (29 CFR 1910 Subpart I), among other OSHA requirements.

Consult the CDC Zika website for the most up-to-date information to help employers implement effective worker protections.

Outdoor Workers

Recommended employer actions:

- Inform workers about their risks of exposure to Zika virus through mosquito bites and train them how to protect themselves. Check the CDC Zika website to find Zika-affected areas.
- Provide insect repellents and encourage their use according to the guidance below.
- Provide workers with, and encourage them to wear, clothing that covers their hands, arms, legs, and other exposed skin. Consider providing workers with hats with mosquito netting to protect the face and neck.
- In warm weather, encourage workers to wear lightweight, loose-fitting clothing. This type of clothing protects workers against the sun's harmful rays and provides a barrier to mosquitoes. Always provide workers with adequate water, rest and shade, and monitor workers for signs and symptoms of heat illness.
- Get rid of sources of standing water (e.g., tires, buckets, cans, bottles, barrels) whenever possible to reduce or eliminate mosquito breeding areas. Train workers about the importance of eliminating areas where mosquitos can breed at the worksite.
- If requested by a worker, consider reassigning anyone who indicates she is or may become pregnant, or who is male and has a sexual partner who is or may become pregnant, to indoor tasks to reduce their risk of mosquito bites.

Recommended worker actions:

- Use insect repellents according to the guidance below.
- Wear clothing that covers hands, arms, legs, and other exposed skin.

(continued pg. 27)

Zika virus disease

VIRUS TRANSMISSION

MOSQUITO
BITES



MOTHER TO
CHILD



BLOOD
TRANSFUSION



SEXUAL
CONTACT



SYMPTOMS

PALE SKIN
RASH



FEVER



CONJUNCTIVITIS



VOMIT



MUSCLE PAIN



JOINT PAIN



HEADACHE



DIARRHEA



TREATMENT



There is no vaccine to prevent or medicine to treat Zika infections



SEE A DOCTOR



DRINK WATER



GET REST



DO NOT TAKE
ASPIRIN



PREVENTION

KEEP YOUR



CLOSED

COVER UP



DURING
PREGNANCY

SLEEP



BED NET

USE REPELLENT



EMPTY OR
COVER WATER
CONTAINERS

Wear hats with mosquito netting to protect the face and neck. Wear socks that cover the ankles and lower legs.

- In warm weather, wear lightweight, loose-fitting clothing. This type of clothing protects workers against the sun's harmful rays and provides a barrier to mosquitoes. Drink plenty of water, take rest breaks in shaded areas, and watch for signs and symptoms of heat illness, including in coworkers.
- Get rid of sources of standing water (e.g., tires, buckets, cans, bottles, barrels) whenever possible to reduce or eliminate mosquito breeding areas.
- Talk to your supervisor(s) about any outdoor work assignment(s) if you are or may become pregnant, or, for males, if your sexual partner is or may become pregnant. Such workers should be familiar with CDC information on Zika virus and pregnancy.
- If symptoms develop, seek medical attention promptly. Discuss any possible exposure to mosquitoes or infections spread by mosquitoes with a healthcare provider.

Guidance on use of insect repellents for employers and workers:

- Always follow label precautions when using insect repellent.
- Use insect repellent containing an EPA-registered active ingredient. All of the EPA-registered active ingredients have demonstrated repellency, but some provide longer-lasting protection than others. Research suggests that repellents containing DEET (N,N-diethyl-m-toluamide) or picaridin (KBR 3023) typically provide longer-lasting protection than the other products, and oil of lemon eucalyptus (p-menthane-3,8-diol) provides longer-lasting protection than other plant-based repellents. Permethrin is another long-lasting repellent that is intended for application to clothing and gear, but not directly to skin.
- Choose a repellent that provides protection for the amount of time that you will be outdoors. In general, the more active ingredient (higher concentration) a repellent contains, the longer it will protect against mosquito bites. For example, the more DEET a repellent contains, the longer time it can protect you from mosquito bites, with protection times ranging from 1 hour (4.75% DEET) to 5 hours (23.8% DEET). Studies suggest that concentrations of DEET above approximately 50% do not offer a marked increase in protection time against mosquitoes; DEET efficacy tends to plateau at a concentration of approximately 50%.
- To avoid reaction to DEET or other ingredients in insect repellents, read and follow the directions on all insect repellents before use. Spray insect repellent (permethrin) on the outside of clothing, as it is possible for mosquitoes to bite through thin clothing.

(continued pg. 28)



- Do NOT spray insect repellent on skin that is under clothing.
- Do NOT apply insect repellent to skin that is already irritated, or to cuts/lacerations.
- Do NOT spray aerosol or pump products in enclosed areas. Do NOT spray a pump or aerosol product directly on the face. First spray it on hands and then carefully spread it on the face (do not allow insect repellent to contact eyes or mouth).
- After returning indoors and before eating, use soap and water to wash skin that has been treated with insect repellent. Reapply repellent when returning outdoors or after eating.
- Outdoor workers may need to use sunscreen in conjunction with insect repellent. Repellents that are applied according to label instructions may be used with sunscreen with no reduction in repellent activity. However, limited data show a one-third decrease in the sun protection factor (SPF) of sunscreens when DEET-containing insect repellents are used after a sunscreen is applied. Products that combine sunscreen and repellent are not recommended, because sunscreen may need to be reapplied more often and in larger amounts than needed for the repellent component to provide protection from biting insects. The best option is to use separate products, applying sunscreen first and then applying the repellent.

Due to the decrease in SPF when using a DEET-containing insect repellent after applying sunscreen, users may need to reapply the sunscreen more frequently.²

- Stop using insect repellent and/or sunscreen if a rash or other adverse symptoms develop. Wash skin with soap and water. Consult a healthcare provider or poison control center for further guidance. Be sure to inform the healthcare provider or poison control center about the insect repellent used (e.g., type, when and where applied). Take other actions, as described in this guidance, to avoid mosquito bites if insect repellent cannot be used.

General Guidance for Employers of Workers with Suspected or Confirmed Zika
CDC advises individuals, including workers, infected with Zika virus to³:

- Get plenty of rest.
- Drink fluids to prevent dehydration.
- Take medicine such as acetaminophen to reduce fever and pain.
- Avoid taking aspirin, ibuprofen, naproxen, or other non-steroidal anti-inflammatory drugs because of rare cases of bleeding occurring with flaviviruses and these medications.
- Talk to a healthcare provider before taking any medications, including prescriptions, for other medical conditions.
- To help prevent others from getting sick, avoid mosquito bites during the first week of infection. Wearing clothing that covers skin and using insect repellents can help prevent mosquito bites.
- To help prevent transmission to partners via sexual contact, abstain from sexual activity or use condoms during sexual activity during and following infection. For specific recommendations to prevent sexual transmission, please visit the CDC Zika and Sexual Transmission website.

Employers should:

- Ensure that supervisors and all potentially exposed workers are aware of the symptoms of Zika.
- Train workers to seek medical evaluation if they develop symptoms of Zika.
- Assure that workers receive prompt and appropriate medical evaluation and follow-up after a suspected exposure to Zika virus. If the exposure falls under OSHA's BBP

2. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, "CDC Health Information for International Travel, 2016 (Yellow Book)."

3. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, "Zika Virus – Symptoms, Diagnosis, & Treatment." standard (29 CFR 1910.1030), employers must comply with medical evaluation and follow-up requirements in the standard. See 29 CFR 1910.1030(f).

(continued pg. 30)

Special Feature

- Consider options for granting sick leave during the infectious period. CDC describes steps employers and employees can take to protect others (PDF) during the first week of Zika virus illness.
- Paragraph 11(c) of the OSH Act, 29 USC 660(c), prohibits employers from retaliating against workers for raising concerns about safety and health conditions. OSHA encourages workers who suffer such discrimination to submit a complaint to OSHA. Workers have 30 days from an alleged reprisal to file their complaints.

Additional Resources

Go to the OSHA website at <https://osha.gov/zika/index.html> for more information and additional information.

*_Accessibility Assistance: Contact OSHA's Directorate of Technical Support and Emergency Management at (202) 693-2300 for assistance accessing PDF materials.

Credit: CDC / James Gathany

Disclaimer: This document is not a standard or regulation, and it creates no new legal obligations. It contains recommendations as well as descriptions of mandatory safety and health standards. The recommendations are advisory in nature, informational in content, and are intended to assist employers in providing a safe and healthful workplace. The Occupational Safety and Health Act requires employers to comply with safety and health standards and regulations promulgated by OSHA or by a state with an OSHA-approved state plan. In addition, the Act's General Duty Clause, Section 5(a)(1), requires employers to provide their employees with a workplace free from recognized hazards likely to cause death or serious physical harm.

This information will be made available to sensory-impaired individuals upon request. The voice phone is (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627. For other requests or questions, contact OSHA at 1-800-321-OSHA (6742). To receive NIOSH documents or more information about occupational safety and health topics, contact NIOSH at 1-800-CDC-INFO (1-800-232-4636), TTY: 1-888-232-6348, web: Error! Hyperlink reference not valid., or visit the NIOSH website at www.cdc.gov/niosh. U.S. Department of Labor.



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EVENTS

2016

November 3 **On-Site Exam Prep Workshop for Florida Irrigation License**
 LOCATION: North Florida Irrigation Equipment
 3200 Powers Ave., Jacksonville, FL 32207

November 9 **Smart Water Application Technology (SWAT) Training**
 LOCATION: Brooker Creek Preserve
 3940 Keystone, Tarpon Springs, FL 34688
 Product demonstrations; Dr. Michael Dukes, instructor

December 6 **Webinar Exam Prep Workshop for Florida Irrigation License**

Register for these events at www.fisstate.org or contact us at 727-209-1595.

2017

January 10 **Florida WaterStar Training**
 8:30 a.m.–5 p.m.
 Exams: Jan. 11, 8:30 a.m.–12 p.m.
 Miami-Dade County Extension Office
 18710 S.W. 288 Street
 Homestead FL 33030-2309

November 17-21 **Irrigation Association - Irrigation Show and Education Conference**
 LOCATION: Orlando, FL

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- Earn 10 CEU hours for your Florida Irrigation License
- Earn 10 CEU hours for your Florida Irrigation License
- Earn 10 CEU hours for your Florida Irrigation License

Training: Jan. 10, 8:30 a.m. - 5 p.m.
Exams: Jan. 11, 8:30 a.m. - 12 p.m.
Location: Miami-Dade County Extension Office
 18710 S.W. 288 Street
 Homestead, FL 33030-2309

The training fee is \$100. The registration fee is \$25. The exam fee is \$25. The total fee is \$150. The fee includes a 2-year membership in the Florida Irrigation Association. The fee also includes a 2-year membership in the Florida Irrigation Association.

WaterStar logo and other logos: Hunter, ENGLA, IRRIGATOR

Visit www.fisstate.org for additional event/education information
 Submit your industry events for consideration to pipeline@fisstate.org

APPLICATION FOR MEMBERSHIP

I am: A New Member Renewing my Membership

Note: All new applications are considered pending until approved by the Board of Directors at the next scheduled meeting.

Company: _____ Phone: _____
 Address: _____ Fax: _____
 City: _____ State: _____ Zip: _____ County: _____
 Voting Representative: _____ Email: _____

For new applications:

Please list sponsor or Member company:

Would you like information about your local chapter: Yes No

For renewal applications:

If you are a renewing member, please list chapter affiliation here: _____

If you are renewing, please indicate most recent membership year: _____

Please indicate your Category and enclose relevant dues

	Annual Dues
<input type="checkbox"/> A Manufacturer	\$380.00
<input type="checkbox"/> B Distributor	\$325.00
<input type="checkbox"/> C Contractor	\$250.00
<input type="checkbox"/> D Consultant, P.E., L.A.	\$250.00
<input type="checkbox"/> E Irrigation System Operator	\$250.00
<input type="checkbox"/> F Associate	\$60.00
<input type="checkbox"/> G Technical	\$60.00
<input type="checkbox"/> H Student	\$20.00
<input type="checkbox"/> I Supporting	\$150.00

Helpful Category Information:

- *Associate Members are employees of current FIS Member firms in categories A-E.
- *Technical Members are individuals employed by educational institutions or governmental agencies.
- *Students retain all Membership rights except voting Representation.
- *Supporting Members are individuals that wish to be members that are not in the irrigation industry. (Example: Insurance Agents, Auto Dealers, etc.)

Please tell us about yourself so we can better serve your specific industry needs

- | | |
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| <input type="checkbox"/> Installer of Irrigation Systems | <input type="checkbox"/> Registered Professional Engineer |
| <input type="checkbox"/> Dealer in irrigation equipment | <input type="checkbox"/> Registered Landscape Architect |
| <input type="checkbox"/> Distributor in irrigation equipment | <input type="checkbox"/> Certified IA Designer |
| <input type="checkbox"/> Irrigation System Design only | <input type="checkbox"/> Certified Landscape Irrigation Auditor |
| <input type="checkbox"/> Manufacturer | <input type="checkbox"/> Other Certifications: _____ |
| <input type="checkbox"/> Well Driller | _____ |
| <input type="checkbox"/> Operator of Irrigation Systems | _____ |

If your business is located in a county that requires an irrigation contractor license through testing, please provide your license number and county for Membership Directory listing.

License #: _____ County: _____

 Applicant Signature & Date

 Sponsor Signature & Date (New Members Only)

Payment may be made by check or credit card. Make Check payable to Florida Irrigation Society or go to www.fisstate.org to pay by credit card.

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