



Constructively Speaking

JUNE 2016

NEWSMAKERS

- Industry booms
- New Faces
- Spearin Doctrine

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Airtex News

The construction market recovery appears to be in full swing, and with the housing market finally making a turn around, residential projects are popping up all over South Florida.



When the residential construction market booms, it affects the commercial HVAC market by keeping residential contractors from trying to find revenue by venturing into the commercial market.

Airtex's steady increase in work has required more talent and they are proud to welcome these new faces.

Josh Deklevar, Yoel Gonzalez, Ben Roberts, Brigitte Court, Frank Lagalante Jr., Ken Kammer, Michael Schweigert, Sean McIntyre, Richard Brown, Chuck Woods and Josh Dickerson recently joined Airtex, and they look forward to a chance to use their skills to prove their worth and show that they have the right attitude to meet Airtex's stringent work ethics and commitment to safety.



Congratulations to **Keith Kibbons**, and crew for just completing **Loftin Place**. Over 26000 man hours and no accidents ! Thank you **Chuck Woods** for making that project safe every day !!



Industry Related - Spearin Doctrine

As the economy ramps up the construction industry follows suit and the attention to detail regarding design documents suffers.

Design Teams are busier than ever and Owners are demanding drawings for their projects be completed in record time. This demand causes the Architects and Engineers to produce poor documents and the flow through effect of this trend puts a great deal of pressure on the Contractor to

build using incomplete or insufficient drawings.

The poor drawings can create tremendous exposure when signing a contract that ultimately puts all the responsibility on the contractor "to make it work".

The Spearin Doctrine addresses the issue of **implied warranty of constructability** which basically states that the owner warrants that *if a contractor builds in accordance with the plans and*

spec.'s, which later proves to be defective, the contractor will not be liable for damages which result from the design deficiencies.

In some cases the owner can also be liable for delay damages that are a result of the design deficiency.

Of course every case has it's own set of circumstances, so legal advice would be required to determine if a claim is warranted.

Giving Back

Projects

Teamwork

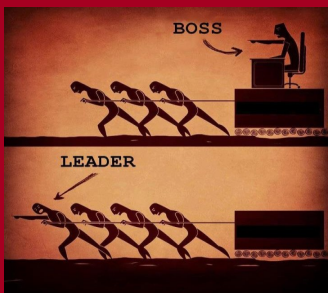
Pay it forward

The Owners at Airtex believe that it is imperative that you give back to those in need in order to receive the gift of happiness. Airtex has always been contributors to a good cause by giving back to the community, but their



generosity has reached new heights this year by donating 100's of man hours to Habitat for Humanity.

With more than 1,400 local U.S. affiliates and over 70 national organizations around the world. Habitat for Humanity volunteers have helped build and repair over 1 million homes and serve over 5 million people worldwide since 1976.



Current Projects

East Central Regional Bio-solids WWTP
West Palm, Bch. FL

Morrison Hotel
Dania Bch, FL

Cortina Boynton Village
Boynton Bch, FL

Palm Beach State College Security Operations
Palm Bch Gardens, FL

Mercedes Benz
West Palm Bch, FL

Maserati renovation
West Palm Bch, FL

Tryp Maritime Hotel
Ft Lauderdale, FL

Florida Atlantic University College of Medicine
Boca Raton, FL

Cortina Clubhouse
Boynton Bch, FL

Teamwork

Airtex's annual meeting was held March 6th at the Double Tree Hotel Conference Center located in Palm Bch Gardens, FL.

The conference center provided an excellent atmosphere for continuing

to build and strengthen the Airtex team.

The breakfast and lunch that was provided by the conference center restaurant was fantastic.

Airtex Owner, Mr. Keith Brown provided a very

entertaining and informative presentation that covered everything from reading blueprints to dealing with difficult people in our industry and some really fun and interesting competitions between employees.

Continuing Education



When asked “ what if you pay for their training and they leave? ” The owner responded; what if I don't train them and they stay !

FACAA provides training and job placement for the HVAC/Refrigeration contractors in Florida.

Congratulations to Airtex's **Michael Schweigert** and **Ben Roberts** as they are starting their 1st year of the program.

In another outstanding commitment to continuing education Airtex obtained certi-

fication for field employees in Daikin VRV, First Aid, Forklift and Scissor lift certifications, 30 hour OSHA certifications, Powdered operated tool certifications. A special shout out for **Marco Perez** who just became Airtex's 1st NADCA certified employee !



“ Education paves the way to success”

Safety

As we all know, working in the construction industry is dangerous.

Work-related accidents can cause serious injuries or death, and most of these accidents are preventable.

Safety is really no joke at Airtex. The company and the

employees are committed to being safe.

Airtex has been successful in making their job sites safer by doing everything they can do to minimize safety hazards and reduce the chance of an accident.

Airtex's safety has definitely paid off! They are very proud to announce that their **CURRENT EMR is .79 !!!**

Job Safety and Health
It's the law!

OSHA
Occupational Safety and Health Administration
U.S. Department of Labor

EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthy conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citation at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.

This free poster available from OSHA.
The Best Resource for Safety and Health

For assistance in identifying and correcting hazards or complying with standards, be available to employers, without obligation or penalty, through OSHA approved consultation programs in each state.

1-800-321-OSHA
www.osha-slc.gov

“ Airtex has ZERO lost time injury since the company opened in 2002“

Employee Loyalty

A loyal employee is literally worth more than their weight in gold. Airtex has set the bar very high for it's employees and has more stringent installation requirements than most any HVAC contractor in the industry. There is a constant reminder from Mr. Brown to “do it right-really

right the first time “ which fuels the fire that keeps their employees driven. With expectations so high, Airtex must provide the best environment for employees to perform. Airtex avoids using low quality material and does not allow vendor delays or inaccurate shop drawings to

contribute to a more difficult installation. Airtex is extremely lucky to have such great employees that truly care about the quality of work they provide. From the office personnel, to the field crews, to the subcontractor's employees they partner with, Airtex says **THANKS !**

“ Our employees are the most important asset we have. “



The Airtex Corporation

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“Affordable Quality”

A message from the President

If you are going to do it ...do it right
or be embarrassed by it.



The Airtex Corporation is committed to our
employees, safety, quality, and the
local community.

We remember



Upcoming Events

*On Saturday July 23rd
Airtex employees, their
families, and their
associates will head to
Jupiter, Florida for a day
of fun and sun at Carlin
Park.*



**The Airtex Corporation
“Beach Bash - 2016”**

Time: Park Hours are Sunrise - Sunset
Date: Saturday 7/23/2016
Place: Carlin Park - Beach Pavilion
400 S. S.R. A1A
Jupiter, FL 33477

Get Ready for an Airtex “Beach Bash”! Please join us at Carlin Park, for swimming in the blue waters of the Atlantic, baking in the hot sun, or just relaxing in the shade under the pavilion. There will be food, drinks, and lots of fun. But, as always, BYOB!

RSVP: Brigette at (561) 683-3446