

THE DISPERSER

No. 80 Volume 101 January 2022
"Dispersing ideas among friends"

PROGRESS THROUGH COOPERATION

FPCA President Letter

Dear Current and Future FPCA Members,

Trusting this new year finds all of you and your families safe and well. Needless to say 2021 is a year that we hope not to repeat virus wise, however, 2022 is not looking great at this early stage. Just remember, family comes first.

It seems as though mergers and acquisitions of suppliers, distributors and customers continues at a record pace. As expected, this puts additional stress on everyone involved. Logistics, lead times, price increases and supply issues are forecast to continue at least for the near future. There are a few companies that are lifting force majeure which is a positive sign. Price increases are now announced on a monthly basis with some as often as weekly or even daily.

Business remains strong in the state with new home sales/construction and renovations, new apartments and infrastructure construction driving the pace. A recent news report stated the state's population is increasing by slightly less than 900 persons per day. That amounts to a city the size of Orlando in a year's time.

The vast majority of paint and coatings manufacturers in the state are reporting increased sales over 2020 and this is forecast to continue into at least the near future. Job openings remain high due to several causes. On that note, I know of several paint manufacturers that are in need of lab chemist, TD's and plant mgrs/workers. If you know of anyone that may be a candidate for any of these positions, please have them contact manufacturers for interest. Most distributors in the state know of the openings and can also be of assistance. Let's all work together to help one another. That is part of FPCA's purpose.

Each of you should have received or should be receiving the FPCA 2022 membership application and Lake Buena Vista agenda, meeting and hotel registration. Meeting dates are February 25, 26 and 27. You will notice there is a generous discount for renewing/new membership in January. Also notice the hotel has changed to the Hilton Orlando Buena Vista Palace. There is a hotel reservation link included in the registration information. I am looking forward to seeing each of you next month. Until then, please stay safe and well and promote the Association at every opportunity.

Regards and
Have a Blessed Day
Eddie Saxon
FPCA President



WWW.FPCA.CLUB

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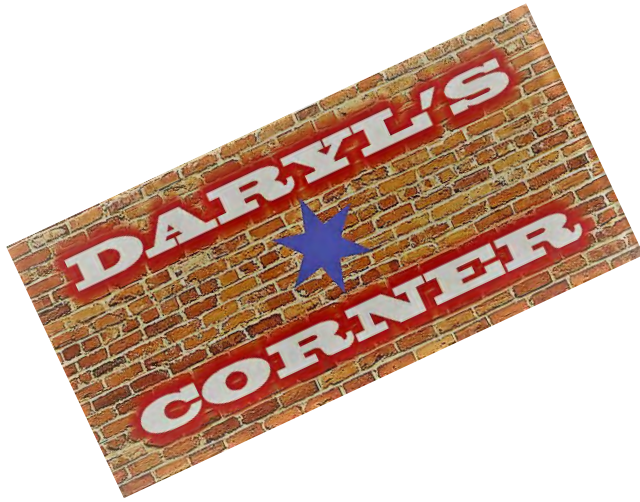


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How to Control Anger: 16 Tips to Help You Stay Calm

Anger is a normal feeling and can be a positive emotion when it helps you work through issues or problems. Anger control is important for helping you avoid saying or doing something you may regret.

Here are 16 ways you can control your anger:

1. Count down- Count to 10. During the time it takes you to count, your heart rate will slow, and your anger may dissipate.
2. Take a breather- Take deep breaths. It's hard to be mad when you are breathing normally.
3. Take a hike- Go for a walk, Any exercise will make your anger less.
4. Relax- Depending on the situation, appearing as if you are in control helps you better describe your views.
5. Stretch- Yoga-like movements help you control your body and mind.
6. Mentally escape- Think about something else... something or someone that is important to you.
7. Play some music- Sing along to your favorite tunes..
8. Stop talking- Consider Covey's Habit #3...Seek First to Understand then to be Understood.
9. Take a break- Find a place for some personal quiet time.
10. Take action- Pour your energy and emotions into something that's healthy and productive.
11. Write in your journal. Writing about the situation may give you clues on a solution.
12. Role-play your response- this allows you to consider several options.
13. Alter your routine- If you are angry due to a long commute, for example, then consider other ways of getting to work.
14. Talk to a friend- Talking with a trusted, supportive friend can provide a new perspective.
15. Laugh- It's hard to stay mad when you are laughing.
16. Find a paradigm- change the scenario in your mind to consider other reasons for the anger.

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Canada Publishes VOC Limits for Consumer and Commercial Products

- January 10, 2022
- Government Affairs
- Contact: [Rhett Cas](#)

On Jan. 5, the Canadian government published the [Volatile Organic Compound Concentration Limits for Certain Products Regulations](#) in the *Canada Gazette, Part II*. The regulations aim to prohibit the import and manufacture of products that exceed prescribed VOC concentration limits in products used by household, institutional and commercial consumers.

Canada contends that the products contribute to Canadian VOC emissions.

The VOC limits apply to approximately 130 product categories and subcategories, including the following:

- Personal care;
- Automotive and household maintenance products;
- Adhesives, adhesive removers, sealants, and caulks; and
- Other miscellaneous products.

The regulations include three alternative compliance options to provide flexibility.

These include the following:

- Permit – Technical or Economic Non-Feasibility
- Permit – Product Whose Use Results in Lower VOC Emissions
- VOC Compliance Unit Trading System that allows companies to balance emissions from products that exceed the concentration limits with compliance units earned from products that were reformulated to have VOC concentration lower than the regulatory limits.

For the latter compliance option, the trading program system also allows companies to trade compliance units with other companies.

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November 27, 2021

Mr. Eddie Saxon
President
Florida Paint & Coatings Association
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Dear Mr. Saxon,

I made it home for the first time this semester during Thanksgiving break and much to my surprise I had your letter waiting for me letting me know that I received a \$500 scholarship from the Florida Paint & Coatings Association for a second year. What a pleasant surprise! This gave me something else to be thankful for in addition to seeing my parents and brother for the first time in 3 months.

My nursing studies have been going well. I finished my first semester with a 4.0 last year, and a 3.9 for my second semester. I am in my third semester and on track to finish it with a 4.0. This will keep me in the Honor's College, which is my goal for the whole 4 years I will be at Clemson.

The \$500 will again go towards my books for next semester. I really appreciate the scholarship you have awarded me. This helps SO MUCH!

Thank you again!

A handwritten signature in black ink, appearing to read "Sarah Winters". The signature is fluid and cursive, with a long, sweeping underline that extends to the left.

Sarah Winters
148 Melbourne Drive
Fort Mill, SC 29708



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Dear Aaron,

Thanks to you and the FL
Paint & Coatings Assoc for the
generous donation to the MCC
Foundation!

It has been a great pleasure
to work with you and the Board
over the years!

Merry Christmas! Jee



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Supreme Court Blocks OSHA ETS for Businesses of 100+

- January 24, 2022
- Government Affairs
- Contact: [Riaz Zaman](#)

On Jan. 13, the U.S. Supreme Court effectively thwarted the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) Nov. 5 issued [emergency temporary standard](#) (ETS) mandating *covered* employers to develop, implement and enforce a mandatory COVID-19 vaccination policy, unless they adopt a policy requiring employees to choose to either be vaccinated or undergo regular COVID-19 testing and wear a face covering at work.

The [court's decision](#) concluded that the OSHA ETS exceeded the agency's authority by seeking to regulate public health generally rather than focusing on a specific workplace threat, stating that COVID-19 is "a threat that is untethered, in any causal sense, from the workplace."

The ETS applied to employers with 100 or more employees – firm or company-wide – and would have pre-empted conflicting state laws. The ETS also would have required employers to provide paid time to workers to get vaccinated and to allow for paid leave to recover from any side effects.

There are a variety of state laws and executive actions to restrict or ban vaccine mandates and other COVID-19 rules in the private sector; so, it is largely up to businesses to decide how and whether or not to enforce vaccine mandates in the workplace.

Notably, the court upheld a mandate for health-care workers at Medicare and Medicaid-participating facilities, and a mandate for federal contractors.

OSHA Response

Following the Supreme Court ruling, Secretary of Labor Marty Walsh issued [a statement](#) encouraging employers to:

- Require vaccination and/or weekly testing;
- Review and comply with [OSHA's current COVID-19 guidance](#); and
- Be aware of employer's COVID-related responsibilities under the [General Duty Clause](#).

OSHA is expected to provide further guidance in the coming weeks.

Original ETS Mandate

On Nov. 5, OSHA issued the ETS mandating covered employers to develop, implement and enforce a mandatory COVID-19 vaccination policy, unless they adopt a policy requiring employees to choose to either be vaccinated or undergo regular COVID-19 testing and wear a face covering at work.

The ETS was immediately challenged in court and was stayed — halting its effectiveness — in lower and appellate courts before making its way to the nation's highest court



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When: September 23 – 25, 2022

Where:

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The Editor's of the Disperser are looking for your comments on events happening in the Industry.

We are also looking for company ad's to display in the next edition.

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If you are interested please contact, Mary Bogan.



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