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PARTNER'S PERSPECTIVE

James O. "Joby" Birr, III - Building Team When Time is a Commodity

Recently, my law partners and I attended our annual partner retreat. This year, our retreat took us to Ft. Lauderdale and to a spot that was within a few miles of where I lived for nearly half my life. It was a great trip where we ate meals together, shared stories, and even cruised the intracoastal waterway by boat. There were no faces hidden behind

illuminated technology and no distractions preventing us from being fully present with one another.

This retreat enabled our group of partners to get to know each other on a more personal level, creating a bond that endures long after the workday is done. In my view, getting to know the people that you work with every day is invaluable and creates a team that can overcome any challenge. Too often, we get so busy with our own schedules that making the time to get to know and better understand the people with whom we work becomes increasingly difficult to work in as part of our day.



On our partner trip, we did talk some business, but unlike being in the office, we were able to learn more about each other's families, likes and dislikes, and overall what's going on in each other's lives. Personally, I found this scheduled downtime to be one of the most productive ways we could have spent our time as a team. I think I speak for the entire group when I say we left with a renewed sense of both "team" and "purpose".

At our firm, we immerse ourselves into our cases because we are passionate about what we do and the clients we have the privilege to serve. We swing for the fences with every at bat because we are invested in their success. With that, our time is the most valuable commodity, which, I am certain is true across many industries. It carries over no balance from day to day. That knowledge compels us to spend our time most wisely, but that looks different depending on who you ask.

In my view, whether a business is focused on profits, efficiency, impact, outcomes, culture, growth or purely the bottom line, having team members who feel valued for who they are and not just what they do, is paramount to success. Employees are more effective and productive when they are in an environment where they feel both respected and honored as individuals.

There are a number of well-respected companies with incredible growth trajectories that attribute their success at a foundational level to their workplace cultures. One of them is Zappos. They use an 80/20 rule across the organization to promote relationship building amongst their team. This means, by rule, managers and team leaders are required to spend 20% of the time in each day simply connecting and socializing with their teams to build camaraderie and more importantly, trust.

At the end of the day, we are all humans navigating the complexities of this life, trying our best not to stumble in pursuit of making our time count. At times, the journey is more difficult than others, and we are fortunate to be alongside others who can support us, encourage us, and provide meaningful feedback along the way; but, we have to make the effort to cultivate those relationships. We must actively engage in building that level of trust as it will not exist just because we want it to. Because we spend such a significant portion of our awake time at work, our colleagues become our community. Our

community gives us the sense of belonging that we all need, and we either nurture and build it, or we take it for granted.

As for me, I am proud of my community, the respect we have for one another, and everything we accomplish together. I celebrate the success of my partners at work and in their lives in general. Since the stars must ever-so-perfectly align to get us all away at the same time for a partner trip, I am challenging myself to allow more time in every day to connect with these special humans I am on this journey with and encouraging others around me to do the same. I won't be able to give it 20% of my day each day, but I can give it something.

Sincerely,

James O. "Joby" Birr, III

LAST CHANCE TO REGISTER: Jimerson Birr's Annual Construction Law 101 Seminar

Join industry experts and your peers on **Thursday, November 7th** for our annual refresher course that includes presentations on:

- The construction licensing process
- Construction liens and bond law
- Construction defects
- Construction contracts

This seminar will last from **9:00 a.m. - 2:00 p.m.** and participants will receive four (4) CE credits:

- Laws & Rules (1 hour)
- Business Practice (1 hour)
- General (2 hours)

Lunch will be provided during the seminar from 12:00 - 1:00 p.m., and there will be time after the program for attendees to have one-on-one time with the presenters. Although this event is **FREE** to attendees, space is limited and solely on a first-come, first-served basis. Therefore, be sure to register as soon as possible to ensure your spot is reserved.

[Register Now!](#)

Hans Wahl Shares His Knowledge on Community Association Law

Partner **Hans Wahl** has been busy on the speaking circuit. Earlier this month, he spoke to a packed room explaining some of the nuances and critical parts of community association turnover from developer to the

owners.

Last week, he joined a legal panel for "Ask the Attorney" put on by the Northeast Florida Community Association Institute to offer free legal advice to community association managers.



If you missed Hans this month and would like to coordinate a lunch & learn for a group of five or more, **send us an email** or call **904-389-0050**. Community Association Managers can earn continuing education credits for the below courses:

- Board Certification Training - HOA and Condominiums
- Emergency Powers - Hurricane Preparedness
- Developer Turnover for Community Associations

WE'VE BEEN NOMINATED



Jimerson Birr has been nominated for a FLCAJ Readers' Choice Award 2020! The FLCAJ Readers' Choice Awards are presented yearly to industry service providers chosen by popular vote through an online voting process. Voting only takes 30 seconds and we would really appreciate your help. Please consider casting a vote for Jimerson Birr.

Vote Today!

Jimerson Birr Legal Blogs

Are you keeping up with the latest information in business and law? Jimerson Birr publishes weekly blog posts covering topics from construction law, business litigation, eminent domain law, community association law and everything in between. **Click here to subscribe** today and stay up-to-date on the latest legal news from these core areas:

- [Construction Industry Law Blog](#)
- [Community Association Law Blog](#)
- [Business Litigation Blog](#)
- [Eminent Domain Law Blog](#)
- [Commercial Real Estate And Land Use Law Blog](#)

Commercial Real Estate and Land Use Law Blog



2019 Amendments to Florida's Riparian Rights Rules (otherwise known as Chapter 18-21, F.A.C.)

By: **Patrick W. Krechowski, Esq.**

[Click here](#) to read the full blog post.

Waterfront property is something that has attracted millions of residents to Florida over the years. Whether it be a single-family home, a large homeowners association, a vibrant condo association or a busy commercial marina, the right to utilize the water that lies immediately adjacent to upland property is a long-standing Florida right. These are more commonly known as “riparian rights” – the right of an upland owner to access and use the water that touches his or her property. However, the rules regulating and administering an upland owner’s riparian rights in Florida have historically led to confusion, frustration and litigation.

[Click here](#) to read the full blog post.

Construction Industry Law Blog

The Big Picture on Bid Protests

By: **C. Ryan Maloney, Esq.**

Your company just found out that the major multi-million dollar government contract that you spent weeks preparing your best and most competitive bid for has been awarded to another company. You know your company has the experience and qualifications to do the work, that your bid was highly competitive, and that this is the type of contract that could have helped keep your company busy and profitable for years. You know you have the right to file a bid protest regarding the decision, but should you? What would be the grounds for the protest? What would be the chances of success? Is it worth the time, effort and expense?



[Click here](#) to read the full blog post.

Construction Professionals: You Can Still Be Forced To Arbitrate Outside Of Florida

By: **Adam B. Edgcombe, Esq.**

[Click here](#) to read the full blog post.

Business Litigation Blog



Prejudgment Writ of Attachment in Florida

By: **Samuel B. Friedman, Esq.**

Garnishment is a statutory remedy used to reach tangible or intangible personal property of a debtor while that property is in the hands of a third party. A very common example of such is garnishment of a debtor's wages from his employer, or garnishment of a debtor's bank account. In Florida, prejudgment writs of garnishment are governed by Chapter 77, Florida Statutes. Similar to attachment, garnishment normally occurs after a judgment has been entered by the court, however in

exceptional circumstances similar to prejudgment writs of attachment, a trial court has the authority to order a writ of garnishment to a debtor's property prior to a final judgment order.

[Click here](#) to read the full blog post.

Community Association Law Blog

Avoid Condominium Common Element Wear and Tear By Restricting Owner and Tenant Dual Usage

By: **Hans C. Wahl, Esq.**

With Florida condominiums, excessive wear and tear on the common elements may shorten their useful life and expedite costly repairs and maintenance. This problem may be exacerbated at larger condominium associations when both tenants and owners are using the common elements. A condominium association can mitigate these deleterious effects by restricting dual usage of the common elements by owners and tenants when units are rented.



[Click here](#) to read the full blog post.

Firm News

Curiosities, Ruminations and Various Eccentricities of Firm Biz

This is how we ROLL! JB's Annual Pumpkin Bowling

Ah, fall - a chill in the air, leaves falling from the trees, and a never-ending supply of pumpkin everything. JB joined in the fun with its annual pumpkin bowling - a fall sport where you pick the roundest pumpkin you can find, cut the stem off, and use it as a bowling ball. The catch is that no matter how round it is, it will never roll straight! This year, we decided to spice things up with extra large spooktacular pins. Our Client Services Director, Judy Nixon, became the 2019 champ with partner Ryan Maloney coming in a close second and bookkeeper Carrie Downing and special counsel JoAnne Eichelberger tying for third.





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