

For Members Only



A Word from the President

How is MEA helping you find Employees?

by Karen Maine
President, MEA Board of Directors

With the current shortage of licensed and unlicensed electricians, most contractors are working hard to find qualified employees to keep up with projects. Thankfully, the Electrical Association has been working hard at creating resources to bridge the gap between those who are interested in the industry and contractors who are ready to hire.

Many relationships have been established this year between our Association and Community Based Organizations as well as other Workforce/Recruitment Offices. These groups funnel the resumes of those people interested in becoming an electrician to the MEA staff. These resumes are compiled and emailed monthly to MEA members. The list will grow every month as more partnerships are established. Some of these individuals may have already completed a construction program or have an electrical background—they are worth checking out.

Hiring someone who is green can be risky, but I use the Electrical Association's Apprentice classes to find out who is motivated to learn and wants to become a licensed electrician. After explaining that the classes are online with attendance tracking, held in the evenings, and require passing weekly exams and homework, we ask if they are interested. Their answer helps us decide if we want to hire them and what career track we will provide. Classes begin in September—this is the time to have these conversations.



With the 2018 electrical exam pass rate data rolling out, I know how important training really is for success in our industry. The Electrical Association has been doing a lot to attract new talent into the industry, and I want to make sure that the individuals whom I put time, money and effort into become the licensed electricians that I need to grow my business.

The Journeyman and Master exams were revamped last year to become more straightforward. The pass rate still hovers around 30%—whereas all other licensed trades have 60-80% pass rates. This makes it all the more important to ensure my apprentices are getting the education they need prior to sitting for that exam. Those who successfully complete the Electrical Association's 4-year training program have a 75% pass rate on the MN electrical exam! To me, the training really pays for itself.

Exam	2014	2015	2016	2017	2018
Journey	30%	29%	24%	36%	31%
Master	40%	30%	49%	43%	39%
Power Limited	37%	47%	44%	61%	52%

Check out more info on the upcoming Apprentice classes, starting September 25:

www.electricalassociation.com/apprentice

Contact your local marketing representative to learn more about our new Drive S.A.F.E. risk management resources.

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Clara DeRosier
Executive Director

From the Executive Director Want to Make an Impact?

There is still time to make a last-minute decision to bring your family and join your friends at Breezy Point as we celebrate MEA's 90th birthday. I am honored and proud to be a part of such a strong, longstanding Association as I know all of you are. And to know that our future is bright and we are

making strides forward for our members and the industry is exhilarating. I can say that confidently because of the membership and committees who meet regularly to continuously improve all that we do.

Are you at the point in your career where you want to sit around the table with other successful business owners and discuss how this Association can make your life easier? We are always looking for more people to get involved at this level, so please reach out to me if this sounds like something that interests you. I was recently elected onto the Associations North Board and am grateful for the opportunity to connect and network with other Association Executives at this stage in my career. I now lean on these individuals for best practices and advice, so I don't have to reinvent the wheel.

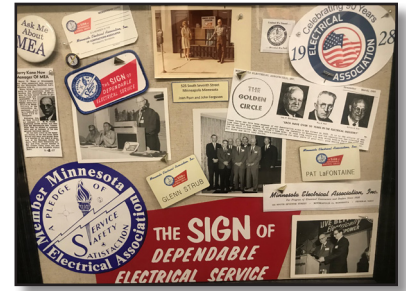
If you are already signed up for Breezy Point or are trying to decide if you can fit it in, here are some highlights.

CONNECTIONS

1. **Golf** – Enjoy an afternoon on the course! Childcare will be provided in the pool area at the resort.
2. **Survivor Challenges** – Holly Hoffman (our lunch keynote) will be facilitating team challenges on Friday evening survivor style! Kids welcome to participate. Winning team gets a picture with Holly and her official Survivor torch!
3. **Never Give Up** – Survivor reality show contestant Holly Hoffman overcame challenges and survived in the

wilderness. MEA has transformed over the last 90 years, and Holly will motivate us to strive forward through the next 90.

4. **Rolle Bolle Tournament** – New Trophy Alert!
5. **Breezy Belle Dinner Cruise** and Elvis Performance



INPUT

1. Education Committee Meeting
 - Train the Trainer
 - Self-Paced Training
 - Solar and PLC
2. Government Action Committee Meeting
 - Upcoming Fundraisers (where are your PAC dollars going?)
 - How the 2018 session wrapped up
 - Top Issues for 2019: Where do we stand? What role should we play?
3. Workforce Development Committee Meeting
 - New Talent Pool
 - Project Build Update
 - New Sectors to Serve?
4. Membership Committee Meeting
 - App Demo
 - Engagement Scoring
 - Contractor College

We know that this summer has already been extremely busy and isn't slowing down anytime soon, so you need a break! Pack up and get out of town for a bit. You don't get too many opportunities to work ON the business rather than IN the business. You will come away with new ideas and connections just from talking with others in the room.

August 10-12, Breezy Point Resort – Breezy Point, MN
www.electricalassociation.com/conferences

You Need to Know

COMPLIANCE

Open Board Position: Industry Representative, Construction Codes Advisory Council... One member shall be from the Boiler Industry; one member shall be from the Commercial Building Industry. The council reviews laws, codes, rules, standards and licensing requirements relating to building construction. (www.tiny.cc/wv0wvy)

NEC® 2020... Open for public comment through August 30, 2018. You can read the proposed changes, as well as meeting minutes here. (www.tiny.cc/vz0wvy)

IRS Continues to Issue Employer Mandate Penalty Letters... The IRS began issuing Affordable Care Act employer mandate penalties, formally known as Employer Shared Responsibility Payments (ESRP), for the 2015 calendar year and is currently still issuing penalties. Upon receiving the IRS letter 226-J, employers have 30 days to respond. (seatonlaw.com)

(YNTK - cont.)

ENERGY

CEE and the “Energize Saint Paul” initiative... a new and unique partnership between the City of St Paul, large building owners, and a broad base of supporters. CEE is among the founding partners of this collective effort to improve energy and water efficiency in St. Paul’s large commercial and multifamily buildings, which account for more than half of the total greenhouse gas emissions in St. Paul. Learn more at <http://tiny.cc/6e1wvy> (mncee.org)

LABOR & MANAGEMENT

June Unemployment 2018... US rate is 4% (down from 4.3% in 2017); MN rate is 3.1% (down from 3.4% in 2017) (bls.com)

RECALL NOTICES

Eaton Issues Recall for Heavy Duty 30A and 60A Safety Switches... Safety switches can potentially supply power when the handle is in the “off” position subjecting the operator of the switch or any downstream equipment to risk of serious bodily injury or death. Manufactured between 11/19/2015 and 1/23/2018. (www.eaton.com/hdss-advisorybulletin)

Kidde recalls fire extinguishers... affects an estimated 37.8 million extinguishers; covers 134 different models manufactured 1/1/1973-8/15/2018. They can become clogged or require excessive force to discharge and can fail to activate; the nozzle can detach with enough force to pose an impact hazard. There has been at least one fatality. Affected models: have straight plastic handles; are red, white or silver; and are rated either ABC or BC. Kidde Pindicator extinguishers manufactured 8/11/1995-9/22/2017 are also included in the recall. These plastic, push-button extinguishers are red or white with red or black handles. Request a free replacement extinguisher at www.tiny.cc/ny1wvy.

SAFETY

OSHA Form 300A... MN employers with 20+ employees are required to report OSHA Form 300A electronically. Also, every year, some MN employers are randomly selected to report their OSHA log for the Survey of Occupational Injuries and Illnesses (SOII), a program administered by the US BLS. In 2019, the due date is March 2. OSHA’s electronic reporting requirements do not change requirements for reporting for the BLS SOII. Employers that have been notified that they have been selected to submit data for the SOII continue to be required by law to respond. These same employers, if they have an establishment with 20 or more employees, also need to report to OSHA. (www.bls.gov/iif/oshfaq1.htm).

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