



**A Word from the President**  
**Strategic Planning for 2019**

by Karen Maine  
President, MEA Board of Directors



The Strategic Plan is the single most important document that drives the Association's day-to-day decisions. Starting on January 31, 2019, the leadership of the association will meet for an intense two-day strategic planning meeting to decide the course of our 2019 activities and the use of the Association's resources.

We've already conducted 15 Member Insight Interviews, but we need the input of EVERY member now in order to be more prepared. Please take a moment to answer a short, but very important, survey at:

[www.surveymonkey.com/r/MeaStrategicPlan](http://www.surveymonkey.com/r/MeaStrategicPlan)

Our outside facilitator will be reviewing the data collected through the interviews, this survey and historical information provided by the staff at the association to guide the conversations. All input matters and will be taken into consideration.



We also have a link to the survey on the Association's homepage under the "Latest News" section. You must be logged in as a member.

Thank you in advance for your participation and guidance!

**Attention Masters!**

Remember that your masters license will be expiring on February 28, 2019. See the insert for a list of classes offered across the state. They are filling up—don't delay!

- Brainerd
- Elk River
- Mankato
- Plymouth
- St Cloud
- Worthington
- Cottage Grove
- La Crosse, WI
- Minneapolis
- Prior Lake
- Owatonna

**Thank You!**

I want to personally thank, on behalf of myself and the association, the following companies for their 2018 yearlong sponsorship of MEA's events and education. Your generosity makes a difference!



To become a 2019 sponsor, please contact Erica Nelson at (763) 497-1778 (erica@pierreproductions.com)

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**Clara DeRosier**  
Executive Director

## From the Executive Director Third Quarter Update

What has the Electrical Association staff been working on since we last met in August?

### Membership

- Mobile Apps are being explored
- Contractor College Webinars
- Online Join will be available soon
- Engagement Scoring set up - can use this information for marketing
  - Who should be the next Committee Member? Who is at risk? Who is a non-member that uses a lot of our services?

### Workforce Development

- Job Posting Board – WebScribble
- New Partnerships
  - Bridgeworks - Trades Gap Summit, Survey Data, Speaker at Spring Conference
  - 180 Degrees
- First class of Avivo graduates
- Project Build MN Strategic Plan – Plan of work being created by the Board to head into 2019
- Additional videos added to the BEP library

### Operations

- Absorbed, delegated and hired to replace previous employees' roles
- Hired a new Administrative Assistant to the Executive Director – Katie Grams
- Data Revamp!
  - Strategic Assessment of our database with our 3<sup>rd</sup>-party provider
  - Dashboards created with reports that show data relevant to business decisions

### Government Action

- Testified against Roseville PLA
- Industry Coalition to discuss Retainage & Duty to Defend
- Legislative Tours with MN CEE
- Places on the MN Chamber of Commerce's Energy, Labor Management, Education and Workforce Committees to drive legislative policy initiatives.

### Education

- Record Breaking enrollment in the 2018/2019 program
  - 269 students enrolled and counting
  - Year 1 = 135; Year 2 = 68; Year 3 = 34; Year 4 = 32
  - Representing 91 Companies
- Record Breaking Numbers for Private Class Revenue
  - YE Projection - \$249,000 (YE Budget - \$195,000)
- Solar class conducted with Werner – 35 participants, 18 from Werner (53 total)
- Self-Paced Training Providers researched and recommended
- New Training Developed
  - PLC class
  - Basic electrical fundamentals and hands on experiences for Target and Honeywell
  - Specialized training for exam prep for companies who need alternate formats for better employee comprehension

### Business Products

- Record setting year for 70E book
- Record setting year for EZ tab sales – we have sold so many that we are having to do a second printing to maintain inventory through the end of the 2017 cycle
- Projected to exceed YE budget by \$52,000

## You Need to Know

### COMPLIANCE

**MN Minimum Wage Rate Increase...** Rates will be adjusted for inflation beginning Jan. 1 to \$9.86/hr for large employers and \$8.04/hr for other state minimum wages.

**St. Paul City Council adopted a \$15 minimum wage ordinance...** The key provisions are:

- A schedule of minimum wage increases that differs for business according to their size as follows: **Macro:** \$12.50/hr effective 1/1/20; **Large:** \$11.50/hr effective 7/1/20; **Small:** \$10/hr effective 7/1/20; **Micro:** \$9.25/hr effective 7/1/20". Incremental increases every year.
- Employees who may not be based in St. Paul but perform work within the geographic boundaries of the

City are covered in relation to that work (there is a 2-hour per week requirement to hit the coverage threshold).

- No tip credit
- A training wage (85% the rate of the min. wage for small employers) for workers under 20 who work in a city-approved training or apprenticeship program.
- A youth wage (85% the rate of the min. wage for small employers) for the first 90-days of employment for those workers aged 14-17 years.

The law also imposes new notice, posting, recordkeeping, and anti-retaliation obligations with which employers must comply, and allows a private right of action, under which a successful plaintiff will be entitled to his or her attorneys' fees. Employers based in St. Paul or employers who regularly send employees into the City to work should start planning to comply with the new ordinance by July 1, 2020. Employers who send employees into the City must also

(YNTK - cont.)

consider adopting mechanisms to track hours worked and to potentially pay employees different wage rates for their work, the latter of which will likely impact overtime rates for affected employees. ([www.nilanjohnson.com](http://www.nilanjohnson.com))

**Open Vacancies at the Secretary of State...** Board/Commission: Apprenticeship Advisory Board. Open Positions: Employee Rep; Employer Rep; Public Member. ([www.sos.state.mn.us](http://www.sos.state.mn.us))

**DLI certifies prevailing wage rates...** The MN DLI commissioner has certified prevailing wage rates for highway and heavy construction projects in all 10 MN regions effective 11/14/2018. The rates were identified by annual voluntary survey of highway and heavy construction projects in Minnesota collected by DLI. Wage-rate determinations are available: <http://tiny.cc/ghk50y>

## CONSTRUCTION

**Southwest Light Rail Transit Project gets critical approval from federal government to begin construction...** November 14 the Federal Transit Administration cleared the path for construction to begin on the project. The \$2 billion project will be the largest infrastructure project in the state's history and is expected to create 7,500 construction jobs, with an estimated \$350 million payroll.

## ENERGY

**MN Solar Pathways...** To better understand how technology can increase the ability to integrate solar energy into the electric grid, the MN Dept of Commerce commissioned an Enhanced Hosting Capacity Analysis study. The enhanced hosting analysis considered four advanced technology strategies: smart inverters (distributed and centrally-coordinated control); energy storage; thermal load shifting; curtailment; and a combined control scenario of all four technologies. Read: <http://tiny.cc/fkk50y>

## ECONOMY

**MN State Unemployment Rate Holds at 2.8 Percent...** Seasonally adjusted unemp rate held at 2.8% in October, according DEED...the lowest since the last recession.

## EVENTS & EDUCATION

**Employment Law in 2019 by Kate Bischoff, Thrive Law & Consulting...** Live Webcast. Tuesday, Dec 11 (1pm) FREE. Back by popular demand! Register: <http://tiny.cc/3mk50y>

**Tax Reform Webinar by Smith Schafer Associates...** Live webcast. Wednesday, Dec 19 (8am) 45 minutes plus 15-minute Q&A. For MEA members only. \$20 Register: <http://tiny.cc/znk50y>

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December 2018

# Masters!

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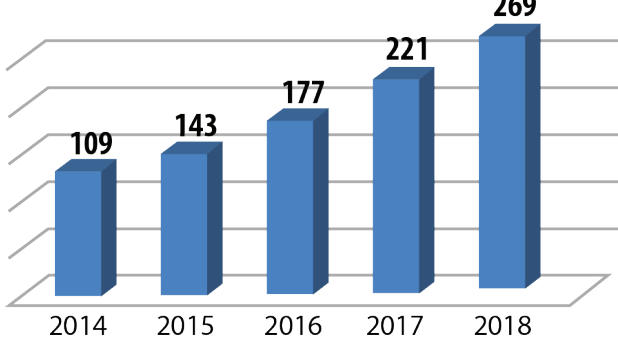
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# Third Quarter Report

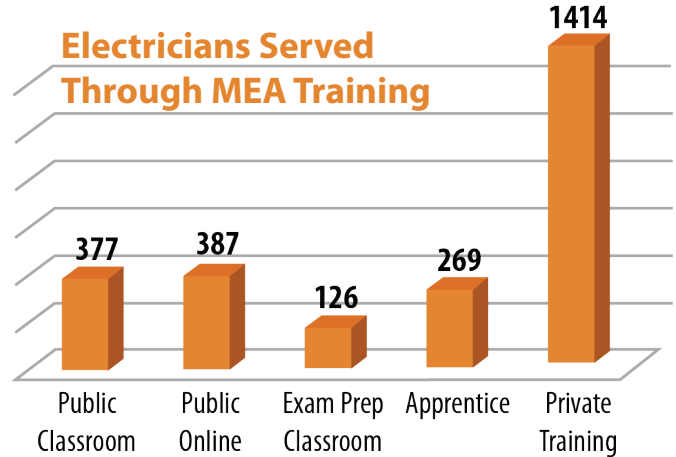
\*Condensed version of what was distributed at the Winter Board of Directors Meeting. Data is as of Oct. 1, 2018.

## What has the Electrical Association staff been working on in 2018?

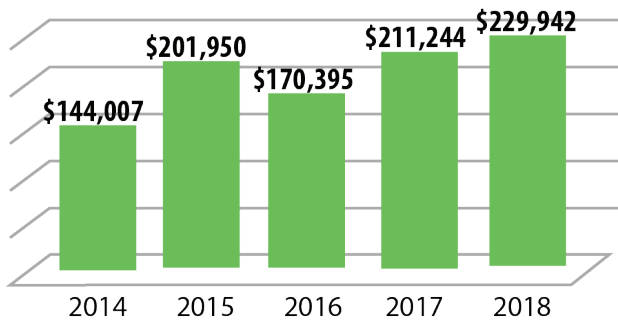
### Apprentice Classes



### Electricians Served Through MEA Training

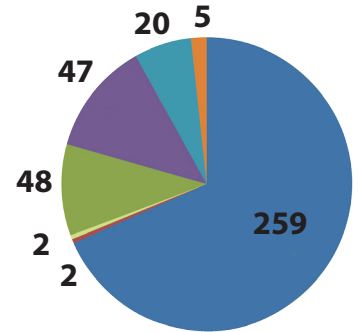


### Private Class Revenue



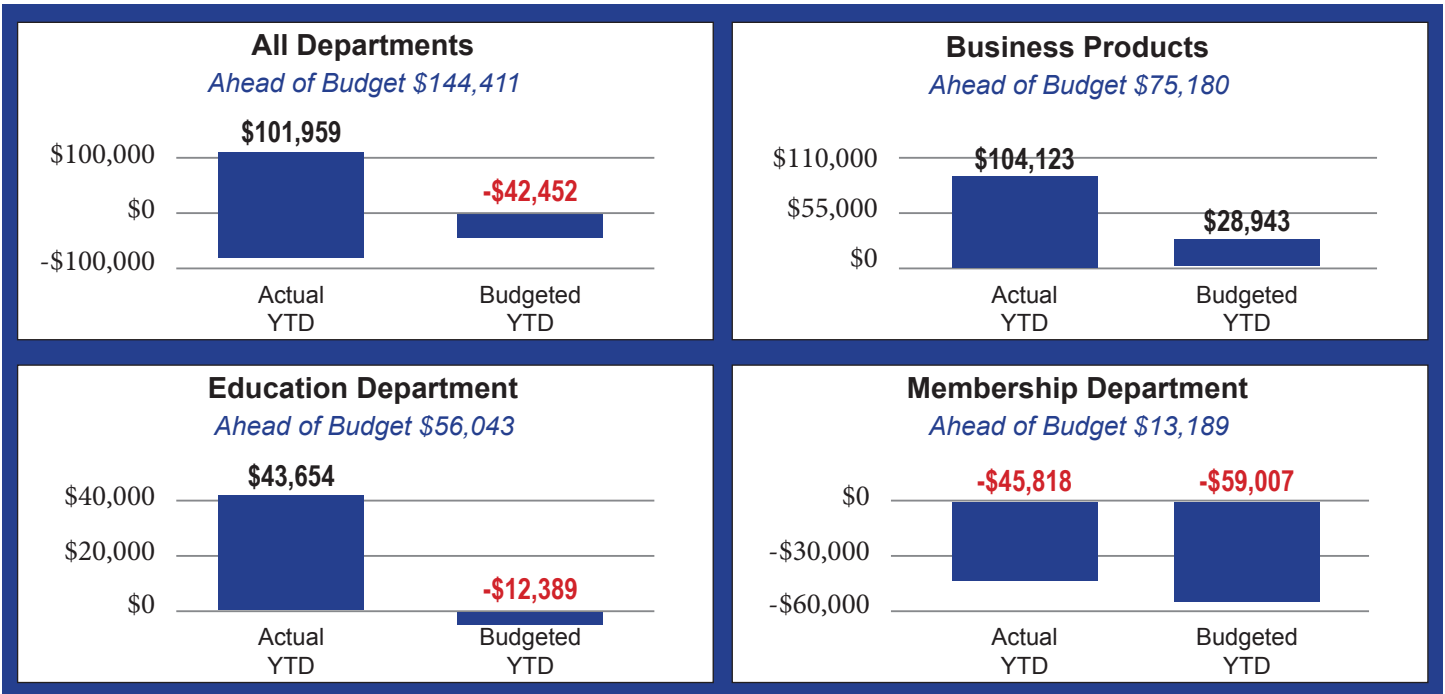
### Membership

- General Members
- Power Limited
- Corporate
- Product Service
- Associate
- Honorary
- Retired Members



## Maintain Financial Stability

Numbers reflect the financials as of October 2018 / Net with Overhead





# 2018 / 2019 EDUCATION CALENDAR

## CODE TRAINING Based on the 2017 NEC®

**Masters! We've added a ton of dates to help you fit 16 CE into your busy schedule!**

**Classroom** 16 Continuing Ed Credits—Approved by MN, WI, SD, ND, NE, IA, WY, MT. (2 days; 8am-5pm)

- Dec 14-15, 2018** **St Cloud** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Jan 4-5, 2019** **Owatonna** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Jan 10-11, 2019** **Brainerd** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Jan 17-18, 2019** **Cottage Grove at Werner Electric Supply** - NEC 2017 Code Update; Residential Installation; Power Limited. Mike Miller, Trainer.
- Jan 25-26, 2019** **Elk River** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Feb 1-2, 2019** **St Cloud** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Feb 7-8, 2019** **Worthington** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Joe Gatewood, Trainer.
- Feb 7-8, 2019** **La Crosse, WI at Werner Electric Supply** - NEC 2017 Code Update; Residential Installation; Power Limited. Jeff Keljik, Trainer.
- Feb 8-9, 2019** **Mankato** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Feb 14-15, 2019** **Plymouth at JH Larson** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Feb 21-22, 2019** **Prior Lake** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Mar 7-8, 2019** **Minneapolis at Crescent Electric Supply** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.

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## EXAM PREP COURSE

- Dec 8-9, 2018** **Edina** at Federated Insurance. Chad Kurdi, Trainer.

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## Thank you 2018 Education & Event Sponsors!



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