



MEA News

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Industry Report



Jason Seanger,
President of MEA's
Board of Directors

When DLI is Focusing on YOU

Despite our best efforts to run our business efficiently and profitably while complying with the laws and rules governing the electrical industry, it is possible to end up under scrutiny of the DLI. Within this issue, you will find an article spotlighting the most frequent licensing violations but here I wanted to speak a bit about how to respond to investigative inquiries.

DLI's Construction Codes and Licensing Division (CCLD) has an Enforcement Services Unit that investigates complaints regarding all of the construction trades that DLI regulates including electricians, plumbers, residential builders and remodelers, boiler engineers, building officials, and others. The Department has the authority to suspend or revoke licenses, impose civil penalties (fines), and order unlicensed contractors to cease and desist from further unlicensed activity.

Most of the case files that CCLD opens regarding electricians are based on information provided by state and local electrical inspectors very few stem from complaints. Generally, the first step the CCLD investigator will take in an investigation is to send a letter to the contractor explaining the nature of the allegations that have been made and asking the contractor to provide a written response to the allegations. If you receive one of these letters, the worst thing you can do is ignore it, as failure to respond to a request for information from CCLD is a violation all by itself. CCLD requests have the same power as a subpoena. Read the letter carefully to understand the issue and prepare a written response.

Make sure that your response is complete, accurate, and truthful. Providing false, incomplete, or misleading information in an investigation is also a violation that can

result in enforcement action and fines. Depending on the situation, you may want to call the investigator for clarity, consult an attorney or call MEA's compliance expert on staff that can assist with the document preparation process and regulation interpretation.

If CCLD's investigation determines that violations did occur and that enforcement action is warranted, there are two ways in which a case can be resolved: Consent Order or litigation. Most violations are settled by Consent Orders. A Consent Order is basically a settlement agreement between CCLD and the contractor. The terms of a Consent Order are usually negotiated between the contractor and the investigator. You may want to consult with an attorney if you are concerned about Responsible Contractor Act implications.

CCLD's Enforcement Unit has a dozen investigators who all report to a supervisor, Steve Best - a licensed attorney and Air Force veteran. Investigators are not required to meet quotas for enforcement actions, and the money that CCLD assesses in penalties goes into a dedicated account that funds safety training and equipment for employers, so CCLD has no financial incentive to issue fines for its own benefit. The Department generally prefers to resolve enforcement cases through negotiation rather than litigation, so a contractor should never feel that they can't approach the investigator to speak openly and honestly about the resolution of an investigation. Contractors who feel they are not being treated fairly during the investigation process are asked to contact Mr. Best.

Remember, MEA has a compliance expert on staff. Please reach out if you need any assistance navigating through this process and what it means for your business, they are here to help! You can also read more on this article online at www.electricalassociation.com.

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Clara DeRosier, Executive Director

MEA—Working for You

I want to thank everyone who responded to the survey that was sent out last month looking for feedback on our MEA publications. If you would still like to provide input, you can do so by going to www.surveymonkey.com/r/MEAFedback. We will be using this information to enhance the content that is delivered to you.

There is a lot going on at MEA - as always!

- The Building Code is being reviewed by the Construction Code Licensing Division and we are attending public Advisory Meetings on the industry's behalf. If there is anything in particular that you would like us to watch for, please reach out.
- We are automating our systems as much as possible by working closely with our IT partners to simplify and streamline our backend processes. Creation of dashboards with reports and numbers at a glance so we can easily see if we are on track with MEA's strategic goals is a priority. Allowing us to focus efforts on more projects that will help the Electrical Industry.

- Numerous MEA staffers will be attending the Minnesota Apprenticeship Summit hosted by the MN DLI to learn and explore more about how we can help build the future of the industry.
- MEA staff will be holding a retreat in mid-March conducted by a certified Gallup Strengths Coach. We will dive deeper into how our unique and intriguing strengths help us work better as a team to serve all of you.
- We are gearing up for a busy April with the MEA training being conducted at the NCEL EXPO as well as our Annual Business Meeting. MEA will be at booth #210 during the EXPO so please stop by and say hi or ask us if you have any questions!
- Smith Schafer conducted MEA and ETN's financial review. Results will be discussed at the Annual Business Meeting. All MEA members are welcome to attend as guests.



If you have any comments, questions, or concerns, please call me.

I am here to help you.

(612) 827-6117 • (800) 829-6117
cderosier@electricalassociation.com

Federated Insurance— The Unhappy Reality of Slips and Falls

Although it varies by industry, claims made by businesses for slip and fall accidents account for more than 20% of general liability claims each year.

Regardless of the reason, more traffic naturally points to a greater chance for mishaps. To reduce this risk, you would need to reduce foot traffic, and what business owner wants to do that? A more acceptable alternative is to emphasize the importance of regular facility inspections, on-going housekeeping, and sound maintenance practices.

Rain and winter's sleet, ice, and snow can significantly impact slip and fall frequency. Couple this with employees and customers who may not be wearing appropriate footwear for the conditions, and your risk increases.

Businesses should implement policies to keep walkways, driveways, and customer parking areas clear of ice and snow accumulation.

- Pay special attention to drainage runoff or discharge from buildings, canopies, and landscaping.
- Many incidents occur after a day of snow/ice melt and the refreeze in the evening or morning hours, which are also often the busiest times of day.
- And don't forget indoor slips and falls. Customers inevitably track in whatever type of precipitation is outdoors, creating wet and slippery floors, especially around entrances.

Keeping employees aware of and on the lookout for these increased weather-related risks is critical to slip and fall prevention—inside and out.

Slip and fall incidents and their root causes can be obvious (an icy sidewalk), or not so obvious (a "staged" fall for fraudulent purposes). In other words, business owners need to be ready for all conditions. Look at your business, paying special attention to the three common causes discussed here. They show what your business could be exposed to, and the preventable situations you can remedy to help you avoid an insurance claim.

This article is for general information and risk prevention recommendations only. It should not be considered legal, coverage, financial, tax or medical advice. Qualified counsel should be sought regarding questions specific to your circumstances.

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Government

Legislative Update

Bill Strusinski,
MEA Government
Affairs Representative

Hang on to your wallets. The legislature is back in town. The session was gavelled to order on the first day with no hostile action taken. The first order of business will

be to pass a bill that funds the operations of the state legislature. Their funding was vetoed by the governor at the end of last session and has been the focus of several court battles over the summer and fall. Typically, the even-year session is supposed to be short and sweet, but don't count on it this year. The agenda is relatively light, bonding and tax conformity, but a host of other major issues are hiding just below the surface. Because there is a purported budget surplus in the making, lots of new spending ideas will evolve. A slight shift in political tension and all of them will pop to the top and cause all practical people to head for the hills!

So, what is the real 2018 agenda? **Bonding** is the answer. 2018 is the second year of the normal state bonding cycle and I expect a bill approaching \$1 billion to be passed. The governor has asked for \$1.5B but that won't happen. The debt capacity would support a bill of more than \$3B but the republicans will not allow that to happen. Look for the Senate to be more expansive than the House. It takes a 60% majority to pass a general Obligation bonding legislation, so the democrats will need to put up 10 votes for the bill to pass. That makes them players. Overall it should lead to more construction and opportunities for all contractors.

The next hot topic to be dealt with is **tax conformity**. This means, making changes in the Minnesota tax code so it lines up with the recent changes enacted by congress. If the legislature fails to act and makes no conforming changes, then, most Minnesotans will see an automatic increase in their taxes. So much for federal tax relief because a billion-dollar extra tax windfall will make its way into the state coffers. Stated another way, "state wins/you lose". Nobody wants that, so look for the legislature to appropriate \$500 to \$700M to buy down the increases.

The **pathway to licensure bill** HF2320/SF2044 will be up for consideration this session. This is also known as the temporary worker bill that deals with the addressing the W-2 employment status of unlicensed and journey worker electricians that come from other contractors or Temporary agencies. If you have not yet contacted your Senator or Representative to support this bill, now is the time to do so. Urge a yes vote on this bill.

A new modified **retainage bill** is also in the mix for action this session. This effort will be led by the Subcontractors' association and it is supported by MEA.

I do not see a clear path for legislative action on **Worker Comp reform** or **4 x 10's** this session.

I do not foresee any changes that would make it easier for the **solar industry to get electrical licenses**.

Please look for updates and alerts from the MEA office each week of the session. Legislators do react to "you the people." When asked to make a contact please do so. Let your voice join others so we can collectively improve our businesses and provide opportunities for our employees.



Compliance

A Few Things to Know About Mechanics' Liens

Tom Revnew
Attorney
Seaton Peters Revnew

When used properly, mechanics' liens can protect contractors' rights to recover payment for work. Here are a few key factors to remember when attempting to enforce a mechanics' lien:

1. Pre-Lien Notice

Pre-lien notice is usually required for residential jobs. Unless an exception applies, failure to serve pre-lien notice upon the owner invalidates a mechanics' lien.

- General contractors must give written notice of an intent to file a lien if the contractor is not paid. This notice is usually in the contract with the owner. If there is no contract, the notice must be delivered to the owner within ten days after the work is agreed upon. The contractor may not act on the lien until 120 days after the work is completed.
- Subcontractors must give pre-lien notice to the owner within 45 days of the time the subcontractor begins work.

2. Timeline to File a Mechanics' Lien

Your mechanics' lien statement must be filed within 120 days of the last day of work on the property. The mechanics' lien statement must be recorded in the local county recorder's office where the property is located. The lien statement also must be served upon the owner, the owner's agent, or the person who entered into the contract. If it is Torrens property, the statement must be recorded with the county registrar of titles.

3. Deadline to Foreclose

You must commence foreclosure of the lien within a year of the last day you worked on the property. To begin foreclosure, file a lawsuit in the county district court where the owner's property was improved. Then a summons must be served on all parties with an interest in the real property, i.e., the owner, other mechanics' lien claimants, or a bank mortgagee.

4. What do you get from a Mechanics' Lien?

A mechanics' lien gives you an interest in property that is used to enforce a payment owed. If you successfully foreclose the lien, like a mortgage, you proceed to a foreclosure sale of the property.

Learn the details behind what it takes to effectively use mechanic's liens to obtain payment on your projects and what to look for when dealing with lien waivers at the next **MEA conference on April 20** in a presentation by my colleague, **Martin Kappenman**.




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Kate Bischoff, Attorney
tHRive Law & Consulting

Compliance

How to Fire an Employee

For most people, firing people is hard. Not for me. By the time most of my clients get around to calling me, they have lost sleep, may have had some trouble eating, and have wrung

their hands for a while before deciding that letting the individual go is really the only option. So, we work through how to fire someone. Here are some terminating tips:

Don't fire on the spot. If someone does something stupid, you may want to fire right then and there. That's normal. Resist the temptation. Your emotions are running high. You want to talk with at least one other person first before actually terminating. You can always suspend right then and there, send the individual home, and then talk with a trusted advisor before making the final termination decision.

Think of your people. Having a bad performer or a misbehavior on a team affects everyone on that team. They are likely to develop poor morale and start to resent you for letting the employee stay without consequences. They may also start to believe that you don't treat people fairly. This perception will hurt you in the long run.

Figure out how to staff with the employee gone. Who is going to pick up the slack? Will it be you? Can you pull from another team? Will this mean overtime? Answering these questions will ease the impact of a termination. (Plus, you'll get a chance to contemplate this if you suspend first, fire later.)

Wednesdays are all right for firing. Most people believe Fridays are the best day for firing someone. I disagree. I'd rather see employers terminate on Wednesdays for two reasons. First, the individual gets the chance to speak with someone (a/k/a lawyer) about their termination before the weekend. If they have to wait until the following week, they are likely to get even more worked up about being fired over the weekend and be really upset by Monday. Talking to someone soon after may calm them down and show them the termination was appropriate. Second, everyone else gets to get all the drama of the termination out Thursday and Friday too. By the following Monday, most (if not all) of the drama is over. If you terminate on a Friday, they can get all worked up too, meaning you will have to deal with the drama most of the following week.

No surprises. Performance is the number one reason we terminate someone. So, if you have set expectations, everyone should know how they are

performing. If you are terminating someone because he is bad at his job, he should know that you think he is bad at his job well before you terminate. If he is surprised, his imagination may lead him to believe the termination is because of his skin color, religion, age, etc. Then, you could get a lawsuit. If you are terminating someone for stealing a truck, his parents should have taught him not to steal a truck.

Firing is fast. Firing someone doesn't take an hour. It's a fifteen-minute conversation, max. You explain why she is terminated, what will happen with her stuff, and that you wish her well. The termination meeting is not a time for a debate. It's over. Rip that band-aid right off.

Firing someone is not fun, but it is a normal part of doing business. As a business owner or a manager, you have to do this sometimes. I've never met someone who regretted a termination decision.



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You Need to Know

COMPLIANCE

OSHA—Post Form 300A starting Feb. 1...

Employers must prominently display 2017 summary of work-related injuries and illnesses in their workplaces February 1 - April 30. (osha.gov)

Antitrust Division to Criminally Prosecute No-Poaching Agreements...

The Antitrust Division of the Department of Justice ("DOJ") has indicated that, in the coming months, it intends to criminally prosecute companies that have entered into naked no-poaching agreements for violation of the antitrust laws. DOJ Assistant AG Makan Delrahim announced the possible upcoming criminal charges at a January 19, 2018, conference hosted by the Antitrust Research Foundation. During his speech Delrahim referenced the DOJ's 2016 guidance, which previously warned companies that an express or implicit agreement not to recruit or hire each other's employees could be susceptible to criminal prosecution. Delrahim specifically called out activity that began prior to the issuance of the guidance and has continued from that time. (www.bryancave.com)

CONSTRUCTION TRENDS

US Residential Construction... Privately-owned housing units authorized by building permits in January were at a seasonally adjusted annual rate of 1,396,000. This is 7.4% above the revised December rate of 1,300,000 and is 7.4% (±1.9%) above the January 2017 rate of 1,300,000. Single-family authorizations in January were at a rate of 866,000; this is 1.7% (±1.3%) below the revised December figure of 881,000. Authorizations of units in buildings with five units or more were at a rate of 479,000 in January. (www.census.gov)

POST YOUR OSHA FORM 300A FROM NOW UNTIL APRIL 30

ECONOMY

NATIONAL

The Consumer Price Index... for All Urban Consumers (CPI-U) increased 0.5% in January on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index rose 2.1% before seasonal adjustment. (www.bls.gov. Feb 2018)

MINNESOTA

Small Business Success... According to the Small Business Administration, a small business employs fewer than 500 employees. However, over 94% of businesses in Minnesota are much smaller, employing less than 50 employees. In addition, the U.S. Census Bureau reports that Minnesota is also home to over 397,000 non-employer businesses or those residents who are self-employed. Together, there are over 500,000 businesses in Minnesota with 0-499 employees, the vast majority. To say they are vital to Minnesota's economy is a major understatement. In 2016 small businesses were responsible for 52% of private jobs overall, and nearly 60% of those in Greater Minnesota. (<https://mn.gov/deed>)

ENERGY

Decarbonizing our Electric Supply... CEE's policy director Mike Bull continues his blog series outlining steps to electric decarbonization as one of the steps Minnesota needs to take to reach economy-wide deep decarbonization goals. (www.mncee.org)

Solar, wind power mean jobs for Minnesota... Minnesota added enough solar panels in 2017 to power about 53,000 homes. The state's overall capacity is now at more than 700 megawatts, according to the Minnesota Department of Commerce. "Our goal is to possibly reach a full gigawatt of solar in Minnesota by 2019," Commerce Commissioner Jessica Looman has stated. (www.dl-online.com)

LABOR & MANAGEMENT

NATIONAL

US Unemployment... Total nonfarm payroll employment increased by 200,000 in January, and the unemployment rate was unchanged at 4.1%. Employment continued to trend up in construction, food services and drinking places, health care, and manufacturing. (www.bls.gov/cps)

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Dale Yohnke
EXPO Manager, NCEL

EXPO 2018 Brings our Industry Together to Learn, Grow and Expand

Submitted by Dale Yohnke, EXPO Manager & Executive Director, North Central Electrical League

The Upper Midwest Electrical EXPO is April 18 & 19, 2018 at the Minneapolis Convention Center – take time out of your busy schedule to register and attend to be a part of our electrical industry's largest gathering.

The EXPO is our regions' largest showcase of people, products, and strength – a must activity for everyone working in our electrical industry. You will learn how to save money and ... Get Started / Better / Connected!

In 2018, some new features will enhance your EXPO experience:

- **Electrical Training featuring MEA:** Numerous courses for CEU certification coordinated through a joint-partnership with the MEA and NCEL will be a popular new feature at the EXPO. Three days of code-certified instruction will be available to anyone needing to maintain their electrical licenses.

- **NCEL-EXPO Mobile App:** Download our new mobile event app from Apple Store or Google Play to engage with other participants. Free downloads available by searching for NCEL-EXPO.
- **\$9,000 in Visa Gift Card for Attendees:** Those registering before March 31 are automatically entered in a random drawing to win a \$500 Visa Gift Card–18 winners will be selected at random, and you must attend the EXPO to claim your prize. Restrictions apply.
- **NCEL Power Breakfast:** On April 19, we are offering a networking focused, food station breakfast before the exhibits open. This ticketed activity will feature over 300+ industry leaders gathering to socialize over a meal while informally discussing industry business trends.
- **Student Day & Pizza Lunch:** On April 19, students attending area tech schools and colleges can participate in our new Future Leaders Pizza Lunch with over 500 fellow students. Schools can register their students in advance for this new event by contacting the NCEL office.



- **Distributor Buses:** The best way to travel to the EXPO is via distributor bus – avoiding the parking and traffic. Contact a distributor in your area to see if they are sponsoring a bus of customers to the EXPO. Distributors coordinating a bus are eligible for a bus subsidy after the EXPO to offset bus rental.
- **Sponsorships:** Another new feature will be exclusive sponsorships. Some NCEL member companies have stepped-up to be featured as Platinum, Gold or Silver sponsors – with each level of sponsorship utilizing specific features of the EXPO to highlight their company as a trade partner, supporter and promoter of the Upper Midwest Electrical EXPO.

And a Sold-Out Exhibit Hall: The 2018 EXPO will have nearly every major and prominent electrical manufacturer in our territory in a booth. The exhibit hall will feature 375 exhibit booth spaces, and over 400 electrical manufacturers exhibiting electrical products, and services. The EXPO is the best way for you and your team to learn, connect, touch and see the newest, best, and most popular electrical products in the marketplace. You will be able to ask questions, see how products work, and learn how you can do your job safer, more efficiently, and faster by engaging with the exhibitors representing products you use every day.

Your Job – Register Before March 31: Go to www.ncel.org > EXPO > Attendees to register yourself and your team, (onsite registration is available after the deadline at the event.) Once you register, you will receive your personalized name badge and credentials in the US Mail one week before the EXPO. Bring your name badge to the EXPO and experience the “best regional trade show in North America – the Upper Midwest Electrical EXPO.”

See you at the 2018 EXPO – Support the industry that supports you!



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Michelle Dreier
Executive Manager

Electrical Licensing – Stay Compliant!

As MN Electrical Association’s consulting expert, I thought that I would get peppered with prevailing wage questions when I came on board. Quite the contrary, I’ve had significantly more licensing questions. While sitting at the latest Board of Electricity meeting, I noticed some of our members’ names on the recent violations and decided it would be good to identify the most frequent violations and how to stay in compliance.

1. Unlicensed contractor and/or unlicensed/unregistered employees

- Make certain you are a licensed electrical contractor. Make certain your license is current. Minnesota electrical contractor renewal deadline was February 28, 2018.
- Register your unlicensed electrical employees. Make certain they are taking their continuing education, reporting their hours, and submitting their renewal annually.

2. Failure to pull permits prior to starting work

- Remember to file for your permits. Don’t jump the gun.

3. Pulling permits and not calling for inspections

- Make certain your work is properly inspected. There may be pressure to get a project to the next stage, but the inspection must happen before things move on.

4. Unsupervised unlicensed workers and supervision out of ratio (licensed electrician supervising more than two unlicensed)

- This is where I am seeing most violations. If your journeyworker needs to leave the site for a quick bite, or to answer a service call, the individuals they are supervising need to quit working. I understand this can be a hardship because of the labor shortage but it has to happen. Inevitably an inspector will pick this exact moment to walk up and ask for documentation.
- Contractors are responsible for keeping records of the unlicensed electricians’ work experience, but it is the unlicensed electrician’s responsibility to report their work experience to DLI when they renew their unlicensed registration each year. Partner with your workers to make this happen. Many employees believe that “The State” automatically knows how many hours of work they perform each year. Individuals’ hours of experience are now visible on the DLI website. Please review them for accuracy. As you know, this is an important step in growing your Journeyworker workforce.
- Additionally, it is not currently lawful for a journeyworker of one company to supervise an unlicensed electrician of another company. We have been seeing sign-up sheets at some job sites used to track who is supervising whom. Certified payroll on prevailing wage projects has also been used to spot violations.

I’ve also seen a situation where a Master of Record performed work for another shop as an employee. This was identified through certified payroll on a prevailing wage project. Unfortunately, sometimes performing favors can get you into hot water.

I hope these reminders serve to keep you out of trouble. If you have any questions regarding current regulations, please give me a call. Not only are violations costly, they could potentially keep you from bidding on public projects due to the Responsible Contractor Act.

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Fair Labor Standards Act
Workforce Development
Prevailing Wage Compliance

To begin, just call MEA, explain your situation to our consultant, Michelle Dreier, for a quote. She will let you know how MEA can help you!

(612) 827-6117 • (800) 829-6117

Minnesota Electrical Association—Reaching out!



The Association has been invited to quite a few career fairs and technology shows recently. We are excited to share the electrical industry with others and hope some of that excitement leaves a lasting impression!

seasoned apprentice with a dynamic personality and the ability to connect with teens makes a huge difference in sending a powerful message.

As a member of MEA, you have access to our career fair materials including our electrical activity board. We can also assist you in finding events in your area and have staff available to man the table with you and help field questions.

Call Michelle if you would like more information (612-827-6117).



This year already we have...

- Attended a Hands-On Career Fair in North Minneapolis,
- Spoken to electrical students at Dunwoody,
- Networked with attendees of the Wisconsin Electrical Contractor Conference, and
- Represented MEA at the Crescent Electric Technology & Trade Show.

We have additional Career Fair possibilities in April, June, July, & October and the year is still young!



I invite business owners to think about whether they would like a presence at any of these events, or potentially seek out events in their own community. Especially with the youth events, a young journeyworker or



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Education Calendar

March							April							May						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7	6	7	8	9	10	11	12
4	5	6	7	8	9	10	8	9	10	11	12	13	14	13	14	15	16	17	18	19
11	12	13	14	15	16	17	15	16	17	18	19	20	21	20	21	22	23	24	25	26
18	19	20	21	22	23	24	22	23	24	25	26	27	28	27	28	29	30	31		
25	26	27	28	29	30	31	29	30												

Continuing Education: Classroom



-  March 9-10 (8am-5pm) 2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2 MANKATO, Hilton Garden Inn
16 CE
-  May 3-4 (8am-5pm) 2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2 COTTAGE GROVE, Werner Electric
16 CE
-  May 18-19 (8am-5pm) 2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2 BRAINERD, Holiday Inn Express
16 CE

» Both Days—Non-Members Price: \$315, Member: \$290
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280 Questions give you the opportunity to check your answers and get explanations with NEC and MN Laws & Rules.

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CE Requirements

This is your guide to staying in compliance.

These are the states where MEA's courses are typically approved based on that state's standards. **DOUBLE CHECK** our class website for exact details for the course you are registering for.



Minnesota

- Master A, B..... 16 biennially (12 Code/4 Non-Code*)
 - Journeyman A, B..... 16 biennially (12 Code/4 Non-Code*)
 - Maintenance 16 biennially (12 Code/4 Non-Code*)
 - Installer A, B 16 biennially (12 Code/4 Non-Code*)
 - Power limited tech 16 biennially (4 Code/12 Non-Code*)
 - Satellite installer 4 biennially (4 Code*)
 - Unlicensed 2 annually (2 Code*)
- www.dli.mn.gov *can take all Code



Iowa

- Master A, B..... 18* every 3-year Code Cycle
 - Residential Master 18* every 3-year Code Cycle
 - Residential Electrician..... 18* every 3-year Code Cycle
 - Inactive Master..... 18* every 3-year Code Cycle
 - Journeyman A, B..... 18* every 3-year Code Cycle
- <https://iowaelectrical.gov/> *6 on the most recent Code



Montana

- Residential Electrician 16* per 2-year cycle
 - Journeyman Electrician 16* per 2-year cycle
 - Master Electrician 16* per 2-year cycle
- <http://boards.bsd.dli.mt.gov/ele> *8 Code Update



Nebraska

- Electrical Contractor..... 12 each even-numbered yr
 - Journeyman Electrician..... 12 each even-numbered yr
 - Resid. Journeyman Wireman 12 each even-numbered yr
 - Fire Alarm Installer 12 each even-numbered yr
- www.electrical.nebraska.gov *6 Code; or all Code



North Dakota

- Master Electrician..... 8* annually
 - Journeyman Electrician..... 8* annually
 - Class B Electrician 8* annually
- www.ndseb.com *4 must be Code



South Dakota

- Electrical Inspector 16* even-numbered years
 - Electrical Contractor 16* even-numbered years
 - Journeyman Electrician..... 16* even-numbered years
 - Class B Electrician..... 16* even-numbered years
 - Apprentice Electrician..... 16* even-numbered years
- <http://dlr.sd.gov/> *8 must be Code



Wisconsin

- Master Electrician 24 every 4 years
 - Residential Master Electrician 18 every 4 years
 - Journeyman Electrician..... 24 every 4 years
 - Industrial Journeyman Elect..... 18 every 4 years
 - Residential Journeyman Elect 18 every 4 years
 - Registered Electrician..... 24 annually
- <https://dsps.wi.gov>



Wyoming

- Journeyman 16 every 3 yrs
 - Master 16 every 3 yrs
- <http://wsfm.wyo.gov> *8 must be Code

Note: We are making a good-faith effort to publish the correct requirements for each state. For your protection, please check your state's website listed above.

Quiz on the Code

Power Limited



1. A class 2 circuit is safer than a class 3 circuit from the standpoint of _____.
 - (a) electric shock
 - (b) fire ignition potential
 - (c) ability to generate power
 - (d) remote control capability
2. The insulation of Class 2 power limited cable is _____.
 - (a) 100V
 - (b) 150V
 - (c) 300V
 - (d) 600V
3. Openings around electrical penetrations in fire-rated walls or floors need to be _____ to maintain fire ratings.
 - (a) blocked
 - (b) fire-stopped
 - (c) sealed
 - (d) tested
4. Cl cables are used to _____ for power limited circuits.
 - (a) more current capability
 - (b) integrity of the circuit voltage
 - (c) circuit survivability in case of fire
 - (d) circuit integration of systems
5. If failure of a class 2 or 3 system used for safety control equipment would introduce fire or life safety hazard, it must be re-classified as _____ circuit.
 - (a) power limited
 - (b) Class 1
 - (c) Communication
 - (d) Class 3
6. Class 2 and class 3 circuits are not permitted in the same conduit as _____.
 - (a) communication circuits
 - (b) Class 1 circuits
 - (c) power limited audio circuits
 - (d) PLTC cables

Answers: 1. (a) Ref. 725.2 Definitions; 2. (b) Ref. 725.179(G); 3. (b) Ref. 725.3-300.21; 4. (c) Ref. 725.2; 5. (b) Ref. 725.31; 6. (b) Ref. 725.136(A)

Exam-Taking Tip



Chad Kurdi
Exam Prep Instructor

KNOW HOW TO USE THE NEC BOOK!

Although the NEC code book is available for the entire exam, you do not have time to look up all answers. You will want to be prepared and not rely on the reference materials to answer all of the questions.



Jeff Keljik
Director of Education

...and of course, we recommend using MEA's Exam Prep options!

- Online Exam Prep Pre-Test
- Online Self-Paced Prep Course
- 16-hr Classroom Prep Course

www.electricalassociation.com/ExamPrep

Toolbox Talks

Confined Spaces



A confined space is any area that:

- Has a limited opening for entry or exit that can be as small as 18"
- Is difficult to move through
- Is open topped (pits, excavations)
- May require ladders or hoists to enter and exit

Confined spaces may have unfavorable natural ventilation including:

- Not enough oxygen
- Deadly gases trapped inside
- Too much oxygen, which can increase the chances of an explosion

Confined spaces are not designed for continuous worker occupancy.

A "permit required confined space" is a confined space with at least one of the following characteristics:

1. Hazardous atmosphere
2. Engulfment potential
3. Entrapping design

Employer Obligations

1. Evaluate the work place for "permit required confined spaces"
2. Take the following actions when a confined space is identified:
 - Post signs or warnings.
 - Use barriers or other means to keep unauthorized personnel out.
 - Develop and use a written space entry program.
 - Conduct air monitoring and other tests to evaluate the hazards in each space.
 - State entry conditions that make the space acceptable for entry.
 - Ventilate or otherwise eliminate the space's hazards before allowing entry.
3. Entry into a confined space is not allowed unless there is a signed permit that identifies:
 - The space to be entered
 - Purpose, date, length of stay
 - Name of workers allowed to enter
 - Name of attendant

- Name of entry supervisor
- Acceptable entry conditions
- Equipment to be used in the space
- Available emergency and rescue services and their phone numbers
- Hazards of the space
- Results of initial and periodic testing
- Measures used to isolate the space and eliminate or control the hazard
- Additional permits that may relate to the space
- Any other special employee limitations

4. Test to help ensure that conditions are acceptable. Testing must be done in this sequence:

- Oxygen content
- Combustible gases and vapors
- Toxic gases and vapors

5. Provide at least one attendant.

6. Develop and implement a rescue and emergency system.

7. Coordinate procedures when a contractor or another employee is involved with a confined space.

8. Review the confined space program annually.

This topic is important and much more information can be found in the Toolbox Talk on the MEA website, including information on the following:

- Entry Supervisor Duties
- Entrant Duties
- Attendant Duties
- Other Safety Tips
- Rescues

Notes: For more information, see OSHA CFR Title 29, Part 1910.146, contact a competent safety professional or the OSHA Consultation office.

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PRINT and POST in your breakroom!

Find this poster and more at:

www.electricalassociation.com >
Resources > MEA News.



What's Next for Your Customers in Lighting? Lighting Control!

Submitted by Border States Electric



BORDER STATES
Supply Chain Solutions™

Innovations in LED lighting have made most headlines recently. From lamp (bulb) replacements to ornate decorative LED fixtures, LED has taken over and continues to innovate rapidly. The next consideration is control of the new lighting. Controls take efficiency and energy savings to the next level. Beyond that, they can increase comfort, help manage energy consumption and integrate with other critical building mechanical systems.

Key manufacturers like Lutron, Acuity, Leviton, Legrand, Hubbell and more are working hard to introduce residential and commercial lighting control products to satisfy the growing market. Xcel Energy has even added an "Efficiency Controls" program for lighting control rebates.

with the lighting control already resonate with them. Whether it is a homeowner who wants room scenes or building engineer looking for fully automated building control, be sure you are prepared to address the needs of educated consumers.

A proactive approach is necessary in this rapidly evolving technology environment. It can be challenging to keep up, so challenge your distributor partners to help. Key manufacturer

training is available for installers and end-users from all of the key manufacturers. Distributors are the perfect liaison and have trained specialists for contractors, builders and facility operators to lean on. They are your resource and can help you bridge the knowledge gap between manufacturer and end-user.

For more information or to schedule "controls" training, email: controls@borderstates.com

The global smart lighting market is expected to reach an estimated \$17.7 billion by 2022.

(Source: Cision PR Newswire)

As awareness grows and affordability quickens payoff, are you thinking about what customers will want and demand in the future when it comes to lighting control?

Category cable and Wi-Fi devices are starting to replace traditional pipe, wire and switches. Be sure you are up-to-speed on the technology and customer demands—they are getting educated on it, too! Climate control, automated window coverings, music, voice control



LIGHT the NIGHT with LED

Outdoor lighting plays a crucial role in our safety and security. And the ability to easily control your lights will increase energy savings. LED lighting puts control at your fingertips.

CONTACT

Border States for a lighting and energy audit. **800.676.5834**

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borderstates.com

10-604 (2015-02)



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New Products

Power-Strut® Hinged Beam Clamp (PS2658)

Power-Strut® is proud to introduce our new Hinged Beam Clamp, the solution for mounting a strut system to a sloped ceiling. The Hinged Beam Clamp is designed to pivot up to 18° so the strut installation can remain level even when the ceiling is not. In the past, contractors have used various methods such as bending or modifying products, which are not recommended attachment methods. The Hinged Beam Clamp provides a safe and easy solution for mounting strut to a sloped ceiling. Order today! Rouzer (952) 737-6320



BRK – Strobe

SMART STROBE Separate flash patterns to distinguish between smoke and carbon monoxide. 177 CANDELA LED STROBE Powerful 177 candela LED strobe light provides effective visual warning to awaken hearing impaired residents. 1Hz FLASH RATE 60 flashes per minute rate meets ADA, ANSI 117.1, NFPA 72 and UL STD 1971 requirements for visual signal devices. STROBE SIGNAL SYNCHRONIZATION When multiple units installed, strobes flash in unison. SLIM DESIGN Attractive low profile design, mounts easily on ceiling or wall. Rouzer (952) 737-6320



Gibson Stainless Steel Floor Flanges

Gibson Stainless is introducing floor flanges to its product line. Floor flanges are designed to mount threaded conduit to floors or walls and are used predominantly where the conduit is being used as a structural member. The floor flanges are offered in sizes 1/2" – 2" in Type 316 SS. Rouzer (952) 737-6320



Unistrut – Preassembled Trapeze

Acting on "Voice of Customer" feedback, Unistrut® is now offering fully-assembled (pre-fabricated) trapeze systems. This new service saves contractors time and money by handling the cutting and assembly at our factory. We then ship it directly to the job site. Prefabricated trapezes are shipped from our Kokomo, IN facility and are optimized for a short lead-time and a competitive price, especially throughout the Midwest. Rouzer (952) 737-6320



****Product/Service Members! If you would like to highlight your new products, email us at rbrunlik@electricalassociation.com.**



Alex Hyatt
National Sales Mgr

Member Benefits

MEA Electrical Safety Training – NFPA 70E

Hundreds of people every year experience severe electrical injuries on the job. These injuries occur from contact with live power, burns from Arc Flash, injuries from Arc Blast, and shocks or electrocution.

Many of these incidents involve people with little or no experience working with or around electricity. People who work on or near live parts, as well as people responsible for employee safety, need to be up to date on electrical safety in the workplace.

The NFPA 70E is used as a descriptive manual to meet the prescriptive requirements of OSHA for safety in the workplace. 70E training provides the vital information you need to reduce injuries and comply with OSHA regulations CFR29-1910 for general industry and 1926 for construction. Retraining is required at least every three years. MEA's Electrical Safety Training for NFPA 70E meets these requirements.

With the new 2018 standard in effect, it is a perfect time to get your crew trained on the recent updates. Taught onsite at your facility in a private group setting, we bring the training to you in a concise four hour format. You chose the date and time that work best for your schedule and you save on this training by being a member.

Upon completion of this course, you will be able to:

- Identify electrical safety hazards and plan protective schemes and techniques to address each hazard
- Explain what safety requirements employers are legally required to provide for their workers
- Recognize the steps needed to work safely on or near live parts
- Analyze work tasks and select the appropriate PPE
- Determine the hazard risk category classification of a given task
- Identify specific requirements for energizing and de-energizing power circuits
- Explain the intent and limitations of personal protective equipment

- Use an appropriate approach to assure adequate PPE for diverse tasks
- Determine the specific steps to be taken to ensure an electrically safe work condition
- Implement Lockout/Tagout procedures applicable to any given facility or activity
- Determine the training and re-training requirements
- Explain components of warning labels and use proper techniques to reduce injury
- Identify boundaries for different electrical hazards

Take the next step towards saving lives and avoiding loss due to electrical incidents. Call me today for a quote or to book an onsite group session.

Note: 70E Training does not count toward CE credit.

2018 MEMBER DRIVE

We are asking all members to participate!

IT'S EASY...

- 1) Inform a contractor about MEA.
- 2) Tell them to call MEA so we can get them started.
- 3) Watch your points grow!

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Member Spotlight:

Doug Bischoff—Design Electric, Inc., St Cloud

This month's Member Spotlight features Doug Bischoff of Design Electric in St. Cloud, MN. Design has been a loyal member of MEA since 1962 when Doug's father, Maury, owned the business. Doug took over in 1986 when the company had \$2 million in sales and 10 employees. Design now focuses more on transportation, commercial and industrial services with over 100 employees and project revenue beyond \$30 million.

Design Electric graciously gives time and resources to help the Minnesota Electrical Association.

Yearly PAC donations, use of MEA training programs such as apprenticeship, involvement on Committees and speaking engagements at tech schools to promote the industry to name a few.

Doug personally promotes MEA to his colleagues at every opportunity available. His belief and value that he sees in the association's mission and vision is apparent.

MEA is also grateful to have Nick Bischoff (Doug's son); Kate Bischoff (Doug's daughter) as an involved Committee member and partner to MEA; along with Jim Schoon (master electrician at Design Electric) as an MEA instructor for Year 3 of the apprenticeship program.

Doug's favorite part of MEA is the total dedication to the education of future electricians of this world.

When Doug is not working on the business, you can find him goose hunting!





The Tax Reform Law—What You Need to Know About it

Tim Pass,
Accountant, Smith
Schafer CPAs

The new tax reform law—commonly referred to as the “Tax Cuts and Jobs Act”—is the most significant tax legislation in decades. Now businesses and individuals are trying to digest the details and evaluate how the changes will impact their tax situation. Fortunately, Smith Schafer can help you figure things out. Let’s start with a basic overview of what is covered in the new law. *(Except where noted, these changes are effective for tax years beginning after 12/31/2017.)*

FOR BUSINESSES

In general, the law significantly reduces the income tax rate for corporations and eliminates the corporate alternative minimum tax (AMT). It also provides a large new tax deduction for owners of pass-through entities and makes major changes related to the taxation of foreign income. But it also reduces or eliminates many business tax breaks.

Some of the key business-related changes:

- Replacement of graduated corporate tax rates ranging from 15% to 35% with a flat corporate rate of 21%
- Repeal of the 20% corporate AMT
- New 20% qualified business income deduction for owners of flow-through entities (such as partnerships, limited liability companies and S corps) and sole proprietorships—only through 2025
- Doubling of bonus depreciation to 100% and expansion of qualified assets to include used assets — effective for assets acquired and placed in service after 9/27/17 and before 1/1/2023
- Doubling of the Section 179 expensing limit to \$1 million and an increase of the expensing phaseout threshold to \$2.5 million
- Other enhancements to depreciation deductions
- New disallowance of deductions for net interest expense in excess of 30% of the business’s adjusted taxable income (exceptions apply)
- New limits on net operating loss deductions
- Elimination of the Section 199 deduction, also commonly referred to as the domestic pro-

- duction activities deduction or manufacturers’ deduction — effective for tax years beginning after 12/31/17, for noncorporate taxpayers and for tax years beginning after 12/31/18, for C corporation taxpayers
- New rule limiting like-kind exchanges to real property that is not held primarily for sale
- New tax credit for employer-paid family and medical leave — only through 2019
- New limitations on excessive employee compensation
- New limitations on deductions for employee fringe benefits, such as entertainment and, in certain circumstances, meals and transportation

FOR INDIVIDUALS AND ESTATES

The new law makes small reductions to income tax rates for most individual tax brackets, and it significantly increases individual AMT and estate tax exemptions. But there is also some bad news for individuals: The Tax Cuts and Jobs Act eliminates or limits many tax breaks. In addition, much of the tax relief for individual taxpayers will be available only temporarily.

Some of the key changes (except where noted, these changes will sunset after 2025):

- Reductions in individual income tax rates ranging from 0 to 4 percentage points (depending on the bracket) to 10%, 12%, 22%, 24%, 32%, 35%, 37%
- Near doubling of the standard deduction to \$24,000 (married couples filing jointly), \$18,000 (heads of households), and \$12,000 (singles and married couples filing separately)
- Elimination of personal exemptions
- Doubling of the child tax credit to \$2,000 and other modifications intended to help more taxpayers benefit from the credit
- Reduction of the adjusted gross income (AGI) threshold for the medical expense deduction to 7.5% for regular and AMT purposes — for only 2017 and 2018
- New \$10,000 limit on the deduction for state and local taxes (a combined basis for property and income taxes; \$5000 for separate filers)
- Reduction of the mortgage debt limit for the home mortgage interest deduction, to \$750,000 (\$375,000 for separate filers), with certain exceptions

- Elimination of the deduction for interest on home equity debt
- Elimination of the personal casualty and theft loss deduction (with an exception for federally declared disasters)
- Elimination of miscellaneous itemized deductions subject to the 2% floor (such as certain investment expenses, professional fees and unreimbursed employee business expenses)
- Elimination of the AGI-based reduction of certain itemized deductions
- Elimination of the moving expense deduction (with an exception for members of the military in certain circumstances)
- AMT exemption increase, to \$109,400 for joint filers, \$70,300 for singles and heads of households, and \$54,700 for separate filers
- Doubling of the gift and estate tax exemptions, to \$10 million (expected to be \$11.2 million for 2018 with inflation indexing)

In addition, the new law permanently eliminates the individual mandate under the Affordable Care Act requiring taxpayers not covered by a qualifying health plan to pay a penalty. The elimination of the individual mandate is effective for months beginning after December 31, 2018. Also permanent is the expansion of tax-free Section 529 plan distributions to include those used to pay qualifying elementary and secondary school expenses, up to \$10,000 per student per tax year.

Need Help? The new tax law is broad-reaching and complicated. And more tax reform may be coming. Other proposals discussed would address retirement and education savings, reorganize the IRS, delay some taxes funding the Affordable Care Act (such as the medical device tax and the health insurance provider fee), prevent abuses of the earned income tax credit and extend the benefits of some tax credits for renewable energy property, nuclear energy production and biodiesel.

In this time of change, Smith Schafer can be a valuable resource, helping you stay atop the latest developments. Contact us today to learn tax saving strategies that best fit your situation. We look forward to speaking with you soon.

You Need to Know - Cont from page 4

MINNESOTA

St Paul Minimum Wage... Increases in the cost of living have driven Minnesota’s statewide minimum wage below where it was in 1968, when its purchasing power peaked. Meanwhile, the typical low-wage worker is just as likely to be middle-aged or elderly as young. Those are among the findings that gave Minneapolis cause to recently raise citywide wages, with the goal of hitting \$15 an hour for almost every worker by the year 2024. Should St. Paul, with fewer employers, but just as much poverty, do the same, and just as quickly? As city officials contemplate if and how to raise the minimum wage, a new report from the Citizen’s League compiles key studies on the issue. (St. Paul Pioneer Press)

SAFETY

MNOSHA Safety Grant Program...

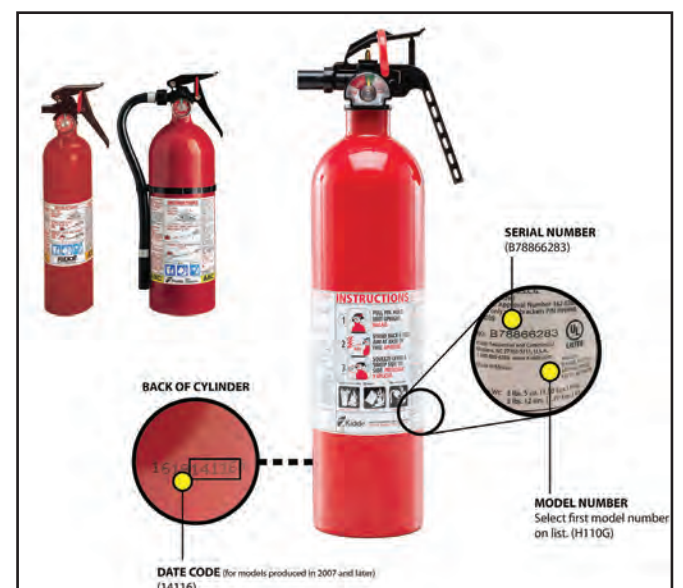
The MNOSHA WSC Safety Grant Program awards funds up to \$10,000 for qualifying employers for projects designed to reduce the risk of injury and illness to their employees. More info at www.dli.mn.gov/WSC/Grants.asp.

RECALL NOTICES

Genie Aerial Work Platforms... Terex Corporation’s Genie brand has issued another mandatory safety notice, this one involving its S-100/S-105, S-120/S125 and S-100HD aerial work platforms. The serial number labels on some of the lifts were printed with incorrect “Machine Unladen Weight” value, which is significantly lower than the actual machine weight. If the incorrect weight is used, it could result in the use of the lift on a surface that cannot support the weight of the machine. **ACTION:** To determine whether a lift is covered by this or any other safety notice, visit www.genielift.com/en/support/safety and enter the serial number. For more information or to order a replacement serial # label, call Terex at (800) 536-1800.

Kidde fire extinguishers... Kidde, a subsidiary of United Technologies, is recalling an estimated 37.8 million fire extinguishers. The recall covers 134 models manufactured between Jan. 1, 1973, and Aug. 15, 2017. The fire extinguishers can become clogged or require excessive force to discharge and can fail to activate during a fire emergency. In addition, the nozzle can detach with enough force to pose an impact hazard. There has been **at least one fatality** connected with these

extinguishers. Affected models: have straight plastic handles; are red, white or silver; and are rated either ABC or BC. Kidde Pindicator extinguishers manufactured between Aug. 11, 1995, and Sept. 22, 2017, are also included in the recall. These plastic push-button extinguishers are red or white with red or black handles. For more information, consumers may contact Kidde, at 1-855-271-0773



Community news

Welcome New Members

Malark Logistics, Brooklyn Park
Oaks Electric Co., Crystal
GMS Enterprises, Houston TX

Congratulations

Nick Bischoff & Jim Schoon, Design Electric...

On January 25, Nick Bischoff and Jim Schoon accepted the ABC Excellence in Construction Pyramid Award in recognition of outstanding achievement & quality workmanship for the St. John's University Alcuin Library Renovation.



Thank you! Thank you! Thank you!

Werner Electric... Thank you for hosting the upcoming NEC Code Update class in Cottage Grove (May 3-4)

Crescent Electric Supply... Thank you for being our 2018 Premier Sponsor!

Viking Electric Supply... Thank you for being our 2018 Signature Sponsor!

Center for Energy & Environment... Thank you for being our 2018 Supporting Sponsor!

Education & Meetings

NCEL Upper Midwest Electrical Expo...
April 18-19. Minneapolis Convention Center. MEA has partnered with the NCEL and will be conducting the continuing education classes at the Expo! Register for the training: www.ncel.org

MEA Annual Business Conference...
April 19-21. Millennium Hotel Minneapolis.

Post the enclosed **Quick Resource Guide** and remember to call our amazing product service members when you need supplies or services!

Program Highlights:

Lien Right, Lien Waivers, Lien Laws
Unpaid receivables, even in small amounts, can have a staggering impact on your bottom line. Get all of the information you need from the legal experts at Seaton, Peters and Revnew on how to protect your business and stop losing money!

Committee Meetings
Your input is needed to help make important decisions and continue moving MEA forward!

Awards Dinner
Join us to recognize many members who have made powerful contributions to the association this past year.

US Bank Stadium Tour

NCEL Upper Midwest Electrical Expo
Just a few blocks from the hotel, access over 300 vendors showcasing the latest & greatest!



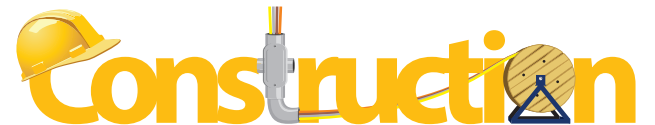
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Visit our website for more information or call your local Werner Electric branch to speak to one of our specialists.

WernerMN.com/construction

Throwback Corner

We found a treasure trove of photos from "Back in the Day" and hope they bring back good memories!



These generous individuals have helped build our Association! Stay tuned as we recognize others...



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance



Elevating Work Platforms – Requirements for Fall Protection

Elevating work platforms, such as scissor lifts and boom-supported aerial lifts have become a more frequently utilized option, when working at heights, both for worker safety and overall work-efficiency.

Elevating work platforms fall under the scope of the scaffold standard (1926 – Subpart L). Aerial lifts have specific requirements stated in 1926.453. Scissor lifts have no specific OSHA provisions and will follow the applicable provisions of Subpart L.

When using these types of devices, first and foremost, follow manufacturer’s instruction on the proper use, maintenance, and inspection.

To protect workers from falls, guard railing is required around the work platform. **This includes closing the access gate during use.** If chain is used for the access gate, it must be latched and not sag excessively. *A common issue to monitor is ensuring workers latch the chains. A standard gate that swings open & closed tends to be a better option...*

Since scissor lifts only operate in a vertical direction, only a guard rail is required. Boom supported aerial lifts and personnel elevating platforms supported by a rough terrain forklift, require additional protection, due to the possibility that a worker can be ejected from the platform. Sudden movement during operation, or when struck by a vehicle, falling object, or crane/crane load are common causes. Use of a personal fall arrest system or positioning device system is required [1926.502 (d) & (e)] to keep the worker from falling.

Other fall protection safeguards:

- Do not climb over or stand on the guard railing
- Firmly stand on the platform and avoid excessive leaning
- Do not use ladders, planks, or other devices to further elevate while in the platform
- Do not use a body belt as part of a personal fall arrest system (only use with a positioning system)
- Do not anchor a personal fall arrest or positioning device system to an adjacent structure while in the platform (anchor to the boom or basket, where specified by the manufacturer)

Pre-planning work-site activities helps ensure elevated work platforms will have access to work areas, to avoid the urge to by-pass fall protection safeguards.

Find more information below:

www.osha.gov/Publications/aerial_lifts_safety.html

www.osha.gov/Publications/aerial-lifts-factsheet.pdf

www.osha.gov/Publications/OSHA3842.pdf

<http://elcosh.org/document/1417/d000484/deaths-from-aerial-lifts.html>

.....
Dave has held multiple positions in various consultant and supervisory roles, within Workplace Safety Consultation (WSC). He is a certified industrial hygienist and safety professional, who has had opportunities to work with a wide range of public and private sector employers, in general industry and construction, providing technical assistance in industrial hygiene, safety, and ergonomics, while gaining insights and guiding employers on more effective management of workplace safety & health. He provides overall program support for WSC, overseeing the Safety Grants and Alliance programs, and current focus on temporary worker safety.



Jeff Keljik
Director of Education

Word on the Street

Should we Replace or Retrofit?

Is it better to replace luminaires or to retrofit an existing luminaires when moving to LED lighting?

As LED lighting takes over the job of delivering light to the masses, electricians need to determine whether

their customers can replace the light source in traditional luminaires, or is it prudent to replace the entire luminaire with a new fixture designed for an LED. In many instances the decision is driven by monetary advantages and in others it is driven by the quality of the lighting or style of the luminaire. For installed troffers, that are the traditional 2x4 foot, 2x2 foot, or 1x4 ceiling troffers the decision to keep the traditional fluorescent luminaires is an

easy decision by replacing the florescent lamps with Tubular LED (TLED). But what type of LED?

The decision then comes down to what type of TLED are you going to use? If you want to leave the existing fluorescent ballast in place, then use a Type A- TLED. (Sometimes referred to as the “plug and play” or “direct fit”.) The installation cost for this conversion is the lowest with the understanding that the ballasts are still in operation and do consume energy and produce some heat. If the old ballast fails, the LEDs will not light and it will have to be replaced. The control capabilities for dimming are not available. You do not have to re-wire the luminaire.

A second choice is to bypass the previously installed fluorescent ballast and use a type B-TLED. (Sometimes know as the “line voltage” or “direct

wire”.) The florescent lamp is removed and the sockets (tombstones) are rewired for line voltage. The lamps have their own drivers built into the lamp. If this scenario is used, the luminaires **must be marked** as having direct wired lamps, the potential for future mistakes in lamp replacements are high with the possibility of fire. There is no energy loss in the ballast- known as the ballast factor.



Thin fixture LED, Luminaire

A third choice is to replace the florescent ballast with a LED driver mounted in the fixture. Use a type C-TLED with this scenario. This type of retrofit luminaire has the longest life and provides the best control situations. The fixture needs to be rewired to accept this type of lamp. The NEC requires all luminaires, lampholders, and retrofit kits to be listed by a Nationally Recognized Testing Lab (NRTL).

A new choice is to use a hybrid LED that can be used as a type A initially and then if the ballast fails, it can run as a direct wired with the ballast removed as a type B. This requires re-wiring the fixture and adds to confusion if some fixtures in a premises are direct wired for line voltage and some are not.

If you are seeking for a new look in lighting design, then buy luminaires that have drivers and appropriate LEDs already installed.

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Ever wondered how you can expedite your One-Stop Efficiency Shop® rebate project?

As a lighting contractor, we understand you have a lot on your plate. That's why we want to give you all the necessary tools to make your One-Stop experience productive!

Here's a scenario we want to help you avoid: You submit a lighting proposal to One-Stop to get a rebate estimate. You're eagerly waiting for your lighting reports to arrive, only to find out that important information is missing from the proposal. Let us help!

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- Premise Number
- Name of Business
- Installation Address
- Customer Contact Information: Name, Phone Number, and Email Address
- Fixture/Lamp Quantities:
 - Lamp Type
 - Lamps per Fixture
 - Existing & Proposed Fixture Type
 - Hours of Operation: Broken down by area
- Pricing



Check out our revamped One-Stop audit form at <http://bit.ly/auditsheet>. The audit form is an excellent resource when generating lighting project requests. It lists everything we need to ensure your reports get turned around as quickly as possible.

In 2018, the One-Stop Efficiency Shop will facilitate \$7 million in rebates to participating businesses. If you would like more information about the program, or to find out if your customers are eligible, please contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org.

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Questions? Contact our energy efficiency specialists at 855-839-8862 for more information or visit xcelenergy.com/LightingEfficiency.



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