



MEA News

In this Issue

- MEA Winter Conference**..... 1
Karen Maine, President
- Technology Update** 2
Clara DeRosier, Executive Director
- Concurrent / Individual FMLA for Spouses**.... 2
Federated Insurance
- New OSHA Guidance on Safety Incentives**.... 3
Tom Revnew, Seaton Peters Revnew
- Two Questions** 4
Kate Bischoff, tHRive
- You Need to Know** 4
- Get Your Product/Service Business Noticed** . 6
- Career Center Central** 7
Michelle Dreier, Member Engagemt/Gov't Affairs
- Professional Development Section**
- Education Calendar 8
- Quiz on the Code..... 9
- Toolbox Talks: Aerial Lifts 9
- Maximize Your Time & Profit** 10
Crescent Electric Supply
- Contractor Business Skills Webinar**11
Alex Hyatt, National Sales Manager
- Member Spotlight—Jim Santoro**.....11
- Choosing an Accounting Software**..... 12
Tim Pass; Smith Schafer & Associates
- Community News & Classified Ads** 13
- All These Written Programs**..... 14
Dave Ferkul, Workplace Safety Consultation
- Power over Ethernet (PoE)** 14
Jeff Keljik, Director of Education
- Rebates:**
- One-Stop Efficiency Shop Year-End (CEE) 15
- Shine a Light on Savings (Xcel) 15

Industry Report

MEA Winter Conference



Karen Maine
President of MEA's
Board of Directors

MEA's Winter Conference is right around the corner and I would like all of you to join me at this exceptional event. We will be at the Minneapolis Marriott Northwest—easy access to swing by—just off 694 and Boone Ave.

If you participate on any of MEA's standing Committees, the discussions will be extremely important as we gear up to conduct our strategic plan (early 2019) that will lead our organization into the future.

Thursday, Nov 29: ETN of MN; Executive Board
Friday, Nov 30: Education, Membership, Workforce Development, Product Service, Government Action Committee
Saturday, Dec 1: Executive Board; Board of Directors

With the unknowns of the political landscape, the legislative luncheon will be a valuable use of your time. We will be inviting new leadership in to discuss with our group the issues that are weighing heavy on our minds. 2019 means new administration, different priorities and new legislators leading and refining policy. If you are unable to attend this luncheon, please keep your eye out for the Government Action alerts that the association sends out which sometimes include a *Call to Action*. When our voices need to be heard, we want as much validity behind it as possible, and that comes from all of us clearly communicating the same message to the people that have been elected to make these decisions on our behalf.

Golf in December? Who wouldn't want that! Since golfing in Breezy Point with all of you is now a distant memory, come and enjoy a new experience in Minnesota as we now have our very own Top Golf location where environmental elements do not limit our game. There will be a shuttle to and from the hotel, which is just 6 miles up the highway. Appetizers will be served, and a

Top Golf pro will be assisting bay by bay so we can get professional golf tips. The pro will be entertaining and making the experience a memorable one. If you know of anyone who has been interested in what the Electrical Association is all about, invite them to the golf event so they have an opportunity to meet some other members and hear more about what we have to offer. AND, bring others on your team—what a great way to treat a top team member!

The evening will round out with our beautiful Federated Holiday Dinner, where our classic carolers will be back to get us in the Holiday mood.

A few additional details!
Spouses – We will have Arbor Lakes shopping bags, coupons, maps, etc. But come back in time to join us for Top Golf. More mingling and crafts will happen on Saturday morning in the hospitality suite as well!

Adopt a Family – we will be adopting a few families again like we did last year. There will be more info on their needs coming soon but we will have a bin available for donations if people are interested in contributing.

Reserve your room by November 12 to ensure the group rate of \$112/night.

I am looking forward to a productive and valuable event with all of you!

Book your hotel before November 12!

WINTER BUSINESS CONFERENCE

Nov 29 - Dec 1
Minneapolis Marriott Northwest

PRSRT STD
 U.S. POSTAGE
 PAID
 TWIN CITIES MN
 PERMIT NO. 3844

3100 Humboldt Avenue South
 Minneapolis MN 55408
 800.829.6117
 electricalassociation.com

Masters!

Your Licenses Expire Feb 28!

Classes coming to You...

Brainerd • Cottage Grove • Elk River
 Grand Rapids • Minneapolis • Rochester • St Cloud
 LaCrosse WI • Plymouth • Prior Lake
 Worthington

Plus Buy 7, Get 1 FREE online options!
See centerfold for training details.

Register:

www.electricalassociation.com
 612-827-6117 • 800-829-6117



Clara DeRosier, Executive Director

Power into the Future

Technology Update – Money Saving Transitions

I have a love-hate relationship with technology—pretty common! When it's working, I can do my job better and more efficiently; but when it isn't working, I am almost at a standstill and it's all-consuming! Since technology is such an instrumental part of running a business, we are constantly searching for ways to utilize it better, streamline it, and search for more cost-efficient options. With the amount of competition in the technology space, the ball is in our court. This past year has been filled with technology transitions that have been saving money for the Association.

numerous parties and other AMS providers, we have recently been relocated to our own dedicated server, and our annual price tag will **decrease 50%** over the next year. We will use the savings to develop the site further, which involves a 3rd-party solutions provider. A few projects on the horizon include an online join process, engagement scoring, and certificate automation.



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

Database/Website – As an Association that does national business, the database of our customers is quite unique and large. All data needs to be held in a smart (customizable) location where we can easily access it. We have been building this database since the mid-1990s, and connecting it to our public-facing website was the icing on the cake in 2015. The price tag to do this was steep, but it was necessary to serve customers appropriately. With growing competition in the Association Management Software (AMS), we have recently renegotiated our contract with our provider. In 2015, we were put on a shared-hosted environment that we soon found limited our access to data based on security regulations. After many discussions with

Gateway/Merchant Processor – Credit card processing fees continue to increase. We analyzed new gateways and merchant processors this year and then transitioned from a rate of **0.56% to 0.35%**, which will create a decent savings in overall yearly fees paid out. The customer service with the new company is far superior as well, which is priceless.

Phone Company – We had been with the same phone company for years and our needs were outgrowing the offerings. In June, we transitioned and are now able to answer our desk phones through an app on our mobile device, utilize a chat feature, share screens in the office and set up enhanced

Director (cont. on page 3)



Every
Great Journey
Requires
a Plan

FEDERATED LIFE®

No matter where you are on your journey, business succession planning can help. To learn more, contact your local marketing representative.



Federated Mutual Insurance Company and its subsidiaries* | federatedinsurance.com
18.02 Ed. 12/17 *Not licensed in all states. © 2017 Federated Mutual Insurance Company

Federated Insurance— Concurrent or Individual FMLA Leave for Spouses?



Q: We have two employees who are husband and wife. One is requesting FMLA due to needing surgery and recovery. The other spouse is requesting FMLA for the surgery and then shortly after to care for her and then intermittent leave to transport her for follow-up visits. Are their leaves handled as individual employees each eligible for the 12 weeks?

A: Each employee is entitled to a full complement of FMLA leave if he or she is otherwise eligible. While spouses who are eligible for FMLA leave and are employed by the same covered employer can be limited to a COMBINED total of 12 weeks of leave during any 12-month period when the leave is taken to bond with a newborn, adopted or foster care child, or to care for an employee's parent with a serious health condition, the same is not true when one spouse/employee has a serious health condition and the other is needed to provide him or her with care. See Leave for Pregnancy or Birth for more information: <http://tiny.cc/kb9c0y>

Thus, if the married couple working for your organization both meet eligibility criteria under the Act, then each can take 12 weeks of leave individually for the respective occurrence (i.e., where "one is requesting FMLA due to needing surgery and recovery" and the "other spouse is requesting FMLA for the surgery and then shortly after to care for her and then intermittent leave to transport her for follow-up visits"). The employer should process the leave requests individually with appropriate documentation as the case may be (i.e., including the Certification of Healthcare Provider for Employee's Serious Health Condition (<http://tiny.cc/x9c0y>) and the Certification of Healthcare Provider for Family Member's Serious Health Condition (<http://tiny.cc/nd9c0y>) for her spouse).

Learn more in our podcast: (<http://tiny.cc/lf9c0y>)

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.

voicemail greetings. Our monthly price will remain similar, but we were able to take advantage of a **2-months-free** offer. We have recently increased our PCI standards, and the new phone provider made this a possibility. Proactively making the switch decreased the need for an immediate transition or possibly increased fees.

Domain Switch – Our 3rd-party IT managed service provider has suggested we transfer all MEA domains and host through them to ensure quick and easy maintenance. By signing a 3-year agreement for them to host our domains, we will be saving **30%** on each domain name.

All of these transitions have come with thoughtful research and extended staff time to implement. With the savings in dollars, we can continue to build out excellent programs and services to serve the industry. **Thank you for trusting us as we continue to be good stewards of the Association's money and your membership dues dollars.**

ACTION
Member Survey!
 As pre-work for the upcoming strategic plan, a survey will be sent out to get feedback and input on the future of the Association. This is your opportunity to **Power MEA into the Future!**


NEW COURSE!

An Introduction to Solar Photovoltaic

Friday, Nov 16 (8am-2pm)
 Werner Electric, 7450 95th Street
 Cottage Grove

\$50 (no CE credits)
 (Receive a \$25 credit for any MEA class!)

Thank you for hosting & instructing!



WERNER Electric Supply



Tom Revnew
 Attorney
 Seaton Peters Revnew

Compliance

New OSHA Guidance on Safety Incentive Programs and Post-Incident Drug Testing Policies

Tom is a Shareholder at Seaton, Peters & Revnew, P.A., a firm representing employers in a full range of employment law issues and litigation in Minneapolis.

Earlier this month, OSHA published a new memorandum clarifying 2016 anti-retaliation regulations. The new guidance clarifies that OSHA does not prohibit workplace safety incentive programs or post-incident drug testing. OSHA emphasized that action taken under a safety incentive program or post-incident drug testing policy would only be retaliatory "if the employer took the action to penalize an employee for reporting a work-related injury or illness rather than for the legitimate purpose of promoting workplace safety and health."

OSHA acknowledges that incentive programs can be an important tool to promote workplace safety and health. Programs that reward workers for reporting near-misses or hazards and involvement in a safety and health management system are encouraged. Rate-based incentive programs are also permissible as long as they are not implemented in a manner that discourages reporting.

OSHA also recognized that drug testing policies can be an important part of a workplace safety program. The updated OSHA guidance reiterates that post-incident drug testing may be done for legitimate reasons, and not in any way that could be seen as penalizing an employee for reporting a work-related injury. The following examples of drug testing are permissible:

- Random drug testing,
- Drug testing unrelated to the reporting of a work-related injury or illness,
- Drug testing under a state workers' compensation law,
- Drug testing under other federal law, such as U.S. Department of Transportation rule, and
- Drug testing to evaluate the root cause of a workplace incident that harmed or could have harmed employees. If the employer chooses

to use drug testing to investigate an incident, the employer should test all employees whose conduct could have contributed to the incident, not just employees who reported injuries.

The key aspect for determining whether incentive programs or drug testing policies are OSHA "compliant" is to treat all employees in a consistent manner and ensure that employees feel free to report an injury or illness. If you have questions regarding OSHA compliance, please contact Tom Revnew (trevnew@seatonlaw.com or 952-921-4622).



Seaton | Peters | Revnew
The Lawyers for Employers

**Product Service Member
 of MEA for 20 Years**

Best Values:

- Initial Call Free to MEA members
- Employee Handbook and Employment Materials Package \$1,075
- Drug & Alcohol Testing Package \$525

Ask for MEA Discount

Contact Tom Revnew

7300 Metro Blvd, Suite 500 | Minneapolis, MN 55439
 Tel 952.896.1700 | Fax 952.896.1704
 www.seatonlaw.com



**A mobile WAREHOUSE
 at your FINGERTIPS**

Because your project depends on having products where you need them, when you need them

CONTACT BORDER STATES
 for information on our jobsite trailers.

Proudly supplying products and services to the construction, industrial and utility industries.
 borderstates.com | 800.676.5834



BSE BORDER STATES
 Supply Chain Solutions™

MEA PAC
 Minnesota Electrical Association
 Political Action Committee

We need funds to support changes in the law to improve the industry and your business!



Questions? Call Clara at 612-827-6117.



Kate Bischoff, Attorney
tHRive Law & Consulting

Compliance

Two Questions

There are two questions that can change how well our people perform, how we work as a team, how we manage, and how we keep compliant.

Here they are:

1. How are things going?
2. What can I do to help you?

Definitely not rocket science, but think about these. If your manager came to you, and genuinely asked, "how are things going?" how would you respond? Would you respond with some of your concerns or roadblocks, would you say "my mom has been really sick" or "I'm having a hard time getting through

to my Assistant," or would you say "I completed this project!" More likely than not, if you believed your manager really wanted to know, you'd share information about your or your team's work performance. You might also share information that affects that work performance.

If your manager asked what she could do to help you, would you give an honest response? "Janelle in Accounting is holding this up, could you please chat with the CFO?" "I would like to go to this conference so I can learn more about XYZ." "I might need your help filling in for me while I get my mom to the doctor." Or, "James has been saying weird things to me, could you help me figure out how to handle the situation?" If you know your manager is willing to help, would you ask for it? Wouldn't this help you?

The *Harvard Business Review* published an important article about questions and how they build emotional intelligence and most importantly, trust. If all the research is correct that when employees trust their manager, their performance and engagement increase, why wouldn't we ask managers to ask questions to build trust? These questions are business related by identifying successes and concerns while offering to help.

So, how does this tie to compliance? Well, that's an easy connection – when would people trust us, they tell us when something isn't going quite right. They tell us when someone said something he shouldn't have, when they need a reasonable accommodation, or when they fear a co-worker might be breaking the law. If we want to foster communication from employees on these issues, we need them to trust us. So, let's ask them the two questions more often.

One other thing – it's easy to train managers to lead with these questions. The hard part is getting those managers to live these questions, to turn them into real information-seeking questions. Look for those managers who do it well, keep them, train them, promote them.

<https://thrivelawconsulting.com/2018/09/10/two-questions/>

tHRive
LAW & CONSULTING

Kate Bischoff • 612.361.7707
kbischoff@thrivelawconsulting.com
<https://thrivelawconsulting.com>

Proud to advise and represent employers in all aspects of the employment relationship—

- Advice and Counsel
- Audits
- Contracts & Policy Preparation
- Investigations
- Customized Training

You Need to Know

COMPLIANCE

Townhouse or two-family dwelling? DLI fact sheet outlines differences between the two-family dwellings and two-unit townhouses (or twin homes) are differentiated based on property, separation and utility services. A fact sheet from the Construction Codes and Licensing Division explains the difference between the two types of units and why it is important they are properly described. View the fact sheet at www.dli.mn.gov/cclld/pdf/fs_townhouse.pdf.

Council reviews I-Codes, recommends adoption... Following recommendations from advisory groups, DLI has begun the adoption process for the 2018 I-Codes and the administrative requirements of the State Building Code. The Construction Codes Advisory Council (CCAC) met June 21, 2018, to review a report

from Technical Advisory Groups about seven of the 2018 I-Codes and the administrative requirements of the State Building Code. With the exception of the model residential energy code, the CCAC recommended DLI move forward with the adoption of the 2018 I-Codes with amendments and revisions to the administrative requirements of the State Building Code. The CCAC will review the model residential energy code at a later meeting following the U.S. Department of Energy's determination regarding energy efficiency of the 2018 Residential Energy Code.

Action Item! Rulemaking process... DLI recently began the formal rulemaking process to adopt the I-Codes by publishing a Request for Comments in the State Register. Follow the rulemaking process and view rulemaking dockets at <http://tiny.cc/wwef0y>. Submit comments about a code or rule by sending an email to dli.rules@state.mn.us. Please include the rule chapter number in the email subject line. (CCLD Review)

Minnesota represented at national electrical meeting... Staff from DLI recently attended a meeting of the National Electrical Reciprocal Alliance (NERA). NERA consists of 17 member states that promote reciprocity among member states based on similar, complimentary and interchangeable requirements for licensed individuals through reciprocity agreements between comparable states. Minnesota was represented by Steve Dudley, DLI electrical representative, at NERA's annual meeting in Eagle, Idaho, Aug. 14-15, 2018. Meeting topics included:

- Qualification requirements for reciprocity.
- How to help eliminate any difficulties with reciprocity, and how to respond more efficiently through reciprocity especially during times of natural disasters or other emergencies.
- Compare experience requirements to be eligible to take and exam for a license for each state.
- Criminal background checks for licensed individuals required by some states.
- Standardization of journeyworker exams by developing a NERA exam bank of questions to be used by all member states. This bank of questions would be developed by the participating members and available for each state to develop exams that would remain unique to each state, and allow each state to retain ownership of their exams.
- How to bring more states into the alliance by examining the licensing requirements nationwide.
- Proposals for the 2020 National Electrical Code. (MN DLI)

LABOR & MANAGEMENT

US Compensation Costs... Civilian compensation costs average \$36.22/hr worked in June 2018. Employer costs for civilian workers averaged \$24.72/hr worked for wages and salaries and \$11.50 for benefits in June 2018. Retirement and savings costs averaged \$1.93/hr worked, accounting for 5.3% of total compensation costs. (bls.gov)

GETTING A NEW HEATING SYSTEM SHOULDN'T MAKE YOU SWEAT.

Most businesses know that new high-efficiency heating helps save energy. But many put it off due to the initial cost. That's why we offer all sorts of rebates. You'll lower your operational costs, get a competitive edge and put the heat on the other guys. Just another thing Xcel Energy is always delivering. Visit xcelenergy.com/HeatingEfficiency or contact an energy efficiency specialist at 855.839.8862.

ALWAYS delivering.

© 2018 Xcel Energy Inc.

StockNOW

RIGHT PRODUCTS, RIGHT PLACE, RIGHT NOW

INNOVATIVE INVENTORY SOLUTIONS

StockNOW is an on-site inventory solution that drives order accuracy and productivity while reducing operating costs. Allow Crescent's product specialists to maintain your on-site inventory on a regular basis or take control of your inventory and use StockNOW to track product usage and place replenishment orders yourself.



MINNEAPOLIS..... 612.676.7280
ALBERT LEA..... 507.373.8077
BAXTER 218.828.2023
ROCHESTER 507.289.0421
ST CLOUD 320.253.8322
ST PAUL..... 651.224.3966



StockNOW FEATURES

- Automates replenishment of inventory on jobsite or at place of business.
- Eliminates errors in order entry and processing when managed by a Crescent inventory and product specialist.
- Consolidates purchases with a single Crescent inventory and product specialist, reducing backorders and enhancing fill rates.
- Scans, manages and tracks replenishment orders in real time.
- Improves storeroom organization.

SCAN ORDERS

- Replenish inventory quicker than ever using the Orders mode available through Crescent StockNOW.

MANAGE INVENTORY

- Each regularly ordered product is initiated with pre-determined minimum and maximum on-hand quantities.

TRACK USAGE

- StockNOW operates in real-time and allows users the ability to track inventory usage at the point of consumption.



Get Your Business Noticed by Electrical Contractors & Decision Makers!

2019 Annual Marketing Packages & Education Sponsorship Packages—

Maximize your marketing budget! Consider one of MEA's Discount Packages built to provide vendors great exposure at bulk rates!

Advertise your products and services to electrical contractors through MEA—

It's a great way to show your support to the electrical industry and to be seen as a leader.

Benefits Include (Branding & Engagement)	Every Event PREMIER	Every Event SIGNATURE	Every Event SUPPORTING	Single Conference a la carte	Class a la carte
Year-round logo acknowledgement on education calendar (MEA News, MEA Alert)	X	X	X		
Year-round logo acknowledgement on education pages at ElectricalAssociation.com	X	X	X		
Monthly 'shout outs' on social media recognizing supporters	X	X	X		
Logo acknowledgement in all education email promotions	X	X	X		
Logo acknowledgement in all emails to registered students	X	X	X		
Recognition on signage posted throughout each MEA Conferences	X	X	X		
On-Site recognition on podium at live classes	X	X			
Promotional literature of your selection placed in students folders at all live classes	X	X			
Logo recognition at refreshment station at live classes	X				
Logo acknowledgement on education calendar for the event (MEA News, MEA Alert)					X
'Shout out' on social media recognizing supporters of the class					X
Logo acknowledgement in emails promoting the class					X
Logo acknowledgement on signage at the class					X
Promotional literature of your selection placed in students' folders at live class					X
Table top display opportunity at live class	X	X			X
Opportunity to offer a 15-minute presentation over lunch at one live class (first-come/first-served)	X				X
Opportunity to host a live class at your facility (min. seating 40)	X				X
Two complimentary registrations to an online or live class of your choice. (Can be used by an employee or a guest of yours.)	X				
Invitation to attend sessions during MEA conferences	X				
Up to 5 tickets to attend Friday's dinner at one of the MEA Confereces	X				
Opportunity speak for 15 minutes at a Friday evening dinner or a Saturday morning board meeting at one of the MEA Conferences	X				
Opportunity to develop a fun, hosted conference element at one of the MEA Conferences. (e.g., signature drink, game with prizes, etc.)	X				
Opportunity to host an event at one of the MEA Conferences (Hospitality Suite, Recreational Activity, Breakfast/Refreshment Station, Luncheon Keynote Speaker)				X	

For more information, contact Erica Nelson, MEA Sales Representative, 763-497-1778 / erica@pierreproductions.com

THANK YOU 2018 EDUCATION & EVENTS SPONSORS!

Your generosity makes a difference!

Premier Sponsors



Signature Sponsor



Supporting Sponsor





Michelle Dreier
Executive Manager

Workforce Compliance

Career Center Central

Did you know that Minnesota Electrical Association has a strong workforce development program to assist our members with the labor shortage?



You can now post job advertisements on our website at <https://jobs.electricalassociation.com/>. To use this page, you must first purchase the ability to do so.

ship program and become the journeymen of the future. Check out the Resume Center at www.electricalassociation.com/resume the next time you are in the market for a new apprentice. We currently have over 30 individuals looking for the opportunity to apprentice. The Resume Center is **FREE** for MEA members.

Recent Avivo graduates came with a **\$1,000 scholarship towards the first year of our electrical apprenticeship tuition**. Avivo provides candidate screening and 60 hours of workforce readiness training.



Avivo also provides job coaching and wrap around support to make certain your new hire is successful in their new role.

the field. This program refers candidates interested in electrical careers for members to hire.

Midwest Renewable Energy Association offers a 48-hour training in Solar Panel Installation. They refer graduates to our membership.

I realize the tight labor market is making it difficult out there and many members are in need of journeymen to supervise apprentices. The lack of journeymen is restricting the growth of crews. The Electrical Association provides instruction and support to educate entry-level talent to journeyworker status. If you are unfamiliar with our apprenticeship program and workforce initiatives please give us a call!



Another option to view resumes is MEA's new Resume Center. We have partnered with community-based organizations to develop a pipeline of workers with the aptitude and drive to complete MEA's apprentice-

Goodwill Easter Seals Construction program provides 300 hours of construction and workforce readiness education over a 12-week period. Individuals spend 6 weeks working in the classroom and shop. Their final 6 weeks is spent working in

Check out our new Resume Center—

www.electricalassociation.com/resume

**MEA's 2018-2019
Apprentice Year is
underway!**

**We are excited to announce
another record-breaking
year of enrollment!**

**We can't THANK YOU
enough for trusting us with
your education needs!**

Year	Enrollment
2014	109
2015	143
2016	177
2017	221
2018	270!



Get the Job Done Faster!



**Innovative Solutions.
Designed to Save.**

Plug-on Neutral Load Centers with Qwik-Grip™ eliminate the need for most knockouts, making rough-ins faster and much easier. Give yourself a real edge – time better spent on other things.



graybar.com

1-800-GRAYBAR

Develop Your Career

Education Calendar

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

Continuing Education: Classroom (16 CE)

Nov 8-9, 2018 (8am-5pm)	MINNEAPOLIS, Crescent Electric
Dec 6-7, 2018 (8am-5pm)	EDINA, Residence Inn Marriott
Dec 14-15, 2018 (8am-5pm)	ST CLOUD, Best Western/Kelly Inn
Jan 4-5, 2019 (8am-5pm)	OWATONNA, Steele Hill History Museum
Jan 10-11, 2019 (8am-5pm)	BRAINERD, Holiday Inn Express
Jan 17-18, 2019 (8am-5pm)	COTTAGE GROVE, Werner Electric
Jan 25-26, 2019 (8am-5pm)	ELK RIVER, Holiday Inn
Feb 1-2, 2019 (8am-5pm)	ST CLOUD, Holiday Inn
Feb 7-8, 2019 (8am-5pm)	LACROSSE WI, Werner Electric
Feb 7-8, 2019 (8am-5pm)	WORTHINGTON, American Reform Church
Feb 15-16, 2019 (8am-5pm)	PLYMOUTH, JH Larson
Feb 21-22, 2019 (8am-5pm)	PRIOR LAKE, Mystic Lake Casino & Hotel
Mar 7-8, 2019 (8am-5pm)	MINNEAPOLIS, Crescent Electric

Thank you to Our Class Sponsors:



- » Both Days— Non-Members: \$315 (In 2019, price increases to \$325)
Member: \$290 (In 2019, price increases to \$299)
- » One Day— Non-Members: \$185 (In 2019, price increases to \$190)
Member: \$155 (In 2019, price increases to \$160)

Continuing Education: Online (2 CE)

Nov 14, 2018 (6:30-8:30pm)	2017 NEC Motors, Controls, GFCI Requirements
Dec 6, 2018 (6:30-8:30pm)	2017 NEC Motor Installation Reqt's, Part 2
Dec 19, 2018 (8:00-10:00am)	2017 NEC Grounding & Bonding for Unlicensed
Jan 8, 2019 (8:00-10:00am)	2017 NEC Grounding & Bonding, Part 1
Jan 14, 2019 (6:30-8:30pm)	2017 NEC Motors, Controls, GFCI Requirements
Jan 16, 2019 (8:00-10:00am)	2017 NEC Branch Circuit, Feeder & Calcs
Jan 24, 2019 (6:30-8:30pm)	2017 NEC Grounding & Bonding, Part 2
Jan 28, 2019 (6:30-8:30pm)	2017 NEC Grounding & Bonding, Part 3
Jan 31, 2019 (8:00-10:00am)	2017 NEC Motors & Transformers
Feb 6, 2019 (6:30-8:30pm)	2017 NEC Grounding & Bonding for Unlic, Part 3
Feb 11, 2019 (6:30-8:30pm)	2017 NEC Grounding & Bonding, Part 4
Feb 13, 2019 (6:30-8:30pm)	2017 NEC Overcurrent Protection for Unlicensed
Feb 20, 2019 (6:30-8:30pm)	2017 NEC Special Occupancies, Part 1
Feb 27, 2019 (6:30-8:30pm)	2017 NEC Branch Circuit, Feeder, Service Calcs

- » Two hours—Non-Members Price: \$48*, Member: \$42*
(In 2019, prices increase to \$49 NM and \$44 M respectively.)



Exam Prep Training: Classroom

Dec 8-9, 2018 (8:00-5:00pm)	Edina, Federated Insurance office
Feb 16-17, 2019 (8:00-5:00pm)	Edina, Federated Insurance office

- » Non-Members Price: \$530, Member: \$420
(In 2019, prices increase to \$545 NM and \$435 M respectively.)

<p>Exam Prep Pre-Test</p> <p>55 questions test your knowledge: Are you ready to take the Journeyworker Exam?</p> <p>Do you need MEA's Prep class?</p>	<p>Self-Paced Exam Prep Course</p> <p>280 questions give you the opportunity to check your answers and get explanations</p> <p>Covers NEC and MN Laws & Rules.</p>
--	---

Register at www.electricalassociation.com or call 800-829-6117 • 612-827-6117

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://dli.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

Grounding & Bonding



1. The connection of the grounding electrode conductor connection shall be made in the service disconnecting means.
 - (a) true
 - (b) false
2. To size parallel service entrance grounded conductors for an installation in multiple raceways, a full size grounded conductor is required to be installed in each raceway.
 - (a) true
 - (b) false
3. As a general rule, a grounded conductor shall not be used to ground non-current carrying metal parts on the load side of the service disconnecting means.
 - (a) true
 - (b) false
4. It is allowed to ground a phase conductor to ground an electrical system.
 - (a) true
 - (b) false
5. What minimum size copper grounding electrode conductor connected to a concrete encased electrode, required for a 400 amp 120/240 volt residential service?
 - (a) AWG 1/0 copper
 - (b) AWG #4
 - (c) AWG #6
 - (d) AWG #8
6. Since a separately derived system is not a service, it is generally permitted to ground the neutral at multiple locations on the load side of the separately derived system.
 - (a) true
 - (b) false

Answers: 1. (b) Ref: 250.24(A)(1)-(A)(5); 2. (b) Ref: 250.24(A)(1)-(A)(5); 3. (a) Ref: 250.24(A)(5); 4. (a) Ref: 250.24(C)(2); 5. (b) Ref: 250.66(B); 6. (b) Ref: 250.30(A)(1) Corner Ground Delta

Toolbox Talks

Aerial Lifts



Aerial Lifts include the following types of equipment:

- Extendable boom platforms
- Aerial ladders
- Articulating boom platforms
- Vertical towers
- Combination of any such devices



Hazards Associated

- Fall from elevated level
- Objects falling from lifts
- Tip-Overs
- Ejections from lift platform
- Structural failures (collapses)
- Electric shock (electrocutions)
- Entanglement hazards
- Contact with objects
- Contact with ceilings and other overhead objects

Training

Only trained and authorized persons are allowed to operate an aerial lift. Training should include all of the following:

- Explanations of electrical, fall, and falling object hazards
- Procedures for dealing with hazards
- Recognizing and avoiding unsafe conditions in the work setting
- Instructions for correct operation of the lift (include maximum intended load and load capacity)
- Demonstrations of the skills and knowledge needed to operate an aerial lift before operating it on the job
- When and how to perform inspections
- Manufacturer's requirements

Vehicle components

- Proper fluid levels (oil, hydraulic, fuel, and coolant)
- Leaks of fluids
- Wheels and tires
- Battery and charger
- Lower-level controls
- Horn, gauges, lights and backup alarms
- Steering and brakes

Lift Components

- Operating and emergency controls
- Personal protective devices
- Hydraulic, air, pneumatic, fuel and electrical systems
- Fiberglass and other insulating components
- Missing or unreadable placards, warnings, or operational, instructional, and control markings
- Mechanical fasteners and locking pins
- Cable and wiring harnesses
- Outriggers, stabilizers, and other structures
- Loose or missing parts
- Guardrail systems

Do not operate any aerial lift if any of these components are defective...*

Pre-Start Inspection

Prior to each work shift, conduct a pre-start inspection to verify that the equipment and all its components are in safe operating condition. Follow the manufacturer's recommendations and include a check of...

**The entire topic can be found on our website under "Membership."
www.electricalassociation.com*

Courtesy of MEA's Partner in Safety, **Federated Insurance...**

**Electrical Contractor Members of MEA Receive:
FREE set of Electrical Toolbox Talks
FREE Safety AWAIR Program**



www.electricalassociation.com
612-827-6117 • 800-829-6117



**THANK YOU
2018 EDUCATION & EVENTS SPONSORS!**
Your generosity makes a difference!

Premier Sponsors



Signature Sponsor



Supporting Sponsor



**TO BECOME A 2019 SPONSOR—
TURN TO PAGE 6 FOR DETAILS OR CALL ERICA AT
(763) 497-1778**

PRINT and POST in your breakroom!

Find this poster and more at:

**www.electricalassociation.com >
Resources > MEA News.**



Maximize Your Time and Profit

Amidst an ever-changing technological landscape, Crescent Electric Supply Company is positioned to provide sustainable solutions and direction as you gear your business toward continued success. Because our business is your business, we carefully curate our products and solutions to meet the changing needs of our customers, in addition to connecting you with the unparalleled expertise of our knowledgeable staff.

Crescent Electric has remained at the forefront of the electrical industry since 1919 by thinking outside the box and offering advanced solutions like Cesco.com and [Crescent StockNOW](#) to our customers. See if one or both of these solutions will take your business to the next level and maximize your time and profit.

Cesco.com— Everything In One Place

- Easily register your business account for your profiled pricing.
- View inventory from your local branch or view companywide inventory that's backed by our branches across the nation.
- Get your detailed online and offline order history in one place, with easy reordering.
- Save time with features like your shopping lists, quick order pad, and bulk uploads/downloads.
- View detailed information about your account balance, pay bills online, and access PDF copies of your invoices and statements.
- Compare items side by side with our simple comparison tool.
- Connect with our dedicated Online Support Team by calling, emailing, or using live chat.

Crescent StockNOW— An Innovative Inventory Solution

- Maximize Customer Effectiveness
 - o Products are neatly labeled and easy to find.
 - o Allow electricians to do electrical work; Crescent will handle the inventory.
 - o Eliminate part runs – we'll make that part of our routine.
- Inventory Optimization
 - o Reduce on-hand inventory to free up capital flow.
 - o Consolidate vendors to reduce number and frequency of POs.
 - o Consolidate brands – remove duplicate products.
 - o Adjust local Crescent Electric inventory levels to eliminate backorders.



- Eliminate Costly Downtime
 - o Identify and stock critical spares.
 - o Maintain and replenish inventory levels to make sure you have what you need.
 - o Ship same-day or provide expedited shipping.
- Control & Maintain Inventory
 - o Have a micro-Crescent Electric at your location.
 - o Show product consumption with usage reporting.
 - o Adjust inventory levels to ensure you have the correct stock levels.



MAKE A CONNECTION
spark a career as an electrician

BUILD YOUR WORKFORCE

GOING TO A CAREER FAIR?

LET US KNOW IF YOU WANT SOME OF OUR NEW BROCHURES!

MEA MEMBERS-ONLY BENEFIT...

We want to help you promote your company and the industry to the incoming workforce!

Call us to get a CAREER KIT!

612-827-6117 or 800-829-6117

www.ElectricalAssociation.com
(612) 827-6117

Member Benefit
MEA Consultant Services

Registered Apprenticeship
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



Alex Hyatt
National Sales Mgr

Member Benefits

Contractor Business Skills Webinars

Starting this winter, MEA will be launching a new series of live online webinars. With the help of the Membership Committee and Mike Buck, Past Chair of the MEA Board and former Electrical Instructor

for Dakota County Technical College, Contractor Business Skills Webinars are designed to give contractors access to additional business training, with topics focused on Business and Project Management.

Live webinars will be scheduled regularly on the following topics:

Project Management

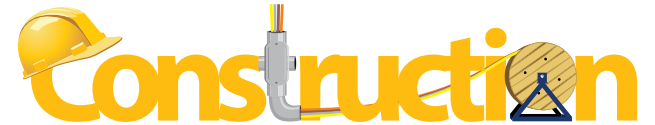
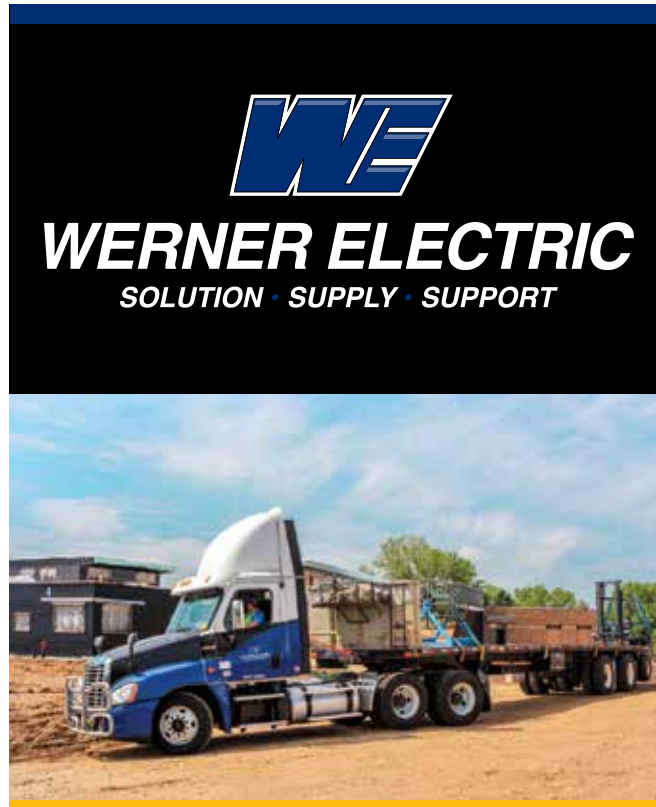
- Pre-job meeting
- Approval drawings
- Keeping an accurate delay journal
- Seek written clarification of plan/specification discrepancies/ambiguities
- Submit change orders promptly
- Ordering, receiving and securing materials
- Scheduling delivery of time-sensitive materials and equipment
- Scheduling manpower, tools and equipment
- Job progress meetings, take notes
- Job cost material and labor by estimate category
- Reconcile job costs to estimated costs

Business Management

- Financial Statements & Balance Sheets
- Profit and Loss Statements
- Depreciation
- Line of Credit
- Selecting an Accountant / Attorney
- Business Management Software Systems
- Payroll Taxes
- Quarterly Tax Returns

MEA Contractor Business Skills Webinars are essential for those new to contracting and project management. The first webinar will be scheduled soon and posted to the MEA website. If you like to be added to the waiting list, please email us at mea@electricalassociation.com and you will be notified when available.

** If you have any topics that you would like us to put in the pipeline, email me at: ahyatt@electricalassociation.com.



Werner Electric's Construction Team delivers solutions with the right supplies and unmatched support for your business needs. Our experienced team provides complete electrical solutions for commercial, industrial, and residential contractors. With same day/next day delivery, over 20 product specialists, and seven locations, we can manage your project from our receiving dock to your doorstep.

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

WernerMN.com/construction

Member Spotlight:

Jim Santoro—Gerdau Ameristeel, St Paul MN

This month's Member Spotlight features Jim Santoro of Gerdau Steel. Gerdau is the largest recycler in the state of Minnesota, producing over 200 grades of industrial steel for use in a variety of industries. The St Paul mill has been a member since 1996, with their electrical department utilizing MEA's training services.

A member of the United Steelworkers Union since 1972, Jim has spent the last 35 years with Gerdau. He and his wife, Linda, have been happily married for 45 years. They are proud parents to their daughter Jennifer and two grandchildren.

What drew you to the industry and made you want to become an electrician?

It all started at the age of twelve and Thomas Edison was my hero! Growing up in Detroit, MI, we had an older house and one of my friend's dad was an electrician. He taught me a bit about electrical and we started wiring my parent's house. By the age of sixteen, I had my mind set that I wanted to be in heavy industry and become an industrial electrician.

What aspects of the job do you find the most rewarding?

Anything that uses a lot of power! I enjoy medium voltage, writing and implementing procedures, working with Xcel Energy, electrical contractors

and anything involving troubleshooting. It's really fun to find a complicated problem and be able to fix it.

What upcoming projects are you working on?

We will have a complete shutdown in November. We have some older, medium voltage motor control centers for one of the bag houses that will be replaced. We will also be relocating a 1,600 amp rectifier from a crane to the ground to reduce wear and tear and running DC power to the crane.

What do you enjoy the most about MEA's training?

The best part is the knowledge of the instructors. As electrical code can be very dry, they keep our crew engaged on whatever the topic of conversation is and really know how to keep it interesting. Gerdau invests in their employees by offering paid training as a benefit. Most of us are licensed, but the company will pay for anyone that is test eligible to attend your Exam Prep Training. MEA schedules the training in a way that works best for us and I'd recommend it to any industrial or manufacturing company with an electrical staff.

What keeps you busy outside of work?

We're on three acres of land at home, so I spend most of my time cutting grass and gardening! We even have his and hers lawn tractors. During the

summer, we spend a lot of time at our daughter and son-in-law's lake home with the family and grandkids, doing anything on the water, including swimming, fishing and boating.



Jim Santoro (left) and Jeff Kelkjik



Compliance

Choosing an Accounting Software

Tim Pass,
Accountant,
Smith Schafer CPAs

Changing your contracting company accounting software may be stressful, time-consuming, and costly. However, making a switch to the right accounting software may help:

- reduce manual work,
- double tracking of jobs, and
- help your contracting company processes flow more smoothly.

Before committing to a new software package, a company should consider the following:

- **Determine what your construction company NEEDS in its accounting software.**
The first step, before changing an accounting software, is to discuss with all employees. From shop personnel, who will be receiving inventory, to the CFO, who will be running reports. Ask these individuals, what tasks should the software ideally perform?
- **Determine if your CURRENT accounting software meets the above needs.**
Changing accounting software is a commitment from every level of your construction company. Once you have accumulated your list of needs, take the time to determine if your current software has the ability to meet those. Consider the addition of modules, training and support offered by the vendor. Also consider your level of satisfaction with your current vendor. If you determine your

current software cannot meet both your current and future needs, you can then consider making a change.

If changing accounting software is your best option, below are four items to consider:

1. Fully Integrated vs Basic Accounting Software

A fully integrated construction accounting software helps to ensure your job costing and the accounting general ledger should reconcile to the penny between each other. A fully integrated system includes things such as, construction payroll, billings, purchasing and subcontract controls, general ledger reports by job, and job reports. Basic accounting software will not include modules specific to job costing. However, there may be a separate job costing system to meet your needs and may be used alongside your accounting software.

2. Access & Portability

Things to consider include multiple user access, security preferences, multiple business support, cloud based versus server based, and mobile access. Determining what your construction company needs, will help eliminate software options that do not meet the minimal requirements.

3. Knowledge Required

Take into account the knowledge and willingness of your employees. Some software requires high-level accounting knowledge to use, while others are geared towards individuals with limited accounting education or experience.

4. Cost

Be aware of all aspects of the cost of the software. This includes fees for upgrades, annual licensing, support fees, and hardware costs. Often, the premium features are not part of the basic software package and have additional add-on costs.

QUESTIONS? Smith Schafer is a recognized leader in providing accounting, auditing and consulting services to the construction industry. Our Construction Group, comprised of numerous professionals, is committed to serving over 500 Minnesota construction and real estate entities. Schedule a 30-minute free consultation at www.smithschafer.com/contact-us. We look forward to speaking with you!

WE ARE HOSTING A FREE SEMINAR!

7500 Hwy 55, Mpls • Nov 13 (7:30-9am)

What's my Construction Business Worth?

- What is the measure of value for a construction business?
- Investor expectations
- What methods are used to determine value?
- What are the key factors that make a construction business valuable?
- Planning to build value

Learn more & RSVP by Nov 7:

[HTTPS://CONSTRUCTION-SEMINAR.EVENTBRITE.COM](https://construction-seminar.eventbrite.com)

You Need to Know - Cont from page 4

CONSTRUCTION TRENDS

US Building Permits... Privately-owned housing units authorized by building permits in September were at a seasonally adjusted annual rate of 1,241,000. This is 0.6% below the revised August rate of 1,249,000 and is 1% below the September 2017 rate of 1,254,000. Single-family authorizations in September were at a rate of 851,000; this is 2.9% above the revised August figure of 827,000. Authorizations of units in buildings with five units or more were at a rate of 351,000 in September.

US Housing Starts... Privately-owned housing starts in September were 5.3% below the revised August estimate of 1,268,000, but is 3.7% above the September 2017 rate of 1,158,000. Single-

family housing starts in September were at a rate of 871,000; this is 0.9% below the revised August figure of 879,000. The September rate for units in buildings with 5 units or more was 324,000.

US Housing Completions... Privately-owned housing completions in September were at a seasonally adjusted annual rate of 1,162,000. This is 4.1% below the revised August estimate of 1,212,000, but is 7% above the September 2017 rate of 1,086,000. Single-family housing completions in September were at a rate of 844,000; this is 8.7% below the revised August rate of 924,000. The September rate for units in buildings with five units or more was 312,000. (www.census.gov)

ECONOMY

US Interest Rates... 30-Year Fixed Refi 4.76%; 15-year Fixed Refi 4.12%

MN Interest Rates... 30-Year Fixed Refi 4.72%; 15-year Fixed Refi 4.18% (www.bankrate.com. Oct 2018)

ENERGY

Conservation Improvement Program (CIP) makes sense... Since 2000, One-Stop participants in Minnesota's Senate District 49 have invested about \$10 million in energy-saving lighting upgrades, supported in part by \$3.5 million in utility rebates. Because of the improvements, our local business community already saves almost \$2.5 million in energy spending each year — and the projects have also created more than 6,500 related workdays for local electrical contractors like Apadana...Read the full article at Eden Prairie News <https://www.mncee.org/>

SAFETY

National OSHA fines levied... The first 18 months of President Donald Trump's first term saw OSHA levy some massive fines for safety violations. The two largest were \$1.5 million levied against Great White Construction in Jacksonville for repeatedly violating fall protection standards, and nearly \$1.5 million for Boston-area based Atlantic Drain Services Co. after one of its employees was killed when a trench collapsed during a sewer utility project. While OSHA fines issued to construction companies from May through September this year did not rise to the level of those levied against Atlantic and Great White, the agency still hit contractors with substantial monetary penalties, underscoring that jobsite safety is a never-ending concern for federal and state watchdogs. (www.constructiondive.com)



YOUR PARTNER IN POWER

For all your power demands, we can deliver the power systems and support you need.

- Portable and permanent power
- Diesel, natural gas, and low BTU gas
- Mobile and stationary units
- Fuel analysis and switchgear maintenance
- Emergency services available 24/7
- Preventive maintenance programs available on all makes

Shakopee, MN
8050 County Road 101 East
888.320.4292



www.zieglercat.com/power

Community news

Welcome New Members

- **Bakken Electric Inc**, Bryan Hayes, St Paul
- **Wheeler Electric Inc**, Cass Wheeler, Brainerd
- **Chad Munsterman**, Columbia Heights
- **Riley W. Arkell, All Tech Electric**, Stillwater
- **One Way Wireless Construction, Inc.**, Jeff Bormes, Shakopee
- **Altra Electric**, Eric Ullery, Ham Lake
- **Stimey Electric Inc.**, James Stiller, Lindstrom
- **A & A Co LLC**, Aaron Bates, Grand Marais
- **Moore Power**, Kevin Moore, Centuria WI

Congratulations

Clara DeRosier, Executive Director... Clara was the recipient of the Personal Development Award from the Business Women's Circle Annual Forum. The BWC is an organization that supports women business owners and executives as they grow personally and professionally. Circles of 8-10 women meet monthly to discuss business issues and struggles and provide peer power. Clara has been a member since the spring of 2017. "Sometimes one of the hardest things to do is grow yourself. This award is given to someone who has grown the most over the past year."



DSG Adds Tracy Koenig As Chief Information Officer (CIO)... DSG has welcomed Tracy Koenig to its newly created role of Chief Information Officer (CIO). Koenig will oversee all of the company's IT systems, applications and infrastructure, as well as the IT team. He will also lead planning and strategy development for DSG's future IT ventures. Koenig will work out of the Fargo office.



DSG Hires Mike Meiresonne As New COO... DSG has added Mike Meiresonne as its Chief Operating Officer (COO). Meiresonne will lead DSG's corporate team and oversee all of the company's ongoing business operations. He will be based out of DSG's Plymouth office and will be a part of DSG's executive team.



DSG Hires Brent Rudser As New CFO... DSG has added Brent Rudser as its Chief Financial Officer (CFO). Rudser will lead DSG's financial teams and oversee all of the company's financial strategy development. He will be based out of DSG's Plymouth office and will be part of DSG's executive team.



Congratulations Dan & Joseph Moynihan.... IAEI is happy to announce that the winner of the MEA scholarship was picked at the IAEI meeting October 11. The winner is Joseph Moynihan, the son of electrical inspector Dan Moynihan.

Border States, Kelly Dawson... Kelly Dawson joined Border States on August 13 as Senior VP Human Resources. Dawson leads the HR team and provides vision, direction and leadership for the employee-owned company's talent strategy. She is also a member of their Executive Committee and Officers Council.



Andrew Javens & Michelle Leigh, August 18... Congratulations and best wishes from your friends at MEA for a long happy life together!

Thank you! Thank you! Thank you!

Werner Electric... Thank you to Werner Electric for hosting and sponsoring our November 1-2 and January 7-8 classes in Rochester. Thank you also for hosting, sponsoring and instructing the new Solar PV class in Cottage Grove on Nov 16!

Crescent Electric... Thank you to our 2018 Premier Sponsor, Crescent Electric Supply Company, for hosting and sponsoring our November 8-9 class in Minneapolis.

Federated Insurance... Thank you to Federated Insurance for hosting and sponsoring our Oct 6-7 and Dec 8-9 Exam Prep classes in Edina.

Welcome!

Katie Grams... Please join us in welcoming Katie Grams to the MEA staff. She will be the Administrative Assistant to the Executive Director. She is looking forward to meeting everyone at the Winter Conference!



the Classifieds

Seeking to Acquire...

Are you a business owner seeking an exit strategy that is best for you, your team and clients? We are a local electrical contractor seeking to acquire commercial/light industrial electrical contracting businesses. Email inquires to Rennell at MEA: rbrunclik@electricalassociation.com

Inventory Sale...

Tom Decker, Shoreview, a 20+-year member of MEA has retired! Equipment and inventory are being sold including tools, wire, switch boxes, plates, etc. If interested, please contact his daughter Liz Decker email at tazdeck@hotmail.com or call 612-377-5191.


Postings are a free benefit of MEA membership. Members should email your listing to Rennell at (rbrunclik@electricalassociation.com). Find the posts online at www.electricalassociation.com/classifieds.

We Beefed up Our Education Calendar—

NEW! CLASSES!

Get Your CEs during the Slow Season!

See page 8 or go online: www.electricalassociation.com










Power Up Your Profits With DSG

At Dakota Supply Group, we're in the business of making your job easier. We do our job right, so you can do yours. The result: you and your bottom line both look good. Find out for yourself why more and more people in the electrical industry are getting down to business with **DSG**.

- ▶ Energy Audits
- ▶ Lighting Design
- ▶ Project Management
- ▶ Barcode Advantage
- ▶ Customer Service Guarantee

Eight locations proudly serving Minnesota | dakotasupplygroup.com



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

All These Written Programs...



Through existing standards, OSHA enforces implementation of various safety and health programs, in an attempt to promote specific action towards protecting workers from work-related injuries

and illnesses. Some of these standards require written program documentation.

Through my travels to different companies, it too often has been apparent that the focus seems to be more on having that document to show an OSHA investigator and not on how to better protect workers. Employers want to comply with standards to avoid fines, but that shouldn't be the only goal when developing required safety and health programs.

Developing written programs and documenting job-hazard assessments can seem tedious, but it should be viewed as a component to better work-site safety management. Written programs and other job-hazard assessment documentation are your reference documents to follow, when managing worker safety.

Whether it's your written safety (AWAIR) or Haz-Com program, or a job-hazard analysis, you have a written document that summarizes how the program will be implemented and what safeguards are necessary, for the potential hazards identified. As people come and go and responsibilities change, it's critical to have a reference that can be utilized, to ensure a program is fully implemented and workers are adequately protected. No different than the operating procedures provided in an owner's manual, for that piece of machinery that

was purchased. When uncertain of what to do, the manual is referenced – or at least should be (a whole other topic in itself).

Too often it seems that programs were purchased, copied, or otherwise created with questionable applicability to the work-site and little understanding of the content. The written program is available if an OSHA investigator shows up, and then it is otherwise ignored. The best program is one that is understood, pertinent to the company and the work performed, is utilized, and up-dated as needed. This helps ensure workers receive the information, safeguards, equipment, and oversight needed to help them avoid unnecessary risk.

All this required documentation can seem tedious, but it can serve a useful purpose towards protecting workers, when utilized as intended.



Productivity Is King


Viking Electric Supply
VikingElectric.com



Viking Electric Supply's suite of eSolutions was developed to improve your productivity and your bottom line. Best of all, these value-added business solutions are available from Viking at no-cost to you, our valued customers.

 **VikingOnline**
PRODUCT SUPERSTORE

 **mobile**
MOBILE BUSINESS APP

 **quote**
QUOTE MANAGEMENT

 **fill**
INVENTORY MANAGEMENT

 **link**
DIRECT PURCHASING

 **track**
MATERIAL TRACKING

Sign up for Viking Electric Supply's eSolutions today!

A Sonepar Company

Viking Electric Supply is a M/F/Disabled and Vet/EOE employer.



MEA
Members

Sign up today!

SUPERAMERICA has a new card offering...
SA Fleet Plus. Accepted nationally at 90% of retail fuel locations.

Both the current SA Fleet and the new SA Fleet Plus card offer fuel discounts, 15% off services at participating Valvoline Instant Oil ChangeSM locations and a new enhanced online account management system.

Save
10¢/gallon
for the first
90 days

www.superamerica.com
SA Fleet Sales | 844-308-9182
insidesalesleadsubmission@wexinc.com



Jeff Keljik
Director of Education

Word on the Street

Power over Ethernet (PoE)

What is meant by **Power over Ethernet**? Ethernet cable used for networking Local Area Networks (LAN) were originally used for communicating with digital devices and used for transferring data over cabling

systems (ethernet cables). The data was always digital and did not need any power to operate the computers to be supplied from the ethernet, as this was provided from a separate source and only data was transferred.

As the types of equipment supplied from the ethernet grew, the practice to receive equipment operating power from the Ethernet cables grew, so that separate power sources need not be supplied from separate sources. Voice over Internet Protocol (VoIP) – Internet phones were some of the devices that needed power to operate, plus the ability to handle data. The power needed was small but could be delivered by the same CAT cables that

connected the phone to the internet. The list of things that use small amounts of power and need connectivity to the internet continues to grow.

The electrical power is separated from the data stream within the ethernet cable. Old systems may need a PoE injector, but most new systems have PoE already installed in the cable equipment. Since 2003, the design of the systems to handle data and power has been evolving and standards have been created. The Institute of Electrical and Electronic Engineers (IEEE) 802.3af has been the standard used to create compatibility of equipment and of cable design capability. The cables include Category 5, 5e, Cat 6, Cat 7, and the connectors are the standard RJ45 connection points. As PoE becomes more and more popular with electrical loads such as lighting with LEDs, a next generation standard is being developed by (IEEE). With the growth of internet information combined with power supplied to the load, the Internet of Things (IoT) is rapidly expanding.

The NEC[®] has started to address the issue of PoE. Part VI of Article 840 covering Premises-Powered Broadband Communications Systems is new to the 2017 NEC. As stated in the code in 840.160, where power supplied by the communication cable to communication equipment is greater than 60W, then refer to Article 725.144 to use class 2 or class 3 cable instead of communication cable.

Tests have been done to determine the maximum power that can be delivered with Category cables for communication equipment. Generally (0.3 A) is the limit to the amount of current that can be carried by communication cables. A Tentative Interim Amendment (TIA) has been added to the 2017 NEC[®] to indicate that the power source for the category cables should be marked to indicate the maximum voltage and current that can be supplied. The TIA effective date was January 1, 2018. There are other TIA's that apply to using Class 2 or 3 cables to supply PoE found in NEW Art. 725.144.

One-Stop Efficiency Shop® Year-End Deadlines & Rebate Changes

The One-Stop team is beginning to prepare for the end of year. With that in mind, we want to share some important deadlines and rebate changes with you that will take effect on January 1, 2019. Rebate checks for jobs completed in 2018 will be issued this calendar year if:

- A signed customer participation agreement was submitted to CEE by Friday, October 19.
- All work is completed and invoices submitted to CEE by Friday, November 2.

Projects submitted after the aforementioned deadlines will be rebated in 2019. If you are new to the program and need assistance with creating an invoice for your completed project, please contact Mary Raasch at 612-335-5877 or by email at mraasch@mncee.org.

Program rebates will change in 2019. Currently, One-Stop offers the following rebates (below).

Interior

- \$200/kW and \$.10/kWh
- High bay/parking garage bonus rebates - \$240/kW and \$.12/kWh
- Capped at 60% of project costs

Exterior

- \$.12/kWh
- Capped at 60% of project costs

Beginning on January 1, 2019, One-Stop will offer:

Interior

Standard lamp rebates:

- \$160/kW and \$.08/kWh
- Capped at 40% of project costs
- Applies to LED screw-ins, tubes, HID replacement, and COB lamps

Standard luminaire/retrofit kit rebates:

- \$200/kW and \$.10/kWh saved
- Capped at 60% of project costs
- Applies to non-DLC-listed luminaires & retrofit kits

Bonus luminaire/retrofit kit rebates:

- \$240/kW and \$.12/kWh saved
- Capped at 60% of project costs
- Applies to DLC-listed luminaires and retrofit kits

Exterior

Standard lamp lighting rebates:

- \$.05/kWh
- Capped at 40% of project costs
- Applies to LED screw-ins, tubes, HID replacement and COB lamps

Standard luminaire/retrofit kit rebates:

- \$.05/kWh
- Capped at 60% of project costs
- Applies to non-DLC listed luminaires and retrofit kits

Bonus luminaire/retrofit kit rebates:

- \$.06/kWh
- Capped at 60% of project costs
- Applies to DLC-listed luminaires and retrofit kits

We will honor 2018 rebate levels if a signed customer participation agreement is submitted on or before 12/31/18 and work is completed by 3/31/19.

As always, thank you for your part in making the One-Stop program a huge success.



Shine a light on savings with Xcel Energy's LED Instant Rebates

Businesses are continuing to take advantage of new, energy-efficient technologies to reduce their energy use, costs and environmental impacts. Among the many options available, replacing inefficient lighting with LEDs is often a good starting point for many organizations as they strive to achieve their energy-saving goals.

Our Business LED Instant Rebates provide our Minnesota commercial customers with a convenient way to get started. Customers can get immediate discounts on select LED screw-in bulbs and LED downlight retrofit kits when they purchase qualifying equipment from one of our participating distributors. The instant rebates are applied automatically at the point of sale, so there are no forms or paperwork that need to be completed in order to get the discounts.

Why switch to LEDs?

LEDs are an attractive alternative over traditional lighting. They're one of the most energy-efficient lighting technologies on the market, are quite durable and contain no mercury. Plus, because they're long lasting, they can also help reduce replacement and maintenance costs.

Get started.

For more information about our Business LED Instant Rebates or to find participating distributors near you, visit xcelenergy.com/LEDdiscounts. Contact our energy efficiency specialists at 855-839-8862 with any questions.



MINNESOTA ELECTRICAL ASSOCIATION

3100 Humboldt Ave S • Minneapolis MN 55408
(612) 827-6117 • www.electricalassociation.com

BOARD OF DIRECTORS

President, Karen Maine
Karen's Electric, Richmond

Vice President, Joel Gatewood
Gatewood Electric, Willmar

Treasurer, Clayton Schenck
Magnum Electric, West Fargo

Secretary, Jeff Kunkel
Kunkel Electric, Mapleton

Past Chair Advisor, Jason Seanger
Melrose Electric, Melrose

Board

Shawn Hasskamp, Dutch's Electric
Andrew Javens, Javens Electric
Pat Vlaminck, Vlaminck Electric
Nick Bischoff, Design Electric

Advisors

Jay Malstrom, Malstrom Electric
Jeff Anderson, Crescent Electric Supply
Steve Hahn, Luma Sales

MEA STAFF

Clara DeRosier, Executive Director

Directors

Jeff Keljik, Director of Education

Operations Team

Michelle Dreier, Member Engagement/Gov't Affairs
Jamie Quenzer, Program Manager, Operations
Rennell Brunclik, Publications
Jan Clare, Administrative & Customer Support

Sales Team

Alex Hyatt, National Sales Manager
Ben Dorner, Business Coordinator

Advertising

Erica Nelson, Advertising Rep
erica@pierreproductions.com
763-497-1778

Betsy Pierre, Advertising Manager
betsy@pierreproductions.com
763-295-5420

MEA MISSION STATEMENT

MEA provides leadership in partnering between contractors, government employees and consumers to promote quality construction built safely, on time, on budget and at a fair price and profit.

MEA provides a strong commitment to quality in education, communication, government relations and ethics.

Important Notice: The information in this newsletter is intended to alert you to changes in laws, regulations, or trends that can affect your business. The information in MEA News is NOT tax, accounting, or legal advice. Since each company has different needs, it is important that you get the appropriate professional advice if you think your company will be affected. Please be sure to call us if you have any questions.

ADVERTISERS' INDEX

Border States Electric Supply.....	3
Center for Energy and Environment (CEE)...	16
Crescent Electric Supply	5
Dakota Supply Group	13
Federated Insurance/Assoc Risk Mgmt.....	2
Gopher State One-Call.....	16
Graybar Minneapolis MN.....	7
Holiday Stationstores.....	16
Seaton, Peters & Revnew PA.....	3
SuperAmerica.....	14
Thrive Law & Consulting.....	4
Viking Electric Supply	14
Werner Electric.....	11
Xcel Energy	4
Ziegler Power Systems.....	12

**10%
DISCOUNT
ON ADVERTISING**

Members receive
a 10% discount.
Book today!

Advertise your product or service
to 3,500 Electrical Contractors
and Industry Leaders call
Erica at 763-497-1778

\$7 Million Available in Lighting Rebates for 2018

Get substantial rebates for your customers through the Center for Energy and Environment's One-Stop Efficiency Shop® lighting program. Sponsored by Xcel Energy, the program offers business owners:

- Rebates up to 60% of installed cost.
- Below market-rate financing.
- Completion and submittal of all rebate & financing paperwork.

For more information or to see if your customers qualify contact:

Kristen Funk
612-335-3487
kfunk@mncee.org



Saving you time and money!

- Fuel rebates
- No fees
- Security features
- Convenient locations
- Pay at the pump
- Detailed tracking
- Car wash discounts

Learn more:

www.HolidayStationstores.com
or email

fleetsales@holidaycompanies.com

Always Call Before You Dig.

One easy call gets your utility lines marked and helps protect you from injury and expense.

Safe Digging Is No Accident: Always Call 811 Before You Dig

Visit call811.com for more information

811
Know what's below.
Call before you dig.

GSOC
Gopher State One Call

Keep your Workplace Safe—

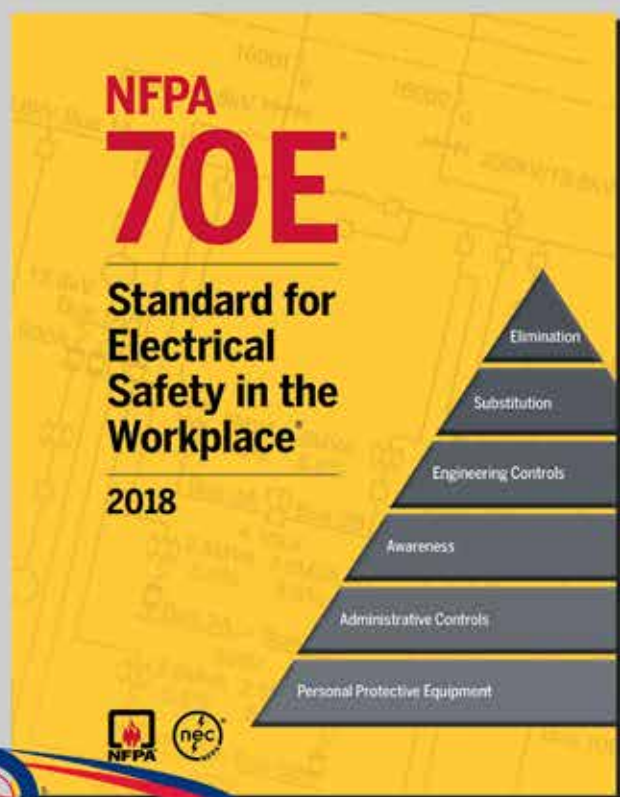
with **NFPA 70E Updated for 2018!**

- The latest on effects of arc flash, arc blast, dc hazards, PPE
- Helps you comply with OSHA 1910 Subp S and 1926 Subp K

\$65 + s/h

(\$74 retail)

...And for **Private Group Training** on this topic, call MEA for details. Our service provides you with flexibility and focused solutions for your staff. We work with your schedule, and we can come to your location or host an online session for your group.



612-827-6117 • 800-829-6117 • www.electricalassociation.com