

For Members Only



A Word from the President

Training, Education and Networking

by Karen Maine
President, MEA Board of Directors



While continuing education is on my mind year-round for myself as well as my team, now is the perfect time to get it scheduled. As a member of the Electrical Association, this piece is easy.

Apprenticeship TRAINING

MEA's 4-year online apprenticeship program started on September 25, but there is still time to enroll. All sessions are recorded so it is easy to catch up. Providing this training opportunity shows my employees how much I value their future and their education with my company.

Reminders

1. All apprentices in the MEA program will have the opportunity to earn 2 hours of CE credit during the program (no additional charge) to fulfill their registered unlicensed requirement.
2. All apprentices need to be registered with the MN DOL in order for their hours to count towards sitting for their Journeyworker Exam.

***NEW MEMBER BENEFIT—Video Library!** A workforce initiative that MEA has been working on are resources to bridge the gap between being green to the industry and being ready to enroll in Year 1 of the Apprenticeship program. Currently the following titles are available: Electrical Raceways; Raceway Fittings; Boxes; Trade Jargon and Measurements. Upcoming topics include: Basic Tools for Electricians, Calculations, Bending Pipe, GFCI, Basic Circuits, Wire Pulling and Safety/Live Circuits. These videos are meant to be bite-size chunks of information (about 10 minutes each) to get your new

employee productive faster. I plan on incorporating these videos into my new-employee orientation process, and I have heard distributors saying the same thing for their warehouse employees.

Find the videos: www.electricalassociation.com/library

Continuing EDUCATION

The 2019 1st Quarter Education schedule has been finalized. Take a look at the insert to see which classes work for you and your team so you are ready to renew all master licenses by end of **February 2019**.

1. We are holding a **NEW** basic solar course with Werner on November 16 in Cottage Grove. Don't miss this opportunity to attend or send someone from your shop.
2. MEA is offering enough online continuing education options between January & February to fulfill 16 hours of CE. If there aren't any classroom locations that work for your schedule, sign up for the **NEW** online bundle. Buy 7 classes, get 1 free (\$48 SAVINGS).

Conference NETWORKING

Join us on November 29–December 1 for our annual winter conference in Brooklyn Park (Marriott Northwest).

1. Committee Meetings
2. MN Government – Meet the New Faces of 2019
3. Top Golf!
4. Silent Auction for PAC Dollars

Registration and full schedule coming soon. I am looking forward to a great weekend with others dedicated to MEA's mission to enhance the Electrical Industry.

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Clara DeRosier
Executive Director

From the Executive Director Next Generation Management

The Trades Gap Summit held by Bridgeworks (an organization focused on the generations) communicated great retention tools that all can use as we navigate the incoming workforce. Here are 3 factors that Millennials are looking for in their careers today.

FLEXIBILITY

Times have changed—so have the needs of the workforce. It will become harder to retain top talent if we don't adapt. In 1960, 9% of children were living with a single parent; in 2014, this number increased to 29%. The cost of raising a kid has increased by 40% since 2000. There are times of the year when we need to make hay while the sun shines so how can flexibility be packaged differently and creatively for the construction industry to benefit all?

Solutions

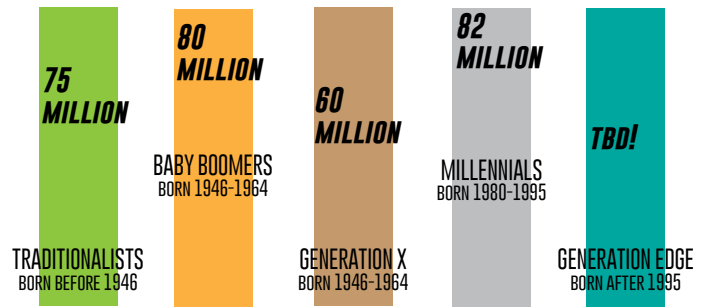
- Mentorship Programs – provide your employees with someone who may be in a similar family/life situation who can share resources & ideas. These best practices may not be intuitive for all.
- Find a company making this work – learn from them.
- Put it on the team to come up with ideas to allow flexibility and still deliver the same results (they may come to appreciate how hard of a task this can be and in return have more respect).

TRAINING SOLUTIONS

Currently, construction companies focus heavily on technical and safety training—this could be expanded.

“71% of millennials who plan to leave their employer in the next 2 years are unhappy with how their leadership skills are being developed.” —Deloitte

Baby boomers had a big split between life and work – acting differently in the office and home. Gen Ex teetered more



with work-life balance; working hard/playing hard to maintain a healthy lifestyle. With Millennials and Gen Edgers, work is more a state of mind that can be fluidly moved in and out of; work/life integration. This allows them to always be their authentic self. They have the ability to access friends and family while working and are easily accessible to work while at home. Showing compassion for employees **as a whole** goes a long way with younger generations.

Solutions

- Provide opportunities that employ the whole person – above and below the neck. Soft skills training has a 250% rate of return. Employees are more productive and able to take on more complex tasks.
- Think of every person as the potential future leader of your business.

MEANING

Why are you an electrician? Why does your business exist? What impact are you making on your community? Communicate the answers to your team and the public. Post about your 'Why' on social media to attract others to your organization over the competition as well as to reinforce to your current team why they are proud to wear your logo.

“75% of millennials would take a pay cut to work for a socially responsible company.” —Cone Communications

Solution

- Create a line of sight to visually represent how every position is connected to your 'Why.' Now they're motivated to show up and give their best.

Retaining and developing your young recruits is crucial for the future of the Electrical Industry!

You Need to Know

COMPLIANCE

Minimum Wage Rate... Minnesota's minimum-wage rates will be adjusted for inflation beginning January 1 to \$9.86/hr for large employers (\$8.04/hr for other state minimum wages). An estimated 219,000 jobs (not including jobs in Minneapolis) will pay the \$9.86 or \$8.04 state minimum-wage rates.

Registered unlicensed workers must report work experience at renewal... All registered unlicensed electricians must submit a summary of their work experience for the previous year when they renew their registration each year, signed by the responsible licensed individual (master) for the worker's employer. Forms at www.dli.mn.gov/ccld/FormsRegistration.asp. Failure to report work experience may result in experience not being counted toward the minimums required to take a journey-worker license exam. Registered unlicensed electricians and power limited techs must also complete 2 hrs of DLI-

(YNTK - cont.)

approved continuing ed before renewal. Renewing a registration without continuing ed may result in suspension and a \$250+ fine. (CCLD)

Incentivizing Fairness in Subcontracting Act... HR 6367 is one step closer to becoming reality. Next stop is the US House. The bill requires payment of retainage to subcontractors within a specific timeframe and provides for a dispute process. <http://tiny.cc/wy8vyy> (govtrack.us)

CONSTRUCTION TRENDS

Construction Employment Retains Momentum... US construction industry added 23,000 net new jobs in August, an increase from the 18,000 added in July. Non-residential construction employment increased by 9,600 net jobs in Aug; heavy and civil engineering category lost 200 net jobs for the month; the construction industry unemployment rate remained at 3.4% and remains at its lowest level in the 18-yr history of the series. (abc.org)

ENERGY

Conservation Improvement Program... For those of you who couldn't attend the recent informational session for the One-Stop Efficiency Shop lighting program, which is funded through Xcel Energy, here's an abbreviated update on rebate levels beginning 1/1/19. *Exterior rebates* will decrease by approx 50%, partly due to decreasing

product cost & increasing focus on reducing peak time usage. Rebates will generally be \$.05/kWh saved with an increase to \$.06/kWh saved for DLC-listed luminaires and retrofit kits. *Interior rebates* will have a tiered system depending on technology style and DLC listing. LED tubes, screw-in, and COB lamps will receive \$160/kWh and \$.08/kWh saved, capping at 40% of the project cost. Non-DLC interior luminaires and retrofit kits will qualify for \$200/kWh and \$.10/kWh saved with a 60% project cost cap. DLC-listed interior luminaires and retrofit kits qualify for a 20% higher incentive at \$240/kWh and \$.12/kWh saved, capping at 60% of project costs. Projects signed up through One Stop by 12/31/18 and installed by 3/31/19 will be rebated at 2018 levels. ckelly@mncee.org or 612-244-427. (mncee.org)

LABOR & MANAGEMENT

Board Proposes Rule to Change its Joint-Employer Standard... The NLRB published a Notice of Proposed Rulemaking Sept 14 regarding its joint-employer standard. The proposed rule: an employer may be found to be a joint-employer of another employer's employees only if it possesses and exercises substantial, direct and immediate control over the essential terms and conditions of employment and has done so in a manner that is not limited and routine. Indirect influence and contractual reservations of authority would no longer be sufficient to establish a joint-employer relationship NLRB. (nlrb.gov)

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2018 MEA Education Calendar

CODE TRAINING

Based on the 2017 NEC®

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

Nov 1-2, 2018 **Rochester** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.

Rochester Sponsored by



WERNER ELECTRIC
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Nov 8-9, 2018 **Minneapolis** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Joe Gatewood, Trainer.

Dec 6-7, 2018 **Edina** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Joe Gatewood, Trainer.

Minneapolis Sponsored by



Dec 14-15, 2018 **St Cloud** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.

Online 2 Continuing Ed Credits—Approved by MN, SD, IA, WI, NE, WY

Oct 17, 2018 (8:00-10:00am) 2017 NEC Overcurrent Protection for Registered Unlicensed Personnel

Nov 1, 2018 (8:00-10:00am) 2017 NEC Motor Installation Requirements, Part 1

Nov 14, 2018 (6:30-8:30pm) 2017 NEC Motor, Controls, GFCI Requirements

Dec 6, 2018 (6:30-8:30pm) 2017 NEC Motor Installation Requirements, Part 2

Dec 19, 2018 (8:00-10:00am) 2017 NEC Grounding & Bonding for Registered Unlicensed Personnel

EXAM PREP COURSE

Classroom

Oct 6-7, 2018 **Edina** at Federated Insurance. Chad Kurdi, Trainer.

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

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Also Available—

<p style="text-align: center;">Exam Prep Pre-Test</p> <p>55 Questions test your knowledge: Are you ready to take the JourneyWorker Exam? Do you need to enroll in MEA's Prep class?</p>	<p style="text-align: center;">Self-Paced Exam Prep Course</p> <p>280 Questions give you the opportunity to check your answers and get explanations with NEC and MN Laws & Rules.</p>
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www.electricalassociation.com/examprep

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SNEAK PEEK

2019 EDUCATION CALENDAR

CODE TRAINING

Based on the 2017 NEC®

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

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

- Jan 4-5, 2019** **Owatonna** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Jan 10-11, 2019** **Brainerd** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Jan 17-18, 2019** **Cottage Grove at Werner Electric Supply** - NEC 2017 Code Update; Residential Installation; Power Limited. Mike Miller, Trainer.
- Jan 25-26, 2019** **Elk River** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Feb 1-2, 2019** **St Cloud** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Feb 7-8, 2019** **Worthington** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Joe Gatewood, Trainer.
- Feb 7-8, 2019** **La Crosse, WI at Werner Electric Supply** - NEC 2017 Code Update; Residential Installation; Power Limited. Jeff Keljik, Trainer.
- Feb 15-16, 2019** **Plymouth at JH Larson** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.
- Feb 21-22, 2019** **Prior Lake** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Mike Miller, Trainer.
- Mar 7-8, 2019** **Minneapolis TBD** - 2017 NEC Grounding & Bonding; Motor Installation & Overcurrent Protection. Jeff Kunkel, Trainer.

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Friday, November 16, 2018

Werner Electric, 7450 95th Street, Cottage Grove MN

Register at

<http://tiny.cc/w9azyy>

or at www.electricalassociation.com

THANK YOU

to Werner Electric Supply for hosting and instructing!



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