



MEA News

In this Issue

Making Your Legislator Your Friend 1
Karen Maine, President

Summer Conference Success!..... 2
Clara DeRosier, Executive Director

Cybersecurity & Small Business 2
Federated Insurance

MN Dept of Human Rights Compliance..... 3
Tom Revnew, Seaton Peters Revnew

Die Annual Performance Review Die..... 4
Kate Bischoff, tHRive

You Need to Know 4

Summer Conference Highlights..... 6

Potential Tax Savings in Your New Hire?..... 7
Michelle Dreier, Member Engagemt/Gov't Affairs

Professional Development Section

Education Calendar..... 8

Quiz on the Code..... 9

Toolbox Talks: Safe Lifting 9

Exam-Taking Tips 9

MN Chapter IAEI Q&A..... 9

New Products..... 10

Become a Member Today & Save11

Member Spotlight—Karen Maine11

Benchmarking: Electrical Industry 12
Tim Pass; Smith Schafer & Associates

Community News 13

2017 MN Most Frequently Cited Standards.. 14
Dave Ferkul, Workplace Safety Consultation

Grow Your Revenue with Lighting Design ... 14
Jeff Keljik, Director of Education

Rebates:

One-Stop Efficiency Shop/CIP (CEE)..... 15

Industry Report

Making Your Legislator Your Friend



Karen Maine
President of MEA's
Board of Directors

Jeff Johnson bested Tim Pawlenty in the primaries, but will Johnson have the sheer underdog power to beat Tim Walz on Election Day in November? If not, we may have a similar political climate to last year. It has been difficult to make the political movement we need under the eight years of Dayton administration, which makes it all the more important to know your Senators and Representatives and educate them regarding the challenges facing businesses like yours.

It starts with campaign season, which is right now! Pick your favorite candidate based on their ideals and support them. Support them through donations to their campaign, and meet and speak to them regarding the issues that are important to you. Volunteer for them. Volunteering could look like door knocking, or for the shyer of us— literature dropping. You could walk a parade for them and hand out stickers and candy to the crowd, host a fundraiser and invite the neighborhood to meet your candidate, or allow them to place a sign in your yard. You could do any one or all of these things depending upon how involved you wish to become. Your legislator will be very grateful.

For the individuals that come knocking on your door, instead of avoiding the doorbell, use the intrusion as an opportunity to let them know what is important to you. Discuss the key issues that you would like addressed over the next couple years. Get your frustrations with the system off your chest, but do it in a way that the visitor can relay to decision makers. Sometimes the decision makers will be making the visit in person. Always be kind

and respectful. This person's legislative help may be necessary in the future.

Let your legislators know you are interested in any Town Hall meetings they may hold, and subscribe to their newsletters. Throughout the year, you can make appointments with your legislator at any time. Many will welcome a meeting at your local coffee shop or might even like a tour of your shop. Legislators will be most generous with their time in between legislative sessions. During session, they may only have time for a 15-minute appointment in their Capitol office, and even that can be delayed or cancelled due to what is happening during session. If you are meeting during session, keep the meeting to one issue only.

Items we discussed at our recent government action committee included the sharing of electricians between contractors, prevailing wage reform, Conservation Investment Program, permitting changes, and prompt payment regulation. There are a lot of changes we would like to bring to the table. That starts with you making a friend of your legislator so they can advocate fiercely on your behalf.

Save the Date... Details coming soon!

WINTER BUSINESS CONFERENCE

Nov 29-Dec 1
Minneapolis Marriott Northwest



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

Power into the future!

3100 Humboldt Avenue South
Minneapolis MN 55408
800.829.6117
electricalassociation.com



APPRENTICESHIPS are the New Way to SUCCEED

The Electrician's Training Course STARTS SEPTEMBER 25!

2 hrs CE included per year!

- ✓ Contractor-Driven Curriculum Developed by Industry Experts
- ✓ Live, Online with Experienced Instructors
- ✓ Convenient and Affordable



TRAIN APPRENTICES FOR INCREASED...
PRODUCTIVITY — QUALITY — BUSINESS — JOB SATISFACTION — SAFETY

** We have 20+ years of effective apprentice training. Approved as a Related Technical Instruction Provider by the US Dept of Labor.*



Clara DeRosier, Executive Director

Power into the Future

Summer Conference Success!

It is hard to believe that it is over! So much planning and preparation goes into each and every one of these conferences. This one, in particular, was one that we wanted to add numerous special touches to because MEA hit such a huge milestone as an organization.

Golf, Rolle Bolle, Holly Hoffman, ELVIS...the weekend was jam packed with fun and community. If you missed it, check out the pictures on page 6 for a glimpse into the celebration.

The Committees that met made great progress on their goals and initiatives. The Executive Board selected a strategic plan facilitator for the upcoming plan renewal. The Membership Committee explored an app, engagement scoring and contractor webinars. The Government Action Committee discussed the legislative agenda for 2019. The Workforce Development Committee reviewed progress with Project Build MN and other partnerships moving forward. The Education Committee worked on expanding class offerings and strategies to do so. All in all, the feedback and input that the staff gathered from our committee members was incredibly valuable and I am thankful to be sitting around the table with such intelligent business people who are so dedicated to the industry and this Association.



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

THANK YOU

- Federated Insurance – Premier Year Long Sponsor and Golf Sponsor. Also, thank you for the beautiful plaque that we have displayed in the front entryway of our office. It reads: *Federated Insurance proudly recognizes the Minnesota Electrical Association for not only "SURVIVING" the last 90 years, but also "THRIVING" and bringing great value to all their members! We appreciate the MEA as a significant partner.*
- Crescent Electric Supply – Premier Year Long Sponsor) and AJB Sales for re-wiring the hospitality suite to display new products: Internet of Things.
- Viking Electric Supply – Signature Year Long Sponsor
- Center for Energy and Environment (CEE) – Supporting Year Long Sponsor and Breezy Belle Sponsor
- Border States – Rolle Bolle Sponsor

Holly Hoffman's keynote speech shaped the vibe of the conference and inspired us all as we power into the future throughout the next 90 years. It is because of our wonderful members, customers, sponsors and staff that MEA's future is bright.

Good news for anyone who was unable to attend... We will be heading back to Breezy Point next year!

If this is what you see...

FOCUS.

Poor driving decisions could keep you and your employees from making it home S.A.F.E. today.



www.federatedinsurance.com/
drivesafe/attention

To learn more about our Drive S.A.F.E. risk management resources, please contact your local marketing representative.

federatedinsurance.com



Ward's 50® Top Performer
A.M. Best® A+ (Superior) Rating

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

Federated Insurance— Cybersecurity & Small Business



Hackers increasingly target small businesses because there is a low risk they will be caught and a high probability they will be successful.

Banking, credit, and vendor account information is vulnerable. Even if that valuable information is not stored on an Internet-connected computer, employees who have access to it can be duped into handing it over to criminals.

Congratulations to Federated Insurance!

Best Practices and Security Tips

Train Employees in IT Security especially to those who are responsible for accounts payable, HR, and wire transfers. Training for all employees should be reinforced periodically. Employees should be instructed to refrain from clicking links or attachments in e-mails, and not to pay an invoice until it's confirmed that the sender actually sent it. Even if the e-mail appears to be from a trusted source, employees should learn to always copy and paste links into a browser to ensure the address is valid.

Funds Transfers. Put a policy in place to have an in-person or telephone conversation to confirm e-mail requests for funds or personal information.

E-mail Authentication. Phishing can be substantially reduced by verifying that the e-mail originated from the domain it is associated with. If your domain is hosted, it's worth taking some time to look at how your e-mail is set up to ensure proper authentication schemes are used.

Change default passwords on your router and other Internet-connected devices. And require employees to update unique passwords every three months.

Use a trusted VPN service when using Wi-Fi.

Back up your data regularly both to the cloud and to a removable device.

Update firmware and software regularly.

Provide firewall security for your Internet connection. Ensure your operating system's firewall is enabled, especially if have employees working from home.

Limit employees' authority to install software and their access to only necessary information and data.

Security professionals used to strive for perfect security, but today they accept that goal as unachievable. Instead, they strive for optimal security by combining best practices with a risk management program that considers purchasing data compromise and cyber coverage through a knowledgeable insurance provider.

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.



Tom Revnew
Attorney
Seaton Peters Revnew

Compliance

Minnesota Department of Human Rights Compliance

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.

The Minnesota Department of Human Rights (MDHR) investigates charges of discrimination and ensures business compliance with equal employment opportunity requirements. Twice a year MDHR submits reports to the Legislature summarizing the complaints filed with MDHR, investigations conducted, and discrimination trends. The semi-annual report, released on July 31, 2018, indicated employment discrimination charges constitute the largest number of charges filed with MDHR. Between January and June 2018, 183 employment charges were filed. Of those charges, 43.7% were related to sex discrimination, 37.7% disability discrimination, 27.9% race discrimination, and 21.9% age discrimination.

MDHR also enforces the "Ban the Box" law, which prohibits employers from inquiring about an applicant's criminal history until after the applicant has been selected for an interview or extended a conditional job offer. The law was passed in 2013 to mitigate the disproportionate impact conducting background checks has on individuals of color in finding employment in both the private and public sectors. Earlier this year, MDHR launched an online "Ban the Box" submission form for individuals to report employment applications that inquire about criminal history.

The annual report and the release of the online Ban the Box submission form serve as great reminders for employers to review their employment practices to prevent discrimination. As the Ban the Box law demonstrates, it is important to remember that employers may be liable for discrimination, not only against employees, but also in all areas of employment, including the hiring process. Employers should

review their employee handbooks and hiring documents to make sure they contain statements regarding equal opportunity employment and prohibitions on discrimination and retaliation. One area employers commonly forget to update is their employment applications. Employers should make sure to annually review and update employment applications to ensure compliance with changing legal requirements. For example, many employers have not updated their equal employment opportunity statement on employment applications to include familial status, a protected class in Minnesota as of 2014. It is important for employers to take proactive measures against discrimination and create an inclusive workplace culture to ensure compliance with the MDHR and prevent costly penalties and potential lawsuits.

When You Need Electrical, Think WESCO®



Whether it's for a commercial, industrial, or residential project, WESCO stocks everything electrical that you need.



WESCO has experienced staff, ready to serve you.



Get what you need, when you need it!



Call your local branch today or visit us online at www.wesco.com to learn how WESCO can help you.

WESCO Bismarck

901 South 9th Street, Bismarck, ND 58504
Tel: 701-255-3370 Toll Free: 800-472-2177

WESCO Duluth

4304 W First Street, Duluth, MN 55807
Tel: 218-628-1024 Toll Free: 800-232-0723

WESCO Fargo

2650 7th Avenue North, Fargo, ND 58102
Tel: 701-232-4446 Toll Free: 800-864-3833

WESCO Virginia

5554 Enterprise Drive NE, Virginia, MN 55792
Tel: 218-749-2760 Toll Free: 800-662-5702

WHEN YOUR BUSINESS SAVES ENERGY, THAT'S NOT ALL YOU'RE SAVING.



Xcel Energy has a ton of ways to help you save energy and cut your operational costs, with rebates for things like upgrading your lighting or HVAC equipment, on-site energy audits, studies, and a whole lot more. Every time your business saves money, you gain a competitive advantage. **Learn more at xcelenergy.com/BizRebates or call one of our energy efficiency specialists at 855.839.8862.**

ALWAYS delivering.

© 2018 Xcel Energy Inc.





Kate Bischoff, Attorney
tHRive Law & Consulting

Compliance

Die Annual Performance Review Die

Client calls. Asks if they can fire Jerry for performance reasons. The first (seriously, the very first) question I ask is, "what do Jerry's performance reviews say?"

Experience has taught me that performance-related terminations usually have a homegrown enemy – the employee's previous annual performance reviews. What if we could eliminate the enemy by doing it better?

Even when the termination is completely warranted and lawful, it's the performance review that hurts. The termination is going to have to get explained. I'm confident that I am not the only employment attorney stuck explaining why an employee was terminated for bad performance just weeks after a positive review. (We attorneys should form a secret society complete with a secret handshake.) Our explanation is often couched in terms of a rapid performance decline as explained by a manager who "wanted to be nice" in the review but had observed poor performance that resulted in a lost

customer, order, and so on. The explanation by both the attorney and the manager is expensive for the company.

These are just a few of the reasons I want the annual performance review to die. I'm not advocating for the end of performance management – quite the opposite. I want more frequent, meaningful reviews for everyone. Here's my wishlist:

Conversation coaching. Managers need to have difficult conversations with employees about performance. Most managers, and particularly new managers, have not learned how to have these difficult conversations. HR pros are conversation coaches, so we need to coach our managers on how to have these conversations. Or, we need to get our managers the training and skills necessary.

Frequent discussions. I love one-on-ones when they're done right. Brief meetings that discuss how projects are progressing that also discuss how the employee is doing are vital to successful businesses. With this, managers get a sense of what road-

blocks they can remove, and employees get critical feedback on how to do better.

Transparency. People need to know how they're doing. Managers need to tell them. Use examples. Explain how things can improve. Show. If employees know where they stand, they may be able to understand why you're firing them and not believe it is for some unlawful reason.

Recognize. It isn't just poor performance that needs to see the light of day. Good performance does too. Managers need to know how to champion those performers with potential as well as coaching those who just haven't meet expectation quite yet.

Documents. (Insert collective reader sigh here.) Yes, feedback discussions should be documented. I don't care how you document provided **you document** and I can get it later when we need it. You can use the functionality of your HCM or you can have managers email themselves brief synopsis of each conversation. With the conversation coaching, coach managers how to document as well, including how to remove references to protected class status, leave use, or other items that could get an organization in trouble.

Employees deserve to know how they are doing. More importantly, they want to know how they are doing. That's what a great performance management process can do – get employees what information they need to do their jobs well so we can do our business well.

<https://thrivelawconsulting.com/category/blog/>



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

Minneapolis Begins Issuing Fines for Sick and Safe Time Violations... The Minneapolis Sick and Safe Time Ordinance went into effect July 1, 2017. During the first year of enforcement, the focus was on education and outreach using mechanisms such as warnings and mediation. As of July 1, 2018, the city began issuing fines for violations of the ordinance. The most common complaints filed with the city last year concerned violations of notice and posting requirements. To avoid fines, employers should make sure to display the city's notice poster, which includes the notice of sick and safe time, as well as the Minneapolis minimum wage requirements. Employers that provide an employee handbook must also include in the handbook the poster or another notice of rights and remedies available under the ordinance. Additionally, employers should review policies for compliance with accrual rates and usage of sick and safe time. (www.seatonlaw.com)

Recordkeeping, Respirable Crystalline Silica, Beryllium... Minnesota OSHA (MNOSHA) Compliance has adopted the Final Rule to Improve Tracking of Workplace Injuries and Illnesses as written in 29 CFR 1904; however, it expanded the list of industries in Appendix A to include all NAICS codes. All establishments with 20 or more employees are required to submit their OSHA Form 300A Summary of Work-related Injuries and Illnesses data by using federal OSHA's Injury Tracking Application at www.osha.gov/injuryreporting. At this time, federal OSHA is not accepting Form 300 or Form 301 information from any employer. Employers should have submitted data for calendar-year 2017 by July 1, 2018. Calendar-year 2018 data will need to be submitted by March 2, 2019. (www.dli.mn.gov)

Building Official Limited and Accessibility Specialist Training Program... The next training program for prospective building official limited and accessibility specialists is Oct. 29, 2018, at DLI's St. Paul office. The training prepares individuals for a career in the building code enforcement industry. Is the training required? Yes. Those seeking building official limited or accessibility specialist certification are required to attend training. The building official limited course is five days and includes accessibility specialist training. The accessibility specialist segment is one day and covers building code accessibility requirements. Are there prerequisites required to attend the building official limited training? Yes, at least 30 points are required to attend the building official limited training. Points are awarded as shown on the second page of the Application for Municipal Building Official Certification. The exam application, fee and course enrollment form must be submitted to attend the program. Is there a prerequisite to attend the accessibility specialist training? No, but the exam application, fee and course enrollment form must be submitted. (www.dli.mn.gov/CCLD/Review.asp)

BUSINESS

Catch Up on Marketing: 43 Things to Do During Downtime... Now is a good time to catch up on some marketing activities you've been putting on the back burner. Here are 43 things you can do during your downtime that will have a big impact come fall.

1. Schedule catch-up calls or lunch with your biggest clients to see how you can better serve them in the coming year.
2. Reach out to a former customer who's fallen off your radar and see if you can win their business again.

3. Check in with a prospect you've been nurturing to see if you can get them closer to a sale.
4. Gather client testimonials you can use in your marketing materials.
5. Ask your best customers for referrals.
6. Create some case studies to show how your product or service helps your customers.
7. Enlist some satisfied clients to feature in a marketing video for your business.
8. Collect before-and-after pictures from clients to show off your work, and get permission to use them in your marketing materials.
9. Make your lists for sending holiday gifts and cards to customers.

(www.sba.gov/blogs)

ECONOMY

Minnesota Gains 11,200 Jobs in July... Minnesota employers added 11,200 jobs in July, according to seasonally adjusted figures released today by the Minnesota (DEED). With those gains, the state has added 31,800 jobs over the past three months, which is the third-highest number of new jobs over a three-month span dating back to 1990. Over the past year, Minnesota has gained 59,931 jobs, a 2% growth rate. The U.S. growth rate during that period was 1.8%. The state's seasonally adjusted unemployment rate fell to 3% in July, the lowest level since June 2000. The Minnesota unemployment rate has been at or below 4% for four consecutive years. The U.S. unemployment rate in July was 3.9%. (<https://mn.gov/governor/>)

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.



90TH ANNUAL SUMMER CONFERENCE



THE COMPETITION WAS FIERCE!

CONGRATULATIONS!

Allana Kirwan, AJB Sales – Longest Drive Golf Winner
 Brock Motter, Graybar – Closest to the Pin Golf Winner
 The Blue Team (Gerry and His Kids) – Survivor Champs
 Elias Guzman, Lynn Gatewood, Shawn Hasskamp – Rolle Bolle Champs



Thank you Border States
 – Rolle Bolle Sponsor



Thank you
 Federated Insurance
 – Golf Sponsor



Thank You
 Center for Energy and Environment (CEE)
 – Breezy Belle Sponsor



Views from the Conference...

"I've never left an MEA conference without at least one new idea or business solution. Networking with other contractors makes it worth the time away from the office."

– Jayson Oswald, Landmark Electric

"The feel of being back at Breezy Point was the closest we've been to the good ol' days at Fair Hills. The energy and fun hit the mark!"

– Jason Seanger, Melrose Electric



THANK YOU 2018 EDUCATION & EVENTS SPONSORS!

Your generosity makes a difference!

Premier Sponsors



Signature Sponsor



Supporting Sponsor





Michelle Dreier
Executive Manager

Workforce Compliance

Potential Tax Savings in Your Next Hire?

Minnesota's workforce participation rate is 71.2%, second only to North Dakota (71.5%). The Unemployment rate in Minnesota continues to be record-breaking low at 3.7%. The unemployment rate in the Twin Cities

metro area is 2.8%. This is the reason it is so hard to find good help these days.

The goal is to tempt some of the 29% not currently participating in the workforce to jump in. Some of these people have challenges that have kept them out of the traditional workforce. The Electrical Association works with community-based organizations to assist in workforce readiness training and remove barriers, to bring new talent to your doorstep.

There are several programs available that might provide some financial benefit to hiring someone from a population that has higher than normal unemployment rates. Is your prospective worker:

- Short-term or long-term Welfare (MFIP) recipient
- SNAP (food stamp) recipient
- Veteran (SNAP; Disability; Unemployed)

- Ex-Felon
- Designated Community Recipient (<http://tiny.cc/mmj7wy>)
- Vocational Rehabilitation Referral
- Supplemental Security Income recipient
- Long-Term Unemployment Recipient (27 consecutive weeks of unemployment with at least 1 week of paid UI benefits)

If so, your new hire may qualify you for tax savings from \$2,400 to \$9,600. Most tax savings are around \$2,400 but Veterans meeting certain criteria might yield a larger savings. Forms IR-8850 and ETA-9061 must be completed at time of hire and submitted within 28 days of the first day of employment.

New employees must work at least 400 hours to receive the full benefit. If they work at least 120 hours, employers may be eligible for a partial refund. Learn more at:

<https://mn.gov/deed/business/finding-workers/incentives/wotc.jsp>

A little concerned about offering a position because of someone's background? There is a program that allows you to bond an individual

for 6 months to protect yourself. Fidelity bonding covers any type of stealing including theft, forgery, larceny, and embezzlement up to \$5,000 free of charge to the employer. Bonding does not cover liability due to faulty workmanship, job injuries, and work accidents. If you are hiring someone who is has any of the following:

- Record of arrest, conviction, or imprisonment
- Lack of work history
- History of alcohol or drug abuse
- Poor credit history
- Welfare recipient
- Dishonorable discharge

a simple call to the MN Federal Bonding Coordinator could protect you for up to \$5,000 for the first six months of employment. 651-259-7521 or 1-888-234-5521

<https://mn.gov/deed/business/finding-workers/incentives/federal-bonding.jsp>

Members can learn more at our new career portal on the website under the *Resource* tab.

Also be certain to check out our resume page at www.electricalassociation.com/resume! You might find the labor you are looking for.

Do you have Unlicensed Electrical Employees?

Help them Stay in Compliance!

*Offenders are subject to
monetary penalties and denial,
suspension, or revocation of
licenses.*

1

Help your unlicensed
electrical employees register
with the MN DLI (CCLD)

2

Ensure they are taking 2 hours
continuing education annually

3

Assist them in reporting their
hours to the DLI

4

Remind them to renew their
registration



www.dli.mn.gov
651-284-5031
800-342-5354

MAKE A CONNECTION
spark a career as an electrician

www.ElectricalAssociation.com
(612) 827-6117

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

2017
SUPPLY HOUSE
OF THE YEAR
DAKOTA
SUPPLY GROUP

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

Education Calendar

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

Continuing Education: Classroom

- Sept 21-22 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2
DULUTH, Canal Park Lodge
- Oct 5-6 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2
SHAKOPEE, Canterbury Park
- Nov 1-2 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2
ROCHESTER, Werner Electric
- Nov 8-9 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4; Motor Installation 1-2; Overcurrent Protection 1-2
MINNEAPOLIS, Crescent Electric

Thank you to Our Class Sponsors:



- » Both Days—Non-Members Price: \$315, Member: \$290
- » One Day—Non-Members Price: \$185, Member: \$155

Continuing Education: Online – Licensed (2 CE)

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

- » Two hours—Non-Members Price: \$48, Member: \$42

Continuing Education: Online – Unlicensed (2 CE)

- Sept 19 (6:30-8:30pm) 2017 NEC Motors & Transformers
- Oct 17 (8:00-10:00am) 2017 NEC Overcurrent Protection for Registered Unlics
- Nov 14 (6:30-8:30pm) 2017 NEC Motors, Controls, GFCI Requirements

- » Two hours—Non-Members Price: \$48, Member: \$42

Exam Prep Training: Classroom

- Oct 6-7 (8:00-5:00pm) Edina, Federated Insurance office

- » Non-Members Price: \$530, Member: \$420

Also Available—

Exam Prep Pre-Test

55 Questions test your knowledge:
Are you ready to take the JourneyWorker Exam? Do you need MEA's Prep class?

Self-Paced Exam Prep Course

280 Questions give you the opportunity to check your answers and get explanations with NEC and MN Laws & Rules.

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

THANK YOU 2018 EDUCATION & EVENTS SPONSORS!

Your generosity makes a difference!

Premier Sponsors



Signature Sponsor



Supporting Sponsor



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



- A BLR rated cable can be replaced by a _____ rated cable.
 - CL3P
 - BLP
 - CMR
 - Any of the above.
- Communication cables installed above a suspended ceiling used as an environmental air return space, will need a minimum rating of _____.
 - general purpose
 - plenum rated
 - riser rated
 - aerial rating
- Cable ties and support devices used in plenum spaces for communication wiring shall have _____ properties.
 - low smoke and heat release
 - tensioning and stress
 - fire withstand time
 - None of the above.
- Communication cables run through wooden framing members will have the bored hole edges, not less than _____ inches from the outside edge.
 - 3/4"
 - 1"
 - 1 1/4"
 - 1 1/2"
- To prevent the spread of fire along communication cables, _____ is used at fire proof walls and floors that have penetrations.
 - approved red paint
 - waterproof calking
 - steel fittings
 - fireproofing materials
- Listed CMP cable can be used to replace _____ rated cable.
 - CMR
 - CMG
 - CMX
 - Any of the above.

Answers: 1. (d) Ref: 800.24; 2. (b) Ref: 800.113(C); 3. (a) Ref: 800.24; 4. (c) Ref: 800.24; 5. (d) Ref: 800.26; 6. (d) Ref: 800.154 Table

Toolbox Talks

Safe Lifting



- Employees will lift only when unavoidable. Always use mechanical help (pushcarts, conveyors, two-wheeled carts, hoists, forklifts, etc.) to avoid lifting whenever possible.

When using lifting equipment:

- Make sure the lifting equipment you are using is adequate for the size and weight of the load.
 - Check to make sure the equipment is in safe operating condition before using. If not, notify your supervisor immediately and lock or tag the unusable equipment.
 - Maintain all equipment in safe operating condition.
 - Use only equipment you are trained to use. If not trained, have someone who is trained do the moving.
- Employees will NOT attempt lifting tasks if not accustomed to lifting or other vigorous exercise.
 - Employees will push when possible rather than pulling. Pushing runs less risk of back injury.

Plan and look before lifting and moving any object:

- Employer will make sure all aisles and doorways are designated and permanently marked and kept clear to all unhindered passage if materials are moved through on a regular basis.
- Employees will make certain there is adequate space and that the aisle ways are clear.
- Employees will keep floors clean, dry and free of slippery substances such as oil.
- Employees will make certain that aisles and doorways provide adequate clearance for the load you are moving.
- Employees will plan for a place to set the load down before starting the move.
- Employees will inspect for slivers, jagged or sharp edges, burrs, or rough or slippery surfaces...*

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

Exam-Taking Tip

TAKING THE EXAM!



Chad Kurdi
Exam Prep Instructor



Jeff Keljik
Director of Education

- Be sure to write down all useful formulas on scratch paper.
- Do not place extraneous marks on the answer sheet.
- Be sure to enter your answer next to the correct question number (i.e., if you skipped a question, your answer key should reflect a skipped answer.)
- Read the question and if you can answer quickly, do so. If the questions will take multiple calculations, move on and come back with more time.
- Keep track of the time and answer as many as you can. Do not leave questions without answers.
- Try not to second guess your answers once you have made a choice. Your first decision is usually correct.

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

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

www.electricalassociation.com/ExamPrep

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



Minnesota Chapter IAEI Code Q&A

Q: NEC Section 430.6 applies to ampacity and motor rating, and refers you to Tables 430.247, 248, 249 and 259 but there is no 277-volt column in any of them. How would you determine the full-load current of a 277-volt motor?

A: 430.6 addresses motors marked in amperes rather than horsepower but does not specifically address in-between voltage ratings. However, it is not unusual to find a situation where the voltages in columns in those the Tables do not include the specific motor voltage you need, such as 277-volts.

In those instances, you need to use the motor nameplate and any other information provided by the manufacturer to determine the full load current. Also note that Section 430.7 has the specific markings required for motors.

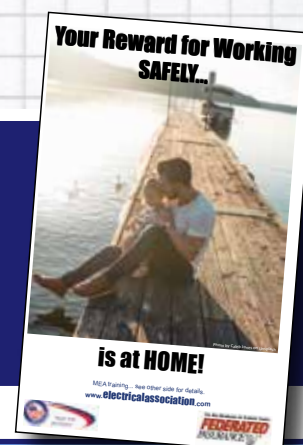
Submitted by Sam Sampson, IAEI



PRINT and POST in your breakroom!

Find this poster and more at:

www.electricalassociation.com >
Resources > MEA News.



GraybaR.
works to your advantage



Wire Pulls Have Never Been This Easy!

Graybar SmartReelSM

A portable payout system that makes it simple and safe for one person* to move reels up to 5,000 lbs. when and where you need them. To learn more, visit graybar.com/smartreel

*Subject to jobsite variances. For use on flat surfaces.



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

10-604 (2015-05)

BSE BORDER STATES
Supply Chain SolutionsSM



Thanks to Federated Insurance—MEA's Partner in Safety—we earned over \$11,000 this year in our Safety Program! The safer you are at work, the more we earn! The dollars are put back into MEA's safety program...providing Toolbox Talks and an AWAIR program free to our members.

It's Our Business to Protect Yours
FEDERATED INSURANCE

2019-2020 All-Industry Directory

If you haven't already, please return the enclosed survey to update your company's information in our database.



Those who do will receive a **FREE** directory!

Thank you!

19 Celebrating 90 Years ELECTRICAL ASSOCIATION 28

MONEY AVAILABLE!

To our Corporate members, if your business falls under one of the following industries, you may be entitled to a **GRANT of up to \$5000 per apprentice** to defray the costs including apprentice-related supplies, materials, instruction, and infrastructure.

- Advanced Manufacturing
- Agriculture
- Health Care Services
- Information Technology
- Transportation

Even better, the Electrical Association already has an apprentice curriculum in place if you wish to start a registered apprenticeship program for your staff electricians. Classes start September 25. Please contact Michelle for more details (612-827-6117).

New Products

Introducing Keystone's 360° LED Sign Tube: The easiest LED installation

A perfect solution for retrofits or new sign installations, as well as single or double sided sign needs. With revolutionary DirectDrive technology there's no need for an external driver or ballast, saving precious labor time and costs. Maintenance professionals install the 360° LED Sign Tube in five minutes or less! Download the Sell Sheet for more information at <http://tiny.cc/dugaxy>

Why your customers will love it:

- **Quick and easy installation**
Our DirectDrive technology eliminates the need for an external driver or ballast while still using the existing sockets. This saves time and hassle for field technicians.
- **Consistent lighting**
We've added optical lenses to cover each individual LED chip in the tube, which eliminates hot spots and ensures consistent light distribution across both faces of the sign.

- **Flexible for your needs**
We've provided a rotatable R17D end cap that swivels, ensuring that the tube can be adjusted to provide a light beam in any direction.
 - **Built to last**
Count on Keystone for a tube with a 50,000 hour lifetime and a 5-year warranty. Heavy duty aluminum heatsink ensures LEDs run cooler for longer. Plastic and aluminum construction ensures less breakage.
- Questions?
Contact Rick Krueger at rhk@leenoan.com or 952.737.6327
- Submitted by
Rouzer Group
52.737.6320



SIGN HERO | 360° LED SIGN TUBE



ENERGY SAVINGS*

540W (6) F96T12HO	VS	252W (6) SIGN HERO LED
-----------------------------	-----------	----------------------------------

*Standard 6 lamp, 8' sign with magnetic ballast

****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

Become a Member Today and Save

As members of the Minnesota Electrical Association, you AND your employees receive discounts on all training. MEA offers a wide variety of courses, both classroom and online based. MEA instructors are

highly regarded, knowledgeable and well respected within the electrical industry. Here are our most popular course offerings.

Continuing Education – In need of CE credit hours? Do you hold a license in multiple states? MEA has you covered. With course approvals in MN, IA, NE, ND, SD, WI and WY, our Continuing Education courses are discounted \$25 per member for 16 hours of classroom training and \$48 per member for 16 hours of online training. Plus, every company receives 8 hours of MEA's Continuing Education free, every year, just by being a member!

Do you employ Registered Unlicensed Electricians in the State of Minnesota? We provide 2-hour online courses to meet their Continuing Education requirement at a discount of \$6 per attendee.

Apprentice Training – Investing in training for your employees means investing in the future of your business. Trained employees are more productive, make fewer mistakes and have increased job satisfaction. MEA's four-year training program uses contractor-driven curriculum developed by industry experts to train your apprentices. Offered in a convenient online format, classes are held after working hours, so you **avoid taking your apprentices off the job and increase their availability to work full time**. Members save approximately \$250 per apprentice per year on tuition and books.

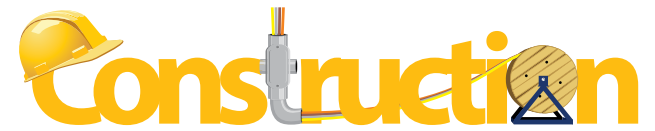
Exam Preparation – When testing for your MN Master or Journeymen license, MEA's Exam Prep courses increase your chances of passing the electrical exam by 50%. Members save \$110 on our two-day classroom course, or try our convenient Self-Paced Online course and save \$60.

Safety Training – MEA offers training on NFPA 70E for Arc Flash and Electrical Safety in the Workplace. An OSHA requirement, this course will help you and your team identify electrical hazards in the workplace, including electric shock, arc flash and arc blast.

With a wide variety of courses to choose from, MEA has something to meet all of your training needs while saving money.

For larger groups, we bring the training to you! Call me today to discuss private group options that will eliminate scheduling conflicts for your team and increase efficiency in your training schedule.

612-827-6117
www.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:

Karen Maine—Karen's Electric, Richmond MN

Get to know the President of MEA!

Karen's position on the Executive Board of MEA began in 2015 as she served as Secretary, then Treasurer and Vice-President. She took over as President in the Spring of 2018. Karen started her own electrical contracting business back in 1988, (now celebrating 30 years in business). Recently, after our MEA Summer Board Meeting, we had the opportunity to ask Karen a few questions about her women-owned business.

What made you want to start your business?

"Well, I thought I could set my own hours and have control of the type of work I personally wanted to do. As a single mother at that time it was important for me to have freedom from a typical 8-to-5 job. Working at my own business was a way for me to be involved in my kid's busy schedule. Every parent knows what it's like to juggle home and work. Not easy!"

What is it like being a female business owner in a predominately male industry?

"It has been challenging to say the least. It's been quite an education along the way. As a woman you really have to prove to customers

that you know your stuff. My key business skills came across however, and in the end, I'm successful at competing for the work. Overall it has been a fun ride."

How have you overcome business obstacles that you have encountered along the way?

"When I first started my business, a group of other women who owned construction businesses formed an association called "Empowering Women," which is now called "Association of Women Contractors". We met through MNDOT classes. It was important to me to be surrounded and supported by other women business owners that were going through some of the same obstacles I was experiencing. It was also at that time that I joined MEA. MEA has helped me tremendously through the years with the electrical training side of my business. If it weren't for MEA I would not have been able to compete as I have. I'm proud to say I have been a member of MEA for 30 years. Thank you MEA!"

What is the number one tip you would give to those thinking of starting a small business?

"Never give up; surround yourself with others that can support you. Expect to give a lot of

commitment in both time and money. Hire employees to do the work you can't do or don't like doing (accounting and payroll), so you can spend your time on growing your business."

What has been your greatest business success?

"Being in business for 30 years! How awesome is that? But also, I remember back when the kids were young how good it felt to have the freedom to participate in their activities. I have a plaque that hangs in my office which says: *There is only one success, to be able to spend your life in your own way.*"

Is there anything you would like to share that other business owners would benefit from?

"Be persistent... don't give up when times are rough. Push through—good times are ahead!"





Tim Pass, Accountant, Smith Schafer CPAs

Compliance

Benchmarking: Electrical Industry

It is estimated, over 211,000 electrical companies exist across the nation and over 92% of those have less than 10 employees. Although most are small in size, the combined revenue generated by these companies

was over \$164 billion dollars in 2017. With the low number of employees, along with the minimal property and equipment required to be successful, the industry has seen an increase of companies entering the market.

Good News: Revenue is expected to grow within the industry at roughly 3.5% annually over the next five years. However, with price sensitive consumers awarding work, often, to the lowest bid, an electrical company's growth opportunities continue to be tied to their ability to increase margin on jobs by controlling costs.

Utilizing benchmarks is the easiest way to determine how well your electrical company stacks up against others in the industry and it may play an important role in identifying opportunities for growth.

Key Industry Statistics

- Profit, as a percentage of revenue, for the industry is expected to be approximately 5.2%. This has increased over the last four years, as the construction market has grown.
- Expenses, as a percentage of revenue, include:
 - Purchases at 30.4%, which, beyond materials, includes payments to subcontractors and temporary workers, which are common non-payroll expenses for the industry.
 - Wages at 34.5%, moving forward, the wage percentage is going to be difficult to control, as demand is expected to climb while supply, hopefully, stays constant. Wage costs have been increasing 4.5% annually in the last five years and are expected to increase 3.1% annually over the next five years.
 - Compared to other industries, rent, utilities and depreciation expenses are low at 2.3% and are expected to remain constant.

The future appears positive for the electrical industry, but as competition continues to grow, it will require companies to adapt and be proactive. An electrical company's success may be tied to their ability to seize growth opportunities and forge relationships with builders, developers and building owners.

Questions?

Every electrical company is unique and the above statistics will not apply to all companies. The metrics should be used as a guideline. To bring you innovative solutions, our Construction Group (www.smithschafer.com/industry-expertise/specialty-contractors) stays on top of industry issues, trends, tools and technologies to ensure we give you the best possible advice. Smith Schafer professionals have serviced the construction industry since 1971. We take great pride in consulting on various industry specific issues, as well as the broader needs of these companies and their owners. Contact us and learn strategies that best fit your situation at www.smithschafer.com/contact-us.

Statistics and information was provided from the IBIS-World Industry Report 23821, Electricians in the US, December 2017.



Congratulations to Smith Schafer!

You Need to Know - Cont from page 4

ENERGY

Commercial energy codes program sheds light on energy savings & compliance... Although there have been several programs focused on comprehensive energy code compliance implemented in other parts of the country, they have yet to be tested in Minnesota — despite the fact that they can contribute considerably to our state's 1.5% annual savings goal for CIP programs. The Center for Energy and Environment has released a final report for its Commercial Energy Codes Support Program, which was developed to evaluate the potential to cost-effectively achieve additional CIP program savings by providing guidance and technical assistance to designers and city plan reviewers to support improved compliance with Minnesota's energy code. Recommendations from the pilot program were made available to util-

ity staff and CIP program regulators as a resource. The project team analyzed energy savings from two program approaches, both of which put special emphasis on high-impact energy code requirements that are often overlooked. (www.mncee.org)

SAFETY RECALL

Eaton issues recall for heavy duty 30A and 60A safety switches... Power management company Eaton has issued a product safety bulletin for certain Eaton Heavy Duty 30A and 60A Safety Switches intended for use in heavy commercial, utility, and industrial applications. The safety switches referenced in the bulletin can potentially supply power when the handle is in the "off" position, subjecting the operator of the switch or any downstream equipment to risk of serious bodily injury or death. (www.ecmweb.com)

MISCELLANEOUS

Wisconsin Electricians... Registration has begun for the 2018 Farm Wiring/Rewiring Trainings. All contractors and their employees are encouraged to attend a training session. Sessions are offered to rural electricians and their employees to participate in the utility sponsored farm wiring/rewiring programs. Many utilities may require training to be completed by rural electricians (and employees) in order to participate in utility sponsored farm wiring/rewiring programs. The primary emphasis of the training is on safety and efficient use of electrical energy, receiving updates on the national and state electrical codes, and current issues facing electricians and the industry. The content is applicable to any farming operation, but the focus is primarily on dairy operations and the unique challenges of working on farms and around animals. (<http://tiny.cc/k2m9wy>)



Viking Electric Supply
VikingElectric.com

solutions BUSINESS SOLUTIONS

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/EEO employer.

2018 QUICK RESOURCE GUIDE
Easy access when you need it now! When making a purchase of products or services, refer to this list of Product Service members who specialize in the electrical industry.

ACCOUNTING
Smith Schafer & Associates
Tim Pass, CPA
7022 Hwy 53, Ste 200
Minneapolis, MN 55412
P: (612) 325-1421
E: tim.pass@smithschafer.com
www.smithschafer.com

Plan Tree Solutions Inc.
Arlene Storz
17512 Fremont Way
St. Paul, MN 55124
P: (612) 224-4791 • F: (612) 224-0822
E: arlene.storz@treesolutions.com

Dakota Supply Group
Chris Marshall
475 W. Hennepin Ave
St. Paul, MN 55102
P: (612) 224-4791 • F: (612) 224-0822
E: chris.marshall@treesolutions.com

Protection Systems Inc.
Marty Pfander
161 Page Dr
Plym, MN 55422
P: (763) 385-2144 • F: (763) 385-4213
E: marty.pfander@treesolutions.com

Gregg J. Gaver
1277 5th Ave
Mound, MN 55337
P: (763) 428-2262 • F: (763) 428-7391
E: gregg@treesolutions.com
www.treesolutions.com

Wesco and E
Arlene Storz
17512 Fremont Way
St. Paul, MN 55124
P: (612) 224-4791 • F: (612) 224-0822
E: arlene.storz@treesolutions.com

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

Join MEA and receive FREE 8 hours continuing education every year!
Use Coupon Code **FREECE**

Proudly Serving America's Finest Associations!
FEDERATED INSURANCE

Community news

Welcome New Members

- **Ayd Electric, Steven Ayd** – Frederic, WI
- **Premise Inc., Matt Cina** – Minneapolis, MN
- **PTW Energy Services, David Carter** – The Woodlands, TX

Congratulations



Chad Kurdi, BVK Group... Congratulations on your recent appointment to the Board of Electricity in the Consulting Electrical Engineer position. He is a Partner, Electrical Group Leader, and Senior Electrical Engineer at BKV Group. Chad has been one of MEA's All-Star Trainers for the past 15 years.



DSG's Karl Wrobel Named to The NEWS' Top 40 Under 40 List... Dakota Supply Group's Karl Wrobel, branch manager of the company's La Crosse office, was recently acknowledged as one of the "Top 40 under 40" in the HVAC/R industry by The News, a weekly industrial periodical. This list includes 40 individuals who have exhibited outstanding

leadership in driving the HVAC/R industry into the future. Wrobel joined DSG in 2008, and became branch manager of the La Crosse location in 2014, where he still serves today. Wrobel has been a member of the advisory board at Wisconsin Technical College and is an advocate for the HVAC/R industry through ASHRAE and through his support of various contractor training and development programs.

2018 Top Workplace Winners...

MEA is proud to be affiliated with these fine companies. Each of whom received the honor of being named one of the Star Tribune Top Workplaces of 2018!

- Federated Insurance
- Werner Electric Supply
- Smith Schafer & Associates CPAs



Smith Schafer named Top 300 Accounting Firm... Smith Schafer is proud to announce it has been named a Top Accounting Firm in the IPA 300, by INSIDE Public Accounting (IPA) for the **third year in a row**. IPA 300 firms are ranked by U.S. net revenues and are compiled by analyzing the more than 550 responses received this year for IPA's Survey and Analysis of Firms. This survey and benchmarking report are well respected throughout the profession for being independent, accurate and confidential. Steve Erchul, Managing Principal: "This recognition is a direct result of the loyalty and commitment of our team members and clients. Thank you!"



Federated Mutual Group, Federated Life Company 2018 Ward's 50® Top Performers... Ward Group annually recognizes 50 property and casualty, and 50 life-health companies that have excelled at balancing financial safety, consistency, and performance during the past five years. They conducted separate analyses on nearly 3,000 property and casualty companies and 700 life-health companies. Federated Insurance Chairman and CEO Jeff Fetters: "Our continued recognition by Ward Group reaffirms the strength of our risk management efforts in helping our clients succeed."



Clara DeRosier, Executive Director... Clara was appointed to Associations North Board of Directors. They provide resources for professional development, continuing education, career growth and connecting association professionals. Clara applied for a Board position in the Spring of 2018 and was elected in July to begin her term on the Associations North Board of Directors.



MEA Welcomes Jan Clara... MEA is lucky to have Jan Clara join the staff to handle Administrative & Customer Support. Some of you met her at the summer conference. You can look forward to speaking with her when you call the office!

Thank you! Thank you! Thank you!

Federated Insurance... for sponsoring the Summer Conference Golf Tournament

Jeff & Shelly Anderson, Crescent Electric... for sponsoring and creating Gourmet Cocktails in the Hospitality Suite

Crescent Electric Supply... for sponsoring the Minneapolis Code Class, Nov 8-9

CEE... for sponsoring the Summer Conference Breezy Belle Cruise

Border States Electric... for sponsoring the Summer Conference Rolle Bolle Tournament

Werner Electric... for sponsoring the Rochester Code Class, Nov 1-2

Education & Meetings

CEE One-Stop Efficiency Shop Information Session... Wednesday, Sept. 12 (8am-12 noon). Read details in CEE's article on page 15 or visit bit.ly/OSSEInfo18

Moves & New Locations

Moss & Barnett opens St. Cloud office... The partners, associates and professional staff of the St. Cloud office of Stinson Leonard Street have joined Moss & Barnett. Moss & Barnett provides business law and litigation services. Moss & Barnett was established in 1892 and has offices in Minneapolis and St. Cloud. They have been members of MEA since November 2016. (www.lawmoss.com)

Retirement / Inventory Sale

Thomas Decker, New Dimensions Inc., Shoreview MN... Tom has retired after 20+ years of membership with the Electrical Association! Join us in congratulating Tom! **FOR SALE:** Equipment and inventory are being sold including tools, wire, switch boxes, plates, etc. If you have interest in purchasing, please contact his daughter Liz Decker at 612-377-5191 or tazdeck@hotmail.com

Federated Insurance, thank you for recognizing MEA's milestone year with this beautiful plaque as our organization has survived and thrived throughout 90 years. We couldn't have done it without your continued support and partnership.



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

2017 MN Construction Sites -- Most Frequently Cited Standards



MNOSHA compliance investigators conduct unannounced work-site inspections to assess compliance with MNOSHA safety & health standards. On construction sites, the inspection will typically encompass the entire work-site.

An inspection can occur if a site is selected from generated lists of major construction projects, a formal employee complaint is received, a serious injury/fatality incident occurs, a referral (MNOSHA investigator, another agency, or other specific evidence of probable violations) is made, an imminent danger condition is observed, or work-site activity falls under the scope of an Activity Generated inspection (AGI). An AGI encompasses the following:

- Demolition work
- Bridge work
- Structures at or >30'
- Buildings of two or more stories (or 20') in height / buildings of 5000 ft² or more
- Cranes in operation
- Multiple equipment (i.e., earth-moving...) operation
- Roofing work

Trenching and excavation activity is a current area of emphasis that can also initiate an inspection, particularly, if observed conditions indicate a violation of a MNOSHA standard.

When arriving on-site, the MNOSHA investigator will provide credentials and indicate the reason for the inspection. Don't allow access to anyone alleging to be a MNOSHA investigator, unless they have credentials that validate their claim. Employer representatives will then be assembled to participate in an opening conference. Union or other designated employee representatives will also be offered the opportunity to participate.

During the opening conference, the investigator will clarify the reason for the inspection, go over other formalities, review 300 log injury/illness data, and review required safety & health programs. If the inspection was initiated due to an observed immi-

nent danger condition, it will result in an abbreviated opening conference so that the imminent danger condition can be addressed promptly.

Following the opening conference, the investigator will 'walk-through' the work-site to observe conditions, obtain additional information through employee interviews, and note observed violations of MNOSHA standards.

A closing conference will then be held to review findings of the inspection. Observed violations will be reviewed, hazard correction options discussed, and a reasonable time to correct the violations will be agreed upon. Other formalities, including rights of the employer are also discussed.

Helpful hints for getting through a MNOSHA inspection:

- Provide information/data that is requested without volunteering information.
- If interviewed, provide honest/accurate responses. If uncertain of the answer, state that you don't know or would need to get back with a response.
- Maintain up-to-date written safety & health programs and records of training (i.e. AWAIR, Hazard Communication, fall protection, PPE, electrical safe work-practices, etc.). Keep copies readily accessible (either written or electronically). Investigators may ask a worker direct questions regarding a program or training received. If an inconclusive response is provided, having accurate programs and training records available can help to support the response.
- Avoid deliberate delays or interference in allowing the inspection. This can provoke a more critical review of the work areas. Refusal to permit the inspection will ultimately result in a "denial of entry" and obtaining of a court order to allow the inspection.

- Maintain good housekeeping within your work areas.
- Be professional. The investigator's job is assess work-site conditions and gather facts to support apparent violations. Arguing the 'degree' to which an observed condition violates a standard will often only prompt more critical review of a work area and work practices, and won't excuse you from a citation. Focus on providing accurate information that supports how you maintain work-site safety & health. If disagreements can't be resolved during the inspection, further discussion may be necessary, during an informal conference that is scheduled, after citations have been received.
- Implement required safety & health programs, demonstrate active involvement in identifying and correcting hazardous conditions and work practices, and utilize appropriate hazard prevention methods, to demonstrate your "Good-Faith" efforts towards managing work-site safety. Fewer citations and reduction in citation penalties will be a result; but more importantly, each worker's risk of injury/illness will be reduced.

		Construction-wide Frequently Cited	Electrical Contractors Frequently Cited
1926.501/502	Fall protection/training	142 / 21	5
1926.652	Protective systems for excavations	54 / 45	1
MN § 182.653 Subd 8	AWAIR	52	
1926.451	Gen Requirements for scaffolds	52	
1910.1200	Hazard Comm	45	2
1926.1053	Ladders	29	1
1626.405	Electrical wiring, components, equip	22	5
1926.415 & 403	General Req'ts		5
MN Rule 5207.1000	Mobile earth-moving equipment	19	



Jeff Keljik Director of Education

Word on the Street

Grow Your Revenue with Lighting Design

From the *Electrical Contractor* magazine in July 2018, the future of the electrical contractor is **bright**, or at least will have a high impact on companies that have been enlightened in lighting and controls of

LEDs for effectiveness and efficacy to aid in energy savings. The article indicates that 63% of electrical contractors **specify and install** lighting and controls. The revenue coming from lighting design has grown to 30% of company revenue for these contractors (up significantly from 2016). **Therefore, spending a little effort to not only install lighting, but also help in the design of a quality and adaptable system of lighting, will help us build a reputation for full electrical service.**

Using this trend information, the effort to design lighting systems can be daunting. In an effort to get the highest lumens per watt and justify the energy savings, some testing has taken place. Researchers at the Pacific Northwest National Laboratory purchased 7 sets of different industrial luminaires, all with the correlated color temperature (CCT) of

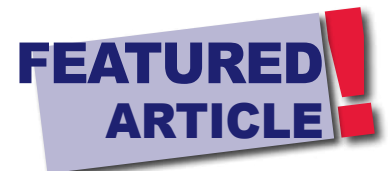
500K. They were tested for horizontal illuminance, flicker and maximum luminance. All samples tested were very close to the manufacturers' claims for lumen output and power consumption, and all power factors were above 90%. Although the illuminance met the expected ratings, the aspect of "glare" was noticeably different to observers. Only two of the seven luminaires received acceptable ratings for visual comfort and overall quality of lighting. The research highlighted that all lighting is not created equal. Factors beyond efficacy (lumens per watt) need to be considered before making a specification or incorporating luminaires into the lighting design. The [Laboratory] report concluded that: "There are always tradeoffs in selecting the best luminaire for a particular application. The efficacy is only one factor. Other attributes such as visual comfort, light distribution, flicker, shadows, and color quality are important".

As part of MEA's apprentice program, lighting design, terminology and controls are studied in year 3 of the program. As the theory part of the class, we discuss the nature of light and how the frequencies are displayed as different colors. This translates in the color temperatures in degrees Kelvin or the

K rating of the light source.

As part of the design process we discuss the light intensity, the distribution patterns, perception of accurate colors (important for retail operation and commercial application where color perception is important), suitability of luminaires for different environments, power consumption and the Minnesota Energy Code requirements, first cost versus operating cost. The quality of illumination is discussed in terms of lumens (no longer in watts). The correct light level or brightness (Illuminance) for various situations. The quality of illumination including the visual comfort probability (VCP) are discussed with glare and contrast as factors for eye comfort. The color rendering index (CRI) is referenced for comparison of different light sources. The next lesson studies light layout, individual components, and lighting controls for maximum flexibility when needed.

Lighting design is a science—and an art—to get all the correct components working together to create an attractive look that is functional and efficient. Let's light up our environments with our electrical skills.



Rebates

One-Stop Efficiency Shop® Information Session

Join Us!

Wednesday, September 12 (8AM – 12 NOON)

We are hosting a 2018 One-Stop Efficiency Shop Information Session!

We will provide a current program overview as well as preview changes for 2019. One-Stop and CEE Lending Center staff will be in attendance to answer all your questions.

- Parking is free!
- Food and refreshments starting at 8AM
- Presentation beginning at 9AM

Come for the presentation with the option to stay longer to meet and talk with staff.

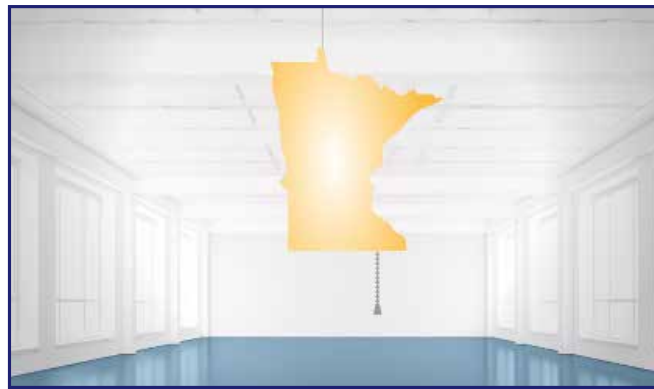
Register now at bit.ly/OSESinfo18

Questions about the session?

Contact Greg Bauhof at (612) 244-2439 or gbauhof@mncee.org.

In 2018, One-Stop will facilitate \$7 million in rebates to participating businesses.

For more details on these products or on the rebates and services offered through the One-Stop Efficiency Shop, contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org.



Lighting Rebates Save Over a **Half-Billion Dollars** for Small MN Businesses



MONEY FOR COLLEGE! STUDENT OF INTEGRITY SCHOLARSHIP

DEADLINE:

Sept 20, 2018

ELIGIBILITY:

MN & ND high school seniors

APPLY:

www.bbb.org/minnesota/torch-awards-for-ethics/student-of-integrity-scholarship/

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.....	10
Center for Energy and Environment (CEE)...	16
Crescent Electric Supply	5
Dakota Supply Group	7
Federated Insurance/Assoc Risk Mgmt.....	2
Federated Insurance/Assoc Risk Mgmt....	Insert
Gopher State One-Call.....	16
Graybar Minneapolis MN.....	10
Holiday Stationstores.....	16
Seaton, Peters & Revnew PA.....	3
Thrive Law & Consulting.....	4
Viking Electric Supply	12
Werner Electric.....	11
Wesco Distribution Inc.....	3
Xcel Energy	3

**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

ROCK SOLID DEAL— TRIPLE BUNDLE!



INCLUDES:

- 1 SOFTBOUND 2017 NEC® CODE BOOK
- 2 SET OF 2017 EZ TABS® (WITH AN EZ FORMULA GUIDE)
- 3 2017 UGLY'S ELECTRICAL REFERENCE GUIDE

\$112 + S/H

(A \$138.50 VALUE!)



ORDER: 612-827-6117 • 800-829-6117 • WWW.ELECTRICALASSOCIATION.COM