



MEA News

In this Issue

- Open this Newsletter!..... 1
Karen Maine, President
- What to Expect from MEA in 2019..... 2
Clara DeRosier, Executive Director
- Hiring Non-English Speaking Candidates..... 2
Federated Insurance
- Legislative Update..... 3
Bill Strusinski, MEA Govt Affairs Representative
- Contractors Sited by OSHA..... 3
Tom Revnew, Seaton Peters Review
- CEOs & Boards Need Training Too..... 4
Kate Bischoff, tHRive Law & Consulting
- You Need to Know 4
- Get Your Product/Service Business Noticed 6
- Advocacy—Making Your Voice Heard 7
Michelle Dreier, Member Engagemt/Gov't Affairs
- Professional Development Section
Education Calendar 8
Quiz on the Code..... 9
Toolbox Talks: Cold Stress 9
- Become a NEST-Pro Installer 10
Border States Electric
- Receive Your Code Hrs - Master Renewal .. 11
Alex Hyatt, National Sales Manager
- Member Spotlight—Karl Knobelsdorff 11
- Top 3 Accounting Mistakes in Construction 12
Tim Pass; Smith Schafer & Associates
- Community News & Classified Ads 13
- Cold Weather Preparedness..... 14
Dave Ferkul, Workplace Safety Consultation
- PLCs and Upcoming Training 14
Jeff Keljik, Director of Education
- Rebates:
2019 Rebate Changes (CEE) 15



Karen Maine
President of MEA's
Board of Directors

Industry Report

Open this Newsletter!

Happy New Year! I hope you all had a wonderful Holiday season with family and friends. As we head into 2019, I wanted to take this time to remind you the importance of the information that we provide in this publication. I know you are bombarded daily with so much electronic mail and media, the *MEA News* is meant to get above the noise

and be your one stop for top information about the Electrical Association and the industry. The Association staff sifts through emails, articles and documents released by partners in the industry, so you don't have to.

Insurance – Federated Insurance has been partnering with us for over 60 years! They bring you everything from information on FMLA, Cybersecurity, Disaster Recovery ...everything we need to ensure ourselves and our businesses are covered from all the "what ifs".

Attorney – Legal fees are expensive! Kate Bischoff and Tom Revnew are here to help. Drug Testing Policies, Discrimination, I-9s, Performance Reviews, Handbook, Mechanics' Liens and Firing an Employee to name a few. This is FREE advice--save these articles for when you really need this valuable information!

Politics – Each time we survey membership to determine their top reason for belonging, government action ranks #1. Decisions that get made during legislative committee hearings can greatly affect the way we do business. Bill Strusinski (MEA's lobbyist) navigates through all of the bills that get introduced and Michelle Dreier (MEA) informs us as needed.

Accountant – Many of us have our own accountants, but it is always good to get more information to ensure we are setting ourselves up for success. Tim Pass from Smith Schafer gives us the latest info in the tax world and might bring to your attention something you had not explored yet.

You Need to Know – Quick blurbs of important information with links to further details.

Education Calendar -- Post this in your shop! All of your electricians should see it!

Education Safety – Toolbox Talks are published to fulfill our OSHA requirements. MEA has a training alliance with MNOSHA, which includes an article written by Dave Ferkul on topics such as most frequently cited standards, elevating work platforms and the new silica standard.

New Products – Take a look at what is new in the industry and what you might want to use on your next project!

MEA Information – Conference details, Action Items from Committee Meetings, Workforce Initiatives, New Products or Offerings, Deals on Products...your one place to find anything related to MEA.

Audience – A hardcopy limited version of the *MEA News* goes out to ALL contractors in the state of MN. MEA members receive the full printed version with all of the mentioned topics above. An electronic version of the newsletter goes out as well. We can be send this to anyone in your shop as long as your roster in the MEA database is accurate. If you need help with this piece – call MEA (612-827-6117).

The *MEA News* comes to you every other month—sit down and take the time to work on your business for a bit. The amount of ideas and questions that evolve from this time always surprises me. As always, if there is a topic you would like MEA to include, please let the Association know. The main goal of the newsletter is to help YOU.

Join MEA to ensure you are getting all of the information relevant to running your business.

PRSR 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 • Mankato • Minneapolis • Rochester
St Cloud • La Crosse WI • Owatonna • 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

What to expect from MEA in 2019!

The MEA winter conference was a wonderful opportunity to discuss priorities with Committee Members for 2019. All who gathered gave beneficial feedback that will help move MEA forward. I would like to highlight a few priorities from each meeting for all who were unable to attend.

ETN of MN – our program is growing! The administrative work and fee structure is continuously being evaluated and updated as needed to ensure the program is solid. If you are interested in performing Prevailing Wage work, we have a DLI approved program for you.

Membership – the Membership and Product Service Committee had a joint meeting to discuss engagement and how to partner for results. Online communities continue to be a desire for connection so MEA will explore how to make this happen. Engagement scoring is now live. Login to your MEA profile to view your score. Engagement is based on pre-set criteria in ways that you interact with the association. This information will be beneficial to leadership as new

contractors get more involved with MEA. Contractor webinars will now be open to non-members! Keep your eyes peeled for upcoming dates and topics.

Workforce Development – The Job Board is live! When posting positions through MEA, you will have an opportunity to push those out to major job boards such as Indeed and Monster. There are over 30 resumes on the career portal, some with experience. This talent pool is continuing to grow and be an option for you to increase your workforce. Over a dozen basic electrical videos are available for you to view with your new hires. These are items that would be expected of you to understand prior to entering into year 1 of an apprenticeship program.

Education – The solar course held with Werner was a hit with over 50 attendees in the classroom. Additional types of training as well as method

Director (cont. on page 5)



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

It's Our Business
to Protect
Yours®

Face to face, eye to eye,
delivering a modern
level of service.



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

Find your local
marketing representative



Federated Mutual Insurance Company and its subsidiaries* | federatedinsurance.com
19.07 Ed. 11/18 *Not licensed in all states. © 2018 Federated Mutual Insurance Company

Federated Insurance—

Required to Hire Non-English Speaking Candidates?

Q: We have a person applying who is very persistent about getting an interview for a position in our shop. He does not speak English and comes in with an interpreter. Can we choose not to interview him because he does not speak English? We also require all employees who work in our cabinet shop to pass a basic tape measure reading test. He said he would be back later with a different interpreter to take the test. We are a cabinet shop and don't feel it is safe to have someone who cannot understand English out working on the floor. Can we simply flat out tell them that we do not hire non-English speaking candidates or is this against the EEOC or some other sort of discrimination?

A: Ultimately, the employer has some latitude relative to requiring English language proficiency if there are legitimate business and/or safety reasons, which the employer can and should state at the outset are necessary for the position sought. Keep in mind as well that the employer must make similar inquiries of all candidates for the same position to avoid discrimination concerns. This means that any appropriate pre-employment English fluency requirement and/or inquiry should be disclosed to and/or asked of ALL candidates for the same position, and not just of those who may not appear as though they speak English as their primary language.

Federal & state employment discrimination laws prohibit discrimination on the basis of national origin. The federal EEOC recognizes, however, that "Employers may have legitimate business reasons for basing employment decisions on linguistic characteristics. Because linguistic characteristics are closely associated with national origin, it is important to carefully scrutinize employment decisions that are based on language to ensure that they do not violate Title VII."

If an employer wants to require applicants and/or employees to understand and speak English, such rules are permitted only where they are truly justified by "business necessity." Examples include where English language fluency is needed for an employee...

This article has been greatly shortened for space.
Read the full article at

www.electricalassociation.com/MEAnews

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.



Government

Legislative Update

Bill Strusinski,
MEA Government
Affairs Representative

Well, the 2018 elections are behind us. It is now safe to watch television again because the all-too-frequent and mean attack ads have

run their course. Record turnouts in Minnesota brought us a new majority in the House of Representatives with the DFL now firmly in control. This election further identified the divide that exists with the public as the State Senate remained in the control of the republicans. We have the only politically divided legislature in the country, which should provide some interesting "sausage making"! We all just need to keep in mind, politics is a combat sport. According to Mencken, "Democracy is the art and science of running the circus from the monkey cage." How true. But at least we still see the thrills, feel the chills, and get to eat peanuts!

When session starts on January 8, 2019, Governor Tim Walz will be in charge of the Executive. He is a moderate and will have support for his initiatives in the House but will most likely face uphill battles in the Senate. It is important that MEA is cognizant of legislative possibilities in the newly expanded DFL controlled political environment. Some of the short-term proposals we put forth last session must now be moved to the long-term agenda. The recently released state budget forecast demonstrates that the State of Minnesota is in great financial shape. Over \$2B are in the budget reserves and the surplus for the upcoming biennium is predicted to exceed \$1.5B. While there will be lots of money to spend on programs or tax relief, most of it is a one-time surplus that will necessitate a fiscally responsible game plan. The House, Senate and the Governor will need to get on the same page by the end of session.

Specific issues MEA will focus on in the 2019 session include:

- **Duty to Defend** – This bill would prohibit general contractors from requiring subcontractors from having to pay the general's legal bills for defending actions not involving the sub. MEA will support this initiative.
- **Retainage** – This bill would require the general on all projects (public and private) to pay the subcontractor's total contract amount within 90 days when the sub completed their work on the project. MEA will support this bill.
- **Solar staffing ratio's** – MEA supports a change that would expand the journeyworker to unlicensed electrical apprentice to 5:1 on commercial solar installation projects in excess of 40 Megawatts.
- **Conservation Improvement Program (CIP)**– MEA supports the continuation of the CIP program that provides funding grants for energy conservation construction projects.
- **PTO and minimum wage** – MEA will continue to monitor any legislation that would allow local units of government from developing ordinances that exceed the state statutory minimums.
- **Prevailing wage issues** – MEA will continue to monitor any proposed changes to the prevailing wage laws.
- **Worker comp reform** – MEA will monitor for any changes to the current worker comp laws.



Compliance

Contractors Can be Cited by OSHA for Worksite Issues that do Not Affect its Own Employees

Tom Revnew
Attorney
Seaton Peters Revnew

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, Minnesota.

The Fifth Circuit Court of Appeals recently decided that a general contractor at a multi-employer worksite can be issued a citation from OSHA, even if the issue does not affect its own employees. *Acosta v. Hensel Phelps Const., Co.*, No. 17-60543, 2018 WL 6168044, ___ F.3d ___ (5th Cir. Nov. 26, 2018).

In 2010, Hensel Phelps Construction Company ("HPC") entered into an agreement to serve as the general contractor for the construction of a new public library. In 2014, HPC agreed to use Haynes Eaglin Watters, LLC ("HEW") as a subcontractor for excavation and demolition work. HEW then subcontracted additional work to CVI Development, LLC ("CVI"). As the excavation work progressed, a wall of vertical "Type C" soil (a very unstable soil) was allowed to develop. OSHA regulations provide that excavation of Type C soil requires the use of protective systems to protect employees from cave-ins. No protective systems were put in place.

On March 4, 2015, the issue was brought to HPC's attention, but it instructed CVI and its employees to continue working. That same day, OSHA received a complaint of a hazardous working condition and cited both CVI and HPC for willfully violating the regulations. HPC disputed that validity of the citation, and the occupational safety health review commission concluded that HPC should not have received the citation based on thirty-seven-year-old precedent holding that, "OSHA regulations protect only an employer's own employees." The Fifth Circuit Court of Appeals, however, reversed the decision and concluded that HPC

was properly issued the citation even though the hazardous condition did not affect its employees.

This case serves as a reminder that contractors should not only ensure that a worksite is OSHA compliant for its own workers, but also its subcontractors and their employees. Failure to do so can lead to unsafe conditions for its own workers, but also OSHA citations.



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


- **4 x 10's** – MEA will support a bill that would change the little Davis Bacon Act and allow workers to work 4 ten-hour shifts in a work week as opposed to the current requirement that overtime be paid for any time beyond an 8-hour shift.
- **Workforce readiness** – MEA will support legislation that will provide more entry for workers into the electrical trade.

Other bills may be introduced that are detrimental to the interest of MEA members and we will be diligent in our opposition to such bills. We will closely monitor the budget put forth by the Dept of Labor and Industry so as to assure it does not negatively impact electrical license or permit rates.

All in all, it should be an interesting and challenging session. If you have any questions or concerns, please contact the MEA Office.



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.



Kate Bischoff, Attorney
tHRive Law & Consulting

Compliance

CEOs & Boards Need Training Too

“Do CEOs get trained on harassment?” That was the question from a lovely individual who recently went through the wringer of having to let a C-suite-level leader go in her organization. My answer was “they should.”

Based on media reports over the past year, it doesn't appear that CEOs, anyone in the C-suite actually get harassment training. They may pay for training for their own staff and even for managers, but requiring the attendance of CEOs and even boards of directors appears to be few and far between. In just the past year, CEOs at the following companies have either stepped down in the midst of scandal or were fired: Intel; CBS; Wynn Resorts; Barnes & Noble; Save the Children.

These are prominent companies. Companies with significant public profiles. Leaders who should have known better. Leaders who did not receive training, who did receive training and didn't comprehend the consequences, or who simply didn't care. It's quite possible that's where we are – some leaders may believe the rules do not apply to them.

The law has a different view. The law says that CEOs ARE your organization. When they engage in harassment, the organization is **automatic-ly** liable. (Yes, you read that correctly. Automatic-ly. Look at Section VI in the link.) Because CEOs – no matter the size of your organization – are your public face, they are the “alter ego” of the organization. What they do binds the organization in business and in harassment. For this reason, CEOs need to understand the gravity that comes with their bad decisions and actions. They must understand that sending an inappropriate text,

making a sexual request, or touching an employee improperly has significant consequences. That it can even force the closure or bankruptcy of the organization. It could be the end of the road.

So, I'm issuing you a challenge HR friends. As you get ready for 2019 and you organize your training schedule for the year, include your leaders in harassment training. Involve your board of directors. Make sure that they attend. Go over what happens if they engage in harassment. Explain the investigative process – their technology will be reviewed, including texts and emails. If you do this, you'll help protect your organization and hopefully prevent harassment.

Quick story – I once did two trainings for a company. On the first day, I trained all the managers and leadership, including the CEO. The second day, I trained employees. To show how important the training was to the company, the CEO introduced me. He started with the expected “we take this very seriously” and then said, “I think you'll like Kate, she's loose.” Now, he meant that I was not a stuffy attorney, but nevertheless, that was lesson number one of the training. He turned all sorts of red, apologized immediately, and we all had a laugh. I promise you, no one in that organization who was there will forget that and everyone learned something.

If you need help planning your training, visit: <https://thrivelawconsulting.com>

tHRive
LAW & CONSULTING

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

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

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

You Need to Know

COMPLIANCE

Open Position – Apprenticeship Advisory Board: Employer Rep... The advisory council includes three representatives of employer organizations, three representatives of employee organizations, and two public members. The assistant commissioner of the Department of Children, Families, and Learning responsible for vocational education or designee shall be an ex officio member of the council and shall serve in an advisory capacity only. (<https://commissionsandappointments.sos.state.mn.us/Position/>)

DLI certifies prevailing-wage rates... The Department of Labor and Industry (DLI) commis-

sioner has certified prevailing-wage rates for commercial construction projects in all 87 Minnesota counties effective Dec. 17, 2018. These rates were identified by annual voluntary survey of commercial construction projects in Minnesota collected by DLI. Wage-rate determinations: <http://tiny.cc/ojkt1y>

MET COUNCIL... Via release the Met Council, VERBATIM: “The Minnesota Secretary of State is currently receiving applications for people interested in serving as members of the Metropolitan Council. Applications are due by Jan. 9 to be considered.” More: <http://bit.ly/2BpoRGn>

ECONOMY

NATIONAL

Consumer Price Index... The Consumer Price Index for All Urban Consumers was unchanged in November on a seasonally adjusted basis after rising 0.3% in October. Over the last 12 months, the all items index increased 2.2% before seasonal adjustment. (BLS.gov; December)

MINNESOTA

Interest Rates... 30-year fixed mortgage 4.54% (Bankrate.com; December)

State Exports Grow 6.5% in Third Quarter... Exports grew to \$5.7 billion in the third quarter of 2018. Minnesota represents the 19th largest gain in exports nationwide for this period. U.S. exports as a whole were up 8.1 percent during the same period. (DEED; November)

ENERGY

MN DEPARTMENT OF COMMERCE RE-LEASE: New study finds that MN utilities can continue to meet or exceed energy-saving goals over the next decade... “Thanks to the state's Conservation Improvement Program (CIP), Minnesota is a longtime national leader in energy efficiency,” said Bill Grant, Deputy Commerce Commissioner for the Division of Energy Resources, which administers the state's energy policies and programs. “This new study outlines how Minnesota can continue its success with both existing and new energy-saving measures that benefit Minnesota households and businesses.” A separate study about Minnesota's energy future, also recently prepared for the Commerce Department, found that MN could achieve 10% solar energy by 2025 at costs comparable to natural

DSG
DAKOTA SUPPLY GROUP
For all the right connections!

THE Power OF We AT DSG

DSG CUSTOMER SERVICE GUARANTEE 100% 2-2018

ESOP EMPLOYEE OWNED

A Profitable Partnership with DSG

You're not just a customer, you're our business partner. That means we only succeed when you succeed. You'll notice the difference right away — better service, higher standards and an unmatched commitment to you. It's the reason why more and more people in the electrical industry are partnering with **DSG**.

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

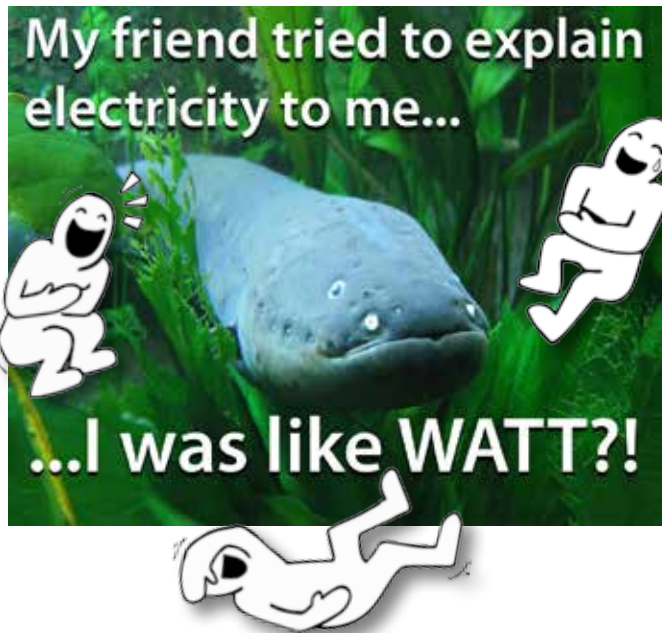
Eight locations proudly serving Minnesota | dakotasupplygroup.com

of delivery was approved and will be available in 2019. Enhancements to our public continuing education courses will be made - access to PowerPoint presentations for all attendees has been added as a new feature. A skills competition is being explored for apprentices in MEA's 4-year program to test their hands-on talent.

Government Action - MEA's legislative survey was evaluated and 2019 priorities determined. Duty to defend, retainage, prompt to pay and solar ratios will be topics to watch during the upcoming session. Conservation Improvement Programs (CIP) will be on our lobbying teams' radar as a program to support. I would like to thank Senator Senjem, Senator Paul T. Anderson, Senator Goggin, Committee Administrator for Energy-Darrin Lee and Senate Researcher-Aly Gunstrom for participating on a panel during our legislative luncheon. The discussion was robust and I know that the MEA members who attended were grateful for the knowledge and light that was shed on the upcoming session.

And to wrap the weekend up - we spent the afternoon at the new Top Golf location in Brooklyn Park. It was more fun than I think any of us could have imagined. We will definitely be going back next year. Take a look at page 16 of the newsletter for more 2018 winter conference highlights.

Thank you for all who were able to make it out and participate, it was another great conference for the books! And stay tuned for more 2019 initiatives after leadership conducts a new strategic plan for the organization in January.



VIDEO LIBRARY-- MEMBERS ONLY!



A series of 10-minute bite-size chunks of basic information to help people new to the industry become productive employees faster.

	Fish Tape
	TRADE JARGON IN THE ELECTRICAL FIELD Learn a handful of electrical trade terms and their field
	ELECTRICAL RACEWAYS (10 minutes) A basic description of 6 different types of raceways when to use them and why. • Poly Vinyl Chloride (PVC) • Electrical Metallic Tubing (EMT) • Rigid Metal Conduit (RMC)
	RACEWAY FITTINGS (10 minutes) A basic description of which fittings to use for raceways to boxes or to other raceways
	BOXES (10 minutes) • Device Boxes and Junction Boxes • Interior Capacity, Gang Boxes • Vapor Barrier Boxes • New Work v. Remodel • Materials: plastic, fiberglass

...and more at

WWW.ELECTRICAL-ASSOCIATION.COM/LIBRARY

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

From all of his friends and colleagues at MEA...

Congratulations to Mike Buck on His Retirement!

Mike has helped MEA in countless ways over the years, from writing manuals and educational offerings, instructing courses, to serving on the MEA Board of Directors and then Chairman of the Board and serving on many committees. We have come to count on Mike's sage advice and big smile, and his willingness to help!

He graduated from the electrical program at Dunwoody College of Technology and became an accomplished electrician. As a Master electrician, he owned and operated his own successful electrical contracting business for 18 years. Mike worked at the Department of Labor and Industry as Director of Electrical Licensing and served on the Minnesota Board of Electricity. He helped write the State tests for licensure. He went on to teach aspiring student electricians at Dakota County Technical College as a senior electrical instructor. Doing great work all along the way!

Mike's advice to up-and-coming electricians—

"Electricians who know how to do control wiring and how to troubleshoot electrical apparatus, circuits and systems bring the most valuable skill set to the electrical construction industry. Knowing how to do control work and understanding the fundamentals and principles of process control is a great way to build a strong career. In addition, if you understand how and why things work the way they do, you have a good chance at solving any problem."

We wish Mike and Marcia a great retirement. Thank you, Mike, for everything you have done to support MEA and the electrical industry, and we hope you keep in touch with us!



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 www.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 Key-note Speaker)				X	

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



Michelle Dreier
Member Engagement/
Gov't Affairs

Government Action

Advocacy— Making your Voice Heard

If you were not able to be present at our legislative luncheon at the Winter Conference, the main takeaway message is that **your legislators want to meet you.**

They want to learn about your business. They want to learn about your concerns and how they can make government work for you. The best way you can make your voice heard is to meet with your legislator and educate them regarding electrical contractor issues.

Let's face it, the new Minnesota administration is more likely to favor labor than business. Legislatively, Republicans have a one seat majority over Democrats in the Senate, and DFL has a significant majority in the House.

For those of you that live in a district with a newly-elected legislator, especially if they're DFL, the time to meet with them is now. Help them help you!

Help them understand the needs of small businesses to help them make decisions that positively affect you and your business.

Grassroots is going to be imperative this session. Do you feel disengaged in the legislative process? Do you feel like your legislators don't understand your needs? Your legislators not only want to hear from you, they need to hear from you to understand how current laws and proposed laws affect your business.

During session, legislators can typically only spare a few minutes, but don't let this stop you. Legislators would much rather have someone like you reach out, than a lobbyist they see regularly. Give them the opportunity to serve you.

Legislators welcome invitations to tour your shop or meet for a cold or warm beverage to discuss issues important to you. They might be able to squeeze some time in during session, but will definitely welcome a more leisurely chat when the legislature is adjourned between sessions. A legislative tour could be a visit to your shop so you can

demonstrate the work you do for your community. You could also facilitate a tour of a recent project in your community to show the type of service you perform. **Call me—I am happy to help you plan the event if you like.**

During session, I may reach out to ask your assistance as we try to push forward on issues that mean a lot to electrical contractors. Don't wait for me to call upon you to reach out to your representatives. I'm always happy to help you schedule something and even help you prepare with talking points.

Take a minute to read Bill's article on page 3 for details on the upcoming session!



Don't forget to check out our Resume Center— We're adding new resumes all the time!

www.electricalassociation.com/resume

**Member Benefit
POST JOBS!
REVIEW RESUMES!**



We partnered with a job service that MEA members can join for a discount.

To begin, create an account at:
<https://jobs.electricalassociation.com/>

Questions? Contact Michelle:
(612) 827-6117 • (800) 829-6117



From your Friends at the Electrical Association

SAVE THE DATE! CONTRACTOR COLLEGE WEBINARS

CONSERVATION IMPROVEMENT PROGRAM (CIP)
January 23 • Presented by CEE

PROJECT MANAGEMENT
February 20 • Presented by Cobra

PREFABRICATION
March 20 • Presented by John Fowler, ElectoTech



DETAILS TO FOLLOW

VE Viking Electric Supply
A Sonepar Company

**your success
is our mission**

Corporate Headquarters:
451 Industrial Blvd NE
Minneapolis, MN 55413

VikingElectric.com

Develop Your Career

Education Calendar

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

Continuing Education: Classroom (16 CE)

Jan 4-5 (8am-5pm)	OWATONNA, Steele Hill History Museum
Jan 10-11 (8am-5pm)	BRAINERD, Holiday Inn Express
Jan 17-18 (8am-5pm)	COTTAGE GROVE, Werner Electric
Jan 25-26 (8am-5pm)	ELK RIVER, Holiday Inn
Feb 1-2 (8am-5pm)	ST CLOUD, Holiday Inn
Feb 7-8 (8am-5pm)	LA CROSSE WI, Werner Electric
Feb 7-8 (8am-5pm)	WORTHINGTON, American Reform Church
Feb 8-9 (8am-5pm)	MANKATO, American Reform Church Just Added!
Feb 14-15 (8am-5pm)	PLYMOUTH, JH Larson
Feb 21-22 (8am-5pm)	PRIOR LAKE, Mystic Lake Casino & Hotel
Mar 7-8 (8am-5pm)	MINNEAPOLIS, Crescent Electric

Thank you to Our Class Sponsors:



- » Both Days— Non-Members: \$325 / Member: \$299
- » One Day— Non-Members: \$190 / Member: \$160

Continuing Education: Online (2 CE)

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

- » Two hours—Non-Members Price: \$49 / Member: \$44

Exam Prep Training: Classroom

Feb 16-17 (8am-5pm)	Edina, Federated Insurance
Apr 13-14 (8am-5pm)	Edina, Federated Insurance

- » Non-Members Price: \$545, Member: \$435



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

Covers NEC and MN Laws & Rules.

www.ElectricalAssociation.com/ExamPrep



Register!

www.electricalassociation.com

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://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

2017 NEC® Updates



- _____ fittings are required for raceways to compensate for thermal movement from different temperatures.
 - Slip
 - Threaded
 - Expansion or deflection
 - Threadless
- Raceways on roof tops do not need temperature adder calculations unless the raceway is less than _____ above the roof.
 - 2"
 - 1"
 - 7/8"
 - 1/2"
- When sizing the single phase feeder to a multi-family dwelling, and the feed is two phases and the neutral of a 3 phase 4-wire wye system, then _____ derating may be necessary.
 - 75%
 - 83%
 - 90%
 - 93%
- When installing SE cable that is larger than # _____ AWG, use the temperature rating of the conductor.
 - 12
 - 10
 - 8
 - 6
- EMT permitted uses include _____.
 - In concrete
 - In wet locations
 - In some hazardous locations
 - All of the above
- If a receptacle that is replaced with another non-grounding receptacle, then a _____ is not required.
 - GFCI receptacle
 - AFCI receptacle
 - DFCI receptacle
 - Tamperproof receptacle

Answers: 1. (c) Ref: Art 300.7(B); 2. (c) Ref: Art 310.15(B)(3)(c); 3. (b) Ref: Art 310.15(B)(7); 4. (b) Ref: Art 338.10(B)(4); 5. (d) Ref: Art 358.10; 6. (d) Ref: Art 406.4(D)(5)

Toolbox Talks

Cold Stress

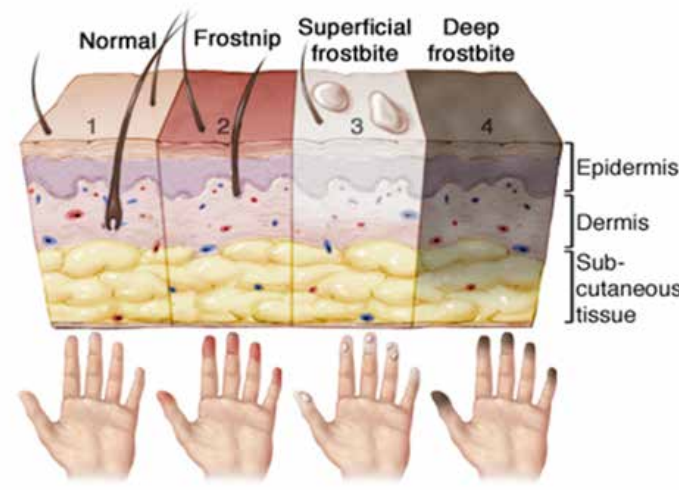


- Emergencies from cold temperatures can be the result of both local cooling (affecting one area of the body) or general cooling (affecting the entire body).
- The first line of defense to eliminate problems from the cold is setting guidelines for what temperature is too cold for employees. Remember, the effect of cold is greatly increased by wind chill. (See the wind chill chart on the next page). In addition, the Cold Stress card located at www.oro-sha.org/pdf/pubs/336.pdf can be copied and given to your employees to use as a guide.

us may have experienced this feeling after spending too much time outside in cold weather. If symptoms do not improve after a short time, seek emergency care for frostbite.

- Frostbite: Skin surface is hard. Tissue under the skin is soft. The skin color will appear white and waxy. This person should be treated by emergency personnel. Note: warming an area that is already frozen may further injure the area if done inappropriately.

Stages of frostbite



- The second line of defense is to dress in layers and wear clothing that wicks moisture from the body, including a hat. It is estimated 40% of heat loss occurs from a person's head. Note: if you must work outside in extreme temperatures, never work alone.

Source: www.mayoclinic.org

Frostbite and hypothermia are cold-related emergencies.

FROSTBITE - Signs and Symptoms: Stages of overexposure to cold for body extremities:

- Frostnip: Affected area is red, then white. Upon entering a warm environment, the person may complain of a burning or tingling sensation. Many of

- Freezing: Skin surface and tissue under skin is hard. Skin color will be blotchy white, grey, or blue.

Again, this person should be treated by emergency personnel. Follow instructions from emergency personnel...

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

Electrical Contractors!

Look for your reps below and **THANK THEM** for sponsoring our education program—

Their generosity makes a big difference!

THANK YOU EDUCATION SPONSORS!



TO BECOME A 2019 SPONSOR—
CALL ERICA AT (763) 497-1778

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



PRINT and POST in your breakroom!

Find this poster and more at:

www.electricalassociation.com >
Resources > MEA News



ATTENTION ALL RESIDENTIAL ELECTRIC/MDU CONTRACTORS—

BECOME A NEST-PRO INSTALLER

You made it through the holiday rush and observed many of these products on sale; however, now is the time for you to be involved with home automation. If you've been looking for a reason to reach out to your residential customers, we've got just the right home automation products in mind for you. YOU can become a NEST-Pro installer.

First, what is NEST? NEST began with the "smart-learning" thermostat. After being acquired by Google, there are now a whole list of other products available from cameras, doorbell cameras and wireless security to the ability to work directly with third-party companies such as Yale (door locks), Lutron (lighting control) and Leviton (lighting control).

Second, Let Google FIND customers for you. By becoming a NEST-Pro installer, you can make money installing product as well as selling and installing products. The end-user reaches out to NEST and your company name shows up in their search.

Third, reach out to your present customer base and ask them the questions below:

Here's the pitch:

"Would you like to be able to...

- *Adjust your home temperature and humidity remotely from your phone?"*
- *Answer the door when you're not at home and actually see the person?"*
- *Not worry about the kids losing the front door key anymore by installing an electronic door lock which uses an app or code for entry?"*
- *Use a simple security system and have the alerts come to you when the kids get home from school, and then change screens to view your cameras and see what is happening?"*

- *Have the lights turn on/off randomly when you go on vacation so your home appears to be occupied?"*
- *Have your smoke detectors actually announce which room smoke or heat is being detected?"*

All these functions become a reality with the Nest/Google suite of products (light switches by Leviton communicate directly with NEST). Border States has recently entered into a distribution relationship to sell all the NEST products.

In just a few short years, the NEST thermostat (founded by the engineer who developed the Apple iPod interface) has become the second leading brand of thermostats sold behind Honeywell.



BORDER STATES
Supply Chain Solutions™

To become a NEST-Pro installer, just visit our site:

<https://bse-l.ink/nestpro>

or pull in the QR code (below).



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 Solutions™

New Products

Engineered Products Company Unveils LED Luminaire with Motion Sensor as Simple Solution for Small Space Lighting Upgrades

EPCO's new LED Luminaire is perfect for indoor spaces that require a compact yet powerful lighting solution. The Small Space LED Luminaire with Motion Sensor quickly and easily transforms dimly lit confined spaces into bright, well-lit locations with sustainable, energy efficient lighting. Perfect for new or retrofit applications, the Small Space LED Luminaire is cost effective, eliminates batteries and saves money. It comes with a 13-Watt LED Luminaire and snap-on frosted acrylic diffuser.



For more information about Engineered Products Company and its products, visit www.engproducts.com or call (800) 336-1976.

Ziegler Power Systems offers a variety of renewable energy and micro-grid solutions to help deliver reliable, cost-effective, & efficient energy.

Our Renewable Products:

- Cat® thin-film and monocrystalline solar panels
- Lithium ion Battery Energy storage products that store energy generated by solar panels and other renewable energy sources.
- Microgrid controllers that integrate generation from renewable energy sources with energy from conventional generators.

More info: www.zieglercat.com/solar





Alex Hyatt
National Sales Mgr

Member Benefits

Receive your Code Hours for Master Renewal

A reminder to all Minnesota master electricians:

The deadline for license renewal is February 28, 2019, and you must meet your Continuing Education requirement of 16 hours

before renewing. Winter is upon us and now is the time to get in your code hours.

MEA offers a wide variety of courses, both classroom and online based, to fulfill this requirement. MEA instructors are highly regarded, knowledgeable and well respected within the electrical industry. You can receive your training in two formats.

Classroom Continuing Education—

The tried and true and we feed you too! Attend one day for 8 hours, or both days for 16 hours. You'll have 10 locations to choose from during the months of January and February. For those of you in Southeast Minnesota and Wisconsin, getting your hours in will be that much easier with the addition of a La Crosse WI code class February 7-8.

Online Continuing Education—

Getting away from work is challenging for business owners and winter travel can be less than ideal. MEA's online classes are an easy and convenient way to receive your code hours without ever having to leave the comfort of your own home. They are a great option for out-of-state license holders looking to receive additional hours. MEA's online courses are approved in MN, IA, NE,

SD, WI and WY. All training is live and interactive with an actual instructor with no additional tests or quizzes.

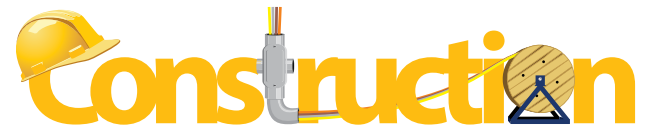
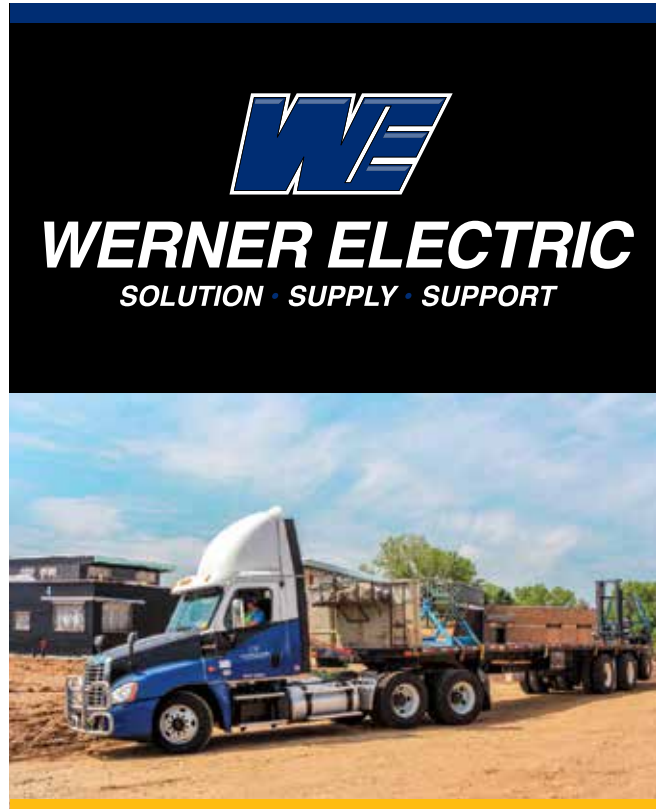
It's simple: Pay for 2 hours and receive 2 hours. Plus, when you buy 7 online courses, you receive the 8th course free!



So Register Now—

You'll find the complete listing of our course offering on page 8 of this newsletter or from the Education dropdown menu of our website under "Classroom" and "Online".

You can also call our office at 612-827-6117 or email mea@electricalassociation.com to sign up.



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:

Karl Knobelsdorff—Knobelsdorff Electric, Goodhue MN

This month's Member Spotlight features Knobelsdorff Electric (KEI) of Goodhue, MN. KEI started as a family business in 1988, in a small garage on a plot of family-owned Minnesota farmland. The main facility is still nestled within farm fields on a gravel road, but my has it grown!

In 1990, the first true electrical shop was built. That shop has now grown to a 45,000-sq-ft facility and has expanded to a second location in Eagan, MN to house the Controls Engineering group and UL 508A panel shop.

As Knobelsdorff Electric has grown over the years, they've expanded their services to include project management, construction services, UL panel building and automation system services.

While the business was started by Juergen and Char Von Knobelsdorff, current CEO and President Karl von Knobelsdorff officially became part of the business in 2008. Karl has grown the business from five employees to the large shop it is today.

When Karl is not working alongside his electricians, he enjoys riding dirt bikes and spending time with his wife and four children.

Congratulations to Knobelsdorff Electric Inc! They were recently awarded the Platinum Level of Achievement STEP Award from Associated Builders and Contractors Safety Training Evaluation Process. This award was given to them for maintaining excellent safety conditions during the Dundas Community Solar Garden project. Below is a photo from the ribbon cutting ceremony proving that their team's hard work and perseverance paid off. You can read more about the solar project at <http://hubs.ly/H0f8nP60>.





Compliance

Top 3 Accounting Mistakes We See in the Construction Industry

Tim Pass,
Accountant,
Smith Schafer CPAs

Success in the construction industry requires the ability to understand accounting and financial statements.

It is critical for construction

company owners and accounting departments to understand what mistakes may be lurking behind the numbers. The summary outlined below covers the three most common accounting mistakes we see in the construction industry.

1. Misstatements on percentage-of-completion calculation.

For many construction companies, the percentage-of-completion calculation, or over and under billing calculations, drive the financial statements and thus, the accuracy of a company's financial statements. Job costs are the most important part of this calculation. Tracking remaining job costs is often difficult because the engineer, on-site job manager and company management may all have different opinions on the progress of a job. Management needs to verify the job costs being shown in the accounting records represent an accurate portrayal of the progress on the job. Keeping accurate and up to date estimates requires communication between all parties involved.

Management also needs to verify items such as change orders, open purchase orders, invoices and the estimated length of time needed to complete the job have been accurately reflected in the calculation.

2. Incorrect allocation of overhead to jobs.

Every construction company needs a reliable method for allocating overhead among jobs. Overhead refers to costs that benefit all jobs, such as: rent; insurance; salaries; office supplies; marketing; and professional fees. An accurate allocation method will lead to a more realistic representation of job costs and profitability. Many construction companies allocate overhead based on labor costs or hours, but in some cases this may not be the most accurate method.

- ▶ Some projects may rely more heavily on equipment or materials. In these specific cases, it makes sense to allocate overhead based on one of those costs.

3. Inaccurate reporting on loss.

As noted above, misstatements on percentage-of-completion calculations are important for

management to minimize, however additional considerations are needed if a job is likely to generate a loss. If so, the method requires recognition of loss fully at the time it is determined. Project management should regularly review each project's costs and should accrue a loss if estimated costs exceed the contract amount.

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. We look forward to speaking with you! www.smithschafer.com



You Need to Know - Cont from page 4

gas generation. The study's findings also suggest that expected cost reductions for solar, wind and storage could enable Minnesota to achieve 70% solar and wind by 2050. (www.mncee.org)

LABOR & MANAGEMENT

NATIONAL

Salaries Rising in the Construction Industry...

Project supervisors and project managers earn the most. Skilled craft professionals continue to earn high wages, according to NCCER's 2018 Construction Craft Salary Survey. More than 130 industrial and commercial construction companies across the US, representing over 350,000 employees, participated in the survey. The individual craft areas reported provide average annual salaries, not including overtime, per diem, bonuses or other incentives. Of the 32 construction positions surveyed, average annual salaries ranged from \$47,700 to \$92,500. Project supervisors and project managers topped the list, earning more than \$88,000 and \$92,500, respectively. Professions earning more than \$65,000 include industrial electrician and power line worker. Additionally, commercial electricians and power generation technicians made more than \$60,000 per year. Because many craft professionals receive additional pay incentives, their take-home pay is typically much greater than these incomes reflected. (www.ecmweb.com)

USCIS Proposes Pre-Registration Requirement to H-1B Visa Lottery Process...

On December 3, the US Citizenship and Immigration Services (USCIS) proposed to amend its regulations for applying for H-1B visas for temporary foreign workers in specialty occupations. There is currently a lottery for 65,000 visas and a 20,000 limit for those eligible for an advanced degree exemption. The rule would create a mandatory online preregistration system, where employers file online registrations for intended workers during a 2-week period before April 1. USCIS would conduct a lottery and select enough registrations to meet the H-1B cap numbers. Those chosen under this lottery would then file a full H-1B petition. USCIS tried to create a similar preregis-

tration system in 2011, but that proposed rule was never finalized. The rule would also change the order in which petitions are selected for the H-1B visa lottery to increase the number of beneficiaries with a master's degree or higher (from a U.S. institution) to be selected. Advocacy contact: Janis Reyes or 202-619-0312. (www.sba.gov)

SAFETY

The NFPA Study looked at 325 electrical fatalities over a 5-year period... A total of 325 contract workers died as a result of electrical injury in the US in the five years from 2012 to 2016. Of those 325 fatalities, almost 1/3 of victims were employed by electrical contractors or other wiring installation contractors, and 68% of contractors who died as a result of exposure to electricity worked in construction and extraction occupations. NFPA senior

research analyst Richard Campbell said, "Inasmuch as these are fatal injuries, it is important to recognize that electrical safety training is likely to be needed not only by workers who are electrical specialists, but many others who may be exposed to electrical hazards in their work activities." (www.ecmweb.com/safety)

NORTH DAKOTA

Federal Bureau of Apprenticeship & Training...


In NDCC 43-09-11(2)(b)1), the proposed bill suggests the verbiage "federal bureau of apprenticeship and training" be struck and changed to "the board." ND is requiring a certificate of completion from DOL in order to test for a journeyworker license. This requirement will be discussed through the above proposed amendment to the law. (www.ndseb.com)

We Beefed up Our Education Calendar—

NEW CLASSES!

Get Your CEs during the Slow Season!

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




On behalf of all MEA members, it was our pleasure to sponsor 3 families again this holiday season, which means 6 little children received some very nice gifts this year!



Community news

Welcome New Members

The following companies and individuals have joined MEA since our last publication. Thank you for supporting MEA!

City of North Mankato, Thomas Neubert

Robert Anhorn, Cole's Electric, Owatonna, MN

Zain Safdar, St Cloud, MN

Also, thank you to all of the MEA members who have renewed your memberships for another year—your support really does make this industry stronger!

Congratulations

Rouzer Group Ownership Expands by 2...

Rouzer Group is very proud to announce that they have two new business partners, Matt Welch and Heather McNulty! **Matt Welch** joined our team close to five years ago right after we accepted the RAB line. We figured he would be a good triple threat employee with his sales skills and network/IT background. In 5 short years we have seen there is nothing in this company Matt has not volunteered to take on or be a part of. We are certain we don't even know some of the things Matt has just done because he saw it needed to be done. **Heather McNulty** came to us as a referral from a Rouzer employee in an answer to a marketing & operations role we wanted to fill. She instantly made us think of a more professional Rouzer Group. We realized right away what a find Heather was and our challenge was to try and keep up. Heather has put the image and professionalism of the Rouzer Group at a level that we could not have imagined and she has many more plans for the company in the future.



DSG Promotes Melissa Lunak To Chief HR Officer...

Lunak will lead DSG's human resources team in directing and coordinating employment practices for the company's nearly 700 employee owners. Lunak joined DSG five years ago in the role of HR Director. "Melissa's experience, passion for the company and advocacy for our most important asset – our employee owners – make her the ideal fit for this expanded role." says Paul Kennedy, DSG's Chief Executive Officer.



Congratulations to Federated's Connor Odykirk and Ben Cox...

Connor has been promoted to a DMM in WI, and MEA's new account executive will be Ben Cox effective January 1.



Smith Schafer & Associates, named one of the fastest-growing the US...

Smith Schafer is proud to announce they have been named one of the FASTEST-GROWING ACCOUNTING FIRMS in the U.S. by The Platt Group/Inside Public Accounting. We rank 2nd in the Great Plains region with a 29.8% all growth rate! This marks the first year in which we have received this recognition.



Congratulations to Michelle Dreier... Michelle has been appointed to the Twin Cities Greater Metropolitan Workforce Council (GMWC). It provides oversight and direction to publicly-funded workforce development services in the Twin Cities region and advises the MN Governor's Workforce Development Board (GWDB), which has statutory authority and a mission to analyze and recommend workforce development policies to the governor and legislature toward talent development, resource alignment and system effectiveness to ensure a globally competitive workforce for Minnesota.

Thank you! Thank you! Thank you!

Thank you to Federated Insurance... for sponsoring Code Classes on Dec 6-7, 11, 14-15, 19, January 4, 4-5, 10-11, 17, 25-26. February 1-2, 1, 8-9, 14, 21-22, March 8, 21; and for sponsoring and hosting the Exam Prep courses on Dec 8-9, Feb 16-17.

Thank you to Crescent Electric Supply... for sponsoring Code Classes on Dec 6-7, 11, 14-15, 19; and for hosting Code Class on March 7-8 in Minneapolis.

Thank you to CEE... for sponsoring Code Classes on Dec 6-7, 11, 14-15, 19; January 4, 4-5, 10-11, 17, 25-26; February 1-2, 1, 8-9, 14, 21-22; and March 8, 21.

Thank you to Werner Electric Supply... for sponsoring & hosting Code Classes on January 17-18 Cottage Grove, Feb 7-8 La Crosse, WI; Sponsoring Code Class: Dec 6-7, 11, 14-15, 19, January 4, 4-5, 10-11, 17, 25-26. February 1-2, 1, 8-9, 14, 21-22. March 8, 21.

Thank you to Echo Electric Supply... for sponsoring & hosting Code Class Feb 7-8 in Worthington

Thank you to JH Larson Company... for hosting Code Class Feb 14-15 in Plymouth.

The Classifieds

Bucket Truck for Sale...

2001 Chevy C7500 Bucket Truck. 179,000 miles Excellent condition. Always maintained. Clear title.

- Air conditioning, cruise control
 - Caterpillar 3126 6cyl Turbo Diesel engine 210 h.p. w/Allison automatic transmission
 - Full air brakes, trailer air supply
 - Electric brake controller
 - Altec AO442-MH Aerial device 47'w.h. -11'4" travel height
 - 1,500 lb material handling jib
 - Boom & truck are same age
 - Fully insulated boom w/insulated bucket liner & bucket cover
 - Nice service body w/curbside entrance
 - Hydraulic tool outlets to run a pole or chain saw
 - Pistol grip upper controls for smooth operation
 - Upper & lower controls
 - 4 Hydraulic outriggers for stability
 - Rear end differential lock; Receiver hitch
 - 22.5" tires in good condition
- \$13,495 obo. Call (507) 285-9658

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.

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



Cold Weather Preparedness

With winter approaching (it always does no matter how much we wish it wouldn't), it's good to review with workers the symptoms of cold stress and precautions they can take to protect against cold conditions.

- Frost-bite is caused by freezing of the skin and underlying tissues. Skin becomes cold and red, and then numb, hard, and pale. Most common on the fingers, toes, nose, ears, cheeks and chin. Increased risk at 5° F and below. Frost-bite can occur in <30-minutes, in wind chill of -17° F.
- Hypothermia occurs when body heat is lost faster than it can be produced and body temperature falls below 95° F. Symptoms: shivering (that may stop as body temperature drops), slurred speech, clumsiness, confusion, slow-shallow breathing, weak pulse, and loss of consciousness. When possible, move the affected individual out of the cold conditions and gradually warm, and immediately seek medical help.

Protective Clothing

Utilize good, cold-weather clothing, when working outdoors and dress in layers. This improves insulation, but also allows a worker to remove one or more layers, if too warm, to avoid sweating that can lead to body heat loss. Windproof and water-resistant outer-wear further protects against wind chill and snow.

Wear a hat or headband that fully covers the ears. Windproof or heavy wool is best. A facemask should also be considered in cold, high wind conditions.

Mittens protect the hands better than gloves. Glove liners made of wicking material under heavier gloves or mittens is recommended. Wear socks and sock liners that fit well, wick moisture, and provide insulation. If not too restrictive, consider foot warmers.

Winter Roads

Winter driving has its added challenges. Plan ahead. Do a vehicle check to ensure tires have suitable tread, the washing fluid reservoir is full, exterior lights are functioning, defrosters are functioning adequately, and jumper cables are handy. Keep a winter emergency kit in the vehicle, or at least extra blankets and winter clothing, if you end up stranded.

On days when the snow is falling, allow extra time for a slower commute, to help reduce added anxiety that affects your attentiveness to the road conditions and surrounding traffic.



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

Update Your AWAIR Program

ME, in cooperation with MN OSHA Consulting, has created a collection of sample policies and procedures that you can use as-is or modify to meet your company's needs.

Available only for MEA members!

Sign in and download for free!

www.electricalassociation.com (Membership > Members Only)



Jeff Keljik
Director of Education

Word on the Street

PLCs and Upcoming Training

Programmable Logic Controller (PLC) were first introduced in 1968 as a Programmable Controller (PC) but were often confused with a Personal Computer (PC) so they took on the moniker of PLC to distinguish the difference.

The difference was that a computer could be used for controlling industrial machines instead of just used for word processing or spreadsheets. The computer could be programmed to provide the decision making ability that was often done by actual mechanical relays. The US automotive industry needed a faster way to change production systems that utilized the same machinery, but was controlled in different ways. The old method was to take the production line out of production and retrofit the equipment using new relay logic. The old relays that had moving parts and timers that were cam operated, pneumatic, or hydraulic timing, often were not precise enough for heavy use for many months of continuous use. A request went out to find a more reliable system that could be easily changeable or adaptable.

A small engineering firm named Bedford Associates in Bedford Massachusetts—not Bedford Falls of the famous movie "It's a Wonderful Life"—introduced a new product. They came up with the idea that a computer could be used to replace the logical decisions that were made by relays, timers, sequencers, etc. The computer would be industrially hardened to withstand the harsh environ-

ment of the factory floor. The programming of the system could be done by electricians who were familiar with the relay logic systems that were already in place. The programs would be easier to test, off line, and then loaded onto the programmable controller for quick turnaround of the manufacturing process.

Since 1968, Bedford Associates became MODICON (MO-dular DI-gital CON-troller) and was absorbed by Schneider Electric, and many other companies have become involved. One of the largest US companies to become involved was Allen Bradley, an already large producer of the relays, contactors and other associated control equipment. Allen Bradley was absorbed by Rockwell Automation / International in 1985. Rockwell Automation is the largest supplier of PLCs in the Midwest. As we continue to automate systems, the PLC is becoming the system of choice where multiple relays, timers and counters are involved. It is easily changeable to create totally different control schemes as the needs change.

MEA has had programmable logic controllers in the apprentice curriculum for many years as an introduction to the automation concept. It has been in our curriculum as we explain how switching and basic relay logic is used. We have used relay logic as a building block to control systems and concentrated on the development and the reading of ladder type diagrams. The process of reading the rungs of the ladder and the idea of input and outputs is covered to get students used to the style of controls. This ladder logic is used in all PLCs.

TRAINING ANNOUNCEMENT!

The **Electrical Association** is now ready to take the training to another level where we begin to program the controllers and make them function in an operational environment. We are developing a course that can be utilized by beginning or advanced electricians to write basic program and install them onto an actual PLC. The training PLC will become part of the course equipment and will be retained by the student to continue to practice, or to use the PLC for some small automation project.

We are working with **Werner Electric** to supply the trainer PLC, and with an industry veteran programmer/ teacher to teach the PLC components and the capabilities. He will be using hands-on assignments to allow students to learn the hardware and PLC programming functions. This system will have on-line educational sessions, and real equipment at the student's location, to put the learned lessons into a functional PLC. We are anticipating the rollout of this unique program in early 2019.



Get on our VIP list to receive details as soon as they are released! Contact Jamie at jquenzen@electricalassociation.com

One-Stop Efficiency Shop® 2019 Rebate Changes

Happy New Year! Thank you for your partnership in 2018 and we look forward to working with you in 2019. One-Stop will have \$7M in rebates available in 2019. As always, our goal is to supply you with the tools you need to provide your customers with a cost-effective, high-quality lighting system that is suitable for their space and minimizes their energy use. In addition to significant rebates that cover up to 60% of a project's cost, One-Stop also offers below market-rate financing and completes and submits all program paperwork for you. Financing options include a 0% loan for qualified nonprofits.

We would also like to take this opportunity to remind you that certain rebates have decreased in 2019. See below for a summary of changes:

2018 Rebate Summary:

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 Jan 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 replacements, 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 and 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 replacements 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

Please do not hesitate to contact us if you have any questions. For more information and to see if your customers are eligible, contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org.



Market to Minnesota's electrical industry!

MEA offers several marketing options for your product or service.

Get Involved!

Place Your Ad Here

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



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
Katie Grams, Administrative Assistant

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
Dakota Supply Group	4
Federated Insurance/Assoc Risk Mgmt.....	2
Graybar.....	3
Holiday Stationstores.....	16
Seaton, Peters & Revnew PA.....	3
Thrive Law & Consulting.....	4
Viking Electric Supply	7
Werner Electric.....	11
Wesco Distribution Inc (WESCO FARGO)	5

**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

2018 WINTER CONFERENCE

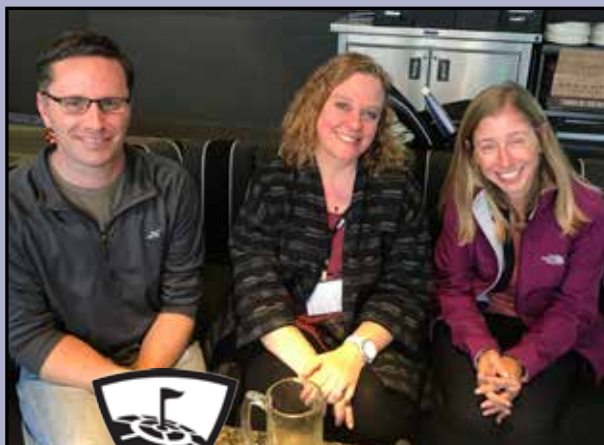
Highlights



**Thank You
Center for Energy and Environment (CEE)
– Government Luncheon Sponsor**



**Committee Meetings--
We got a lot
of valuable ideas
for new initiatives!**




TOPGOLF



**UGLY, UGLIER, UGLIEST
Sweater Winners**

\$7 Million Available in Lighting Rebates for 2019

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:

Cindy Kelly
ckelly@mncee.org
612-244-2427



**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

2017 NEC Bundle



Enjoy the everyday low price!

- Softbound 2017 NEC® Code Book
- Set of 2017 EZ Tabs®
- EZ Formula Guide

\$99 + s/h

(a \$113.50 value)

Order:

612-827-6117 • 800-829-6117

www.electricalassociation.com

