



# MEA News

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Joel Gatewood  
President of MEA's  
Board of Directors

## Industry Report

### New Education Offerings Coming Soon!

One of the largest areas of growth for MEA is their Educational products. Education is also the Number One reason why contractors join MEA. Knowing this makes it all the more important to continue to offer quality and up-to-date training to the industry. Along with my role on the Executive Committee, I have also been serving as the Chair of the Education Committee over the last few years. I am proud of the way MEA has evolved and adapted to trends and technology. I want to share what will be coming up throughout the next year—soon you will see the following courses available for registration.

**Motor Controls (PLC)** – We held our first 10-week course this spring and it sold out. We have a list of electricians ready to sign up for the next round, which will be taught this upcoming fall. You will learn the basics of programming your PLC online with equipment at your location. We'll cover bit instructions, logic functions, program documentation, timer functions and applications, addressing rules, counter instruction block, scan cycle, RPI, data communications, Boolean mapping, system status bits, compare instructions, data type conversions, math instructions, integers, real numbers, data manipulation instructions, hardware modules, applications and program flow.

**Motor Controls (VFD)** – An introduction to a Variable Frequency Drive with hardware and adjustable settings encountered during normal operation. This can be a standalone project or as part of an automation plan that includes a PLC interface. Basic troubleshooting of failed VFD operation will be included.

**Motor Controls (HMI)** – An introduction to Human Machine Interface (or touchscreen) to interface the PLC operations and controls to the operator. Set up and basic functions of an HMI will be covered.

**Solar (PV)** – MEA coordinated a preview to this class at Werner Electric last fall. This online basic course reviews electrical terms and conditions that affect the design and installation of PV systems from the electrician's viewpoint. The instructor will cover considerations for installation and Code articles to maintain compliance for PV installation and commissioning.

**Enhanced Exam Preparation Course** – This 9-week course was designed to provide up-to-date information needed to pass the Journeyworker or Master Electrician test in Minnesota. The course includes a review of concepts and calculations as well as the typical types and styles of questions that may appear on the tests.

**A combination of the above five courses can also be grouped together as an extended training course for your apprentices. Please contact the MEA office to register your apprentices.**

**Online Self-Paced Training** – MEA recognizes our need for on-demand continuing education. With increasing job demands and workforce shortages, finding time away is a challenge. Being able to offer my crew their CE anytime from anywhere will be an enormous stress reliever for me. The Education Committee has been working with the MEA staff for years to determine how we can make this possible for the industry, and it has been no easy task. Approval to move forward was granted by the Board of Directors at the 2018 winter meeting, and the staff has since been working to create a great product to ensure all the correct approvals are granted.

The Education Committee is excited for all that we will be offering to the industry in the upcoming year. Email the MEA office if you want to be on the short list for any of the above courses. They will save you a spot. If you would like a seat on the Education Committee so you can be a part of these decisions and help guide MEA's Educational programming – please let me know!

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Clara Albert, CAE, Executive Director

## Power into the Future

### The Great MEA Get Together!

Did you know that the average length of membership with MEA is 24 years? Those who retain their status with the organization continue to find value in the association. That is why we want to thank all of our members this summer, new and seasoned! The summer get together is going to be all about connections and member appreciation. We encourage all members to come and enjoy the fun with their family and friends. Bring your top employees and their families as an employee appreciation treat. Who wouldn't want a weekend away at Breezy Point during a busy summer?



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

#### What You Will Find...

#### Sneak Peek at the 2020 National Electrical Code

Dean Hunter, Assistant Chief Electrical Inspector (Construction Code & Licensing Division, MNDLI) Get an exclusive look into the 2020 Code updates that will be going into effect in July of 2020 for the state of Minnesota. This informative presentation will cover the most significant changes in the 2020 NEC. Topics will include: discussions about the new NEC articles, changes in the GFCI protection

requirements, island/peninsular countertop receptacle(s), emergency service disconnects, panelboard fault-current signage, agriculture site disconnects and much more! We will be reviewing the department's position on some of the challenging changes. Don't miss this opportunity to be one of the first electrical contractors to hear about and discuss some of these NEC changes that will impact your future electrical installations.

#### Board of Directors

The Board of Directors meeting will be directly after committee meetings this year. The meeting will be structured differently to get strategic and generative conversations flowing. We will be getting a Government Action Update, results from the Marketing Audit and a recap of consulting questions that have been received by the MEA office. All members who are interested in the well-being of the association and the future vision of MEA are welcome to attend the Board of Directors meeting.

Director - Cont. on page 3



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### Federated Insurance— Workplace Weapons Policy?



**Q:** Should our company have a specific safety in the workplace or weapons policy?

**A:** It is a best practice and our recommendation that employers establish and implement a safety/anti-violence policy that is clearly communicated to employees (and where applicable, visitors), and in some cases this may include a training component, as well as a weapons policy (though the latter depends upon the applicable state's firearm regulations). While to our knowledge there is no federal law specifically mandating workplace violence policies in all cases (although this may be required in certain industries, such as healthcare for example), as noted, occupational safety and health laws do require employers to ensure that their workplaces are safe.... Employers that do not take measures to protect the workplace against violence can be held liable for acts that occur there.

...an employer is in a better position to defend a claim where it has clearly communicated and consistently enforced a policy prohibiting the conduct at issue.

- ...At a minimum, prevention programs should:
- Establish a clear policy for workplace violence, verbal and nonverbal threats and related actions. All personnel employed in the retail establishment should know the policy.
  - Ensure that no worker who reports or experiences workplace violence faces reprisals.
  - Encourage workers to promptly report incidents and suggest ways to reduce or eliminate risks. Require records of incidents to assess risk and measure progress.
  - Outline a comprehensive plan for maintaining security in the workplace. The plan should include establishing a liaison with law enforcement representatives and others who can help identify ways to prevent and mitigate workplace violence.
  - Assign responsibility and authority for the program to individuals or teams with appropriate training and skills. Ensure that adequate resources are available and that those responsible for the program develop expertise on workplace violence prevention in late-night retail settings." For more information, please see OSHA's Recommendations for Workplace Violence Prevention Programs.

Condensed from [www.federatedinsurance.com/services/education-events/hr-question](http://www.federatedinsurance.com/services/education-events/hr-question).

This article is for general information and risk prevention recommendations only. It should not be considered legal, coverage, financial, tax or medical advice.



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**Lunch Speaker:**

**“Make a Connection before a Correction”**

Dr. Jermaine Davis will be joining us in Breezy Point for a thought-provoking hour that will challenge you in your private, personal and professional life. Living a values-based life, doing meaningful work, leaving a legacy, and making a positive difference in the lives of others will leave you feeling fulfilled, personally and professionally. Let Dr. Jermaine teach you how to play to your strengths, make values-based decisions, create an on-purpose career, and reignite your purpose and passion.

**Golf Tournament**

There will be 2 choices for golf this year. You can choose to play on White Birch or on Deacon’s Lodge. I’ve heard that Deacon’s Lodge is the golfers dream course. It was included in Golf Digest’s “America’s 100 Greatest Public Courses”. Get a foursome together and come out and play. Product Service Members—invite your top contractor customer to join you in a round of golf.

**Member Appreciation Events**

We are working hard at the MEA office to ensure this event is memorable and shows how much members are appreciated as the foundation of this association. Please join us and your peers at the Welcome Lounge, Spouses Events, Rolle Bolle Tournament, Pizza Party and Bonfire at the Hospitality Suite, Breeze Belle Boat Cruise, Elvis Performance and some State Fair themed events scattered throughout the weekend.

Visit [www.electricalassociation.com/conferences](http://www.electricalassociation.com/conferences) for details, full schedule and the registration form.

See you in Breezy!



**2019 Summer Conference**

**AUGUST Breezy** ★  
**9 ★ 10 ★ 11 Point** ★★

**2020 NEC Sneak Peek**  
by **Dean Hunter** MN DLI

**ELVIS**  **GOLF & Prizes**

**Rolle Bolle** MEA ANNUAL **Tournament**

**BREEZY BELLE**  
*~ Apps ~ Dinner ~ Cocktails ~*

**Pizza Party & Bonfire**

**Committee** ★ **Education** ★ **Spouses** ★  
**Meetings**— ★ **Membership** ★

*Learn more · Page 5* ★



Tom Revnew  
Attorney  
Seaton Peters Revnew

**Compliance**

**New Employer Recordkeeping and “Wage Statement” Requirements**

*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 Minnesota legislature passed a new bill that creates recordkeeping requirements for employers, effective July 1, 2019. Employers must now maintain, “a list of the personnel policies provided to the employee, including the date the policies were given to the employee and a brief description of the policies.”

The law also adds to the information that is required on an employee earning statement, which must be provided to each employee at the end of a pay period: whether the employee is paid by hour, shift, day, week, salary, piece, commission or other method; allowances, if any, claimed for meals and lodging; and the telephone number and address of the employer’s main office or principal place of business.

At the commencement of employment, the employer must provide employees a written notice containing the information required on the employee earning statement, mentioned above, and:

- paid vacation, sick time, or other paid time-off accruals and terms of use;
- the employee’s employment status and whether the employee is exempt from minimum wage, overtime, and on what basis;
- a list of deductions that may be made from the employee’s pay;
- the number of days in the pay period, the regularly scheduled pay day, and the pay day on which the employee will receive the first payment of wages earned;
- the legal name of the employer and the operating name of the employer if different from the legal name.

Employers must keep a copy of the notice signed by each employee. The notice also must include language that informs the employee that they may request the notice be provided in a particular

language. In the future, if there are any changes to the information contained in the notice, employers must notify the employee in writing prior to the date the change takes effect.

This law requires that records be kept at the place where employees are working or in a manner that allows the employer to comply with any demand for inspection within 72 hours. There is a maximum fine of \$5,000 for repeat violations.

If you have questions regarding the new recordkeeping law, please contact Tom Revnew ([trevnew@seatonlaw.com](mailto:trevnew@seatonlaw.com) or 952-921-4622).



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**Contact Tom Revnew**

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Tel 952.896.1700 | Fax 952.896.1704  
[www.seatonlaw.com](http://www.seatonlaw.com)

**MEA MEMBERS!**

*The membership drive has started, and we already have contenders!*

Ask another contractor to join MEA!

- 1 Tell them they can literally calculate their return on investment—starting with 8 free CE credits!
- 2 Explain how we fight for good legislation!
- 3 Hand them the enclosed application!
- 4 Ask them to call Michelle or Alex at (612) 827-6117 or they can learn more at: [www.electricalassociation.com/JOIN](http://www.electricalassociation.com/JOIN)

**Win Prizes—IT'S EASY!**

**MEA Political Action Committee**

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

**Questions? Call Clara at 612-827-6117.**



Kate Bischoff, Attorney  
tHRive Law & Consulting

## HR Compliance

### Say Something Calculus

Full disclosure: While visiting Consulate General Jerusalem in 2011, Vice President Biden heard it was my birthday and then kissed me on the cheek. At the time, it was weird. At times, it was a cool story to tell, but it remains weird.

“Why didn’t she say something?” “She should have said, ‘don’t touch me.’” “We need to have a conversation.” These are common responses to women who have shared their uncomfortable interactions with a variety of powerful men, including Vice President Biden. Look closely at them. Note how all of them place an obligation on the target of the behavior and never on the person engaging in that behavior. That is why these responses are flat-out wrong.

I get the argument for the responses. How is someone supposed to know that their behavior is inappropriate if no one tells them? Are we expecting everyone to be a walking encyclopedia (or Wikipedia for you youngsters) of cultural norms? Most certainly

not. That said, you do need to use some emotional intelligence and plain-ole common sense and treat everyone with respect...

...The target of the inappropriate behavior is doing her or his own calculus. If I say something here, how will the person respond? Is it worth sticking my neck out to say “what you did made me feel uncomfortable”? Doing this mental calculus quickly often results in saying nothing because of ease, expediency, and social respect. Remember saying something always has a cost. I knew that stopping the Vice President to tell him that he shouldn’t kiss people would be awkward for a visit already fraught with political tight-rope walking, so my calculus was to not say something.

Instead of putting the target in the crosshairs, we should focus on our own behavior. The most important thing is to **lead with respect**; respect of the personal autonomy and beliefs of the people you encounter. In some cases, it would be inappropriate for a woman to touch a religious man, so when I reach out for a handshake, I might receive a polite bow in

response. I am certainly not offended by his decision to stay true to his faith. And, because I am conforming to a social norm by reaching for a handshake, he is unlikely to be offended by my gesture as well.

One thing I’m leery of is prohibiting touching all together. If we tell everyone to stop touching, aren’t we turning into robots? I’ve got some do’s and don’ts on hugging and kissing:

1. Do know the person you may want to touch before you do it. When you know someone – even if you’ve only interacted online – a hug may be a totally appropriate greeting. But that’s only because you know them. People give you clues on whether it is okay to touch. A stranger? No hug and definitely no kiss. By the end of your meeting, it may be okay to hug goodbye. The only time to kiss goodbye is at the end of a date (and maybe not on the first date).
2. Do understand that people are all different and people may feel differently day-by-day...
3. Don’t assume you can touch everyone because you’re powerful...
4. Don’t kiss at work. Not even if your significant other comes to the office. It’s weird...

During a recent respectful workplace training, I was asked for the line. “When does conduct cross the line?” As I told the gentlemen, I wish I had the answer. If there was a black/white line, it would be easier for all of us. However, people have always made things gray and squishy. It will take our smarts and our hearts to continue to learn about people and make appropriate decisions.

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

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## You Need to Know

### COMPLIANCE

#### Minneapolis New Minimum Wage Law...

Effective July 1, the minimum wage in Minneapolis increases to \$11 for employers with 100 or less employees, and \$12.25 for large employers. If an employee works two or more hours within Minneapolis city limits, they must be paid the minimum wage, regardless of where the employer is located. The minimum wage is set to increase each year for the next five years to \$15/hour for both small and large employers. <http://minimumwage.minneapolismn.gov/>

#### Construction Codes Advisory Council...

is seeking to fill the position of “Industry Representative”. Position Description: One member shall be from the Boiler Industry; One member shall be from the Commercial Building Industry; One member shall be in the Heating and Ventilation Industry; One member shall be in the Manufactured Housing Industry; One member shall be a Licensed Residential Building Industry rep. The council reviews laws, codes, rules, standards and licensing requirements relating to building construction, and may: 1) recommend ways to eliminate inconsistencies; 2) review and comment on current and proposed laws and rules; 3) advise agencies on possible changes in rules and 4) promote the coordination, within each jurisdiction, of the administration

and enforcement of construction codes. <https://commissionsandappointments.sos.state.mn.us/Position/>

#### Adoption of the International Existing Building Code...

Chapter 1311, Rehabilitation of Existing Buildings. The Minnesota DLI intends to adopt permanent rules governing the adoption of the International Existing Building Code, Minnesota Rules, chapter 1311. The following document related to this rulemaking were published in the June 24, 2019, edition of the State Register. Dual Notice: Notice of Intent to Adopt Rules Without a Public Hearing Unless 25 or More Persons Request a Hearing, and Notice of Hearing if 25 or More Requests for Hearing Are Received. The Dual Notice provides details about the hearing and cancellation of the hearing. The Dual Notice, proposed rules and Statement of Need and Reasonableness, along with other information about the status of the rulemaking, are available in the rulemaking docket: <http://tiny.cc/h4kv8y>. The comment period for this rulemaking ends at 4:30 p.m. on July 24, 2019. [www.dli.mn.gov](http://www.dli.mn.gov)

### CONSTRUCTION TRENDS

**US Building Permits...** Privately-owned housing units authorized by building permits in May were at a seasonally adjusted annual rate 0.3% above the revised April rate but below the May 2018 rate. Single-family authorizations in May were 3.7% above the revised April figure. [www.census.gov](http://www.census.gov)

**US Housing Starts...** Privately-owned housing starts in May were at a seasonally adjusted annual rate 0.9% below the revised April estimate 4.7% below the May 2018 rate. Single-family housing starts in May were 6.4% below the revised April figure. [www.census.gov](http://www.census.gov)

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# The Great M&A Get Together!

2019 Summer Conference

**Sneak Peek!**

Aug 9, Friday 3-5pm



by Dean Hunter  
Assistant Chief,  
Electrical Inspections

*lunch & learn—  
Dr Jermaine Davis*



- ★ Play to your strengths
- ★ Make values-based decisions
- ★ Create an on-purpose career
- ★ Reignite your purpose & passion

Aug 10, Saturday 11:30am

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Rolle Bolle Tournament MEA ANNUAL **ELVIS**

Beach Yoga **Pizza Party & Bonfire**

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[www.ElectricalAssociation.com/conferences](http://www.ElectricalAssociation.com/conferences)





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## MEA Members!

Remember that your employees receive membership benefits too!

Update your profile and employee roster.

[www.electricalassociation.com](http://www.electricalassociation.com)

Click **Sign In** or **Create Account**

(If you have never accessed your profile, your default username is your email address.)

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tions. Durable, compact case provides optimal tool

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novative technology

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available with an op-

tional integrated mo-

tion sensor, photocell

or Lightcloud Controller,

which ensures the fixture is

on when it's needed and dimmed or off when it's not.

IVEPARK's upright models minimize dark spots on the

ceiling known as the "cave effect" and create an even

light distribution throughout the space. (Rouzer Group

952-737-6320)



#### Wraparound Strip Light

USL-SLED2V.

This second-genera-

tion linear strip fixture

is suitable for a wide

range of applications

such as storage and

utility areas, cove

lighting, display

cases, and task or general lighting. It can be surface

mounted, pendant mounted, or attached to t-bars in a

grid ceiling. (ATEK Distribution 612-454-0042)



#### RAB - IVELOT

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ogy at an amazing

price point. Protect

the friendly skies.

The IVELOT is a

complete cutoff, fully

shielded area light that minimizes glare while reducing

light trespass, and is compliant with Dark Sky require-

ments. Any way you want it. With several mounting

options, the IVELOT supports a variety of applications,

making it easy to light an entire site with the same fix-

ture aesthetics. Universal pole mount, slipfitter mount

and wall mount models available. (Rouzer Group

952-737-6320)



#### Split Cans Downlight

USL-CP1F. The

innovative separable

design of junction

box and housing

makes it more flex-

ible, with 75 degree

beam angle, the

4, 6, 8, or 10 inch

split commercial

down light can fulfill

a wide range of lighting needs. Easy-fit installation

comes from adjustable spring-action housing clips. It

is designed and engineered for recessed applications,

which is suitable for commercial and public places and

elegantly decorates the ambiance, such as shopping

mall, hospital, airport, hotel lobby, etc. (ATEK Distribu-

tion 612-454-0042)



#### Square Retrofit Kit

USL-SQR2F. This

square light is ide-

al for retrofitting

surface mount

fixtures in a wide

range of diam-

eters. The light

engine fits fixtures

with diameters of

anywhere from 6

to 16 inches with

a depth of as little as 2 inches. This versatility helps

reduce the amount of inventory needed. (ATEK Distribu-

tion 612-454-0042)



[WWW.ELECTRICALASSOCIATION.COM/NEWPRODUCTS](http://WWW.ELECTRICALASSOCIATION.COM/NEWPRODUCTS)



Michelle Dreier  
Member Engagement/  
Gov't Affairs

## Workforce Development

### Want to hire an apprentice with lasting power? Hire a veteran!

Veterans are typically hard-working, detail-oriented, quick to learn, adaptable, often have leadership experience, and are motivated by an attitude of service to country and community. The duty to get the job done and do it well

has been deeply ingrained into them. Their lives often depend on doing a job well.

The process of reviewing a veterans' qualifications can seem daunting. Sometimes veterans' resumes seem to be filled with technical jargon. It is not always apparent how veteran skill sets map to civilian careers. While each veteran's skills, experiences, and career goals are unique, here is a broad overview of the various military ranks and what experience you can expect.

Junior enlisted service members have ranks such as Private, Airman, and Seaman. These veterans may have only a few years of experience in the military. During their service, they likely gained valuable hands-on experience and learned to be solid team members who get the job done. Some may have had a few opportunities to try their hand at leading a project.

Non-commissioned officers have demonstrated success in the junior enlisted ranks and have been promoted into supervisory positions. They often have received formal leadership training and are accustomed to being in charge of a small team and leading that team to get the job done. As first line supervisors, they often work alongside their team and are not afraid to get their hands dirty. Now wouldn't that be a useful talent as a Journey-worker electrician as you are trying to grow your crew?

How can your business attract this talent? It may seem difficult if you don't have an office near a military installation. But it doesn't need to be difficult. Many organizations such as [MilitaryHire](#) specialize in [helping veterans find jobs](#) and [helping companies hire veterans](#). They make it easy to reach a large population of transitioning veterans with your job openings and offer you access to veteran resumes so you can find top talent for your organization.

If all these reasons don't provide enough value to go out of your way to hire a veteran, did you know that MEA's registered apprenticeship program (ETN of MN) is certified by the VA for purposes of receiving GI Benefits? Veterans can start the application process here <https://qibill.mn.gov/Home>

Call Michelle to learn more about joining our registered apprenticeship program (612-827-6117).

## Come to the MEA Summer Conference for a 2020 NEC® Preview

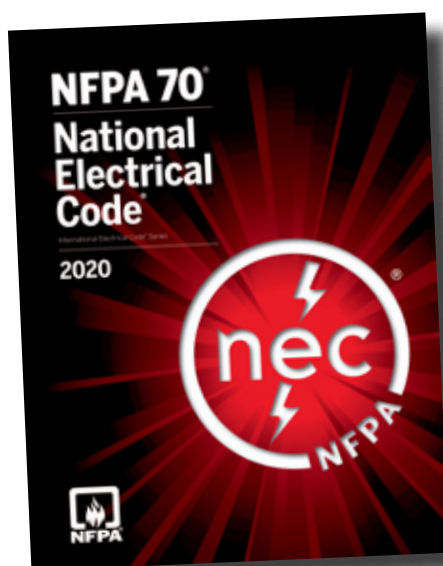
Four new articles have been proposed for the upcoming proposed changes to the NFPA Document 70 (a.k.a., **2020 National Electrical Code**).

### **NEW Article 242: Overvoltage Protection**

Following Art 240, Over-Current protection, this article is concerned with Over-Voltage protection. The information that is proposed for this article is relocated from Article 280 (Surge arrestors over 1000 V.) and Article 285 (Surge protective devices for 1000V or less). The idea, of course is to provide protection from voltage spikes and lightning strikes from destroying sensitive electronics in the premises.

### **New Article 311: Medium Voltage Conductors and Cables:**

Medium voltage conductors and cables are becoming more commonplace. Information that was found in Art. 310 (Conductors for general wiring) and in Art. 328 (Medium Voltage Cables) have been relocated to new article 311 for a more consolidated use of the code, when dealing with Medium Voltage – 2001V or higher.



### **New Article 337: Type "P" Cables**

These cables are 600V (armored and unarmored) for use in hazardous locations. These cables are typically used in drilling rigs and can be offshore or on-shore. These cables are inherently tough and can withstand harsh environments, so may be used in some classified locations.

### **New Article 805: General Requirements for Communications Systems:**

Chapter 8 of the NEC is a stand-alone article according to NEC 90.3 that does not necessarily follow all of the requirements of chapters 1-7. This new article will combine some of the "general requirements" found in several other parts of Chapter 8 to make chapter 8 more cohesive and less redundant in its dealing with communications systems.

—Plus we can expect more requirements for GFCI protection!

Find conference details on [page 5](#) or visit [www.electricalassociation.com/conferences](http://www.electricalassociation.com/conferences).

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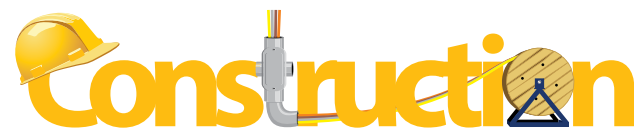
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# Develop Your Career

## Education Calendar

JULY							AUGUST							SEPTEMBER						
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	6						1	2	3	1	2	3	4	5	6	7
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
28	29	30	31				25	26	27	28	29	30	31	29	30					

### Continuing Education: Classroom (16 CE)

- Aug 15-16 (8am-5pm) St Cloud
- Sept 27-28 (8am-5pm) Shakopee
- Oct 4-5 (8am-5pm) Duluth

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

### Continuing Education: Online (2 CE)

- July 16 (6:30-8:30pm) 2017 NEC Overcurrent Protection, Pt 1
- July 30 (8-10am) 2017 NEC Branch Circuit, Feeder, Service Calcs
- Aug 13 (6:30-8:30pm) 2017 NEC Overcurrent Protection, Pt 2
- Aug 28 (8-10am) 2017 NEC Grounding & Bonding for Unlic Personnel
- Sept 10 (6:30-8:30pm) 2017 NEC Motor Installation Requirements, Pt 1
- Sept 26 (6:30-8:30pm) 2017 NEC Motors & Transformers

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

### Exam Prep Training: Classroom

- Aug 3-4 (8am-5pm) Edina, Federated Insurance

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

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**EXAM SUCCESS!!** "After holding a Journeyman's license for 20 years, my employer asked me if I would consider getting my Masters License. I decided to go for it with a little help from an exam prep course through MEA. After dedicating time to go through the workbook from cover to cover, I was able to pass my examination on my first try. The prep class was a valuable tool in my preparation for my exam."  
—Dave Malecha, Collins Aerospace 4/2019

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Sept 18 (8am) • Presented by Tom Revnew  
45 minutes + 15-minute Q&A



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- Top 5 Items for Contractors to Audit in 2019 (Tom Revnew, Seaton Peters & Revnew)
- Energy Efficiency Incentives (Jamie Fitzke, CEE)

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## CE Requirements

### This is your guide to staying in compliance.

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



#### Minnesota

Master A, B..... 16 biennially (12 Code/4 Non-Code\*)  
 Journeyman A, B..... 16 biennially (12 Code/4 Non-Code\*)  
 Maintenance ..... 16 biennially (12 Code/4 Non-Code\*)  
 Installer A, B ..... 16 biennially (12 Code/4 Non-Code\*)  
 Power limited tech ..... 16 biennially (4 Code/12 Non-Code\*)  
 Satellite installer ..... 4 biennially (4 Code\*)  
 Unlicensed ..... 2 annually (2 Code\*)  
[www.dli.mn.gov](http://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](http://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](http://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 Applications**



- Locations that are included for Power Limited wiring addressed by the NEC are \_\_\_\_\_.
  - installations under the exclusive control of a utility
  - wiring on ships
  - wiring for carnivals
  - wiring in mines
- Electrical screw terminal connections are to be \_\_\_\_\_ unless otherwise allowed.
  - set with torque rated tools
  - hand tightened
  - wrench tight
  - set with a tensioned driver
- Conductor terminations shall be for \_\_\_\_\_.
  - listed if more than one conductor
  - aluminum, if listed
  - designed to not damage the conductor
  - All of the above.
- A circular mil is \_\_\_\_\_.
  - a round wire that is 0.001" in diameter
  - a wire that has a circumference of 1 inch
  - the cross section of a wire that is 0.1 square inches
  - the inverse of a square mil area of the square wire
- PLFA cable is \_\_\_\_\_ as defined in NEC Art 760.
  - plenum rated low-voltage cable
  - power limited fire alarm cable
  - preferred line voltage fire assembly cable
  - pressurized line - frequency adjusted cable
- Underground wiring for low voltage landscape lighting must be \_\_\_\_\_.
  - buried at least 6"
  - buried per manufacturer's instructions
  - installed in PVC
  - spliced in waterproof splices

Answers: 1. (c) Ref: Art 90.2; 2. (a) Ref: Art 110.14(D); 3. (d) Ref: Art 110.14; 4. (a) Ref: Chap 9 Table 8; 5. (b) Ref: Art 760 Part III, 760.179; 6. (b) Ref: 300.5

**Toolbox Talks**

**Injuries & Emergency Situations**



- Employer will post local emergency numbers near the phone at each job site.
  - Carry a cell phone at all times.
  - Call in every 2 hours to let the office know they are safe.
- Employees must report all injuries IMMEDIATELY to the job supervisor. The supervisor is then responsible to report the injury to the office and to complete appropriate forms. Employer must report to OSHA within 8 hrs of occurrence.\* (\*As of Jan 1, 2015, requirement for reporting all fatal accidents and all accidents involving 3 or more people be reported to OSHA within 8 hrs of incident; all accidents that result in patient hospitalization, amputations, or loss of an eye must be reported to OSHA with 24 hrs of incident.)
- If job site is more than 3-4 minutes from an appropriate medical facility, employer will make sure one person on each crew will be trained in first aid. The courts have ruled on some aspects of OSHA's first-aid requirements: the requirement that there be a clinic, infirmary, or hospital in "near proximity" has been interpreted to include a response by a competent emergency assistance. However, whether the person is taken to aid, or aid comes to the person, the courts have held that a response time of 3-4 minutes is necessary for suffocation, severe bleeding, or other life-threatening injury or illness. Where the injury is not life threatening, a 15-minute response time is acceptable.
- Employees working alone on a site, will do one of the following:
  - Minnesota's AWAIR program has specific requirements for safety on the job.
- Employer will make sure first-aid kits are located in each company vehicle and in the main office. OSHA also requires that first aid supplies be sanitary and readily available for use by the trained personnel. If people are working with CHEMICALS or the potential for burns exists, then safety showers and eye baths are required near the areas of potential exposure. Everyone in the work area should be trained to use, or assist with, the emergency shower or eye bath. They should also be aware of the need for periodic testing of the equipment and the need to maintain clear access.

**Basic First-Aid**

**Bloody Nose**

*What to do immediately:*

Lean slightly forward and pinch your nose just below the bridge, where the cartilage and the bone come together. Maintain the pressure for 5-15 minutes. Press an ice pack against the bridge.

*What not to do:*

Tilt your head back. You could swallow blood, and potentially some could go in your lungs...

\*The complete topic can be found on our website under Membership > Members Only [www.electricalassociation.com](http://www.electricalassociation.com)

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Resources > MEA News



### Distributors Can Help Optimize Your Supply Chain

Submitted by Graybar

As contractors keep up with the daily demands of running their businesses, many struggle to find time to evaluate the efficiency of their supply chain.

The good news is that contractors are not in this alone. Distributors like Graybar can be a valuable resource for helping contractors optimize their supply chain, with solutions that go beyond traditional product supply.

For example, Graybar offers contractor-focused services, such as mobile cargo trailers, jobsite boxes and carts that help improve jobsite efficiency. We also have several technology-based services that can help customers get the job done, while lowering their overall costs of doing business.

For Graybar, technology helps power many services, from inventory management to reporting and process efficiency solutions. Graybar even offers a mobile app that connects customers to their local Graybar office anytime, anywhere.

Combined with a continuous improvement strategy, technology-enabled supply chain solutions can help eliminate duplication and waste from the channel. This frees up resources for contractors to focus on their core strengths and business priorities.

“Experts find most contractors have a 25 percent redundancy in their supply chain,” said Steven Horst, vice president, service and administration for Graybar. “Material movement, transportation, returns and packaging – those things are productivity killers for a contractor.”

One of the most amazing things about utilizing the supply chain properly is that quick wins add up. Money is saved when redundancies are eliminated. Jobs are completed on time. And when costs are down, bids can become more competitive, resulting in more projects won.

“Talk to your distributor and let them work to your advantage,” Horst said. “You may be amazed at the results.”

Learn more!

[graybar.com](http://graybar.com) • 1-800-Graybar



The advertisement features the Graybar logo at the top right with the tagline "works to your advantage". Below the logo is a blue horizontal bar containing four icons: a mobile cargo trailer, a material jobsite box and cart, a QR code for Graybar Smartstock, and a computer monitor for Graybar.com. Each icon is labeled with its respective service name. The main headline reads "Rethink How You Manage Materials" in large blue font, followed by the sub-headline "Put Graybar services to work for you." To the right of the headline are three text boxes: "Job carts/Trailers materials onsite where you want it and when you need it.", "Graybar Smartstock® Reduce the cost of purchasing and handling inventories by automating the process with our simple inventory management technology.", and "Graybar.com Register online for account-specific pricing, to check order status and review invoice history and quotes." At the bottom right, there is a call to action "Call (612) 728-3500 to learn more." and a blue button with "1-800-GRAYBAR". The website "graybar.com" is also listed at the bottom left of the graphic.

## Get Your Business Noticed by Electrical Contractors & Decision Makers!

### 2020 Annual Marketing Packages & Education Sponsorship Packages—

As you are putting together your 2020 budget, think about marketing with MEA—It's a great way to show your support for the electrical industry and to be seen as a leader.

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

We are creating a variety of advertising packages that will maximize your marketing dollars.

More details will follow soon!

**For more information, contact Erica Nelson, MEA Sales Representative, 763-497-1778 / [erica@pierreproductions.com](mailto:erica@pierreproductions.com)**



Alex Hyatt  
National Sales Mgr

## Member Benefits

### Build Your Career and Your Business with MEA's Apprenticeship Training

In this issue, we feature two alumni of MEA's Apprenticeship Training. A decade after entering our program, both were kind enough to share a few words on how MEA has helped them get to where they are today.

*MEA's Apprenticeship Training was a huge benefit to me entering the electrical trades. I graduated in 2009 with a business degree.*

*When I found my way to the electrical trades, I had no technical background or field experience and very little electrical knowledge overall. I am proud to say that MEA's Apprenticeship Training was the only formalized training I received. With their course structure and excellent instructors, I was able to pass both my journeyman's and master's license exams on the first try.*

*The instructors at MEA are top notch and have made it their life's work to teach and advance the electrical trades. Many of them have taught for decades at various organizations, including some of the area's most prestigious technical colleges*

*and have even written textbooks used in colleges across the nation today. When discussing my schooling with journeymen on the jobsite, many of them would laugh and say, "That guy taught my motors class 20 years ago!" I was amazed to hear how my instructors played a critical role in training the journeymen whom I worked under and greatly respected, due to their knowledge of the trades. It truly speaks to the caliber of talent that MEA is able to attract and retain.*

—**Bob Archambault**  
**Project Manager, Stinson Electric**

*MEA's Apprenticeship Training helped me build a foundation from which I could build my career on, as well as my business. I knew that working in the field alone wasn't going to maintain my knowledge of the code for when the time came to pass the journeyman's exam. MEA's Apprenticeship Training*

*helped me stay in the code book while giving me the added confidence on the job site to become a safer, more efficient and productive employee. I was blessed to have an employer that invested in me. Now I am fortunate enough to have my own business and am happy to do the same for my apprentices. As an employer, when you find a smart, hard-working individual, you want to hire them right away without waiting two years for them to complete school first. Thanks to this MEA's Apprenticeship Training, I can now make a hire, start training them on the job site immediately, and know that they are receiving excellent code and technical training from some of the industry's best instructors.*

—**Erik Ellefson, Owner, Topline Electric**

**Classes begin in September!**

[www.electricalassociation.com/apprentice](http://www.electricalassociation.com/apprentice)

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### Member Spotlight:

## Jeff Anderson—ATEK Distribution, Golden Valley, MN



This month's Member Spotlight features, Jeff Anderson, President of ATEK Distribution in Golden Valley, MN. While Jeff's face is certainly familiar to those who attend MEA Conferences, the ATEK business is a newer member that was started by Jeff to support the Lighting, Solar, Electrical, Signage and Security markets. ATEK is also part of a unique collaboration of highly successful independent companies who collectively are committed to delivering comprehensive, and cost-effective energy efficient solutions to today's facility management challenges.

Jeff has 25 years of Sales and Management experience in the electrical industry, working for GE Supply, GEXPRO and Crescent Electric Supply before starting ATEK this year. Over the last five years, he has been actively involved with MEA. He currently sits on the Board of Directors, Membership Committee and is Chair of the Product Service Committee. We sat down with Jeff to discuss his accomplishments and what lies ahead for him during this exciting time in his career.

**What drew you to a career in electrical distribution?** It wasn't planned, but I was a Logistics & Supply Officer in the US Marine Corps and my first job after college was with General Electric. I was placed with GE Supply through the Junior Military Officer Program. At the time, I didn't

know anything about the electrical industry. They put me through their training program and I had to opportunity to stay with GE Supply throughout my career. I started in the warehouse, moved through the different functional areas of the office, became an Outside Salesperson, and eventually got into Branch and then District Management. How time flies! It was very rewarding, as each job has its own unique responsibilities. It's a great industry; you don't get bored and have the opportunity to meet a lot of great people.

**This is an exciting time for you. Tell us about ATEK Distribution.** ATEK Distribution was formed out of a need to support a newer lighting company, US Luminaire, part of the Apadana family of businesses. As a manufacturer just getting started, they needed help with the process of getting products to market. I saw a need with some of the other businesses under the Apadana umbrella for support in the areas of procurement and inventory management, so that they could focus on selling and what they do best, which is installing. I've always wanted to own my own business, and this was a fantastic opportunity to do so, to help them grow, and then grow along with them.

At ATEK, personal relationships are the key to success. Unlike larger distributors, our focus is not on a particular product line and being able to take

advantage of large volume discounts or rebates. Instead, we're focused on solving our customer's problems by procuring hard-to-find niche items that other distributors simply won't carry.

**What are your favorite hobbies?** Shelly, my wife of 30 years and I love being in the great outdoors. We do everything from yard work, hiking, snowmobiling and cross-country skiing. I even did the Birkebeiner cross country ski race this past winter. We are dog lovers and have a Goldendoodle puppy named Cooper. As I'm originally from the Milwaukee area, Shelly and I are Supper Club fanatics! So far, we've eaten at 14 of the 60 restaurants featured in the book, Wisconsin Supper Clubs.

**What do you love most about MEA?** From a distributor perspective, MEA allows for very close interaction with its contractor members. Anyone who wants to participate has the ability to form excellent relationships, both business and personal. MEA is a platform that allows a distributor, rep or an agent to contact a lot of customers in various ways that you wouldn't otherwise enjoy.



## Revenue Recognition: 5 Items Affecting the Construction Industry

**Tim Pass,**  
Accountant,  
Smith Schafer CPAs

The main goal of Accounting Standard Codification (ASC) 606 is to create a similar revenue recognition policy and calculation across all industries. The construction industry, which has historically had its

own guidance and industry practices, is no exception. Below are the first four steps as required by ASC 606:

1. Identifying the contracts
2. Identifying the performance obligations
3. Determining the transaction price
4. Allocating the transaction price to the performance obligations

Once you have completed the above, please continued reading for items that may affect the construction industry when finally recognizing revenue in step five:

### 1. TIMING OF RECOGNITION

ASC 606 has two basic options for recognizing revenue once control has been transferred:

- over time or
- at a point in time.

In order to recognize revenue over time, one of the following criteria needs to be met:

- The customer receives and consumes the benefits provided by the seller's performance as they perform.
- The seller's performance creates or enhances an asset that the customer controls as the asset is created or enhanced. For example, you are constructing a building on the customer's land, even if construction is stopped half way through the project, the customer's asset (land) has received value.
- The seller's performance does not create an asset with an alternative use to the seller, and the seller has an enforceable right to payment for performance completed to date. For example, pre-fabricated wall panels are customized for a specific project and the contract stipulates once production starts costs are the customer responsibilities.

Before determining if a contract meets one of the above requirements, construction companies will need to understand when transferring control of the asset, as defined within ASC 606, occurs. It is not until control is transferred that revenue can be recognized. ASC 606 defines "control of an asset" as the ability to direct the use of, and obtain substantially all of the remaining benefits from, the asset. Control includes the ability to prevent other entities from directing the use of, and obtaining the benefits from an asset. Examples of indicators that transfer of control has occurred include:

- An entity has a present right to payment for an asset.
- Customer has legal title to the asset.
- Physical possession of the asset has transferred.
- Customer has accepted the asset.

These concepts are easier to conceptualize when the end product is a tangible item, but when considered in relation to the construction of a building, parking lot, house or any component within a larger construction project it becomes more difficult. Often in these projects, the customer will not accept the asset until all punch list items have been completed.

### 2. TERMINOLOGY

Percentage of completion and completed contract methods, in name, no longer exists. In essence, "billings in excess of costs" and "costs in excess of billings" will shift to the concepts of "contract liability" and "contract asset." Instead of percentage of completion, contractors will use a cost "input method" as described in ASC 606 when calculating the contract liability/asset...

### 3. CHANGE ORDERS

The scope of a change order determines if it should be considered a separate contract or should be combined with the original one. The determining factors in that decision is based on if the change order results in an addition of a distinct good or service and if that good or service reflects the standalone selling price.

### 4. WASTED MATERIALS

The accounting for wasted material was emphasized within ASC 606. If a construction company has wasted costs (purchased the wrong materials, had re-work due to error, poor job management, etc.) those costs are recognized immediately and not taken into account as a job cost...

### 5. HIGH MATERIAL COSTS

Based on the type of construction project, material costs can be the majority of the total job costs. ASC 606 requires construction companies to consider the realistic progress made on a job when determining if the material costs can be included in the cost input method calculation.

Example – If a \$500,000 job includes a \$300,000 generator and on day one of the job the generator is purchased, the calculation would exclude the \$300,000 in costs and in contract value when completing the cost input calculation.

### QUESTIONS?

Revenue recognition has arrived quickly, and is now requiring the attention of construction companies. Without careful planning and reviewing of contracts, revenue streams could unintentionally change. Do you understand the impact of the new accounting standard on your construction company? Revenue recognition has been around since 2010, when the first draft of the new standard was released. Three exposure drafts and numerous accounting standards later, it will be required to recognize income under the five-step approach beginning December. Learn more at our free Breakfast Seminar in Golden Valley on July 30 (8-10am): <http://tiny.cc/33fv8y>

Condensed from [www.smithschafer.com/revenue-recognition-5-items-affecting-the-construction-industry/](http://www.smithschafer.com/revenue-recognition-5-items-affecting-the-construction-industry/)



You Need to Know - Cont from page 4

## ECONOMY

### NATIONAL

**US Unemployment Rate...** 3.4%; 3.6% seasonally adjusted (MN DEED. May 2019)

**US Consumer Price Index...** The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.1% in May on a seasonally adjusted basis after rising 0.3% in April, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 1.8% before seasonal adjustment. [www.bls.gov](http://www.bls.gov)

systems. Research project staff monitored field performance tests to help confirm the operation of newer generation ASHP technologies to support their use in Minnesota's utility Conservation Improvement Program (CIP). <https://www.mncee.org/>

### MINNESOTA

**MN Unemployment Rate...** 2.9%; 3.3% seasonally adjusted (MN DEED. May 2019)

**MN Interest Rates...** Current rates in Minnesota are 3.97% for a 30-year fixed, 3.18% for a 15-year fixed, and 3.78% for a 5/1 adjustable-rate mortgage (ARM). [www.bankrate.com](http://www.bankrate.com)

## LABOR & MANAGEMENT

### NATIONAL

**Compensation costs...** for civilian workers increased 0.7%, seasonally adjusted, for the 3-month period ending in March 2019. Wages and salaries (which make up about 70% of compensation costs) increased 0.7% and benefit costs (which make up the remaining 30% of compensation) also increased 0.7% from December 2018. [www.bls.gov/cps/](http://www.bls.gov/cps/)

## ENERGY

**Cold Climate Air Source Heat Pump Field Assessment...** Objective: Air source heat pumps (ASHPs) are a high-efficiency technology with the potential to improve space heating and lower energy costs in homes located in cold climate regions where natural gas isn't available. Although ASHP technology has been available for quite some time, technology limits have resulted in concern over the effectiveness of ASHPs in states with colder climates like Minnesota's. The project found that the efficiency and capacity of older ASHPs drops significantly for outdoor temperatures below 40°F. However, the newest generation of ASHPs can operate down to 0°F to -13°F. The efficiency of these technologies in moderate climates is also two to three times more efficient than standard electric heating

## RECALL NOTICES

**QTOP USA Recalls LED Work Light Replacement Bulbs Due to Fire Hazard...**  
Name of product: LED Work Light Replacement Bulbs. Hazard: The LED replacement bulbs can overheat due to an electrical malfunction, posing a fire hazard. Remedy: Refund. Recall date: June 25, 2019. Units: About 5,600. ([www.cpsc.gov](http://www.cpsc.gov))


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[Ryan.Delaney@wexinc.com](mailto:Ryan.Delaney@wexinc.com)



SPD\_102518\_PA 02/19

# Community news

## Welcome New Members

**Best Buy Corporate** ..... Richfield, MN  
**Nicolo Nigro** ..... Des Moines, IA  
**LaCanne Electric** ..... Faribault, MN  
**Wire Rite Electric Co.** ..... Circle Pines, MN  
**Pete Michael Cicconi** ..... Eden Prairie, MN  
**HM Cragg** ..... Minneapolis, MN

## Sympathy

**Bernie Kunkel...** Our thoughts are with the Kunkel family. Bernie passed peacefully from this earth on June 20 at his home, the Mapleton Community Home. He was a past president of the MEA Board of Directors, father of MEA members: Mike Kunkel (Kunkel Electric), and Joe Kunkel (NU Electric Company), grandfather of MEA members: Jeff Kunkel (Kunkel Electric) and Tim Kunkel (Tim Kunkel Electric). "Grandpa told us lots of stories about his time with the MEA and the people he met through the association. He especially enjoyed the fishing trips."



## Congratulations

**Border States Electric Announces 2018 Supplier of the Year Awards...**

- Hubbell Lighting Receives Above and Beyond Service Excellence
- Encore Wire Receives Sales & Marketing Excellence
- nVent (Hoffman) Receives Operational and Technological Excellence
- RW Lyall Receives Market Development Excellence Award
- Area Supplier Sales Representative or Agency Awards for the Midwest Area went to Core4

**Pam Bednarz Elected President of NCEM Club...**

Bednarz, Area Manager-Construction at Siemens Industry has been elected by the 169 members of the North Central Electrical Manufacturers Club as their 82<sup>nd</sup> president, serving a one-year term for 2019-20. Bednarz succeeds Scott St. Marie who completed his term on May 17.



**Andrew Giefer, North Central Electrical Engineering Society...**

Andrew Giefer has been elected by members of the North Central Electrical Engineering Society (NCEES) to serve as President for 2019-20. Andy Giefer, PE, succeeds Kelly Artz, PE, RCDD, LEED® AP BD+C, Emanuelson-Podas, Inc., as NCEES President.



**Chris Hiniker, Rouzer Group...**

Chris has been promoted to Tool & Fastener Account Manager. Chris will be replacing, Mike Laudenbach who has decided to leave the company after 4 years. Mike will be remaining in the area but selling unrelated construction tools. We hate to lose Mike but wish him the very best in his new venture!  
 Chris@rouzer.com or  
 612-723-4809



**Clara Albert (DeRosier)...**

Congratulations to our own Clara Albert for passing her Certified Association Executive (CAE) exam! This is a huge accomplishment and we are proud and lucky to have her leadership!



**Andrew & Michelle Javens...**

Congratulations to their growing family! Welcome to the world Brycen Lloyd Javens!!! Mom and baby are both doing great. Born at 11:08pm on June 11. (7 lbs 2 oz; 19 3/4"). Kenny and Jody are very proud grandparents.



**Werner Electric...** has been named one of the Top Workplaces in Minnesota by the Star Tribune. This makes them a "10 for 10". Werner Electric is one of only 15 companies in MN to have won this award for ten consecutive years.

Thank you! Thank you! Thank you!

Thank you to our sponsors! We appreciate your continued support!

**Federated Insurance...**

Thank you for being a 2019 All-Education & Events Sponsor and for hosting our Exam Prep classes in Edina.



**CEE...**

Thank you for being a 2019 All-Education & Events Sponsor.



**Viking Electric...**

Thank you for being a 2019 All-Education & Events Sponsor.



**AJB Sales...**

Thank you for sponsoring the Breezy Belle Dinner Cruise at the MEA Summer Conference.



## Moves & New Locations

**Viking Electric, Madison, WI...** Viking Electric will hosted a ground-breaking ceremony on June 27 to celebrate its planned move to a new location and a new facility in January 2020. The address of the new location is 5305 Femrite Drive, Madison, Wisconsin, 53718, which is just east of the company's existing Madison location.

## Education & Meetings

**Federated Insurance's Risk Management Academy...**

August 6-8. This seminar's objective is to help your risk manager learn the exposures specific to All Industries, connect with peers from across the country and apply these best practices within your business. Learn more and register: <http://tiny.cc/29sq7y>

**2019 Summer Conference...** Aug 9-11 Breezy Point Resort. See page 5 for details.

**2019 Winter Conference...** Dec 5-7 Minneapolis Marriott Northwest, Brooklyn Park MN.

**2020 Spring Conference...** April 16-18, 2020. Minneapolis. We'll be holding continuing education classes during the NCEL Expo (April 15-16) at the Minneapolis Convention Center.

# the Classifieds

**Greenlee Tugger pulling system, 4000lb. Rated**

Includes the following accessories:

- Pipe Adapter Sheave
  - Cable Puller floor mount
  - Rope Reel w/ stand
  - Pair of screw type reel stands
- \$1000 OBO. Contact Bret at 507-414-5155 or [bwobschall@retrofitcompanies.com](mailto:bwobschall@retrofitcompanies.com)



**Bucket Truck for Sale...**

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

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  - Altec AO442-MH Aerial device 47'w.h. -11'4" travel height
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  - 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](mailto: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](mailto: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](mailto:rbrunclik@electricalassociation.com)). Find the posts online at [www.electricalassociation.com/classifieds](http://www.electricalassociation.com/classifieds).

## Safety Compliance

### Asbestos



Dave Ferkul, CIH, CSP  
Supervisor, Workplace  
Safety Consultation

A few recent articles prompted my writing on the topic of asbestos. Apparently, illegal disruption and removal of Asbestos Containing Material (ACM) continues to be a lingering issue. A recent, more blatant case led to a conviction and 5-year prison sentence. These latest incidents continue to remind us there are requirements to follow and precautions to take, to protect workers and the public, from asbestos.

Inhaling asbestos fibers has long been known to cause scarring of lung tissue and cancer. In Minnesota, the MN Department of Health (MDH) requires that licensed contractors and certified workers perform asbestos abatement work. Both MDH and OSHA mandate work methods to control exposure to asbestos, through repair of ACM, removal techniques, negative-pressure enclosures, use of HEPA-filtered exhaust ventilation, wet-methods, and awareness of what materials contain asbestos.

Though many assume newer buildings are asbestos-free, newer building materials can still have up

to 1% asbestos. OSHA regulates materials that contain more than 1% asbestos. Roofing products, vinyl tile, electrical panel components, wire insulation, cable wrap, and sprayed-on fire proofing can be sources of ACM, in newer construction. In older buildings, asbestos can be found in pipe and duct insulations, sprayed-on materials, roof tiles, siding, floor and ceiling tiles, pipe cement, and sheeting.

Particularly, if working in older buildings, it will be necessary to verify the asbestos content of materials that could be damaged or disrupted, to know what materials contain asbestos. Product information or findings from a building materials survey can identify ACM and the percent of asbestos in the material. A survey also identifies the condition of ACM to determine if repairs/removal is warranted.

If a worker encounters suspected ACM, it should be reported promptly. Work that disrupts ACM shouldn't continue until appropriate precautions are taken. Work conditions that expose workers to airborne asbestos will jeopardize their health, could initiate some bad press, and may trigger enforcement activity. With all the hysteria asbestos can generate, it is better to follow the requirements and value worker's health.



Asbestos Pipe Wrap

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.

## Word on the Street

### The Journeyworker and Beyond



Jeff Keljik  
Director of Education

As electricians advance in their careers, they are often times afforded the opportunity to become leaders of a crew, leaders of a branch of the company, or leaders of the company. The skills of a leader usually have to be learned,

and often times have to be sharpened as time and responsibilities change. It's an ambiguous skill that is situational.

As you move from apprentice to licensed electrician, you assume more responsibility and respect as a professional, who provides quality work that is completed on time and within budget. If you have others working with you, you are in the situation to become a leader.

**Teacher/Leader:** You are a teacher/leader to make sure your team knows how to produce. Others will look to you to provide accurate information on how to get the work done safely and correctly. You will show them how to make their job easier while maintaining the quality expected. You will teach them to think ahead in ordering supplies and materials. You will teach them to budget their time so that they are productive and efficient.

*Be a LEADER,  
not a BOSS.*

**Mentor/ Leader:** You will become a mentor/leader to show them how to interact with customers and other trades. You act as a model of a successful electrician, as you use your influence to advise customers on needed work or optional work. You

may give less experienced electricians advice on how to handle life situations that will allow them to become better electricians or better people.

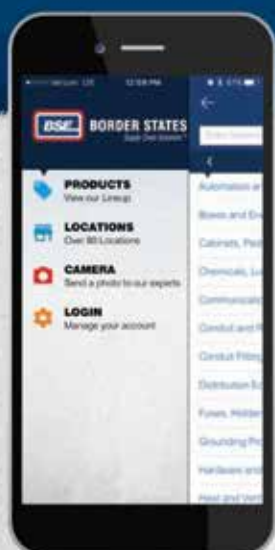
**Manager/Leader:** If you are working for an owner, learn how the company works. Who does what? What are the guidelines for your position? What are the objectives to accomplish? As a leader, you may be expected to provide solutions to problems or to provide ideas for new situations. As a leader, you may need to create new policies that enable the company to move forward. As a leader, you may be looking for new ideas that will help your team do better on—or off—the job.

As the leader of a team, you are expected to lead. This means that you are responsible for the success or failure of your team. Take the "can do" attitude to get things accomplished. Be reliable to make sure projects are on time and within budget. Be the decision maker to move forward and exceed the requirements of the situation. Lead in such a way that others want to follow. Share in the success of the team. Communicate with the team to let them know how they can help in the success. Let them know what they do right as well as what they can do better. Be positive and encouraging rather than negative and discouraging. Morale is important.

**Owner/Leader:** All of the attributes you learn and use as a leader of a team can be transferred to the leader of a company. In that situation, you may be leading other leaders. You usually take on more financial management skills and learn to manage the finances. You may take on skills that are more technical or you may delegate aspects of that job to others you trust. At the same time, you need to deal with customers and maybe employees. If you provide a positive experience with all people you deal with, (using your leadership skills) you will be successful, as you want to be.

You may lead in many different situations. Take on the responsibility of leadership and the gain the satisfaction of leading a great group of people.

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10-604 (2018-01)

## One-Stop Efficiency Shop® financing helps customers go further with upgrades

The One-Stop Efficiency Shop® lighting rebate program is designed to provide all the tools and resources you need to help your customers upgrade to a more efficient lighting system that saves energy and meets the needs of their space.

In addition to rebates and services, One-Stop offers financing products for business owners who are looking for help funding their lighting project:

Commercial Energy Efficiency Loan for Minnesota businesses

- Interest Rate: 3.9% up to 60 months or 5.99% from 61-120 months
- Maximum Loan: \$100,000
- No prepayment penalty
- Closing costs apply

Energy Savings Fund for Minnesota nonprofits

- Interest Rate: 0%
- Maximum Loan: \$25,000
- No prepayment penalty
- Maximum Term: 5 years
- Income Limit: None
- Fees: None

Loan payments for projects with paybacks of five years or less are structured to match monthly energy savings, resulting in a neutral cash flow for the business owner. In 2019, 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 One-Stop, contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org.



## A Message to MEA Members—CIP Update

MEA Members, Minnesota's 2019 legislative session came to a close without much change in energy, but not due to lack of effort! Significant discussion and legislation to innovate the Conservation Improvement Program (CIP - our state statute enabling utility energy efficiency incentives) took place in both senate and house energy committees this session. Unfortunately there wasn't enough time to get parties aligned, mainly due to legislators and governor focusing (with good reason!) on completing a final budget.

So, while there were no CIP gains, there were also no CIP losses. **Thank you to MEA members** who testified in committees and contacted their legislators in support of CIP this session. This year's work to advance CIP provides a great foundation for next session. Efforts to extend CIP's impact will continue beyond this legislative session. I hope you will once again voice your support of CIP.

Read more: <http://tiny.cc/hcju7y>.

Below is a list of 2019 energy-related bills that passed this session with a short summary. Of particular interest to MEA members: **Commercial PACE expansion**.

### C-PACE Financing Expanded

Commercial Property Assessed Clean Energy Financing, known as C-PACE, allows qualified buildings to finance energy efficiency and renewable energy building improvements through property tax assessment. Under the new statute, C-PACE is allowed for new construction projects and considers an existing building's projected value.

### Benchmarking Required for Schools

Many schools in Minnesota currently enter and track their energy usage through an online system. Now all schools (or an entity acting on their behalf, such as a utility) will be required to enter their energy usage into the online tracking system.



Jamie Fitzke, Program and Policy Manager, Center for Energy and Environment

### Diversity Stakeholder Group (report due 1/15/20)

The PUC will convene a stakeholder group to review the challenges and opportunities for Minnesota utilities to attract a skilled and diverse workforce.

### Energy Storage System Pilot

Utilities may petition the PUC for cost recovery of an energy storage system pilot.

### Energy Storage System Assessment in IRP

Utilities will consider energy storage systems as a resource option in their integrated resource plan modelling.

### Energy Storage System Cost-Benefit Analysis (report due 12/31/19)

The Department of Commerce will facilitate an RFP to study the costs and benefits of energy storage systems.

### Pollinator Report for Solar Gardens

Solar systems that advertise to be pollinator friendly will now submit a reporting checklist verifying they have pollinator vegetation planted below the panels.

## MINNESOTA ELECTRICAL ASSOCIATION

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### 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.

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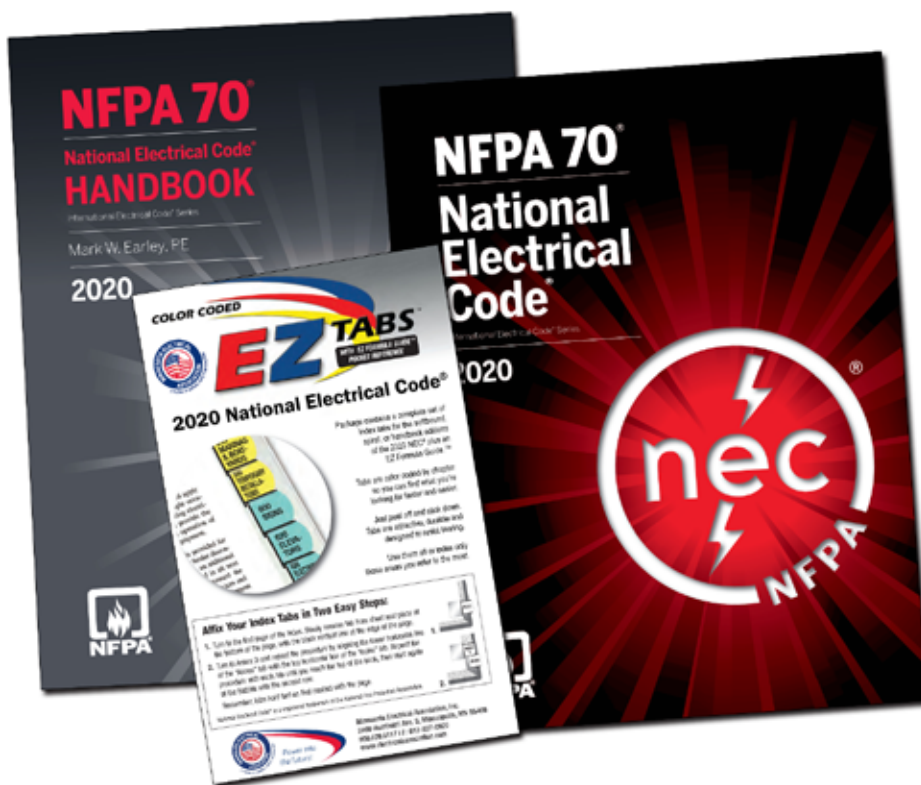
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