



MEA News

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Industry Report



Karen Maine
President of MEA's
Board of Directors

Join Us at the Spring Conference

At this rate, I am not sure if the snow will still be falling in April but one thing I do know is that I will be attending MEA's Spring Conference in Stillwater to enjoy a weekend with colleagues and peers! April 11-13 will be a time to learn, give back to the industry, provide input to MEA's initiatives and talk about business with a group of people who get it. Please join me for this valuable event!

Lunch & Learn – When Generations Connect Presented by Bridgeworks

Four distinct generations are working shoulder to shoulder, each with a unique set of attitudes, values and work styles. It used to be that older workers were bosses and younger ones took orders. Now, roles are all over the map and rules are being rewritten. Organizations are feeling the pain of generations as they struggle to manage productivity and morale while maintaining high standards of quality and service in a challenging economy. This program will give you the tools to convert this form of diversity from an obstacle into an opportunity.

St. Croix Crossing Bridge Tour Presented by MNDOT

The Stillwater Trolley will take our group to the treatment plant access road where we will meet with Todd Clarkowski and John Pederson from MNDOT as they take us along the new bridge trail. They will discuss the work that was done on the roadway, trail, aesthetic, traffic signals, interior box beam lighting and electrical systems of the new bridge. We will stop at the lookouts along the trail for Q&A with our MNDOT speakers, all the while enjoying the beautiful views!

Stillwater River Boat Cruise and Awards

Don't worry, the boat will be enclosed since the weather most likely will not be 80 and sunny—although you really never know in MN. A wonderful dinner will take place on the St. Croix along with an award ceremony! This is an opportunity to recognize all that have gone above and beyond for the Association over the past year. If you have anyone that you would like to nominate, let us know! www.electricalassociation.com/conferences

Committee Meetings

Standing committees will meet to discuss upcoming projects. You are the guiding force behind decisions and successes. The staff have been working hard since we last met in December and they will have a lot to cover. Agendas and action items will follow.

Spouses are Welcome!

We have reserved space at the Himalayan Salt Cave Sanctuary for Friday morning. Bring purification and balance to the skin and respiratory system while you close your eyes or gaze into the starry sky and breathe in tiny salt particles. A warm Sherpa blanket and zero-gravity chairs in a peaceful salt cave setting allow for blissful relaxation benefits. Then join us for the lunch & learn, tour and dinner boat cruise on Friday. Explore what Stillwater has to offer on Saturday. We will be in the heart of the city and walking distance from all the shops & entertainment.

You won't want to miss this event! The Hospitality Suite and comradery that I get from old and new relationships developed through MEA events grow and become more and more beneficial as I run my business. I hope you can join us whether you have been to many conferences or this would be your first. You will be warmly welcomed!

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Clara DeRosier, Executive Director

Power into the Future

Strategic Planning—Power into the Future!

Strategic planning is important to an organization because it provides a sense of direction and outlines measurable goals. Strategic planning is a tool that is useful for guiding day-to-day decisions and also for evaluating progress and changing approaches when moving forward. Throughout the last 6 months, MEA has been developing a new strategic plan for the association. An outside facilitator was selected and the research began. A deep dive was conducted to gather information on products, offerings, membership, industry trends and financial history.

I want to thank the 15 MEA members who participated in 30- to 60-minute interviews with our facilitator as she learned about MEA in order to provide guidance and expertise during the planning session. I also want to thank all of you who responded to the MEA Needs survey. We had over 80 responses to this request, which is 4 times the amount of people who responded last

time the survey was conducted. The information provided within the interviews and the survey responses framed discussions that were had on the day of the planning session.

Despite the polar vortex, (yes – this was scheduled for the week of –35° temps, apparently Mother Nature doesn't understand the importance of strategic planning!), 14 dedicated individuals gathered together to create the plan of work for MEA. I could not be more grateful for the time, engagement and work that they put into strategic discussions on MEA's future and how to get there.

I will be working closely with our facilitator over the next month as we finalize the plan as an outcome of all the pre-work and onsite-work conducted. MEA members – please join us at the upcoming Board of Directors meeting

Director (cont. on page 5)



If you have any comments, questions, or concerns, please call me.

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Federated Insurance— Vehicle Preparedness



While it's true that a driver's skills, training, and experience are key to safety on the road, there's plenty that can be done before a vehicle leaves the garage to help a driver stay safe between Point A and Point B. Make sure all your vehicles are prepared — inside and out — for their intended use before you send employees out into traffic.

In the Cab

Ditch the distractions — Train your drivers to refrain from using their mobile devices while operating a vehicle and avoid using communication devices (even hands-free ones) unless absolutely necessary.

Keep it clean — It's common knowledge that a clean workspace is a safe and efficient workspace. Remove clutter that can impede the use of pedals. Make sure windows are clean, and mirrors back-up cameras are clear.

Prepare for an emergency — Even a vehicle with an impeccable service record can break down, so keep an emergency roadside kit in each vehicle. Equipment recommendations include a cell phone and charger, a first-aid kit, flashlight, flares or reflectors, jumper cables, water, and blankets.

Under the Hood

Get a grip — Make sure the tire tread, inflation level, and overall tire condition are safe for use. Swap the tires with new ones if they're getting old or worn. Make sure your tires are proper for the weather.

Practice constant care — Oil changes, transmission service, and brake service are just a few of the recommended procedures. Consult a trusted tech for frequency and extent of service.

Watch for recalls — The National Highway Traffic Safety Administration offers a VIN look-up tool so you can check if your vehicles are under any recalls at www.nhtsa.gov/recalls and enter your VINs.

An ounce of prevention is worth a pound of cure. So, before you or your employees head out, make sure all your vehicles are ready for what the road has in store.



Government

Legislative Update

Bill Strusinski,
MEA Government
Affairs Representative

The session is well under way, and so far, things have been very peaceful. While there are obvious policy differences between the

democrats and republicans, the tone of the debate is much more pleasant. Both sides appear to be wanting to get this session done on time and to pass bills the governor will sign. Seems like opportunities still exist for political statements to be made for the campaign trail, but everyone seems to be committed to getting along and showing results, which is the best approach to take.

The next revenue forecast is scheduled for the end of February. Rumors are that the numbers will be down from the November forecast so expectations about a lot of new spending are already starting to diminish. Along with the revenue forecast, the governor will present his proposed biennial budget to the legislature. Adopting a budget for state government will be the meat and potatoes of the session. Federal tax conformity will be a priority so that Minnesota deductions and our overall tax structure will better align with the new federal tax code changes. Unfortunately, tax conformity was part of the tax bill vetoed by the governor last year so filing your taxes this year without the conformity will certainly be more complicated.

Several bills of interest to MEA members have been introduced. Some will benefit contractors and some not so much. We will be fighting the bills in the "not so much category" in order to make them less onerous. Minimum Wage increases, mandatory paid time off, sick leave, work scheduling and wage theft legislation all need improvement before they become workable for the business community. We are deeply involved in recommending better solutions to these issues than the ones currently being offered.

Bills have been introduced that would improve life for contractors include a bill reshaping the current RETAINAGE statutes. This bill would require general contractors to pay subcontractors within 30 days after the sub has completed their work. Unfortunately we have documented that many electrical contractors and other subs have waited more than a year to get their retainage payment. Another good bill for subs is the DUTY TO DEFEND bill. This bill would prohibit general contractors from requiring the subcontractors to pay the legal bill of the general for defense litigation arising out of the general contractor's negligence. If the sub had nothing to do with the claim, then the sub should not have to pay for the general's defense.

Bills affecting energy conservation and solar construction are starting to be introduced and will be moving forward in the coming weeks. Finally, there are a few positive developments on legislation dealing with work force readiness issues. MEA is pro-actively involved in supporting a few bills that would help recruit future workers for the electrical trades including Veterans and folks coming out of high schools and prisons.

If you have any questions, please call the MEA office.



Compliance

February 2019 Updates in Labor and Employment Law

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.

NLRB Reinstates Pre-2014 Independent Contractor Test

One of the most challenging tasks for employers is how to determine whether an individual is an employee or an independent contractor. This classification is important because the National Labor Relations Act (NLRA) excludes independent contractors from the definition of employee. Thus, independent contractors are not afforded the rights or protections to self-organize, engage in union activities, or other protected concerted activity.

To determine whether an individual is an independent contractor or employee under the NLRA, the common law agency test is used. Under this test, factors such as: (1) extent of control the employer exerts over the individual's work; (2) the skill required in the position; and/or, (3) who provides the work supplies are considered. None of the factors are decisive, but should be considered and weighed depending on the specific relationship. In 2014, the National Labor Relations Board (the Board) under the Obama Administration, in FedEx Home Delivery, essentially created a new factor under the common law agency test—"render[s] services as part of an independent business." Under this factor, "entrepreneurial opportunity" was considered as "merely one aspect" of the inquiry.

On January 25, 2019, the Board issued a decision in SuperShuttle DFW, Inc. that reinstated the pre-2014 common law agency test for determining independent contractor status. The Board held, "going forward we will continue to consider how the evidence in a particular case, (viewed as it must be) in light of all the common-law factors, reveals whether the workers at issue do or do not possess entrepreneurial opportunity." Common law factors that suggest the individual had "entrepreneurial opportunity" weigh in favor of the individual as an independent contractor rather than an employee.

The reinstated standard allows more consideration to be given to an individual's "entrepreneurial opportunity," than the 2014 FedEx standard allowed. Additionally, the Board's decision in SuperShuttle DFW, Inc. provides further clarity on the factors relevant to determine independent contractor status.

While employers may have more leeway to identify individual workers as independent contractors, the determination remains fraught with potential liability and should be carefully considered on a case-by-case basis. Especially in those cases where the treatment will apply to many employees, it is wise to seek legal counsel.

OSHA Issues Final Rule on Electronic Record Keeping

As of January 1, 2017, the Occupational Safety and Health Administration (OSHA) was requiring certain employers to electronically submit injury and illness data. However, after just a year of implementation, as of January 25, 2019, OSHA issued another rule (the Final Rule) rescinding

the requirement that employers with 250 or more employees must electronically submit injury and illness information to OSHA via OSHA Forms 300 (Log of Work-Related Injuries and Illnesses) and 301 (Injury and Illness Incident Report). However, the elimination of the electronic submission requirement does not change an employer's obligation under the Occupational Safety and Health Act (the Act) to complete and retain injury and illness records through Form 300 and 301.

The employers mentioned above and employers with 20-249 employees in "hazardous" industries must continue to submit information from Form 300A (Summary of Work-Related Injuries and Illnesses) electronically. Under the Final Rule, employers who are required to submit Form 300A electronically, must now also submit their Employer Identification Number (EIN) online. The Final Rule allows OSHA to divert its attention and resources toward the collection and use of the data provided through Form 300A. The Final Rule goes into effect on February 25, 2019.

Wage and Hour Issues

Recently, the Department of Labor has issued several opinion letters on wage and hour matters. For more information on those opinion letters and as a way to help you stay up to date on a broad range of wage and hour issues, please visit: <https://www.minnesotawageandhour.com/>.

Author: Martin Kappenman, Seaton, Peters & Revnew. If you have any questions about anything in this article, please contact Martin at 952-921-4603 or mkappenman@seatonlaw.com or any of the Seaton, Peters & Revnew attorneys.



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Kate Bischoff, Attorney
tHRive Law & Consulting

Compliance

Like Grief

In the 200+ respectful workplace trainings I've done in the past year, I often get a version of the following comment, "People are just too sensitive. Let's be reasonable here. Anyone could be offended by anything." The assumption underlying this comment is that people should only be offended by the bad stuff and just stop complaining. "Toughen up! Grow up! Be an adult!" Essentially, everyone must feel the same way about everything.

We know this is not true. We've learned through thousands of years of human behavior that we all grieve differently. We understand this, we respect it, and we give each other support the way they want to receive it. Even when our dearest friends are grieving, we might not know what to do, so we offer the support and love that we can while trying not to overstep or dictate how they should be feeling.

Why don't we treat harassment the same way? People are different. We process comments and conduct differently. What could make one person uncomfortable might be what another person revels in. Here's the example I use:

The company hires Ranya, a Palestinian who wears a hijab. Steve, a former Political Science student, has been fascinated by the Middle East conflict for years. Curious, Steve asks Ranya all sorts of questions about her life in the West Bank & why she wears her hijab. Ranya comes to you as her co-worker & tells you that she is uncomfortable around Steve.

This example illustrates potential harassment on the basis of national origin and religion even if Steve does not intend it to be that way. (Remember, harassment can occur if I have the purpose to harass or if my conduct results in harassment regardless of my intent.) If you asked me what it

was like to live in East Jerusalem, I could chat your ear off and be totally excited that someone wants to know more. But to Ranya, she is uncomfortable. So, do we have to do something about this? You betcha.

Under most harassment laws, whether conduct or comments is actionable harassment will come down to how a reasonable person would feel, meaning it is unlikely that Ranya could recover if she decided to sue the company. That said, Ranya's uncomfortableness could lead her to look for a different job or steer other Palestinians and Muslims away from working with the company – two things the company really wants to avoid under its diversity and inclusion initiatives. Regardless of the law here, the company needs to have a chat with Steve and work to make Ranya more comfortable.

When I get the comment that we should all learn to be adults, I typically respond with "You know all people are different, right? That we all process information differently?" They say, "I know that." Then, I point out that they are trying to get everyone to feel the same way. "Yes, we should have the grace to forgive when people make mistakes, but that does not mean that we should all just ignore what other people might find demeaning or demoralizing."

Respecting that we are all different is the key to having a work environment free of harassment. Seeking to understand and let people be themselves is part of this. Just like we let our friends grieve however they want.

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You Need to Know

COMPLIANCE

Corrections and changes to NEC available online... The NEC, as adopted in Minnesota, consists of the current edition together with any tentative interim amendments (TIA) or errata. We've compiled the amendments and corrections to the NEC at www.dli.mn.gov/business/electrical-contractors/electrical-codes-and-standards to make it easier for homeowners, electrical installers and contractors to comply with the code. Contact the MN DLI with questions at dli.electricity@state.mn.us. (CCLD Review. Winter 2018-19)

Inflatable amusement equipment requires annual electrical inspection... At or before the first operation of the year, inflatable amusement devices including bounce houses, jumping castles, slides and movie screens must be inspected for electrical safety. The owner or operator of the equipment must provide us the schedule of when the equipment will be used and apply for an inspection at least 14 days before the first engagement or setup. Visit www.dli.mn.gov/business/electrical-contractors/portable-and-temporary-power for more information about the requirements, affected inflatable devices and inspection process. (www.dli.mn.gov)

ENERGY

Time-of-Sale Energy Disclosure: Knowledge means Consumer Power... This year, the City of Minneapolis is proposing energy disclosure policies to serve all its residents — that means energy benchmarking to better manage large buildings; time-of-rental energy reporting to protect prospective renters; and time-of-sale reporting (which this post explores) to inform potential home buyers. As a rule, energy disclosure policies are designed to inform and protect consumers. In Minneapolis, the new initiatives also align with the City's Climate Action Plan and Clean Energy Partnership, all promoting greater energy choice and control for residents. (www.mncee.org)

LABOR & MANAGEMENT

NATIONAL

Job Openings and Labor Turnover... The number of job openings reached a series high of 7.3 million on the last business day of December. Over the month, hires and separations were little changed at 5.9 million and 5.5 million, respectively. Within separations, the quits rate was unchanged at 2.3%, and the layoffs and discharges rate was little changed at 1.1%. This release includes estimates of the number and rate of job openings,

hires, and separations for the nonfarm sector by industry and by four geographic regions. (www.bls.gov. Dec 2018)

MINNESOTA

MN Chamber of Commerce 2019 Priorities... Employers themselves are in the best position to develop wage & benefit packages that fit the distinctive needs of their companies and employees. Different rules in local jurisdictions force employers to spend more time complying with laws and less time creating jobs. Instead, the legislature should prohibit local governments from enacting these burdensome mandates and ensure consistent statewide laws by explicitly preventing local governments from enacting wage, benefit and scheduling mandates; oppose "one-size fits all" labor mandates that are unfeasible for the variety of workplaces across MN; preserve existing legal standard for claims of hostile workplace environment while promoting training (www.mnchamber.com/advocate/labormanagement)

SAFETY

Fall Prevention... U.S. Dept of Labor provides compliance assistance resources to protect workers from falls. OSHA has developed a collection of compliance assistance resources to address falls in the workplace, the leading cause of worker fatality in the construction industry. Their goal is to promote awareness about common fall hazards in construction, educate job creators and workers on fall prevention, and reduce the number of fall-related injuries and fatalities. Falls can be prevented if employers plan ahead to ensure the job is done safely; provide the right equipment; and train workers safely. (osha.gov)

Carbon Monoxide... Employers should take necessary precautions to protect workers from the serious and potentially fatal effects of carbon

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Ryan Delaney
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during the annual meeting in Stillwater on Saturday, April 13, to get a full review of the outcomes of the plan.

The MEA staff is eager to jump in on the new initiatives and enhance some of our current offerings as we continuously strive to better serve membership and the needs of running a successful electrical contracting business.

Again, THANK YOU to all who participated in any way with the Strategic Plan. We couldn't have done it without you!



Strategic Planning Team (L-R): **Jamie Quenzer** (MEA); **Pat Vlaininck** and granddaughter (Vlaininck Electric, Porter); **Kate Bischoff** (Thrive Law & Consulting, Minneapolis); **Alex Hyatt** (MEA); **Michelle Dreier** (MEA); **Nick Bischoff** (Design Electric, St Cloud); **Clara DeRosier** (MEA); **Jay Lewis** (Lewis Electrical Contracting & Consulting Services, Cottage Grove); **Jill Johnson** (Strategic Planning Facilitator); **Andrew Javens** (Laketown Electric Corp, Mankato); **Jeff Keljik** (MEA); **Shawn Hasskamp** (Dutch's Electric, Aitkin); **Jason Seanger** (Melrose Electric, Melrose); **Jeff Kunkel** (Kunkel Electric, Mapleton)



2019 Wage & Benefit Report

Thank you to everyone who submitted a Wage & Benefit Survey—
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Michelle Dreier
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Workforce Development

Bidding on Public Projects

As you are reviewing projects to bid on for the upcoming 2019 construction season, are public projects looking interesting to you?

Maybe you've never performed work on a public project but are wondering if it's a market you might want to explore. Minnesota Electrical Association provides services that make that jump easier for you.

I have over 18 years of experience in prevailing wage administration and can assist you with any questions you might have regarding additional paperwork and how to pay workers under the additional regulation required by public projects.

A quick phone call can set you on the right path, or you could spend a few dollars on consulting fees for a personal visit to your shop and provide training to key personnel that will be performing your compliance work.

Registered Apprenticeship Program

MEA also offers a Registered Apprenticeship Program through ETN of MN. Registered apprentices are exempt from prevailing wage requirements. MEA's apprenticeship curriculum qualifies as related-technical instruction. While registered apprentice wage rates are based on the prevailing wage, many members are surprised that they are already paying their unlicensed registered electricians more than what regulations require.

Please give me a call to determine if starting a registered apprenticeship program makes sense for your business (612-827-6117).

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1

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2

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3

Assist them in reporting their hours to the DLI

4

Remind them to renew their registration



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Fair Labor Standards Act
Workforce Development
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PREFABRICATION

March 20 • Presented by John Fowler, ElectroTech

OPIOIDS IN THE WORKPLACE

April 3 • Presented by Nate Wright,
Brooklyn Petrich & Alison Molitor

MECHANICS LIEN OVERVIEW

Sept 18 • Presented by Tom Revnew

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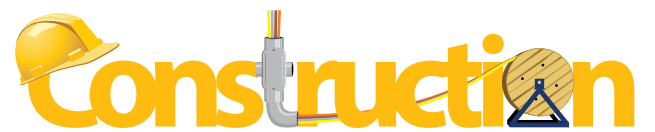
We partnered with a job service that MEA members can join for a discount.

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Education Calendar









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

Continuing Education: Classroom (16 CE)

 Mar 7-8 (8am-5pm)	Minneapolis, Crescent Electric
 May 3-4 (8am-5pm)	Cottage Grove, Werner Electric
 May 16-17 (8am-5pm)	La Crosse, WI, Werner Electric



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

Continuing Education: Online (2 CE)

 Mar 13 (6:30-8:30pm)	2017 NEC Special Occupancies, Part 2
 Mar 27 (8-10am)	2017 NEC Grounding & Bonding for Unlic
 Apr 11 (8-10am)	2017 NEC Motors & Transformers
 Apr 24 (6:30-8:30pm)	2017 NEC Special Occupancies, Part 3
 May 14 (8-10am)	2017 NEC Grounding & Bonding, Part 5
 May 22 (6:30-8:30pm)	2017 NEC Overcurrent Protection for Unlicensed
 June 4 (6:30-8:30pm)	2017 NEC Special Occupancies, Part 4
 June 19 (8-10am)	2017 NEC Branch Circuit, Feeder, Service Calcs

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

Exam Prep Training: Classroom

 Apr 13-14 (8am-5pm)	Edina, Federated Insurance
 June 8-9 (8am-5pm)	Edina, Federated Insurance

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

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Class Host & Sponsor:



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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	*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
http://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.

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Quiz on the Code

Dwelling Occupancies



- At least one receptacle outlet in a dwelling bathroom shall be installed _____.
 - above the horizontal plane of the basin
 - adjacent to the basin
 - within 3' of the outside of each basin
 - on the outside wall of the bathroom
- Which of the following locations is GFCI protection required for 20-ampere, 125-volt, single-phase receptacles?
 - kitchens, where receptacles are installed to serve the countertop
 - bathrooms
 - boathouses
 - All of the above
- The continuity of the ____ conductor in a multi-wire branch circuit shall not depend on device connections.
 - Grounded
 - Ungrounded
 - Phase A
 - Phase B
- Which of the following outlets may be supplied by one of the small-appliance kitchen branch circuits required for a dwelling unit?
 - range
 - garage receptacle
 - laundry receptacle
 - refrigerator
- The small-appliance branch circuits can be used to serve areas in a dwelling unit. Which of the following is NOT permitted?
 - kitchen
 - bathroom
 - breakfast room
 - dining room
- When calculating for derating of ampacity of conductors in raceways exposed to sun on a roof, _____.
 - Use 83% if 1/2" above roof
 - Use 30°F added to local design temperature if 3/4" off of the roof
 - Use 60°F added to design temperature if less than 7/8" off of the roof
 - Derating is no longer needed

Answers: 1. (c) Ref: Art 300.13(B); 2. (d) Ref: Art 210.52(D); 3. (a) Ref: Art 310.15(B)(3)(c); 4. (d) Ref: Art 210.52(B); 5. (b) Ref: Art 210.52(B)(2); 6. (c) Ref: Art 310.15(B)(3)(c)

Toolbox Talks

Trips, Slips, and Falls



Slips, trips, and falls account for about 15% of accidental deaths, second to automobile accidents.

- Slips are defined as too little friction between your feet and the walking surface (caused by wet or slippery surfaces)
- Trips are the result when your foot strikes an object and your forward momentum causes you to lose your balance. (you did not see or did not notice an obstruction)
- Falls occur when the surface level changes unexpectedly or your trip caused you to fall. (stairs or missing platforms, including ladders, that you're expecting to support you)

Slips

- Workers will mop spills immediately and post a sign stating: **WET FLOORS**. Workers will never leave spills unattended.
- Employer will supply, and workers will use, an oil-absorbing material to control small oil spills in the work place.
- Employer will make sure the work place is properly equipped to handle spills immediately and have sufficient materials on hand, such as warning signs and absorbent materials to keep spill prone areas safe.
- During poor weather, employees will keep rugs, mats and floors dry. As-



signed employees will remove snow and ice from all sidewalks, drives, and access points used by the general public or employees promptly.

- If you must walk on a slippery surface:
 - Wear proper footwear for better traction on slippery surfaces
 - Point your feet slightly outward, keeping your center of balance under you
 - Take slow, small steps
 - Use your feet as probes to detect possible slip, trip and fall hazards
 - Get your feet underneath your body quickly to maintain your balance after an initial step
 - Use rails or other stable objects that you can use to hold on
 - Protect the more vulnerable parts of your body like your head, neck and spine if you do fall...



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

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Cybersecurity Tips

Submitted by Thriveon Information & Technology

When considering your computer security, many people focus on the device alone. But it's also important to consider what happens when a threat bypasses some of your security programs—in the form of a malicious email or text, or even a voicemail that might prompt you to respond with confidential information. In this article, we explore the need for everyone to practice strict and secure security habits—not only to digital attacks, but also to prevent someone from simply walking by (in the office or at home) and picking up a device or document that contains sensitive information.

Always Know Where Your Devices Are

If you keep a cluttered desk you might also tend to leave USB drives and smartphones out in the open. You may also forget to physically secure your desktops and laptops so someone can't simply walk off with them. Passwords will only protect you so far, if the hardware is out of your hands, the possibility of having someone hack into it is high. Be very aware of where you place your belongings.

Phishing Email Compromises

One of the most common forms of social engineering is email phishing—an attempt to acquire sensitive information such as usernames, passwords and credit card data by masquerading as a trustworthy entity. Phishing is likely the #1 primary email threat we all need to focus on. Such emails often spoof the company CEO, a customer or a business you know so that the victim thinks they are responding to a legitimate request. The FBI says CEO (or C-level) fraud has increased 270 percent in the past two years with over 12,000 reported incidents totaling over \$2 billion dollars in corporate losses.

Social Engineering Inboxes and Voicemail

Another example of social engineering is a phone call or email where you receive a message that your computer is sending bad traffic to the Internet. To fix this issue, end users are asked to call or email a tech support hotline and prompted to give information that could very likely give the cyber-criminal access to the company's network. Once you've called this "Hotline" or been prompted to

"Enter Data" – you have now exploited your computers security.

Such attacks are carried out when cybercriminals pose as credible, trusted authorities to convince their targets to grant access to sensitive data and high-security locations or networks.

Low Security with Passwords

Although it should be common sense, everyone should try to avoid the use of passwords that are easy for hackers to guess. Among the top worst passwords are those that use a series of numbers in numerical order, such as <123456>. The names of popular sports such as <football> and <baseball> are also on the list as are quirky passwords such as <qwerty> and even the word <password> itself. Make it a practice to use letters, numbers and characters.

Browsing the Internet

When end users venture out onto the Internet, it's easy to get tangled up in the vast web of threats

lurking on many website pages. Some of them are readily apparent, but others are well hidden.



Malvertising—a form of malicious code that distributes malware through online advertising—can be hidden within an ad, embedded on a website page, or bundled with software downloads. This type of threat can be displayed on any website, even those considered the most trustworthy.

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Alex Hyatt
National Sales Mgr

Member Benefits

The MEA Member Drive Winners!

MEA would like to congratulate.....

John Fowler, Electro-Tech Incorporated as the winner of the 2018 Member Drive!

John brought in two Product Service Members:

CED of Eau Claire, WI and DS Electric Supply of La Crosse, WI. As our way of saying *Thank You* to John, he and his wife will enjoy a weekend

getaway with dinner at Manny's Steakhouse followed by a night's stay at the Foshay Tower in downtown Minneapolis.



In second place was **Jesse Grant of Jim's Electric Company Inc.** Jesse brought in Product Service Member, Generator Power Systems, with locations in White Bear Lake and Baxter, MN.

Every MEA member is eligible to participate in the Member Drive. If there is a contractor in your area that is not a member, just pick up the phone or stop by their shop. While it only takes a minute, it is most beneficial for prospective members to hear from an MEA Contractor the important role our association plays within the electrical industry.

Contracting is hard enough as it is without having to stay informed on ever-changing regulation that can affect your business. MEA is your one-stop-shop for all critical, need-to-know industry information. We make your job as an Electrical Contractor easier by providing you with the necessary resources and education on Code, Safety, Business, Compliance and Government Affairs. This leaves you with more time to focus on what matters most; growing and maintaining your business while

continuing to provide the excellent service MEA Contractors are known for.

Member Applications can be found on the website under "Join Now" from the Membership dropdown menu. So that Member Drive and Gold Club points can be awarded accurately, be sure to tell any prospective members you are working with to list you as the sponsor on their member application. During the onboarding process, the MEA staff will also make sure to ask if the new member was referred by an MEA member. If you're not sure if someone is already an MEA member, you can use the Directory feature or Interactive Contractor Map to look them up on our website.

We appreciate all of your help and support in ensuring that our organization remains strong. The Grand Prize will be announced at the upcoming Spring Conference, April 11-13 at the Water Street Inn in Stillwater, MN. We look forward to seeing you there.

Member Spotlight:

Joe Gatewood—Gatewood Electric, Willmar, MN

At the April Board of Directors Meeting, the gavel will be passed from Karen Maine to Joel Gatewood, Gatewood Electric, Willmar, MN. This month's members spotlight features the incoming President of MEA, Joe, and his journey through the electrical industry as well as his time in training and leadership with MEA.

Joe wanted to become an electrician because he enjoyed the technical side of electricity and being able to put this into action with his mind, hands, wires and cool tools was the perfect mix. Joe attended St. Cloud Technical College for their electrical program, followed by Wilmar Community College and Mt. Senario University to study business. The business training gave him the confidence to open his own shop as a business owner with plenty of preparation. Joe was also inspired by the owner of his first job that he had in high school. The way he treated customers and employees while operating a successful business was respectful. He started business on his own and was happy reaching the 5- and 10-year marks, which is when 50% & 70% of businesses close down. In July, Gatewood Electric will be celebrating their 20th year in business!

As Joe reflects back on advice to give to newer contractors getting started in the industry, a large challenge for new contracting business owners is the amount of time and effort it takes to get all of the state and federal paperwork, insurance and licenses properly filled out. Another challenge that most new contractors don't foresee is the amount of time and bookwork involved in addition to the standard 40-hour billable work week. Advice to anyone thinking about starting an electrical business is to take a personal inventory of skills beyond electrical aptitude. So many other skills are put to daily test, such as communication, time and calendar management, purchasing strategies, money

management, and office automation. These areas consume an enormous amount of time in addition to the hours of doing actual electrical work. Remember; all of this plays the second chair to family!

Joe's work load has an even variety of residential, commercial and industrial customers. It's an almost even split between planned, bid projects and calls that need quicker action. All of this is worth it when customers benefit from his efforts, and he receives a fair wage. From the first hand shake to the last, the planning and performing of an electrical project to completion is a rewarding process.

Speaking of family – Joe and his wife Lynn met in high school. They have 2 sons, Max (15) & Jackson (12). They are in the thick of life with constant activities in sports and programs. They enjoy traveling near and far, yet love backyard cook outs and bonfires.

Gatewood Electric has been a member of the Minnesota Electrical Association since 2002, and Joe has been one of our amazing trainers of the code for many years.

He has served as the chair of the Education Committee, Secretary of the Board, Treasurer of the Board, Vice-President of the Board and soon to be President of the Board for the Association. Joe's wisdom, guidance and overall character is valued as a leader of MEA. We couldn't be more grateful to have him on board!



Lots of happy faces at the recent Worthington Code class!



Compliance

Spring Cleaning: Recordkeeping Guidelines to Save or Shred

Tim Pass,
Accountant,
Smith Schafer CPAs

Are you a recordkeeping pack rat? Many individuals and businesses hold onto paper and digital records indefinitely—just in case. But securely storing years of financial records can become burdensome. Here is some guidance to help minimize recordkeeping overload.

Secure Disposal of Sensitive Data

Think twice about keeping certain financial records indefinitely. The more records you store, the greater the likelihood your data will be stolen or hacked. Destroying sensitive documents can reduce the chances you or your company's employees and customers will become identity theft victims.

Regardless of whether you are tossing out personal or business financial documents, always shred them thoroughly first. Also, use proper disposal protocol for any computers and other electronic equipment (such as printers and copiers) that may contain financial data. Simply deleting files using File Manager—or a sledge hammer—is not enough. Proper disposal requires a device's hard drive to be rewritten multiple times.

If you fail to use proper disposal techniques, tech-savvy hackers may be able to re-create sensitive data from the device's hard drive when it is thrown out, donated to a charity or returned to the lessor after the lease term has expired. Outside vendors can help manage your asset disposal needs, but they also can pose additional

risks. Your Smith Schafer professional can help you choose a reliable vendor that conducts background checks on employees, offers risk indemnification, tracks assets during the disposal process and ensures that assets are disposed of in an environmentally responsible manner.

PERSONAL TAX RECORDS

Most tax advisors will recommend you hold onto copies of your finished tax returns indefinitely. That way, you can prove to the IRS you actually filed. Even if you do not keep the returns indefinitely, you should hang onto them for at least 6 years after they are due or filed, whichever is later.

It is a good idea to keep records supporting items shown on your individual tax return until the statute of limitations runs out—generally, 3 years from the due date of the return or the date you filed, whichever is later. Examples of supporting documents include: canceled checks and receipts for alimony payments; charitable contributions; mortgage interest payments; retirement plan contributions. You can also file an amended return on Form 1040X during this timeframe if you missed a deduction, overlooked a credit or misreported income.

Which records can you purge today?

You can generally throw out records for the 2014 tax year, for which you filed a return in 2015.

You are not necessarily safe from an IRS audit after three years, however. There are some exceptions to the three-year rule. For example, if the IRS has reason to believe your income was

understated by 25% or more, the statute of limitations for an audit increases to six years. Or, if there is suspicion of fraud or you do not file a tax return at all, there is no time limit for the IRS to launch an inquiry.

In addition, records supporting figures affecting multiple years, such as carryovers of charitable deductions, net operating loss carrybacks or carryforwards, or casualty losses, need to be saved until the deductions no longer have effect, plus seven years, according to IRS instructions.

There are also some cases when taxpayers get more than the usual three years to file an amended return. For example, you have up to seven years to take deductions for bad debts or worthless securities, so don't toss out records that could result in refund claims for those items.

Important note: Keep in mind that these guidelines are all geared toward complying with federal tax obligations. Check with a Smith Schafer to learn how long you should keep your state tax records.

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You Need to Know - Cont from page 4

monoxide exposure. Symptom of exposure include headaches, dizziness, drowsiness, nausea, vomiting, or tightness across the chest. Severe overexposure can cause neurological damage, coma, and death. The danger increases during the winter months when this type of equipment is used in indoor areas that have been sealed tightly to block out cold temperatures and wind. (osha.gov)

TECHNOLOGY

Heat pumps as path to electrify home heating... (From CEE) It got a little cold in the upper Midwest this week, giving all of us plenty to complain about.

But as energy enthusiasts at CEE, our biggest (& nerdiest) complaint was that we weren't actively monitoring cold climate air source heat pumps during the frigid snap, having ended our field test of Mitsubishi's latest model at the end of the last heating season. To heat a home, air source heat pumps employ a refrigerant compressor and condenser to absorb heat from outside air and release it inside—and as the technology has been refined for colder climates in recent years, it's emerging as a legitimate residential option in MN. But with temps approaching -30°F, it's unlikely that even heat pumps designed for our cold climates could keep up, and would have instead triggered auxiliary electric heat as backup. (www.mncee.org)

RECALL NOTICES

Dell Recalls Hybrid Power Adapters Sold with Power Banks Due to Shock Hazard... Light-gray Dell Power Bank with the recalled dark-gray Dell Hybrid Power Adapter; Label of recalled Dell Hybrid Power Adapters sold with Dell Power Banks; Detached casing of recalled Dell Hybrid Power Adapter sold with Dell Power Banks (all pictured) **Name of product:** Hybrid Power Adapters sold with Power Banks; **Hazard:** The hybrid power adapter casing can break and detach, exposing the internal metal components, posing an electric shock hazard. **Remedy:** Replace; **Recall date:** Feb 6, 2019; 8,900 (www.cpsc.gov)



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Welcome New Members

Jim Tilbury Corcoran
AMP Electric Bluffton
J Everett Electric Hugo
United Hospital-Allina Health St Paul
Marathon Petroleum St Paul Park
Wessel Electric Service LLC St Cloud
ATEK Distribution LLC Golden Valley
Generator Power Systems LLC Baxter
Sota Electric LLC Prior Lake
Apadana LLC Golden Valley
Bruce Dingman Hayward WI

Congratulations

Congratulations to Olson and Sons Electric, Monticello MN... Olson and Sons Electric is celebrating their 60-Year Anniversary this year! They've been a member of MEA since 1962 and we appreciate the leadership role they've provided to the association through the years! Our best wishes for many more years of success to you.

Jeff Batdorf, The Rouzer Group... Rouzer is very pleased to announce that Jeff Batdorf has accepted the position of Contractor Sales Specialist. Jeff will be in the field calling on contractors specifically and drive the "push sale" for our manufacturers. Jeff has been training since January 14 and is ready to hit the ground running. He has 12 years of electrical experience in the field working as a Journeyman with some of the top contractors. His experience in the field will give him the ability to anticipate the needs of customers and serve them in a professional manner.



Jackson Electric, Winthrop... We are excited to introduce two of our new team members. Anna Theis (pictured on the left) is our safety coordinator and team development leader. Morgan Kaiser (pictured on the right) is our marketing director. We are very happy that these wonderful ladies have joined our team!



Shane Waslaski, DSG Board of Directors... Dakota Supply Group (DSG) has added Shane Waslaski to its Board. His business background includes the software, healthcare, manufacturing, energy, plastics and construction sectors. He served as the President of Varistar (included Foley Company and Northern Pipe Products). He is currently the President and CEO of Intelligent InSites.



Jodi Watson, DSG Board of Directors... Dakota Supply Group (DSG) recently welcomed Jodi Watson to its Board. Her expertise lies in digital e-commerce and retail, working with companies ranging from innovative start-ups to massive omnichannel global organizations. She previously served as the Sr VP and acting Chief Marketing Officer of Petco and President of Consumer Direct for Wolverine Worldwide. She currently serves as the Vice Chair for True Leaf Medicine and works as a self-employed consultant.



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Werner Electric Supply: Sponsoring & Hosting Code Classes: Feb 7-8 in La Crosse, WI; May 3-4 in Cottage Grove

Echo Electric Supply: Sponsoring & Hosting Code Class Feb 7-8 Worthington

Crescent Electric Supply: Hosting Code Class: March 7-8 Minneapolis

J.H. Larson: Hosting Code Class Feb 14-15 in Plymouth

Moves & New Locations

Viking Electric Supply Announces New Brand, Focused on Customer Solutions...

Minneapolis-based electrical distributor, Viking Electric Supply announced it is re-branding to Viking Electric, A Sonepar Company. The company created a new vision statement and restated its mission, which is focused on moving beyond its core identity as an electrical distributor to delivering exceptional services and logistical solutions to its customers. "We recognize the critical need to adapt to the speed of our industry and business environments," said Stacy Stanslaski, President. "Our renewed focus is to be an indispensable electrical supply chain partner, central to our customers' success." In addition to the new vision and updated mission, the company released a new logo that better represents the organization's vision as a solutions provider. The updated logo is forward leaning with visual alignment, which represents the company's focus on moving ahead together while aligning with the ever-changing needs of its customers and supply partners.



Viking Electric, A Sonepar Company, Duluth... Viking Electric Supply recently opened a Duluth branch at 15 S 38th Ave W. They had a successful grand opening in spite of the freezing cold weather! If you are in the area, stop in!

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
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 - 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
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- \$13,495 obo. Call (507) 285-9658

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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

PPE Requirements When Using a Chain Saw

Discussions on chain saw safety inevitably include the PPE requirements. OSHA's logging standard specifies hand, leg, foot, head, and eye/face protection requirements, for logging operations. For non-logging operations (commonly

interpreted as not involving tree felling), the general industry and construction PPE standards specify the need to assess each work task that may necessitate the need for PPE. How a task is performed and where the saw is positioned relative to the worker needs to be considered. Recommendations:

- **Head and eye/face protection** - Eye/face protection in the form of a logger-type mesh screen would be considered sufficient protection against flying wood debris, small limbs, and branches. (If a hazard did exist that warranted additional eye protection, then this would also need to be considered.)
- **Cut resistant leg protection** - Even if tree felling isn't part of the task, the use is recommended, unless the use itself creates an added hazard. Personal experience has reminded of how effective cut-resistant chaps can be in preventing serious injury.

- **Heavy-duty safety footwear** - A typical question asked is if cut-resistant footwear would be required. Tree felling tasks would require cut-resistant footwear. Other tasks would need to be evaluated to assess the need. If the work involves cutting logs/branches that are resting on the ground then cut-resistant footwear would be needed. Cutting branches while in an aerial lift may not require cut-resistant footwear.
- **Hearing protection** - Noise levels generated during chain saw use can range from 95- 115 decibels. At the highest noise range, a worker can exceed the OSHA permissible exposure limit in as little as 15-minutes. Protective head gear with ear muffs incorporated into the design are a common option. Foam insert plugs are another option and typically provide a higher level of protection, if used properly.
- **Heavy duty work gloves** - for general protection, such as when handling cut branches and other debris.

And don't ignore the risks and need for PPE, when using a chain saw for home chores. A chain saw is a power tool that deserves respect and an understanding of its benefits and limitations.



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.



Jeff Keljik
Director of Education

Word on the Street

The Future

The word on the street is that electrical construction will be strong but not accelerating in 2019. Some think that the economy will run out of steam in 2020.

With that news, we all need to meet the demands of 2019 with a workforce that is well trained and efficient. We can't afford the time or the money to redo work that could have been done better and faster. When looking at the trends in the industry, it might be a good time to investigate some of these ideas for becoming more efficient and again working - even smarter. The lack of skilled labor is not likely to be solved in the near future. We need to use our labor to make the best use of resources.

Collecting ideas from different predictions tend to coalesce around some common concepts for the electrical industry. Some things to think about:

Robotics and/automated tools. Tools are advancing to the point where they can provide better ergonomics, so hands, backs and shoulders don't take the brunt of the wear. Tools can reduce some of the manual labor. Reaching and climbing can sometime be augmented by drones that can look at different situations, take pictures for proposed work, carry small loads into hard-to-reach areas. Radio-controlled or remote-controlled devices may allow the electrician to be safe when dealing with dangerous situations.

Wearable technologies are advancing. Just as smart phones have become our portable commu-

nications to the world, we are seeing advances in technology that can warn us of becoming too hot or too cold. There is clothing that can help by providing heated or cooled jackets. We can track our electricians to see if they might be stranded or might be in trouble. We can be connected to experts that can help an electrician in the field, solve problems she has not experienced before. We have better lighting for our hats or hands that can help us see what we are doing and what might be danger points for our hands.

Control of lighting, heating, cooling, security, etc. from anywhere in the world is upon us. Smart houses that think for us in the form of Artificial Intelligence (AI) is quickly becoming the norm. When should the heat or cooling change to make it comfortable when you get home. Lighting control to make the house look lived in by changing indoor and outdoor lighting. LED lighting that changes colors and intensity as you feel the need. Asking for you deliveries to be put in the garage by opening the door and observing who is making the delivery. Using camera to watch your dog while you are away—to see who really broke the vase. As your house learns your routines, it can make the changes for you before you ask. The internet of things (IoT) can be integrated to business operations as well. Monitoring robotics as you relax at home is a reality.

Blockchain is in its infancy but the concept seems to be taking shape. A concept that evolved from cryptocurrency is a concept of trading values for goods and services without using the standard channels of commercial banks to trade this medium, called money, between companies. The idea is to move values among joining companies so that all parties see transactions and all will know when monies are available or not. This may be a technology to track as it would enable people to be more sure of transactions rather than relying on a "promise to pay" signed contract.

More on the workforce readiness and on other technologies in the next issue.



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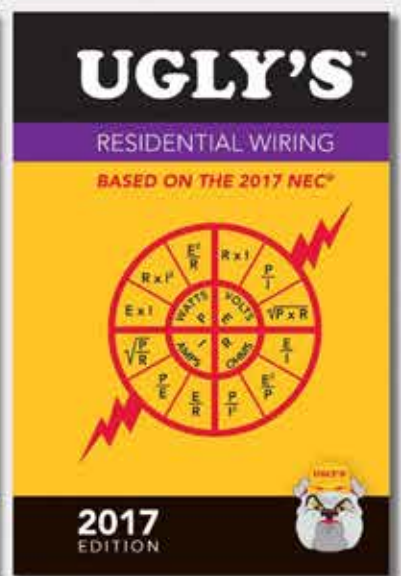
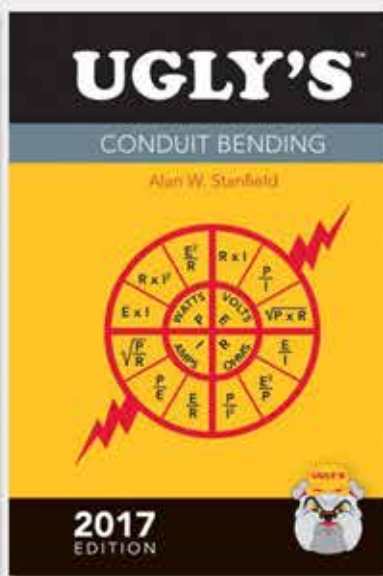
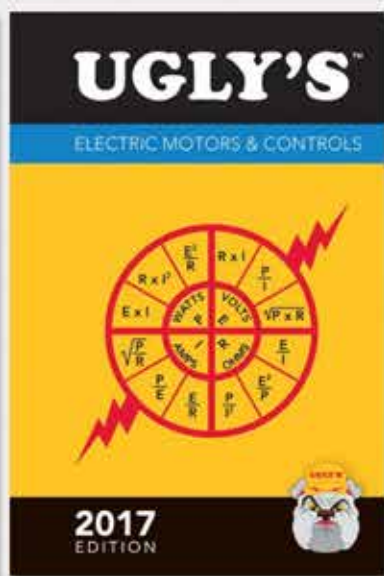
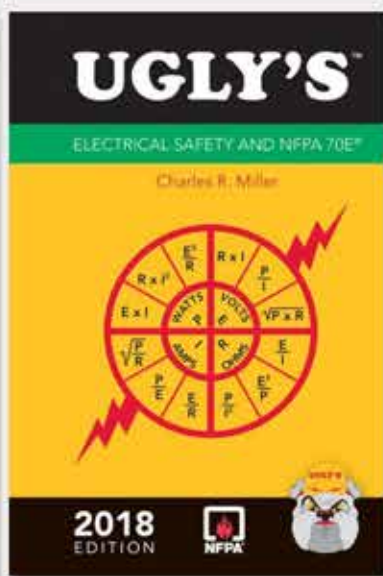
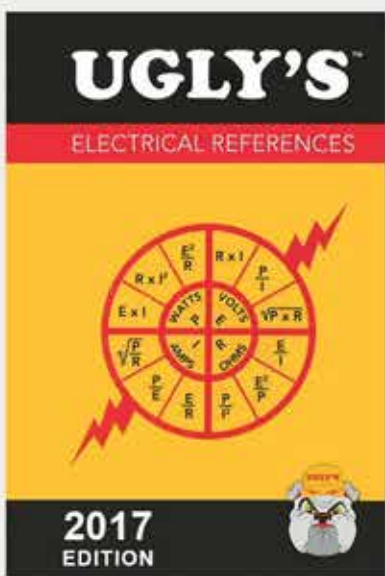
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