



MEA News

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Industry Report



Joe Gatewood
President of MEA's
Board of Directors

Get to Know the New President!

Hello from Willmar, MN! I am proud to be serving the Association and the industry as president for the next year. I am the owner of Gatewood Electric out of Willmar, Minnesota. I opened Gatewood Electric in July of

1999 so I will be celebrating 20 years in business this July! MEA has been a huge part of my success and I am now grateful to be giving back. Not only has Gatewood Electric been a member of MEA for over 20 years, but I have also been on the staff as one of the trainers employed to conduct exceptional continuing education for electricians all over the state.

This next year as President of the Association, I plan on building upon the previous work of the 90 presidents before me. The Association has good bones and a foundation for success. Changes and tweaks are going to be made throughout the year that are going to help MEA focus on participation and growth as set forth from the strategic planning session this past January.

You will begin to see new content, looks and branding as we engage in a marketing audit. We will also continue to develop additional customized training on industry topics required for running better businesses. Karen Maine has done a great job as your president, and I am excited to take it from here. I look forward to the continued support from all of you while we work on making the industry better.

We asked Joe a few questions about his 20 years of membership with MEA...

How has MEA played a role in the success of your business? "Being a member of MEA has put me in contact with so many people in the electrical industry, with situations similar and differing from my own. Networking and discussions with peers in the electrical world are essential for growing a business."

What experiences have made you a better person? "I'll answer this from the trainer perspective; I've grown as a trainer and a contractor by attending MEA conferences and IAEL seminars."

What is your favorite MEA benefit? "I enjoy the networking that MEA makes possible. There aren't many opportunities to talk "shop" in our local area of service because of the competition factor. MEA brings people together from all aspects of the electrical industry to discuss the business and technical sides of our work."

What do you enjoy most about MEA's Educational Trainings? "As an insider of MEA's training, I know how much time and effort goes into planning and providing for the educational classes. Those efforts result in some of the best training in the region."

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Clara DeRosier, Executive Director

Power into the Future

Why a Strong Education Program is Important to MEA's Work at the Legislature

MEA's strong commitment to professional development through excellent education programming tells legislators and regulators that our members are serious about doing a professional job for their customers and providing a professional work force for the future. Not only does MEA's government action efforts create legislation to assist in electrical contractors running better businesses, but it also prevents unnecessary laws and regulations while helping electrical contractors know how to comply with new laws and regulations. Legislators may believe the industry needs to be more heavily regulated when hearing from voters who had less than a professional experience with someone working in the industry.

MEA offers multiple training events and workshops throughout the year to its members that will broaden your professional knowledge. MEA provides an enormous amount of access to resource information such as toolbox talks, on-staff consultant and workforce development guidance. MEA also provides you with an opportunity to stay informed about important issues like prevailing wage or diversity.

An investment in MEA membership will enhance your personal development and help you strategically build your business and career.

If you are not an MEA member, I urge you to join today. Your membership in MEA makes it easier to get results for you and your industry. The legislature is like a small town—word travels fast. Taking advantage of MEA's many educational tools has built a reputation for MEA members that they are professional, practical and professional in their dealings.



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

National Electrical Safety Awareness Month!



In honor of Safety Month, we are offering a discount on our popular NFPA 70E Safety Training Class—**Join MEA and book a 70E training class before July 1 to receive \$100 off** (in addition to your membership discount).

Director (cont. on page 5)



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Federated Insurance— Disaster Planning

The skies are clear. The river is at its normal level. Authorities are reporting a low risk of wildfire. It's tempting to operate your business as if these will always be the case. But what will you do when disaster strikes? Ask any business owner who has been through a disaster — thorough preparation makes all the difference.

When you experience a catastrophe, the stress makes it difficult, if not impossible, to think clearly. And unless you've collected all the documents and information you need for operational continuity, you'll have a hard time getting things moving again.

Federated offers resources you need to prepare your business for a disaster with the Institute for Business and Home Safety (IBHS) Open for Business-EZ® program. The program, available online or in print, guides business owners through the process of developing a plan to help keep a business profitable after a disaster.

The toolkit contains documents to record information about the major areas of your business, including basic operations, equipment, employees, customers, suppliers, vendors, finances, and information technology. It also helps you record and assess your risk for a variety of natural and man-made disasters, and test your plan for reaction and recovery. To access the toolkit, visit the IBHS website, or log on to Federated's Shield Network and click on "IBHS – Disaster Planning."

The IBHS website also offers a tool that helps users identify threats specific to their geographic region, helping to focus preparedness efforts. It also provides information on best practices, including assessments, guides, and checklists to help prepare for these perils:

- Earthquakes
- Freezing weather
- High winds
- Tornadoes
- Floods
- Hail
- Hurricanes
- Wildfire

The site www.disastersafety.org, is also great for employees of the business to learn how to prepare for disasters. A business cannot recover unless they have employees that can help and employees can't help the business until they have their own personal situation under control. For more information, contact your local Federated marketing representative.

This article is for general information and risk prevention recommendations only. It should not be considered legal, coverage, financial, tax or medical advice. Qualified counsel should be sought regarding questions specific to your circumstances.



Government

Legislative Update

Bill Strusinski,
MEA Government
Affairs Representative

We have reached the Easter Recess of the legislative session. This means there are only a few more weeks remaining before Ad-

jourment. All of the major Tax and Finance Bills are on the floor of the House and Senate awaiting final action. Next, the differences between the House and Senate will be worked out in conference committees. Since the House and Senate have significantly different budget targets, resolving the differences will be no easy task.

The big difficult issues to resolve include: The Gas tax, the 2% Provider Tax, Taxes on businesses, and several Labor Management Issues. The Republican-controlled Senate has no appetite to pass any of these bills or provisions. Thus, expect the typical chaos, angst, frustration, dueling press conferences and threats of a special session to increase.

A quick status report on the issues we are following:

- Wage theft bill is still moving forward in both bodies. Many of our issues have been addressed. Looks like some modified form will pass. No one is in favor of wage theft!
- Minimum wage and Paid Time Off and Safe and Sick Time bills are moving in the House only. I don't expect any progress in the Senate, but these issues will be discussed in the Omnibus Jobs Finance Conference Committee.
- Energy Conservation and bills affecting the continuation of CIP funding are moving forward but need some amending to protect the electrical contractors. We are working on the right amendments with the Center for Energy and Environment (CEE).
- The Duty to Defend bill failed to meet the committee deadline and will be laid over until next session. This bill would prohibit general contractors from having the subcontractor pay for the legal bills for the general if the sub was not at fault.
- The Retainage bill has run into major opposition from the State Dept of Administration, the League of Cities and the General Contractors, but it is still moving forward. The retainage bill is included in the Senate and House Omnibus Jobs Finance Committee bills. We are continuing to meet with opponents in an attempt to reach a compromise.
- A bonding bill is being discussed a small version (under \$300M) may make its way to the Governor's desk by the time session is over. So far, the House is \$1.4B and the Senate Bill is zero.
- Distracted driving hands free cell phone usage bill has cleared the conference committee and will become law by the end of session. Hands free devices are still allowed under this legislation but if a trooper sees a phone in your hand, you will get a ticket.
- Job training funding for several projects have been included in both the House and Senate Omnibus Jobs Finance bills.
- Energy Conservation funding Programs (CIP) are under threat of elimination under the



Compliance

Handbook Updates Under the NLRB

Tom Revnew
Attorney
Seaton Peters Revnew

Tom is a Shareholder at Seaton, Peters & Revnew, P.A., a firm representing employers in a full range of employment law issues and litigation in Minneapolis, Minnesota.

The National Labor Relations Act (NLRA) prohibits employers from interfering with employees' rights to self-organize, engage in union activities, collectively bargain for changes in terms and conditions of employment, and engage or refrain from protected concerted activities. In late 2017, in the *Boeing* case, the National Labor Relations Board (NLRB) changed the way it evaluates handbook policies when determining if a policy interferes with employees' rights. Handbook policies are now separated into three types of categories for review.

- Category 1 includes rules the Board designates as lawful to maintain, either because (i) the rule, when reasonably interpreted, does not prohibit or interfere with the exercise of NLRA rights; or (ii) the potential adverse impact on protected rights is outweighed by justifications associated with the rule. Thus, in *Boeing*, the Board overruled past cases in which it had held that employers violated the NLRA by maintaining rules requiring employees to foster "harmonious interactions and relationships" or to maintain basic standards of civility in the workplace.
- Category 2 includes rules that warrant individualized scrutiny in each case as to whether the rule would prohibit or interfere with NLRA rights, and if so, whether any adverse impact on NLRA-protected conduct is outweighed by legitimate justifications.
- Category 3 includes rules that the Board designates as unlawful to maintain because they prohibit or limit NLRA-protected conduct, and the adverse impact on NLRA rights is not outweighed by justifications associated with the rule. As an example, a rule that prohibits employees from discussing wages or benefits with one another violates the NLRA. Indeed,

the NLRB recently struck down a policy requiring employees to keep the handbook and its contents confidential. This policy was unlawful since it "effectively precludes employees from discussing handbook policies regarding employee pay, benefits, and working conditions with unions and other third parties."

Under the *Boeing* standard for reviewing handbook policies, it is much more likely that an employer's policies will be found to comply with the NLRA. Nevertheless, as a best practice, employers should have their handbooks reviewed on a regular basis to ensure compliance with ever changing state and federal laws.



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Senate Omnibus Energy Finance bill. House version is OK.

- Workers comp reform issues that will be passed are housekeeping and technical in nature.
- Tax federal conformity legislation is making head-way and will pass this session. Should provide some business and personal tax relief.

Finally, a hearty thank you to **Shawn Hasskamp**, our fearless leader and Legislative Chair of the Government Action Committee. He has been closely monitoring and advising on issues at the Capitol.

I also want to thank **Kirsten Christopherson**, my colleague at Libby Law, and **Michelle Drier**, MEA, for all of their fine work and participation in policy making at the State Capitol. **Clara DeRosier** is a rock star as well, because she is always available to provide guidance on issues affecting your business! An excellent team that is looking out for your interests!

If you have any questions on these issues or other state government matters, please contact the MEA office.



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Kate Bischoff, Attorney
tHRive Law & Consulting

Compliance

Tough Conversations

Question: What do I do if during a conversation about poor performance the employee starts injecting that she's being attacked or has been harassed?

For a lot of managers, tough conversations include performance discussions. *Harvard Business Review* found that two-thirds of managers are uncomfortable communicating with employees. This means that managers don't know how to, or are not prepared to, have tough conversations. HR can help!

Most organizations don't have the time or resources to devote to some of the "softer" skills about how to communicate with employees. So, we send managers out into our organizations to fend for themselves. Here's what I'd like them to know about tough conversations:

Plan. Prepare a script. Draft an email with some bullet points or full script of what you need to convey to the employee. If you don't plan, it's possible that the conversation will wander and you may miss the clear messaging you need to convey.

Consult. Consult with HR, another manager, and/or your manager. Ask them for feedback that you can use to improve your messaging or alter your wording to make the message even more clear or less emotional or harsh.

Take a beat. Yes, performance should be addressed ASAP, but a discussion about performance should not happen in the heat of the moment. Take a beat to breathe, plan, and consult. Just don't let the beat last longer than one business day.

Schedule. This is a short meeting—less than 15 minutes. There should not be a long list of things to cover. Boggling it down with other subjects reduces the importance of the poor performance discussion. Plus, if you add other topics, the employee may not remember them.

Anticipate. Usually a manager knows if an employee will cry, become defensive, and/or angry.

Have tissues ready, let HR know you're having the conversation, or plan to have someone with you if you have concerns about the employee's reaction. Select this person carefully – s/he should not be a co-worker of the employee.

Prepare for surprise. In the question above, if the employee starts lodging complaints, the manager needs to know how to refocus the discussion. Managers will need to hear a complaint, but then remind the employee that she's there to talk about performance. Managers should report the complaint *immediately* after the meeting so HR or management can take action.

Document. Use your bullet points or script to recap with additions of how the meeting actually went. The employee does not have to sign off on the documentation but should know of its existence.

I often joke that managers have the word "manage" in their job title, so they've got to actually manage. Most managers are great at saying "you're doing great," but it is those conversations where they have to confront an employee about poor performance or misconduct that trips them up. For HR, this means we coach managers through these tough conversations. Use these tips and reach out when you need help.

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



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You Need to Know

COMPLIANCE

MN Hands-free law passed for safety... A bipartisan bill to ban the use of hand-held cellphones while driving was signed into law by Gov. Walz. The legislation makes it a misdemeanor to hold a cellphone while driving. In essence, it requires hands-free use of electronic devices by motorists. It takes effect Aug. 1 and public safety officials plan an extensive education campaign on the new law. (Mankato Free Press. April 2019)

CONSTRUCTION TRENDS

NATIONAL

Building Permits... Privately-owned housing units authorized by building permits in February were at a seasonally adjusted annual rate of 1,296,000; 1.6% below the revised Jan rate of 1,317,000 and is 2% below the Feb 2018 rate. Single-family authorizations in Feb were at a rate of 821,000; this is 0.0% below the revised Jan figure of 821,000. Authorizations of units in buildings with 5+ units were at a rate of 439,000 in Feb. (www.census.gov. April 2019)



New Home Sales... Sales of new single-family houses in Feb were at a seasonally adjusted annual rate of 4.9% above the revised Jan rate and is 0.6% above the Feb 2018 estimate. Sales Price: The average sales price was \$379,600 in February. (www.census.gov. April 2019)

ECONOMY

NATIONAL

CPI for all items increases 0.4% in March as gasoline, shelter, food indexes rise... In March, the Consumer Price Index for All Urban Consumers increased 0.4% seasonally adjusted; rising 1.9% over the year, not seasonally adjusted. The index for all items less food and energy rose 0.1% March (SA); up 2% over the year. (BLS. April 2019)

MINNESOTA

GOP and DFL start negotiations nearly a billion dollars apart... Education takes up nearly half the state's general fund budget and is typically one of the last things lawmakers agree on before wrapping up their work at the Legislature. Education spending on public schools from preschool to postsecondary accounts for \$22B of the state's current 2-year, \$45.5B budget. MN school districts, colleges and universities educate more than 1 million students each year. In a state with one of the nation's most persistent academic achievement gaps for students of color, state lawmakers generally agree that improving public schools is key to MN's future prosperity. (St Paul Pioneer Press. April 15, 2019)

Governor's Gas Tax Plan Affects Everyone... Gov. Tim Walz proposed hiking MN's gas tax by 20 cents/gallon to pay for road and bridge projects (a 70% increase), which would make MN's gas tax the 4th highest in the US, behind only PA, CA and WA. A MN Dept of Revenue tax incentive study showed businesses cannot absorb all the tax increases im-

posed on them so they are spread out three ways: reduced employee wage and benefit packages, higher prices on products and services for consumers and a lower rate of return for shareholders. "And it affects the competitiveness of the businesses themselves," said Ned Koppen, president of the Fairmont Area Chamber of Commerce. "It certainly affects all the communities along the borders." (Fairmont Sentinel. April 2019)

ENERGY

MINNESOTA

Walz touts clean energy jobs amid doubts about nuclear power's role in future... Gov. Walz and Commerce Commissioner Steve Kelley said that economics suggest nuclear power won't be part of Minnesota's energy mix if the state adopts the governor's goal of getting 100% of its energy from carbon-free sources by 2050. Walz and Kelley made the remarks at a news conference on April 9 that they held to celebrate the growth in clean energy jobs in Minnesota. "We are outpacing other states," the governor said. "Now is the time for Minnesota to seize the momentum." (St Paul Pioneer Press. April 2019)

MN clean energy jobs increase nearly 5%... More than 61,000 Minnesotans now work in the clean energy industries after adding 2,737 jobs in 2018. Clean energy jobs in MN grew by 4.7%, or 2.5 times faster than the overall state job market (which grew 1.9%). Minnesota also experienced the region's strongest renewable energy generation job growth—11.8%—despite the sector struggling on the national level. Energy efficiency jobs continue to be the largest sector for MN clean energy employment, with 3 out of every 4 clean energy jobs in the state. Clean energy employers in MN project adding more than 4,400 clean energy jobs in 2019, a 7.3% increase. (Clean Energy Economy Minnesota. April 9, 2019)

You Need to Know - Cont. on page 12

After taking this class you will recognize what you can and can't work on and why; you will understand why it's critical to follow company safety rules; and you will see what can happen if safety protocols are not followed. This can be taught at your shop or online. The more educated we are, the safer we can be. MEA has trained 1500 electricians already in 2019!

Top 3 Reasons Contractors Join MEA

- ① Education
- ② Government Representation
- ③ Information

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2

Understand why it's critical to follow company safety rules

3

See what can happen if safety protocols are not followed



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Code class at Mystic Lake with Mike Miller!

Try one of MEA's classes!

See schedule on pg 8.

www.electricalassociation.com



Worthington Code class with Joe Gatewood!



Cottage Grove class with Mike Miller!

WERNER Electric Supply

Spring Conference Highlights & Awards



Karen Maine in Appreciation for Outstanding Leadership



Dale Yohnke, NCEL - In Appreciation for Exceptional Partnering with the Industry



Seaton Peters & Revnew - 25 Years of Membership & Contributions to MEA



Paul Kramer, Sundance Family Foundation - In Appreciation for Exceptional Partnering with the Industry



John Fowler, ElectroTech Product Service Member Award for Exceptional Contributions to the Industry



MEA Trainers - The best in the Business!! (L-R) Jeff Keljik, Joe Gatewood, Jim Schoon, Chad Kurdi, Mike Miller. Not pictured: Jeff Kunkel and Tim Zinniel.



Noble Conservation Solutions Going the Extra Mile for MEA



Other Award Winners Not Present at the Dinner—

MNOSHA
Special Contributions from an Agency

Elisha Seanger, Melrose Electric
Outstanding Committee Member

Todd Froysa, Lakeview Electric
Outstanding Member

Jeff Kunkel, Kunkel Electric
Contractor Member Award; and Good for the Industry Award for Exceptional Contributions to the Industry

Thank you to the following members who have been OUR PARTNERS IN SUCCESS for so many years! We cannot thank you enough for supporting MEA and the industry!

50 Yrs of MEA Membership

- Kunkel Electric
- Bavalak Electric

25 Yrs of MEA Membership

- Fisher Electric of Thief River Falls
- Mel's Electric
- Seabright Electric Inc
- Seaton Peters & Revnew PA
- Tvedten Electric Inc
- Kroska Electric Service
- Summerville Electric Inc
- Nelson Electric Inc
- Salisbury Electric Inc
- Willmar Electric Service Corp
- ECHO Electric Supply
- Hill River Electric Inc
- Todavich Electric Inc



Jeff Keljik
Director of Education
Awesome Team Leader Award



Andrew Javens, Laketown Electric
Going the Extra Mile





Michelle Dreier
Member Engagemt/
Gov't Affairs

Workforce Development

Let's be Strategic and Prevail

It is that time of year again. MN DLI sent out their annual invitation to provide information to set the prevailing wage rates. Even if you don't participate in public projects, prevailing wage can find its way into new applications such as

renewable energy. Participating in the survey can make you more competitive as you bid on this work.

The calculation of prevailing wage is a numbers game. You can submit surveys for all projects you have performed work on since **April 1, 2018**, through the end of the survey period, including work that is ongoing and incomplete at the time of the survey, which is **May 29, 2019**. The more data you submit, the more likely your wage rate is likely to prevail. There are ways to strategically limit your time investment in the process.

A bit about how the wage rates are calculated: DLI compiles all the data and determines the most commonly paid wage rate to the penny for electricians in all 87 counties, otherwise known as the **mode**. This method really does favor union labor where all electricians are paid the same regardless of which contractor they are working for.

But...

If you take a good look at the data, you may find that many rural counties don't receive any submissions. Many counties have wage rates set by a mode of 2 workers or less. This is your opportunity for change.

- Think about the counties in which you are most likely to perform work on prevailing wage projects. Focus on submitting surveys for those counties.

- Think about a particular individual that is found on most of your projects, and submit that person's work. Because of modal calculation, supplying a variety of wage rates doesn't necessary benefit you.
- The more identical wage rates you submit for a county, the more likely your wage rate will prevail.

There is nothing that requires you to submit all of your projects or all of your workers on those projects. It is okay to be selective!

Things to remember:

- A worker needs to be employed for 8 hours or more on a project in order to be considered.
- Only report journeyworker wage rates.
- If a worker is performing work in multiple classifications such as equipment operator and electrician, report them using the labor code in which they are performing the majority of their work.
- A worker can only be reported once per project.
- Do not report individuals with premium pay such as foremen, or lower rates of pay such as apprentices.

The wage portion of the survey is broken down into two fields: base and fringe. *Base* is the dollar amount that the worker is paid on their check. *Fringe* is employer-paid benefits. Fringe can be things such as PTO, sick leave, vacation leave, holiday leave, employer's contribution to health or welfare benefits, and employer's contribution to retirement benefits. Determine the hourly cost of a worker's benefit package and report it in the fringe field. Your fringe package may vary from worker to worker.

Do not include social security, worker's compensation premiums, unemployment, or taxes. These are considered payroll burden, not benefits, and is required of an employer by law.

If this still seems daunting, I am available for private consultation to train an individual on your staff regarding the reporting and submitting of wage data.

Contact me at (612) 827-6117 or email me at mdreier@electricalassociation.com.

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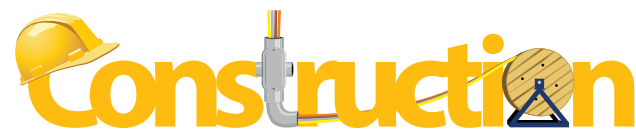
Congratulations to the great group of students who are graduating this year from our 4-year electrical



apprentice program. They wrapped up their classes in April and are ready to take the Journeyworker Licensing exam!

We wish them all the best and we know they will find success in this field!

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Develop Your Career

Education Calendar

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

Continuing Education: Classroom (16 CE)






 May 3-4 (8am-5pm)	Cottage Grove, Werner Electric
 May 16-17 (8am-5pm)	La Crosse WI, Werner Electric
 Aug 15-16 (8am-5pm)	St Cloud

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

Thank you to our
Class Host & Sponsor:





Continuing Education: Online (2 CE)

 May 14 (8-10am)	2017 NEC Grounding & Bonding, Pt 5
 May 22 (6:30-8:30pm)	2017 NEC Overcurrent Protection for Unlicensed
 June 4 (6:30-8:30pm)	2017 NEC Special Occupancies, Pt 4
 June 19 (8-10am)	2017 NEC Branch Circuit, Feeder, Service Calcs
 July 16 (6:30-8:30pm)	2017 NEC Overcurrent Protection, Pt 1
 July 30 (8-10am)	2017 NEC Branch Circuit, Feeder, Service Calcs

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

Exam Prep Training: Classroom

 June 8-9 (8am-5pm)	Edina, Federated Insurance
 Aug 3-4 (8am-5pm)	Edina, Federated Insurance

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- Project Management (Jim Crabbe, Cobra)
- 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	*can take all Code



Iowa

Master A, B.....	18* every 3-year Code Cycle
Residential Master	18* every 3-year Code Cycle
Residential Electrician.....	18* every 3-year Code Cycle
Inactive Master.....	18* every 3-year Code Cycle
Journeyman A, B.....	18* every 3-year Code Cycle
https://iowaelectrical.gov/	*6 on the most recent Code



Montana

Residential Electrician	16* per 2-year cycle
Journeyman Electrician	16* per 2-year cycle
Master Electrician	16* per 2-year cycle
http://boards.bsd.dli.mt.gov/ele	*8 Code Update



Nebraska

Electrical Contractor.....	12 each even-numbered yr
Journeyman Electrician.....	12 each even-numbered yr
Resid. Journeyman Wireman	12 each even-numbered yr
Fire Alarm Installer	12 each even-numbered yr
www.electrical.nebraska.gov	*6 Code; or all Code



North Dakota

Master Electrician.....	8* annually
Journeyman Electrician.....	8* annually
Class B Electrician	8* annually
www.ndseb.com	*4 must be Code



South Dakota

Electrical Inspector	16* even-numbered years
Electrical Contractor	16* even-numbered years
Journeyman Electrician.....	16* even-numbered years
Class B Electrician.....	16* even-numbered years
Apprentice Electrician.....	16* even-numbered years
http://dlr.sd.gov/	*8 must be Code



Wisconsin

Master Electrician	24 every 4 years
Residential Master Electrician.....	18 every 4 years
Journeyman Electrician.....	24 every 4 years
Industrial Journeyman Elect.....	18 every 4 years
Residential Journeyman Elect	18 every 4 years
Registered Electrician.....	24 annually
https://dsps.wi.gov	

DUE IN JUNE



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

Commercial Wiring Practices



- A system that is supplied from an autotransformer is _____.
 - a separately derived system
 - an ungrounded system
 - a separately grounded system
 - not a separately derived system
- If aluminum conductors are used for the grounding electrode conductor, it shall not be placed within _____ of contact with the earth.
 - 12"
 - 15"
 - 18"
 - 24"
- The life safety branch in a health care facility is designed to supply _____ as part of the essential electrical system.
 - lighting for egress
 - power to equipment critical to human life
 - power for equipment that maintains comfort or ventilation
 - food refrigeration equipment
- Where one neutral is associated with multiple ungrounded conductors, the associated conductors shall be _____.
 - marked with wire markers
 - grouped by cable ties
 - not required to be grouped if obvious
 - Any of the above.
- Multiwire branch circuits can be used to supply _____.
 - single-phase line-to-neutral loads with single-pole breakers and handle ties
 - 3-phase loads with three individual breakers
 - only three-phase Delta 4-wire loads
 - ungrounded loads only
- Bathrooms are required to have _____.
 - AFCI
 - GFCI
 - DFCI
 - None of the above.

Answers: 1. (d) 2. (c) Ref: 250.64(A); 3. (a) Ref: Art 517; 4. (d) Ref: 200.4; 5. (a) Ref: 240.15(B); 6. (b) Ref: 210.8

Toolbox Talks

Hearing Safety

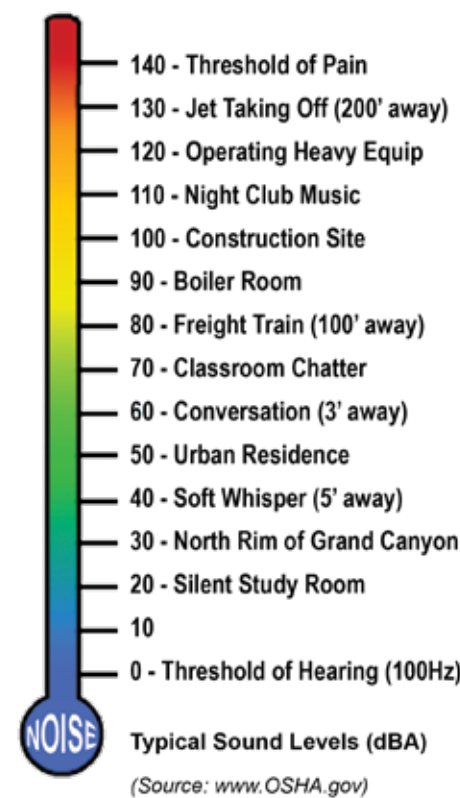


- Wherever it is not feasible to reduce the noise levels or duration of exposures to those specified in the table below, Permissible Noise Exposures in 1926.52, protective hearing devices should be provided and used.
- Ear protective devices inserted in the ear shall be fitted or determined individually by competent persons.
- Plain cotton is not an acceptable protective device.
- Protection against the effects of noise exposure shall be provided when the sound exceeds those shown in the table when measured on the A-scale of a standard sound level meter at slow response.
- When employees are subjected to sound levels exceeding those listed in the table, feasible administrative or engineering controls shall be utilized. If such controls fail to reduce sound levels within the levels of the table, personal protective equipment as required in Subt E shall be provided and used to reduce sound levels within the levels of the table.
- If the variations in noise level involve maxima at intervals of 1 second or less, it is to be considered continuous.
- In all cases where the sound levels exceed the values shown, a continuing, effective hearing conservation program shall be administered.



Permissible Noise Exposures

Duration per day, hours	Sound level dBA slow response
8	90
6	92
4	95
3	97
2	100
1 1/2	102
1	105
1/2	110
1/4 or less	115



More information on Hearing Safety can be found in the OSHA Regulations 1926 Subparts K & D.

*More safety topics can be found on our website under Membership > Members Only www.electricalassociation.com

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Information Technology

Phishing Scam Examples: What Your Employees Should Look for in Emails

By Sam Bloedow

You have won a trip to Tahiti! Click to claim your prize!

Anyone who has ever used the internet has seen messages like this one. Hackers and thieves send them as bait to lure unsuspecting users into revealing personal information or downloading malicious programs onto their computers. The technique is commonly referred to as "phishing."

Being vigilant for phishing attempts is one of the first skills we all develop when using the internet. You and your employees are probably pretty good at it already. But phishing attacks come in many forms, and even internet-savvy users fall victim.

Here are examples of common attacks to show your employees, so they become extra vigilant.

1) Requests for Help

"REQUEST FOR URGENT BUSINESS RELATIONSHIP... I HAVE BEEN DELEGATED AS A MATTER OF TRUST BY MY COLLEAGUES OF THE PANEL TO LOOK FOR OVERSEAS PARTNERS. HENCE WE ARE WRITING YOU THIS LETTER. WE HAVE AGREED TO SHARE THE MONEY AS THUS..."

This is an example of the so-called "Nigerian Scam," courtesy of *snopes.com*. They masquerade as pleas for help from foreign representatives, who ask to use your bank account to move large sums of money. In exchange, they offer you with a small percentage of that money. These scams have been around since before the internet, but they're still used today because they work. The appeal of free money, with the notion of helping someone, has allowed scams like these to swindle people.

PRO TIP: If it's too good to be true, it probably is. Plus any international correspondence from an unexpected person should get extra scrutiny.

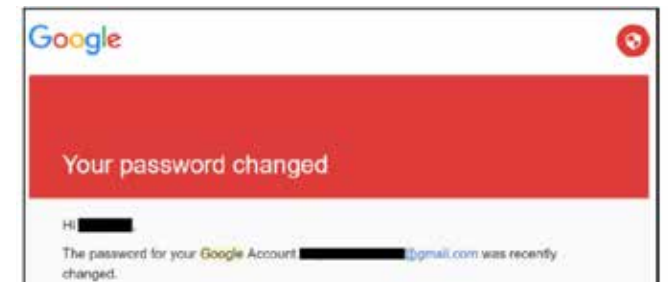
2) Security Alerts

"Hello! As part of our security measures, we regularly screen activity in the Facebook system. We recently contacted you after noticing an issue on your account. Our system detected unusual Copyrights activity linked to your Facebook account, please follow the link below to fill the Copyright form. If you do not fill the application, your account will be permanently blocked."

This example from Microsoft is a phishing attack disguised as an official message from Facebook. Because Facebook is so prevalent, the attackers can safely assume their targets probably have an account. By pretending to be a friendly security message, and by threatening to close the target's account if no action is taken, scams like this one are very successful.

PRO TIP: Hover over (but don't click) the link. If the window that pops up shows a different, non-company URL, you've probably discovered a scam.

3) Unexpected Official-Looking Messages



The first two examples had obvious clues that they were scams; however, this example is an exact copy of an official email from Google. Attackers can replace the "click here" link with a website designed to steal your data or infect your system.

These are the most dangerous phishing attacks, because there are no obvious clues that something is amiss. Be cautious around messages about your accounts that you aren't expecting. They could be warning you of someone trying to log in to your account, but they could also be phishing attacks themselves.

PRO TIP: The best way to authenticate an email that claims to be from Gmail is to trace its full header. Also, beware that Google will never ask for personal information like a password via email.

Best Practices for Phishing Scams

- Don't open it. Spam emails can contain malicious links or viruses that will trigger additional attacks, simply by being opened.
- Notify IT.
- Delete the email. After notifying IT of the message, delete it.

If even one person falls prey to a phishing attempt, your entire network could be at risk.

Condensed from Thriveon Information & Technology blog: <https://blog.thriveon.net/phishing-scam-examples>

New Products

SSL-TRLED SERIES LIGHT FIXTURES

The SSL-TRLED illuminates any work space without the glare of LED diodes, and feature impressive energy efficiency. The LED light fixtures come equipped with long lasting LED drivers, assuring consistent color temperatures. The SSL-TRLED models are compatible with building controls, motion sensors, timers, and daylight harvesting systems. These fixtures are available in 2' x 2' and 2' x 4' frames. Recommendations: LED-DI • LED-PL • SSL-PLED; Installation: Indoor • Ceiling • Office • Commercial (ATEK Distribution • 612-454-0042)



INTERMATIC - LOW-PROFILE EXPANDABLE IN-USE Weatherproof Covers

A Sleek New Design Brings Dependable Outdoor Protection Intermatic's slim, low-profile in-use covers provide a sleek, easy-to-use alternative to traditional outdoor weatherproof cover options. These are easy to install while delivering lasting, code-compliant protection. (Rouzer • 952-737-6320)



GREENLEE Flexible Clamp Meters (Cat #: FC-118)

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—WWW.ELECTRICASSOCIATION.COM/NEWPRODUCTS—



Alex Hyatt
National Sales Mgr

Member Benefits

MEA Electrical Safety Training – NFPA 70E

Hundreds of people every year experience severe electrical injuries on the job. These injuries occur from contact with live power, burns from Arc

Flash, injuries from Arc Blast, and shocks or electrocution. Many of these incidents involve people with little or no experience working with or around electricity. People who work on or near live parts, as well as people responsible for employee safety, need to be up to date on electrical safety in the workplace.

The NFPA 70E is used as a descriptive manual to meet the prescriptive requirements of OSHA for safety in the workplace. 70E training provides the vital information you need to reduce injuries and comply with OSHA regulations CFR29-1910 for general industry and 1926 for construction.

Retraining is required at least every three years.

MEA's Electrical Safety Training for NFPA 70E meets these requirements.

If your employees have not had 70E Training in the last three years, now is the perfect time to get your crew trained on recent updates.

Taught onsite at your facility in a private group setting, we bring the training to you in a concise four-hour format. You chose the date and time that work best for your schedule. MEA members save \$300 on this training.

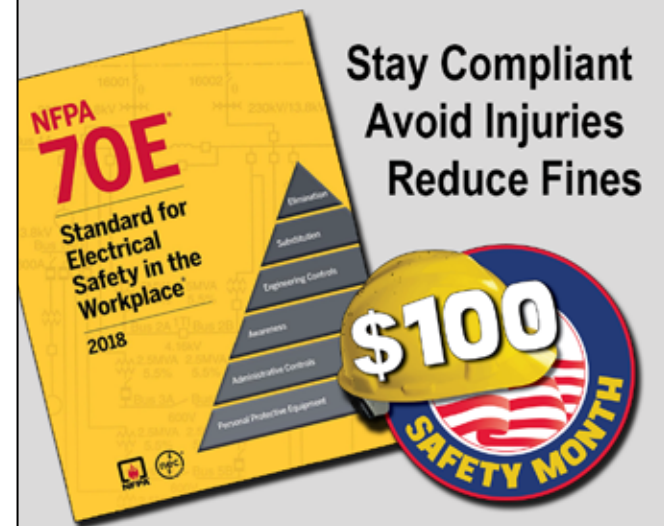
Upon completion of this course, you will be able to:

- Identify electrical safety hazards and plan protective schemes and techniques to address each hazard
- Explain what safety requirements employers are legally required to provide for their workers
- Recognize the steps needed to work safely on or near live parts
- Analyze work tasks and select appropriate PPE
- Determine the hazard risk category classification of a given task
- Identify specific requirements for energizing and de-energizing power circuits
- Explain the intent and limitations of personal protective equipment
- Use an appropriate approach to assure adequate PPE for diverse tasks
- Determine the specific steps to be taken to ensure an electrically safe work condition
- Implement Lockout/Tagout procedures applicable to any given facility or activity
- Determine training and re-training requirements
- Explain components of warning labels and used proper techniques to reduce injury
- Identify boundaries for electrical hazards
- Certificates of completion will be provided for your personnel files*

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**70E training does NOT count toward CE credit.*

Member Spotlight:

Todd Froysa—Lakeview Electric, Burnsville, MN

Todd Froysa had a lot of electrical mentors while he was growing up—Grandpa, Dad, Uncle and a cousin were all electricians. His father owned and ran a shop for over 30 years. You could say electrical was in his blood.

Lakeview Electric was started by Todd Froysa's father, Les, in the early '70s in Aitkin, MN. The office was run out of his house on Rabbit Lake. In 1975, Les moved the business to the Metro to go after larger work. Todd Froysa purchased the business in 2005.

Lakeview has been through some changes throughout the years but has always adapted and survived. During the slow years, the company took on whatever projects came along including a chicken coup in Stillwater. With the uptick in the economy, Lakeview has moved back into commercial work and government work.

They have always been a veteran-owned company. Les was Army 82nd Airborne in the late '50s. Todd served in the Navy during the late '80s. In 2015, Lakeview was certified as a veteran-owned small business (VOSB).

One of Lakeview's recent projects is the Navy Operation Support Center (NOSC). Lakeview ran conduit for a new PA system and fire alarm panels. They also retrofitted the Drill Hall and Motor Pool interiors. Additionally, Lakeview retrofitted the parking lot, exterior building lights, sign lights, bollards and under-canopy lights to American-made LED's. Because Todd is a Navy veteran, he took special pride in this job.

Outside of electrical work, you can find Todd spending time with his family. He has two kids in middle school, and attending their sport events can fill a calendar fast. Additionally he likes to travel, camp, boat, hunt & fish, and hit the trails with his ATV or dirt bikes. The

Froysa family is in a great stage of life and enjoying all they can with the kids.

Todd Froysa is the recent recipient of MEA's Outstanding Member award, which was presented at the Annual Spring Conference in Stillwater on April 12!





Tim Pass,
Smith Schafer CPAs
952-920-1455

Compliance

Buying Another Construction Company? Quick Guide on Best Practices

Buying another construction company can be an attractive way to grow your revenue base.

relations nightmare. It might also cause unrest among suppliers, customers, lenders.

ACCOUNTING FOR THE PURCHASE

While you might not share your acquisition plans with employees and other stakeholders, never leave your accounting and legal professionals in the dark. Do not be fooled into oversimplifying M&A decisions. Below are some examples of key accounting considerations.

Mark the Dates

The closing date for a business acquisition is pretty obvious. It is the date the papers are signed and control transfers from the acquired firm to your firm. However, from an accounting standpoint, the closing process may not be "over" for another year. Additional accounting evidence may unfold in the months following a merger or an acquisition. Hind-sight could impact how you report the transaction.

It is important that at the first year-end after the business acquisition you consult with your accounting and tax professionals, who will make provisional entries that represent estimates of the remaining assets, liabilities, revenues and expenses that will be recognized in the coming year as a result of the M&A transaction. This proactive step may prevent you from having to restate your tax returns (or your financial statements) in a later year, which could be costly.

Consolidated Financial Statements Required

When one construction company buys another, separate locations may continue to be maintained and the newly acquired company continue to operate as a separate and distinct business unit. In fact,



there may be significant liability, morale-boosting and administrative advantages to letting the newly acquired company continue to account for its own sales and expense transactions using the existing accounting systems and personnel.

However, from a tax perspective and to be compliant with standard practices for financial reporting for banks and bonding companies, it is often necessary to create and maintain a set of consolidated business and accounting records. Some refiguring of the values of the assets and liabilities held by the target firm on the date of acquisition may be necessary. Once these new values are calculated for the consolidated financial records, any leftover intangible value may be booked to "goodwill."

The goodwill account is a fixed asset that appears on your consolidated financial statements after a merger or an acquisition. It generally will not be questioned as long as your accounting, finance and tax professionals document the transaction thoroughly, completely and accurately.

DO IT RIGHT

These transactions can also be daunting, especially for construction firms who decide to handle legal and financial matters in-house. To bring you innovative solutions, our Construction & Real Estate Group stays on top of industry issues, trends, and technologies to ensure we give you the best possible advice. We have serviced the construction & real estate industry since 1971. Please contact a Smith Schafer professional.

Condensed from www.smithschafer.com/buying-a-construction-company/

A merger or an acquisition allows you to:

- Add a new subcontracting specialty,
- Acquire an experienced labor force to reach new markets, and
- Deepen your penetration into the market your firm already serves.

But there is more to it than agreeing on a price and signing the paperwork such as which employees should be made privy to the transaction; how do you account for the purchase of your new division or subsidiary?

CONFIDENTIALITY

Buying another construction company can be an exciting proposition. It may be tempting to spread the news that your firm is "in the market". You might even think this will boost morale within your firm, because your employees will share in your sense of impending conquest and enthusiasm.

However, best practices caution against discussing your purchase intentions or any of the details of a pending buyout. This is true whether an offer has been made or accepted or if the purchase is only in the planning stage. Employees see M&As in a completely different light than owners. Employees might become afraid, spread rumors and gossip, and speculate about "what-if" scenarios. Even the slightest leak in the acquisition process can snowball into a huge time-waster and can cause a public

You Need to Know - Cont from page 4

LABOR & MANAGEMENT

NATIONAL

US Payroll Employment increases by 196,000 in March; Unemployment rate remains at 3.8%... Total nonfarm payroll employment increased by 196,000 in March, and the unemployment rate was unchanged at 3.8 percent. Notable job gains occurred in health care and in professional and technical services. (US BLS. April 2019)

US Labor Market Strong; Inflation Pressures Benign... The number of Americans filing for unemployment benefits dropped to a 50-year low, pointing to sustained labor market strength that could assuage fears the economy was losing momentum. Other data showed producer prices increased by the most in 5 months amid a surge in the cost of gas. But underlying producer prices remained soft, the latest indication of tame inflation pressures that strengthen the Fed Reserve's decision to suspend interest rate increases this year despite a tight labor market. (Reuters. April 2019)

MINNESOTA

Notice of annual prevailing-wage survey... The MN DLI is currently collecting information to determine new prevailing wage rates. Data must be received by May 29, 2019. Watch your US mail for a letter announcing the survey. This should have arrived the first week of April. Your letter contains a unique KEY and PIN for your business entity that allow you to enter your survey data electronically at <https://secure.doli.state.mn.us/ispwratesurvey/LoginVerify.aspx>.

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Community news

Welcome New Members

Kenan Baltaci..... Minneapolis
Regency Lighting & Signs Inc...... Golden Valley

Congratulations

Knobelsdorff Electric, Goodhue...

Congratulations to Knobelsdorff Electric who were honored with a first-place award for excellence in construction by MN/ND Associated Builders & Contractors (ABC) at the 2018 Excellence In Construction Banquet at The Metropolitan in Minneapolis for its Dundas Community Solar Garden in the *Specialty Construction > 1 Million* category. ABC's awards program is designed to publicly recognize the quality and innovation of merit shop construction and to honor all the members of the construction team, including the contractor, the owner and the design team responsible for the project. The winning projects were selected from entries submitted across the state and were judged on complexity, attractiveness, unusual challenges, completion time, workmanship, innovation, safety, and budget.



Thank you! Thank you! Thank you!

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

Werner Electric...

Thank you to Werner Electric for sponsoring & hosting our Code classes in Cottage Grove (May 3-4) and in La Crosse WI (May 16-17).



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; and for sponsoring the Lunch & Learn at the MEA Spring Conference.



Border States Electric Supply...

Thank you for sponsoring the breakfast and board meeting at the MEA Spring Conference.



Moves & New Locations

Viking Electric—New Facility in Duluth...

Viking Electric hosted a grand opening celebration on April 30 to celebrate their new business location. The new facility is located in Duluth's West End at 15 S 38th Ave W. Duluth. Their new 29,600-sq-ft facility includes a city desk, product showroom, reception area

and warehouse. The warehouse includes a 28' ceiling clearance, two receiving dock doors and five shipping docks. There is one large overhead door in the rear of the building for larger deliveries and one small overhead door in the front for customer load-out. The 2nd floor includes 7,344-sq-ft of office space and an area for future expansion.



the Classifieds

Education & Meetings

MEA Building Day... May 31 (noon-4pm). Lunch will be served, so please RSVP so we can order plenty of food! (612-827-6117)

MEA Summer Conference... Aug 9-11, 2019. Breezy Point Resort

MEA Winter Conference... Dec 5-7, 2019. Minneapolis Marriott Northwest

MEA Spring Conference... April 16-18, 2020. Millennium Hotel Minneapolis.

Last But Not Least...

The Grants & Riley-Rubin... Thank you to Jim & Nancy Grant for letting us share this fun picture! They traveled to California to visit with Judi & John. It's good to see John looking happy and healthy and Judi joyfully retired after 23 years at MEA!



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
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 - Upper & lower controls
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Seeking to Acquire...

Are you a business owner seeking an exit strategy that is best for you, your team and clients? We are a local electrical contractor seeking to acquire commercial/light industrial electrical contracting businesses. Email inquires to Rennell at MEA: rbrunclik@electricalassociation.com

Inventory Sale...

Tom Decker, Shoreview, a 20+-year member of MEA has retired! Equipment and inventory are being sold including tools, wire, switch boxes, plates, etc. If interested, please contact his daughter Liz Decker email at tazdeck@hotmail.com or call 612-377-5191.

Postings are a free benefit of MEA membership. Members should email your listing to Rennell at (rbrunclik@electricalassociation.com). Find the posts online at www.electricalassociation.com/classifieds.

Wishing you a safe and successful summer! We look forward to seeing everyone at Breezy Point in August!





Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

Workplace Inspections



Worksite inspections are a common activity utilized, to help manage worker safety. Checklists and apps are used to help identify potential hazards that could contribute to injuries. But periodic inspections alone aren't enough to effectively manage safety at a worksite. The reliance on periodic, worksite inspections tends to be based more on regulatory compliance. But the findings can also be used to assess an aspect of safety management – effective front line supervision.

General worksite inspections should be viewed more as a benchmark to assess the effectiveness of day-to-day surveillance of work activities and conditions. Inspections that identify few findings, can be an indicator that oversight of work activities and conditions is effective – assuming the inspections are thorough and done by qualified personnel.

An excessive number of items found should trigger more accountability for better supervision of work.

Effective front-line supervision will take prompt action towards hazardous conditions and work practices. If work activities are allowed to deviate from established, safe work practices, it increases the risk injury. Supervision that values worker safety will instead take action to correction hazardous conditions, before a serious event occurs.

The on-going battle with safety management is convincing someone to follow a safer work practice, when the worker has not had a previous incident. Why change now if nothing has previously happened. But we all know that leaving safety to chance is not an effective option, in the long run. Conditions at a worksite can change rapidly and introduce other risk factors that finally trigger an accident.

Worker safety can be managed, and one important attribute of effective safety management is how well your foremen and site supervisors recognize and respond to hazardous situations. Taking time to plan ahead for upcoming work activities will help. Know in advance what's needed and provide the equipment and training necessary, to ensure workers are adequately protected.

.....
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

Training Alliance between MN DOLI Workplace Safety Consultation and Electrical Association

Through a collaborative relationship with the MN DOLI OSHA, a supportive alliance has been in effect for many years to help keep our member contractors and their employees safe on the job.

We are constantly working to promote safety and to help educate our members on the requirements and the procedures needed to provide to quality electrical work in a safe manner. The MNOSHA Workplace Safety Consultation (WSC) is working with us to provide information, guidance, and access to training that will protect all employees' health and safety.

A signed agreement between Clara DeRosier, MEA Executive Director, and Tyrone Taylor, Director of WSC, is currently in effect. The goal is to work together to provide common training and education objectives.

- WCS can arrange for delivery of training and education courses in collaboration with MEA.
- WCS can develop safety and health curricula on selected topics.
- WCS can train employers and employees on recommended practices.

- Help MEA members receive up-to-date safety and health standards, recommended practices and legislative updates.
- WSC can speak at, or exhibit at, conferences or training sessions to promote safety in the trade.
- Work with MEA to provide stakeholder meetings that promote safety and health issues
- Promote the A Workplace Accident and Injury Reduction (AWAIR) Program to implement and improve safety policies and safety procedures.

WSC and EA will work to improve communications between WSC and EA members. This includes:

- Disseminate information through print and electronic media. To meet this common goal, Dave Ferkul from WSC helps MEA by writing safety articles for the *MEA News*.
- Bob Wood from MNOSHA will be on the MEA Education Committee to help advise on safety related needs.

FREE CONSULTATIONS

A free service of the WSC is to provide consultation regarding an employer's safety practices and safety management. Request a visit from at MNOSHA WSC at <http://tiny.cc/x8dz4y>.

No safety violation citations are issued as part of the consultation visit; however, employers must commit themselves to correcting safety concerns that are identified in a timely manner.

SAFETY GRANTS

There is an opportunity to apply for a safety grant up to \$10,000 to abate safety concerns. Learn more at <http://tiny.cc/z6gz4y>.

TRAINING

MEA provides an NFPA 70E class for 4 hours as parts of a continuing effort to live up to the motto on our logo: Service, SAFETY, and Satisfaction.

MATERIALS

MEA members have free access to fully customizable templates to create an **AWAIR** program for their organization. Download the 10-part program, customize the forms with your company's name, and print for your files! Members also have free access to **Electrical Safety Toolbox Talks**. Print individual topics or the full set! Remember to use the Sign-In Form to document your meetings!

We hope you are taking advantage of these resources. We want safe installations for the consumers but also for our own personnel. Along with OSHA, we are updating our information as concepts change or as new safety concerns are identified.



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One-Stop Efficiency Shop®: Your Resource for Business Lighting Support

The soaring popularity of LEDs has led to more choices than ever before. If you would like unbiased assistance do not hesitate to use the Center for Energy and Environment's (CEE) One-Stop Efficiency Shop® (One-Stop) staff as a technical resource to help you sort through those choices.

Sponsored by Xcel Energy, One-Stop program benefits include:

- Rebates up to 60% of the project cost.
- Rebates for all types of LEDs, both interior and exterior.
- Rebates for lighting controls.
- Rebates for existing T12s.
- Below market-rate financing, including a 0% loan for qualified nonprofits.
- Completion and submittal of all program paperwork.

Also, One-Stop does not require one-for-one replacement. New lighting systems should fit your customers' needs and One-Stop gives you that flexibility. We hope you find these services and rebates valuable.

Programs like One-Stop are available due to Minnesota's Conservation Improvement Program (CIP). If you are unfamiliar with CIP, it provides the

framework and utility funding for rebate programs in Minnesota that promote energy efficiency. Many of you take advantage of these programs on a regular basis to help your customers install more efficient equipment. Not only does this help them save money and improve the operation of their buildings, it helps all Minnesota ratepayers by keeping their rates lower and avoiding the cost of constructing new power plants and other utility infrastructure.

Benefits from CIP for Minnesota businesses and ratepayers include:

- Supporting almost 50,000 Minnesota workers in the energy efficiency sector.
- Since 2006, reducing carbon in Minnesota equal to pulling approximately 1.7 million cars off the road for a full year.
- Saving Minnesotans over \$6 billion in the past 20 years.

Saving one kWh costs less than two cents and buying one kWh costs eight cents. The Cadmus Group, an independent and well-respected national consulting firm, recently found that every dollar spent on CIP returns four dollars in benefits to the state. Please let your legislators know how valuable CIP is for you and your customers.

In 2019, One-Stop will facilitate \$7 million in rebates to participating businesses. If you would like more information about the program or to find out if your customers are eligible, please contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org.



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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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- Rebates up to 60% of installed cost.
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