



MEA News

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Joel Gatewood
President of MEA's
Board of Directors

Industry Report

Electrical Association Apprenticeship

In honor of **National Apprenticeship Week** (November 11–17) I want to thank all of the companies and apprentices who value education and training for the future of the Electrical Industry.

In the Electrical Association's program alone, there are over 80 companies sending close to 350 apprentices through training this year! There are also 13 companies and 60 apprentices utilizing the registered apprenticeship program at the Association. These are record high numbers and a huge testament to the value that this industry places on education! I am proud of my fellow electricians who want to promote a high standard for the workforce of educated individuals doing the job right.

Thank you to the students who dedicate 6 hours a week outside of their normal workdays to learn and study the industry so they can master their craft. It isn't easy to juggle the responsibilities of family, work and real life, but it pays off when they learn skills to become more confident electricians, journeyman, masters and perhaps electrical contractors.

Thank you to the employers who value training and advancing the workforce. Putting your apprentices through an established training program shows your loyalty to them and their future. This can help build your recruitment and retention efforts for employees.

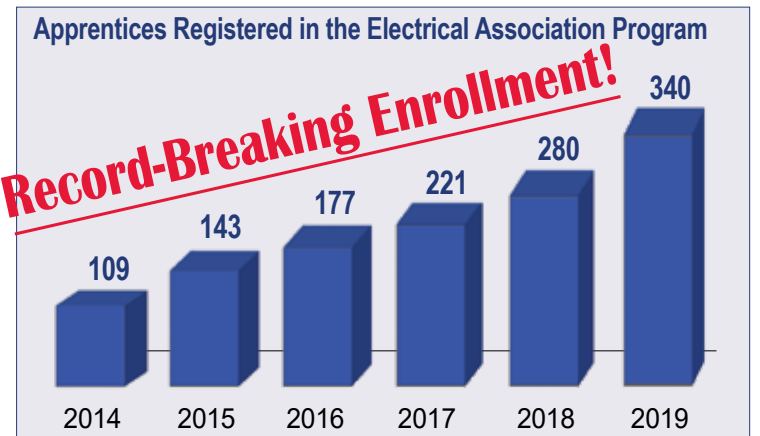
Thank you to the instructors at the Electrical Association who work hard to deliver quality curriculum to their students in an interesting way that they can relate to the real world. Many of the trainers at the Electrical Association have been teaching with the apprenticeship program for a long time and have continued to build this program to what it is today.

Thank you to the Director of Education for developing all of the content and curriculum for

the courses and the Education team at the Association who handles all of the logistics to ensure success within the program. These are big jobs and require a lot of focus and expertise.

New this year! The Electrical Association has developed an Extended Apprentice Training course, which is perfect for graduates of the 4-year apprentice program. It includes topics such as PLC, VFD, HMI Motor Controllers; Solar; and Exam Prep. This course is team taught by several of our instructors and is available to the public in separate segments or the whole package.

It takes a village to make this happen! The Electrical Association has been running a successful program for over the last 20 years and it continues to get better! Take a moment during the week of November 11–17 to recognize the apprentices in your shop and those in your life who support apprenticeship programs. They deserve it!



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www.electricalassociation.com/examprep



Clara Albert, CAE, Executive Director



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

I am here to help you.

(612) 827-6117 • (800) 829-6117
calbert@electricalassociation.com

Power into the Future

Sparking Interest in the Trades

Last month the Electrical Association was featured in the Associations North quarterly newsletter. Associations North is the 'Associations for Associations' in Minnesota. I currently sit on their Board of Directors where I have fabulous opportunities to provide input to the programs and services offered to the local association community, as well as sit in the room with brilliant Association Executive Directors who have great ideas and innovative approaches to business. I was interviewed for the article, which you will find below for your reading pleasure. **Non-Members**—get to know a little more about the Electrical Association, and **Members**—remember why you are loyal and supportive of this incredible Association.

Sparking Interest in the Trades

Published: *Focus North*, September/October Issue

The Electrical Association supports its current members while building the industry's future.

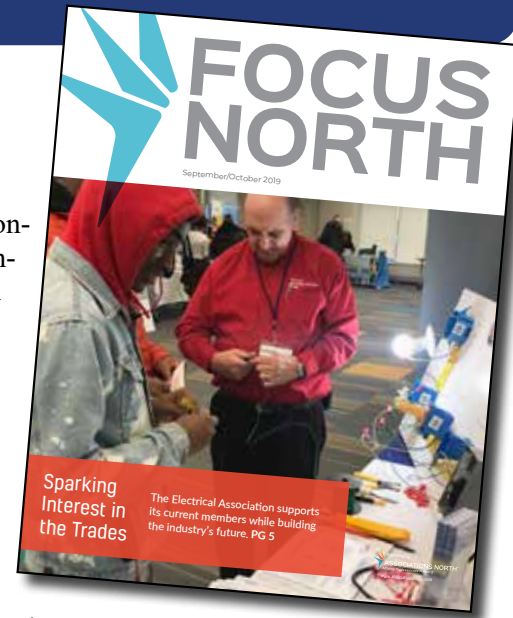
When an industry shifts and evolves over time, it becomes especially important for its association to change with it. The Electrical Association is doing just that to support its

electrical contractor members around Minnesota, whether it is being a resource to contractors who have spent decades on the job or visiting schools to support the next generation of electrical contractors.

"We work hard to provide something to each of our 300 members," explained Executive Director Clara Albert. "Their needs are diverse, but whether they're looking for help with regulatory compliance, lobbying, or education, we have them covered."

As the electrical industry has been progressing in the 21st century, the Electrical Association has been adapt-

Director - Cont. on page 3



Federated Insurance— Interviews—What Can Employers Ask?

Q: Can we ask how much a candidate was earning at his last job? What if we've heard that someone has a history of harassment (or making claims of harassment) -- can we inquire about that?

A: As for questions specifically about prior compensation history, some states now prohibit such inquiries outright. Even where these questions are not outlawed, employers should consider whether they want to proceed with making prior salary history or expected income a relevant or necessary part of its hiring process, particularly given the current climate where several states have such laws and a number of others are considering them....

Still, so long as such employers are compliant with applicable anti-discrimination and pay equity laws, and inquiries are asked of all candidates (or at least all candidates for the same position), they arguably have discretion to make such determinations as to these types of inquiries, but again should consider the potential consequences outlined above before proceeding

As for inquiries related to harassment claims with prior employers, we advise against such inquiries. Individuals who have exercised their right to file a harassment complaint or claim, whether with a prior or current employer, are protected against retaliation for having done so -- and not hiring someone due to their complaint history would arguably be construed as a retaliatory action.... If the employer makes such an inquiry and then the individual is not hired (or faces other adverse action after employment commences), the employer risks exposure to a retaliation claim, and the fact that the employer sought to ask such questions can substantially impair its ability to defend such a charge....

Asking candidates whether they were ever accused of workplace harassment (versus having complained of alleged harassment) is not, per se, an unlawful question, but employers should also be cautious before making such inquiries. This question must be asked of ALL candidates to avoid potential discrimination concerns. As well, the employer must consider that it may not secure accurate or complete information from an applicant, and oftentimes their prior employers will provide only a neutral reference, without verification either way. Finally, individuals who are alleged to have engaged in harassment in the workplace are not necessarily "guilty" of the conduct of which they were accused...

Condensed from www.federatedinsurance.com/services/education-events/articles-guides

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ing to serve a rapidly changing workforce. Since it can take years for an aspiring electrical contractor to set up their own business – starting out as an apprentice, then a journey worker, then a master electrician – the association has developed a four-year, in-house apprenticeship program to help contractors along the way.

This unique, “earn while you learn” program occurs online every Tuesday evening for a few hours. Instead of driving to a physical classroom, participants can sign on wherever they’re at for training. This allows the Electrical Association to reach members in greater Minnesota, as well as in other states. Companies from Texas, Montana, and New Hampshire are also using this program for their employees.

“The apprenticeship program has grown to include over 300 participants today compared to only 100 participants six years ago,” Albert said. “It’s inspiring to see companies put resources into employee training.”

The Electrical Association also offers opportunities for its members to obtain continuing education credits to keep their licenses. Responding to the needs of younger generations for greater flexibility, the organization conducts live-online training. Instead of completing credits in person, electricians use WebEx video software to communicate back and forth with an instructor. This allows them to log on from anywhere – as it is most convenient for them.

While it may sound like a straightforward solution to better offer training and education to its members, regulatory hurdles often get in the way. Even though the organization’s work is centered in Minnesota, it has relationships with people in several different states. The Electrical Association recently offered a demonstration of an online WebEx class to a regulatory agency in Iowa to see how it could work; after working with the Electrical Association, Iowa has approved the online course as an option for continuing education.

“A big company that does business in seven different states may find it difficult to work through the laws and rules of each state,” Albert said. “It’s a benefit to our membership when we can help them navigate the different boards of electricity.”

In addition to its apprenticeship program and continuing education efforts, the Electrical Association also helps build the industry’s workforce with a job posting board, resume page, and partnerships with community-based organizations and coalitions like Project Build Minnesota. With the goal of sharing how satisfying a career in the trades can be, the association has brought its message to middle and high schools to encourage interest in the electrical industry.

At the Electrical Association’s school events, students learn how to make electrical connections by building light-up helicopters made from paper, sticky copper wire, triangle LED lights, a battery, and a binder clip. If they completed the circuit correctly, the lights turn on, and students can take the helicopter home to share with their families.

Members of the Electrical Association are also encouraged to talk to local schools in their communities too, and the association provides career kits and videos for presentations. The hope is to give students a taste of the opportunities awaiting them in the electrical industry.

“We are getting the facts out there that college is not the only option for students,” Albert said. “It has been great to raise awareness about how fulfilling working in the trades can be.”

Learn more about the Electrical Association:
www.electricalassociation.com



Tom Revnew
Attorney
Seaton Peters Revnew

Compliance

Continue Using 2017 Form I-9 until USCIS Releases Updated Form

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 current version of Form I-9 expired August 31, 2019. Typically, using an expired form would be considered a technical Form I-9 violation. However, U.S. Citizenship and Immigration Services (USCIS) confirmed that employers should continue to use the current version of Form I-9 until a revised form is available. USCIS states that a new form is forthcoming, but has not released a deadline.

USCIS may publish the revised form at any time, so it is BEST PRACTICE to download the most recent form directly from USCIS’ website with each new hire.

Federal law requires employers to verify each employee’s identity and eligibility to work in the United States by reviewing acceptable documentation provided by the employee and then completing Form I-9. Failure to do so risks significant civil and sometimes criminal penalties.

Newly hired employees must complete and sign Section 1 no later than the first day of employment, but employers should not ask for Section 1 information before the employee has accepted an offer of employment. Because employers may not correct errors in Section 1, they should be sure to review the employee’s completed Form I-9 by the first day of employment, so the employee may correct the form if necessary. If you notice an employee’s error after the first date of employment, an employer may make a notation in the margin with the correct information, and then date and initial the correction.

Employers must complete Section 2 within three business days of the employee’s first date of employment.

Employers may correct errors in Section 2 or 3 by drawing a line through the incorrect information, and entering the correct information with an initial

and date. To correct multiple errors, employers may redo the section on a new form and attach it to the old form. Be sure to add a note to the file regarding the reason for any changes, and do not conceal any changes.

Conducting an internal I-9 audit is the best way to avoid costly technical violations and ensure compliance. If you have questions regarding Form I-9, contact Tom Revnew (trevnew@seatonlaw.com or 952-921-4622).

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10-604 (2015-05)





Kate Bischoff, Attorney
tHRive Law & Consulting

HR Compliance

The Law is in the Basement

My house was built in the late 1890s. It still has a dark closet that once functioned as a root cellar. It's now full of odd, rarely used cooking equipment, Christmas ornaments, and creepy cobwebs. We now call it the punishment room as a threat designed to spur good behavior in my guys. No one wants to be in there, but technically, it is a functional closet.

The law is often like that room. It tells us the minimum of what is expected of us – what is the basement of how we can treat each other. It's functional but undesirable. Just like my guys, no one wants to be in the basement.

But sometimes, the law isn't even the basement. It's lower. Much lower. Never has that been clearer than

today. Today, the Supreme Court is hearing arguments in three cases involving whether "because of sex" protects individuals based on their LGBTQ status. If the Court finds Title VII doesn't protect the LGBTQ community, employers in 28 states will be able to fire someone because of who they are and who they love. What's really scary is that here is a real possibility the Supreme Court will find that the LGBTQ community is not protected.

What will this mean for employers? I hope nothing. I hope employers understand how stupid (yes, I wrote "stupid") it is to discriminate on this basis. Not only is it unlawful in many states – including Minnesota – it is bad for business. At least one prominent study showed how LGBTQ-supportive policies were great for employees and business alike. Being inclusive is the right thing to do. Period.

The U.S. House of Representatives has passed the Equality Act that would protect the LGBTQ community regardless of how the Supreme Court finds. But, Senate Majority Leader Mitch McConnell refuses to allow a vote on the bill. It's likely the bill would pass if it reached the Senate floor. In the meantime, the message to employers is that Congress doesn't care if you discriminate.

But you don't have to. Employers don't have to do the minimum. You can keep employees out of the basement. We should treat each other fairly and kindly regardless of LGBTQ status. Here's hoping the Supreme Court does the right thing, and the Senate does too.

In the meantime, no one can define your worth. You're all worthy. Sending love and hope to everyone today.

Learn more and follow the references in this article at <https://thrivelawconsulting.com/category/blog/>

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Bring your questions about
WAGE THEFT,
SICK & SAFE LEAVE, and
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—Kate will be there live and in person to help us!
(details on page 5)

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You Need to Know

COMPLIANCE

NATIONAL

US Dept of Labor Issues Final Overtime Rule... The final rule updates the earnings thresholds necessary to exempt executive, administrative, or professional employees from the FLSA's minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses (and commissions) towards meeting the salary level. The new thresholds account for growth in employee earnings since the currently enforced thresholds were set in 2004. The final rule is:

- raising the "standard salary level" from the currently enforced level of \$455 to \$684 per week (equivalent to \$35,568 per year for a full-year worker);
- raising the total annual compensation level for "highly compensated employees (HCE)" from the currently-enforced level of \$100,000 to \$107,432 per year;

- allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10 percent of the standard salary level, in recognition of evolving pay practices; and
 - revising the special salary levels for workers in U.S. territories and in the motion picture industry.
- The final rule will be effective on January 1, 2020. (<https://www.dol.gov/newsroom>)

New System for Electrical Permits Launched... on Oct. 7, 2019. Permits for existing projects will migrate, so any work-in-progress will be available and completed in the new system once it launches. To complete the upgrades, all online permit and plan review applications will be unavailable from 3pm, Oct. 4, 2019, through 7am, Oct. 7, 2019. Users must create a new account to request permits. View instructions about how to create an account at www.dli.mn.gov/business/get-licenses-and-permits/online-applications-plan-review-and-permits.

view-and-permits. Benefits of the upgrade: Web-based application is available from any internet-connected device. Dashboard to track projects. Permit, inspection status and itemized invoicing notifications sent by email with ability to pay from your cart for 10 days. Refined GIS address validation provides accurate project location. Questions: ims.support.dli@state.mn.us. (CCLD Review. Fall 2019)

New Electrical Bulletin Explains Electrical Datum Plane Requirements... Article 555 (Marinas, Boat-yards, Residential/Commercial Docking Facilities and Floating Buildings) and Article 682 (Natural and Artificially Made Bodies of Water). A new electrical bulletin includes more information about electrical datum planes and placement of electrical equipment: www.dli.mn.gov/sites/default/files/pdf/eli_bulletin_edp.pdf (CCLD Review. Fall 2019)

CONSTRUCTION TRENDS

US Building Permits... Privately-owned housing units authorized by building permits in September were at a seasonally adjusted annual rate 2.7% below the revised August rate but is 7.7% above the September 2018 rate. Single-family authorizations in September were 0.8% above the August figure. (www.census.gov)

US Housing Starts... Privately-owned housing starts in September were at a seasonally adjusted annual rate 9.4% below the revised August estimate, but is 1.6% above the September 2018 rate. Single-family housing starts in September were 0.3% above the revised August figure. (www.census.gov)

ECONOMY

NATIONAL

US Consumer Price Index... The Consumer Price Index for All Urban Consumers (CPI-U) was unchanged in September on a seasonally adjusted basis after rising 0.1% in August. Over the last 12 months, the all-items index increased 1.7% before seasonal adjustment. (BLS.gov)



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WAGE THEFT, SAFE & SICK LEAVE, MARIJUANA IN THE WORKPLACE

Kate Bischoff, Attorney, tHRive Consulting



Stay compliant with the new sick leave provisions! Minneapolis' Sick & Safe Time Ordinance may now be applicable to all employers who may have an employee in the City of Lakes. Plus, we will cover what is required to stay in compli-

ance with the wage theft law that is in affect for all business owners and what to do if marijuana became legal in Minnesota.

UNLEASH THE LEADER IN YOU *Lead Where You Are. Everyone is a Leader and Can Make a Positive Impact*

Presented by former Marine, Erik Therwanger



Erik teaches business leaders how to reach new levels of success based on his unique experiences as a US Marine, executive business leader, sales professional, and entrepreneur. The role Erik has been most passionate

about is that of husband and caregiver—Erik has been his wife's caregiver through four bouts of cancer and a cardiac arrest. Their remarkable story will provide long-lasting hope and inspiration.

TOP 10 TAX QUESTIONS FROM ELECTRICAL CONTRACTORS

Tim Pass, CPA, Smith Schafer & Associates



Tax planning considerations under the new tax law including Minnesota's tax implications. Overview of the Qualified Business come Deduction, commonly referred to as the 20% deduction.

What is deductible under the current tax law. Tax savings opportunities on capital purchases.

BE PREPARED WHEN OSHA SHOWS UP

Ben Woods, MN OSHA

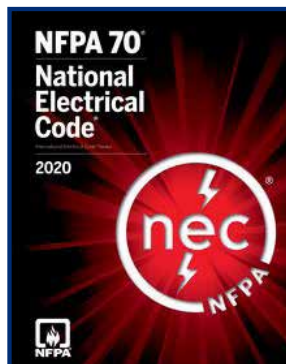


This presentation is intended to assist employers with understanding the OSHA process, and providing employers with proactively "setting up" companies for success. We will address the inspection and citation process; common causes of injuries and issues

that lead to citations; how to effectively prepare a company for an inspection including AWAIR, Right-To-Know, Recordkeeping, inspections, training; and tips on what to do when OSHA arrives to the work-site.

2020 NEC® ANALYSIS OF CHANGES

Mike Miller, Electrical Association



The 2020 NEC (NFPA 70) has arrived. There are many changes! New articles were introduced; New definitions or amended definitions; Art. 210.8 has changed to 125V to 250V receptacles and no current limitations, which includes the electric dryer receptacles, range receptacles, garage receptacles or outdoor

power outlets including the AC condenser up to 250V single-phase all need GFCI protection... and more!

PRODUCTS TO PROFIT—

Product Service Members of the Electrical Association



Hear from six of the Electrical Association's product service members. They each have a 10-minute spot to showcase how they can make your life easier! Hear all about a new product, tool, tip or trick

they have heard about in the field! See the latest and greatest from the industry in just 60 minutes. They'll be staying for cocktails and dinner so you can bend their ear if you have more questions after their products and services.



NICK THE MAGICIAN—Electrical Magic, Comedy and Entertainment

After the **Partner & Profit** events, stay for dinner and cocktails! Nick the Magician will be popping up throughout cocktail hour to perform magic while you mingle with colleagues. After dinner, enjoy Nick's stage performance where he will bring laughter and excitement with his show.

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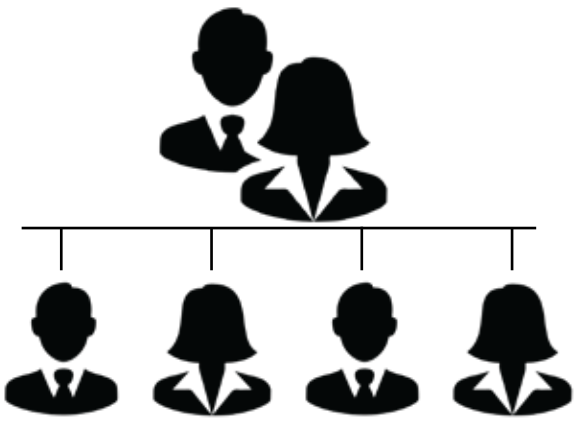


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Throwback Corner

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...

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



Michelle Dreier
Member Engagement/
Gov't Affairs

Workforce Development

Small Projects Require Inspections!

Recently a member contractor came to me regarding recent MN Department of Labor & Industry guidance regarding permit and inspection requirements on the **replacement of load management switches**.

The installation of these devices is so simple that folks were quite honestly shocked that each installation would require a permit and inspection.

The conversation turned to the **replacement of a ceiling fan**. Again, the Department's position was that this installation would require a permit and inspection, even though the project includes no new wiring or alteration or extension to existing wiring.

These are simple projects, and I'm working with MREA and MN DLI to explore whether permits are really necessary on the load management switches. I recommend speaking to your inspector the next time you engage in a similarly small project to make certain a permit is or

is not required. Inspectors may be treating these issues differently. Violations could result in license revocations or significant penalties.

If you install load management switches for the utilities, feel free to contact me to stay updated and potentially participate in advocating for change.

Speak to your inspector the next time you engage in a small project—make certain a permit is or is not required!

2020 Legislative Session...

The 2020 Legislative Session is already heating up and legislators attempt to bring their districts change in hope of getting re-elected November 2020. Your PAC contributions help to keep friends in office and fuel the Electric Association's advocacy initiatives. Can you make a contribution to keep our best advocates in decision-making roles?

MEA Political Action Committee

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

Questions?
Call Michelle at 612-827-6117.

Do you have Unlicensed Electrical Employees?

Help them Stay in Compliance!

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

1

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

2

Ensure they are taking 2 hours continuing education annually

3

Assist them in reporting their hours to the DLI

4

Remind them to renew their registration



www.dli.mn.gov
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Education Calendar

NOVEMBER

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

DECEMBER

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

JANUARY

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

Continuing Education: Classroom (16 CE)

Multi-State Approval (check our website for specific approval details)

Nov 14-15 (8am-5pm)	2020 NEC® Updates - Rochester at Werner Electric
Dec 5-6 (8am-5pm)	2020 NEC® Updates - Roseville
Dec 13-14 (8am-5pm)	2020 NEC® Updates - Brooklyn Park at Graybar
Jan 3-4 (8am-5pm)	2020 NEC® Updates - Edina at Federated
Jan 17-18 (8am-5pm)	2020 NEC® Updates - Mankato

» Both Days—Non-Members: \$325 / Member: \$299

» One Day—Non-Members: \$190 / Member: \$160

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Multi-State Approval (check our website for specific approval details)

Nov 20 (8am-10am)	2020 NEC® Updates - Pt A
Dec 11 (6:30pm-8:30pm)	2020 NEC® Updates - Pt B
Dec 19 (8am-10am)	2020 NEC® Updates - Pt C
Jan 8 (8am-10am)	2020 NEC® Updates - Pt D
Jan 16 (6:30pm-8:30pm)	2020 NEC® Updates - Pt E
Jan 22 (6:30pm-8:30pm)	2020 NEC® Updates - Pt F
Jan 29 (8am-10am)	2020 NEC® Updates - Pt G
Feb 6 (6:30pm-8:30pm)	2020 NEC® Updates - Pt H

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

Exam Prep Training: Classroom

Dec 7-8 (8am-5pm)	Edina, Federated Insurance
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» Non-Members Price: \$545, Member: \$435

Feb 15-16 (8am-5pm)	Edina, Federated Insurance
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» Non-Members Price: \$570, Member: \$460

Thank you to our
Class Host & Sponsor:



Exam Prep Training: Live, Online—NEW!

Jan 30 - April 9 (6:30-9:30 CST)	9 Weeks! Live, Online classes every Thursday with Trainer, Jeff Keljik
----------------------------------	--

» Non-Members Price: \$599, Member: \$499

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

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55 questions test your knowledge:
Are you ready to take the
Journeyworker Exam?

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opportunity to check your answers
and get explanations

Covers NEC and MN Laws & Rules.

www.ElectricalAssociation.com/ExamPrep

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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://dli.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://dps.wi.gov	



Wyoming

Journeyman	16 every 3 yrs
Master	16 every 3 yrs
http://wsfm.wyo.gov	*8 must be Code

Note: We are making a good-faith effort to publish the correct requirements for each state. For your protection, please check your state's website listed above.

Quiz on the Code

Branch Circuits



- Which of the following 20A, 125-volt, single-phase receptacles locations is GFCI protection required?
 - kitchens, where receptacles are installed to serve the countertop
 - bathrooms
 - boathouses
 - All of the above
- Arc-fault circuit-interrupter protection is NOT required in a dwelling for _____.
 - bedroom receptacle outlets
 - living room receptacle outlets
 - bedroom smoke detector outlets
 - bathroom receptacles
- 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 is required to have a 20A dedicated branch circuit?
 - A dwelling bedroom
 - A dwelling gas furnace
 - An required outdoor receptacle
 - A garage of a dwelling
- Which of the following could be supplied by one of the small-appliance kitchen branch circuits required for a dwelling unit?
 - range
 - garage receptacle
 - laundry receptacle
 - refrigerator
- Which 125V, single-phase, receptacles installed in garages and/or unfinished basement areas of a single-family dwelling are exempt from GFCI protection?
 - Not readily accessible receptacles (garage door opener, central vacuum, etc.)
 - Dedicated single-receptacle for equipment (freezer, sump pump, fresh air ventilation, etc.)
 - Dedicated receptacles for fire alarm or burglar system
 - None of the above

Answers: 1. (d) Ref: 210.8(A)(1-10); 2. (d) Ref: 210.12(A); 3. (a) Ref: 300.13(B); 4. (d) Ref: 210.11(D); 5. (d) Ref: 210.52(B); 6. (c) Ref: 210.8(A)(5) Exception

Toolbox Talks

Power Tools & Equipment Safety



- Employer will survey each job for hazards and tools needed. Employer will make sure:
 - employees are trained in job site hazards,
 - employees are trained in the proper use, hazards, and safety precautions to use with all tools, and
 - tools and equipment are in safe condition for use.
- Employer will provide employees using hand and power tools that cause hazards from falling, flying, abrasive, splashing objects, harmful dusts, fumes, mists vapors or gases with the appropriate personal protective equipment (and training) necessary to protect from these tool related hazards.

Employees are responsible for:

- following training and safety precautions when using tools, and
- properly using and maintaining tools.

- Keep all tools in good condition with regular maintenance.
- Use the right tool for the job.
- Examine each tool for damage before use.
- Operate according to the manufacturer's instructions.
- Provide and use the right protective equipment.

Employees will use non-powered hand tools properly and only for the purpose for which they are designed. An example of damage caused when a chisel is used as a screwdriver is that such use may cause the top of the chisel to break and fly, hitting the user or other employee.

Any tools that are worn or damaged must be turned in for repair or replacement. Examples are:

- Axes or hammers with loose, splintered, or cracked wooden handles must never be used. The heads may fly off and hit another worker.
 - Wrenches with jaws that are sprung must not be used. They may slip and cause injury to the user or other employee working in close proximity.
 - Impact tools such as chisels, wedges, or drift pins with mushroomed heads must not be used. They are unsafe and might shatter on impact causing sharp fragments to fly and hit the user or other employees.
 - Employees will direct saw blades, knives, and other tools away from themselves, aisle areas and other employees working in close proximity....
- Employer and employees will make sure that all tools, whether furnished by the company or the employee, shall be maintained in safe condition (and that the correct tool shall be used in the correct manner for every job).

Employees will use this equipment and follow the instructions carefully and consistently.
 - Employee will report hazardous situations immediately to their supervisor.
 - Employer and employees will follow these five basic safety rules that will help prevent hazards associated with the use of hand and power tools:

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

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PRINT and POST in your breakroom!

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Resources > MEA News



Save Time and Money Installing Flexible Armored Cable

Submitted by Dakota Supply Group



Electrical contractors are constantly facing pressure to do more with fewer resources. The shrinking labor market, combined with advances in building systems, makes it harder to find and train qualified employees. With labor hours accounting for nearly half of a project's expenses, contractors need to be efficient and find ways to boost productivity.

Dakota Supply Group (DSG) can help you find those labor-savings solutions. RACO, part of the Hubbell Commercial Construction brands, is a supplier partner that provides innovative electrical products to commercial and residential markets.



One such innovation from RACO is their STAB-iT electrical boxes. With their unique patented built-in connectors, they offer a solution to today's labor shortage in the electrical trade by making installing any type of flexible armored cable faster.

Simply prepare the cable, remove the priout, insert cable...DONE! RACO's design is field-proven to install over 3x faster than traditional MC connectors. Contractors using the product report saving \$1.50 per box installed.

These connectors handle flex, MC, MCI, MCI-A, HCF, and AC cables. The cable locks into place, but can be easily removed and the connector reused. Each STAB-iT connector holds 2 cables and features rolled steel edges to eliminate the need for plastic bushings (except for AC).

Earlier this year, RACO introduced six new electrical boxes as part of their STAB-iT II product line. These 4-11/16 square boxes not only provide more room for electrical connections inside the box they also improved upon the original STAB-iT box design.

Each STAB-iT II connector can hold 3 cables, one more than the original STAB-iT clamps. The improved

connector also allows each cable to be released individually. They can also handle larger cables, making it perfect for MC-PCS luminaire cables in smart building applications.

RACO's new boxes are perfect for industrial or commercial applications. Together with the original STAB-iT line, RACO now offers 23 different products featuring this important laborsaving innovation. They provide electrical contractors with an effective way to reduce installation time and increase productivity, and with fewer components used for installation, it also reduces worksite waste requiring disposal.



Find more information at DSGSupply.com or contact your local DSG Sales Representative to learn more about RACO's STAB-iT electrical boxes and other labor-saving solutions from DSG.



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- Access product information
- Create orders on the go
- Save lists of common items
- Manage your account



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MEA ONLINE TRADE SHOW!

ServiceWire – Self-Terminating Connectors

The latest technology in drive protection, the industry-leading ServiceDrive® VFD Cable System now includes self-terminating connectors for direct wiring, liquid tight, NPT conduit, and interlocked armor installations. These patented connectors are key to unlocking the full benefits of the complete ServiceDrive® VFD Cable System. (www.Rouzer.com)



INTERIOR USL-T81U Cooler Lights

These tubes are suitable for use in freezer and refrigerated displays, walk-in coolers, and vending machines. Available with G13 pins or a flat flange for mounting. (www.atekdistribution.com)



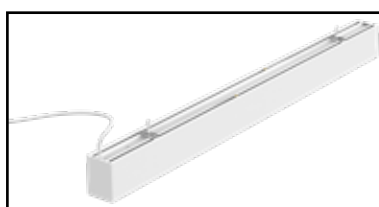
RAB LIGHTING – AEROBAY

The AEROBAY's cutting-edge, patent-pending, retractable design reduces volume by up to 60%, saving you a great deal of valuable shelf or cargo space. Available in 3 sizes (including a new 3ft model) and 8 lumen packages and are ideal for use in warehouses and industrial applications. (www.Rouzer.com)



Architectural USL-SL1D-1075 Streamline Linear Fixture – 1075

This LED linear light has a sleek aluminum profile and can be installed suspended or ceiling mounted. The uniform light distribution prevents individual light spots from being seen. This architectural fixture is suitable for hotels, conference rooms, offices, and hospitals. (www.atekdistribution.com)



GREENLEE – Stainless Steel Drill Taps

Greenlee is excited to unveiling the first and only drill/tap bits optimized for stainless steel and 1/4" thick material! Split-point tip resists walking and penetrates material faster. Strong, high-speed steel provides superior resistance to heat and abrasion and Titanium Nitride coating ensures that the bits run cooler, drill faster, and last longer. (www.Rouzer.com)



HT-SAAE Tier-1 380w 72-cell Mono Solar Panels/ Modules

Factory fresh high efficiency 72-cell 380 watt mono solar panel/modules available in our Minneapolis warehouse. Each module is 77" x 39" x 1.6" (L x W x H) and weighs 47.4lbs. Pallet is 79" x 44" x 46" (L x W x H) and weighs 1440lbs. (www.atekdistribution.com)





Alex Hyatt
National Sales Mgr

Member Benefits

New Member Category and Website Features

November is an exciting month for the Electrical Association. We have a new membership category for electrical contractors and enhanced website features, making it easier than ever for new members to join and for our current members to renew their dues online.

One-Person Shops

The Electrical Association is pleased to announce a new membership category for One-Person Shops. Those holding an electrical contractor's license and operating as **sole proprietors** can now become members and pay annual dues at the same rate as an Associate/Individual membership.

For just \$195 per year, One-Person Shops receive access to our newsletters, Member Alerts, Government Action Alerts, and discounts on training, products and services. Member also receive a free Wage and Benefit Report (must respond to survey), All-Industry Directory, AWAIR Manual and access to Electrical Toolbox Talks. Most importantly, as a dues-paying member of the only association in Minnesota that specifically represents electrical contractors, your contribution as a member gives us strength in numbers to ensure that the voice of electrical contractors is heard on legislative or regulatory issues that impact the industry. Please note that the One-Person Shop category does not include 8 hours of free continuing education per year, and is not open to current members or shops that have been members within the last three years.

New Members – Join Online

It's now easier than ever to become a member and join online! Go to www.electricalassociation.com and select > [Membership](#) > [Join Now](#)

You will then be prompted to log in to your account (if you do not have an account, you will need to create one), select your membership category and dues level, and proceed to checkout to pay. You even have the option to setup annual, reoccurring payments for your next renewal.

Current Members – Renew Online

For current members who no longer wish to receive mailed statements and pay by check, you also have the option to renew online with a one-time payment, or setup an automatic renewal with reoccurring annual payments. Simply log in to your account and access your account settings near the top of the screen next to the shopping cart. Once you've accessed your account

settings, you will see a button on the left-hand side of the screen (below your name and company), prompting you to "Renew Now."

We encourage all one-person shops to join the Electrical Association and help keep our industry strong. Go online today to join now. Current members, we hope you will find the new online features helpful when renewing your dues next time around.



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Do you want more information on any of the articles in this issue?

Contact MEA and let us know!

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We will find the expert and create a webinar to answer all of your questions!



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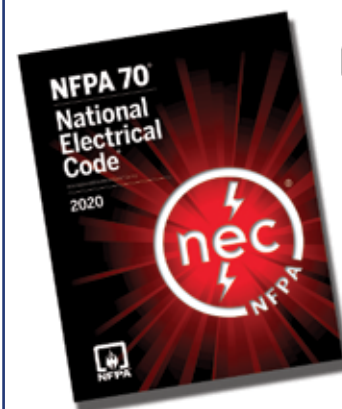
THANK YOU!

As a small, non-profit organization, book sales are an important part of our revenue stream.

If you bought your 2020 NEC books from us, we appreciate that you chose to give us your business!

By now you should have received your spirals, softcovers, loose-leaves and EZ Tabs.

The following items are scheduled to ship as follows:



Pocket Guides
--November

Illustrated Handbooks
--December

Ugly's
--December



Compliance

6 Tips on Creating a Budget for your Construction Business

Tim Pass,
Accountant,
Smith Schafer CPAs

Does your construction company have an annual budget? Owning and operating a construction business is not easy and requires expertise in your craft, as well as in-depth knowledge of your company's finances. According to data from IBISWorld reports, one of the top success factors for a construction company is effective cost controls and budgeting.

A BUDGET:

- Supports planning and financial goals
- Assists with managing your money
- Helps keep costs under control
- Aids with the decision-making process

1. Develop or Refine Your Business Plan

Your budget is a financial representation of your business plan. Creating a budget should not be attempted until you have a developed and refined business plan.

2. Look at the Market

You should regularly monitor construction industry trends and your business market(s). You should also study local economic projections and census data. A rise in population and a thriving economy may lead to increased residential and commercial building spending. After studying your market trends, connect this with your business plan to develop a realistic idea of potential revenue.

3. Evaluate Your Expenses

The next step is to evaluate your expenses:

- Start with your direct costs, which are expenses related to a specific project and include materials, labor and subcontractor services.
- Next, assess your monthly fixed costs like rent and salaries.
- Finally, review how your remaining costs vary month to month.

This will help determine cash flow needs at various times throughout the year.

4. Determine if Your Rates are Reasonable

Once you have evaluated your revenue potential and your actual expenses, you will need to determine the amount of revenue needed to pay your expenses while also leaving enough to show a profit at year end. Your project rates may need to be adjusted accordingly.

5. Create a Spreadsheet

Organize this information in a spreadsheet or online budgeting software. Choose a tool that is convenient and easy for you to continue to use going forward.

6. Track Your Progress

Compare actual results against your budget and adjust your budgeted numbers as needed. You should review your income statement and cash flow statement monthly. These reports can be created by your internal accountant or CPA firm, and should be shared with other members of your management team.



Bring your **TAX** questions
—Tim will be there live and in person to help us! He'll cover the
20% Deduction,
Tax Savings Opportunities & more!
(details on page 5)

Maintaining a realistic budget will allow you to make informed business decisions that will lead to continued success. Use these tips to create a budget and keep your financial progress on-track as your year unfolds.

Need help? Our Construction & Real Estate Group, comprised of numerous professionals, is committed to serving over 800 Minnesota construction and real estate entities. Contact us today to learn business strategies that will help you grow and save you money. Call us at (952) 920-1455 or visit www.smithschafer.com.



You Need to Know - Cont from page 4

US Interest Rates... 3.78% with an APR of 3.9% (30-year fixed mortgage rate); 3.19% with an APR of 3.38% (The average 15-year fixed mortgage rate is); the 5/1 adjustable-rate mortgage rate is 3.92% with an APR of 7.01%. (www.bankrate.com)

MINNESOTA

NEW Sales & Use Tax... The following new local sales and use taxes will start on January 1, 2020: Glenwood Sales and Use Tax; Kanabec County Transit Sales and Use Tax; McLeod County Transit Sales and Use Tax; Perham Sales and Use Tax; Sauk Centre Sales and Use Tax and Vehicle Excise Tax; Scanlon Sales and Use Tax; Virginia Sales and Use Tax; West St. Paul Sales and Use Tax; Worthington Sales and Use Tax. Info: www.revenue.state.mn.us/local-sales-tax-information (MN Dept of Revenue)

ENERGY

Minnesota to spend nearly \$1.7M on network for electric-vehicle charging... Minnesota is receiving \$47 million from the Volkswagen emissions-cheating settlement. The money is to be spent in three phases over 10 yrs. Under the agreement, states can spend 15% of the money on charging networks. MN plans 22 new charging locations that are eventually to form a "minimum viable network" throughout the entire state, said Matthew Blackler, CEO of ZEF Energy, which will build and operate the charging stations. The only place that will not see any new charging stations is the Twin Cities metro area, where officials decided there was little need. Highways with the most traffic and fewest existing fast chargers were chosen for the first round of spending, Blackler said. (Frank Jossi. Energy News Network)

Xcel talks going green, nuclear power flexibility... Chris Clark, president of Xcel Energy - MN, SD, and ND, addressed Red Wing area community leaders Oct. 15, at Prairie Island. One of the potentially more contentious parts of the plan, Clark acknowledged, is to

keep natural gas production and possibly expand it as the company works toward carbon emission reduction of 80% by 2030 and with the goal of hitting 100% carbon-free electricity by 2050. (Anne Jacobson. River-Town Multimedia)

LABOR & MANAGEMENT

US Unemployment... declined to 3.5% in September. Employment in health care and in professional and business services continued to trend up. (bls.gov/cps/)

Minnesota Unemployment... MN gained 100 jobs in September according to seasonally adjusted figures. The unemployment rate fell slightly for the second consecutive month in September, going from 3.3% to 3.2% (<https://mn.gov/deed>. Oct 2019)

SAFETY

Free Construction Seminars underway... MNOSHA Compliance offers six seminars each year in the series that feature a presentation about a specific construction safety or health topic with time for Q&A and input plus an update from MNOSHA Compliance about what's currently happening regarding investigations. The Sept. 24 seminar focused on the construction sites when working with or encountering hazardous substances. The remaining topics are now posted online. Plan to attend: Nov. 12, 2019, and Jan. 21, March 31 and May 19, 2020. Visit www.dli.mn.gov/business/workplace-safety-and-health/mnoshacompliance-construction-seminars for complete information. Email osha.compliance@state.mn.us to be added to the email list for information.

Safety, health grants awarded up to \$10,000... to qualifying employers for projects designed to reduce the risk of injury and illness to their workers. To qualify, an employer must meet the following conditions: have workers' comp insurance; come under the jurisdiction of MNOSHA; must have the knowledge and experience to complete the project, and must be committed to its implementation; must be able to match

the grant money awarded and all estimated project costs must be covered; a qualified safety professional must have conducted an on-site inspection and written a report with recommendations; the project must be consistent with the recommendations of the safety inspection and must reduce the risk of injury or disease to employees; and the project must be supported by all public entities involved and comply with federal, state and local regulations where applicable. More info at www.dli.mn.gov/business/workplacesafety-and-health/mnoshawsc-safetygrant-program.

RECALL NOTICES

Carrier Recalls Carrier and Bryant-Branded Heat Pumps Due to Fire Hazard...

Name of product: Carrier- and Bryant-branded 1.5-ton multi-zone, 4-ton multi zone and 4-ton single-zone ductless heat pumps Hazard: The fan motor on the heat pumps can fail, causing the units to overheat, posing a fire hazard. Remedy: Repair Recall date: October 10, 2019 Units: About 5,350 (in addition, about 450 were sold in Canada) Consumer Product Safety Commission: <https://www.cpsc.gov/>



Community news

Welcome New Members

A J Moore Electric IncBurnsville
Del'Shaun SmithHopkins
Agropur IncSt Paul
Alberto CadenaMonticello
Buhler IncPlymouth

Congratulations

Shayne Michelle Quenzer... Our Association family just got a little bigger! Jamie, MEA's Program Manager, & Caleb welcomed their baby daughter on Sept 21! Baby Shayne is a healthy 8lb 9oz, 20.75 inches of cuteness.



TJ Bedell, DSG...

Dakota Supply Group has TJ Bedell as Regional General Manager for its Minnesota region. This was the final position to fill for the new DSG regional structure designed to bring leadership closer to employees, customers, and the markets it serves. Bedell will be responsible for providing direct leadership for all branches in the Minnesota region, as well as the development of regional management. He will work out of the Plymouth branch.



Thank you! Thank you! Thank you!

Thank you to Werner Electric... Thank you to Werner Electric for sponsoring the Code class in Rochester, Nov 14-15.



Thank you to Graybar... Thank you to Graybar for sponsoring the Code class in Brooklyn Park, Dec 13-14.



Thank you to Federated... Thank you to Federated for hosting our Exam Prep class at your location in Edina, Dec 7-8.



Thank you to MEA members... Thank you to our members for helping support the IAEI. The Electrical Association donated a \$500 scholarship to the IAEI Minnesota chapter. Congratulations to Josh Hunter as the IAEI scholarship recipient.

Thank you to our 2019 All-Education & Events Sponsors!



Thank you to our Partner & Profit Event Sponsors!
 (Learn more on page 5)



Education & Meetings

Partner & Profit Event, Dec 6... The Association is hosting a Partner & Profit Event on Dec 6, 2020, at the Minneapolis Marriott Northwest. See page 5 for details or visit www.electricalassociation.com/events


Upper Midwest Electrical Expo... April 15-16, 2020. Minneapolis Convention Center. The Association has partnered again with the NCEL to provide the continuing education. Watch for registration details coming soon.

Moves & New Locations

J.H. Larson Company... Congratulations on your new branch location at 1201 W 51st St, Sioux Falls, SD! We hope great success follows you there!

SPEEDWAY MOVES INTO MINNESOTA


The Speedway Business Fleet Card Program



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- SAVE TIME**
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FOR MORE INFORMATION or TO APPLY:

CONTACT
 Ryan Delaney
 207.233.4610
Ryan.Delaney@wexinc.com



SPD_102518_PA 02/19

The Classifieds

FREE 3M Crimp-On Terminals...

A large quantity of 3M crimp-on terminals has been donated to MEA. If you can use these terminals, we will give them to the first interested party who can stop by the office to pick them up. Call MEA to arrange a pick up and to learn if we still have any left! (612) 827-6117



Bucket Truck for Sale...

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

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

Seeking to Acquire...

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

Inventory Sale...

Tom Decker, Shoreview, a 20+-year member of MEA has retired! Equipment and inventory are being sold including tools, wire, switch boxes, plates, etc. If interested, please contact his daughter Liz Decker email at taz-deck@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.



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

Goals for Worksite Safety

A recent article from *Safety & Health* magazine prompted looking beyond “zero injuries” as a safety goal. Being somewhat hesitant toward a “zero injury” goal, I have to agree with what the article is saying. The intentions behind a “zero injury” goal may be good, but it can likely be an accomplishment that is frequently not achieved.

Zero injuries is everyone’s ultimate goal, but first focus attention on activities that can get you closer to that goal. An effective goal is attainable and it generates active involvement, not indifference that results from continued failure to achieve the goal.

Continued “look ahead” pre-planning that genuinely identifies anticipated injury/illness risks related to upcoming work activities, helps ensure appropriate equipment and safeguards are available for use. Effective daily surveillance and routine audits, of work activities and conditions, recognize at-risk situations, and does something about it, to help set the expectations on worksite safety and how work is to be performed. Routine tool box talks and refresher training (when neces-

sary) reminds of the risks associated with current work activities and the safeguards to follow to minimize injury risk. As such, goals that measure effectiveness of these types of activities will be more relevant.

Injury rate goals alone can be a misleading indicator. These types of goals don’t identify where deficiencies in safety management may exist. They focus attention on a lagging indicator – one that can prompt creative ways to avoid reporting and undermine the seriousness of a work-related injury/illness.

Numerous safety standards provide minimum benchmarks for worksite safety. But setting goals based strictly on compliance is basically doing the minimum required. Safety excellence goes beyond regulatory compliance.

As more and more contractors introduce processes and procedures to promote and monitor worksite safety, this takes them away from focusing just on regulatory compliance and more on the processes that help a worksite more effectively prevent injuries.

Many factors can affect an individual’s decision-making, while at work. Implementing and measuring safety

activity that promotes better decision-making creates a better work environment for all workers.

Check OSHA’s Leading Indicators website: www.osha.gov/leadingindicators/.

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.



Bring your OSHA questions —Ben Woods will be there live and in person to help us! He'll cover the OSHA Inspections & Citations, AWAIR, Right-to-Know & more!
(details on page 5)



Jeff Keljik
Director of Education

Word on the Street

What is Happening?

In reading some recent articles, I observed the challenges to running a business and how well you manage change are omnipresent. There are always factors that affect how well a business operates and whether it is successful.

There are internal challenges and external challenges—but always challenges. You need to know:

Do we know what is going on?

What do you need to do to get through the day—or the week? Do we have our ducks in a row? Do we have the materials? Do we have the labor that is able to produce a high-quality result? Did we get the right technology to meet—or exceed—the customer’s expectations? Do we have the right tools and equipment to do the job efficiently and within our cost estimates? All of these questions are in our minds each day as we go out to conquer our work world. With the help of our trusted partners, we can feel more at ease with these daily challenges. The Electrical Association can help by connecting you to those trusted partners in material supply or delivering the technology required. The Electrical Association can help with the right training to get the job done right the first time—Apprentices to Journeymen or even business and legal resources.

Why are we changing?

Every business has to change over time. We get bigger and we get smaller. We move from typical jobs to challenging jobs. We keep our old customers and we try to acquire new customers. We handle new supplies and systems to get the electricity to do what we want. New tools and faster resources to more information allow us to make faster and more knowledgeable decisions. We handle our supplies differently so that we do not have wasted money (supplies) sitting on our shelves.

The Electrical Association can help with business seminars. The Association can help with connecting you to other contractors who are experiencing the same

situations. The Association can help with exposure to industry experts on materials and tools. The only thing that is constant—is change.

Where are we going?

We not only have to deal with present state of affairs, but we need to be prepared for the future. Every generation says we are moving forward at a breakneck speed. It is always true, as technology gets better and faster and the learning curves become shorter.

Where will the electrical industry be in 10 years or 25 years? Nobody knows for sure. All predictions is that there will be...

- ... Much more computerization in the design and estimating fields
- ... Better, more efficient ways to control and distribute power
- ... More local generation and storage of power to keep our society energized
- ... Better, more efficient ways to use electricity to our advantage
- ... Robots to do the heavy lifting for us
- ... Virtual Reality to visualize what solutions make sense
- ... More prefabrication of systems that take the errors and inefficiencies away.

The Electrical Association can help you find the right mix of systems for you. The Association keeps you current on the code requirements and introduces you to technology and safety issues that can help you succeed. The Association can help you peer into the future reality where Artificial Intelligence will play a bigger role.

How are we going to get there?

To be sure, the road to the future is not clear. Nobody has a crystal ball to make “for sure” predictions. What is clear is that we are going to change in order to get there. As the industry changes, you can rely on your trusted partner, The Electrical Association, to help you get there. The Association is all of you with your collected wisdom and experiences. It is important to learn from your mistakes, but it is better to learn from other

peoples' mistakes. That is the helpful Association you have with your fellow electrical industry personnel.

We learn from each other, and in turn, we all get better at what we do. My own personal experience is that the more I try to help other people become better, the more I learn, and then I become better.

After more than 90 years as an Association dedicated to the electrical industry, the Electrical Association is changing and getting stronger and better at helping us move into the future.

The Electrical Association Invites You To

PARTNER & PROFIT

We've assembled a team of EXPERTS for a one-day event packed with ways to help you SUCCEED!

Friday, Dec 6 • Minneapolis Marriott Northwest

-  SAFETY—Workers Comp, OSHA 300, AWAIR, Risk Mgmt
-  Wage Theft • Safe & Sick Leave MARIJUANA in the WORKPLACE
-  PRODUCTS TO PROFIT—The Value Proposition
-  TAX LAWS You Need to Know
-  Competitive Advantage—How to LEAD when you walk into a room
-  2020 NEC Analysis of Changes—4 hours of CE credit

www.electricalassociation.com/conferences
612-827-6117

Rebates

One-Stop Efficiency Shop® Year-End Deadlines

The One-Stop team is hard at work closing out the 2019 program year. Rebate checks for jobs completed in 2019 will be issued in accordance with the following deadlines:

- A signed customer participation agreement was submitted to CEE by Friday, **October 18**.
- All work completed and invoices submitted to CEE by Friday, **November 1**.

Projects submitted after the aforementioned deadlines will be rebated in 2020. If you have concerns about any projects in relation to 2019 deadlines please contact your lighting consultant as soon as possible.

You may also contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org. Thank you for your partnership and helping close out another successful year.

Electrical Contractors! You Asked & We Delivered—Don't Miss This Powerful Event!

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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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ckelly@mncee.org
612-244-2427



MEA has Partnered with NCEL—

to provide all of the Continuing Education at the Upcoming Expo!



OPPORTUNITIES TO...

- Fulfill your CE requirements
- Check out the latest and greatest products at the show
- Network with peers and colleagues

Registration details will follow!

**Save the Date—
April 14, 15, 16, 2020**

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