



MEA News

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Joel Gatewood
President of MEA's
Board of Directors

Industry Report

Be Coachable

If I had one piece of advice for those who are new to the workforce, it would be “be coachable.” If I had one piece of advice for senior leaders, it would be “be coachable.” If I had one lesson to share from my personal world, it would be the time my mentor told me to “be coachable.”

I came across this post the other week on LinkedIn and I thought it was a good reminder that we are never done learning and should always *be coachable*. No matter where we are with our careers or in our lives, there is always more growth to gain.

One of the largest reasons I support the Electrical Association is because of their ability to coach me throughout every journey within my career. As a member-driven association, this organization has allowed me to surround myself with peers and mentors—people who have been in my shoes, and also has allowed me to coach the next generation’s workforce as I share my learning moments with them. Coaching is engrained in the organization’s structure and shines through in the offerings that electrical contractors have created for the Association.

Apprentices

As early as apprenticeship, the association coaches apprentices on how they will eventually coach others through their leadership skills. In the 4th year of the program, apprentices learn the process of changing their attitudes and expanding their skills so they can transition out of their role as an apprentice (follower) and into their role as a journeyworker (leader). They learn how to create goals for their life and career as an electrician, effective ways to motivate their subordinates, and how to

recognize one or two mentors who are among the most successful journeyworkers in the company. Establishing good skills to be coachable early in your career, as well as coaching others, is a sought-after skill in any profession.

1. Coaching reinforces company vision and mission
2. Coaching helps promote accountability
3. Coaching sets the employee up for success in their current position
4. Coaching prepares them for future positions and instills confidence

Contractors

Now, as a business owner, it is more important than ever for me to ensure that I am a good coach to my employees and to be open to coachable moments all around me. Putting myself in scenarios where I am with people who I can learn from is the first way I accomplish this. Number 2 is to practice deep listening. The lunch speaker at the MEA Summer Conference did a phenomenal job pointing out the importance of listening and how much more impactful a correction or coachable moment will be if a connection is made prior to offering advice. We all want to feel as if the person we are receiving advice from really took the time to understand us first.

Let the Electrical Association (and the contractors who make up the organization) be your coach! And learn how to be a better coach yourself. We all **need** coaches and we all **need to be** coaches—don’t waste an opportunity to be either.

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Clara Albert, CAE, Executive Director

Power into the Future

Association Updates

Members of the Association gathered together at Breezy Point a few weeks ago. The weather was perfect and the time together was unforgettable. The quarterly report was distributed to attendees, and I wanted to point out a few highlights for those unable to attend. Since leadership last met in April, a lot of progress on initiatives has been made as well as a few record-breaking numbers to report.

- Strategic Plan Initiative - Brand Discovery Workshops
- New policy manual created procedures for all departments, board and staff to review
- Staff attending the "Qualified Association Specialist Program"
- Strengths coaching and strengths based leadership workshop for staff
- 52 apprentices currently enrolled in the Association's Registered Apprenticeship Program (Record High!)
- 17 new Association members in 2019
- Pilot PLC course sold out in the spring
- Commitment to conduct training at 2020 NCEL Expo

- Developed an extended apprenticeship training course
 - PLC, VFD, HMI, Solar, Safety and Exam Prep will make up the 7-month course
- Trained close to 2000 electricians in 2019
- 2 new instructors have been hired to help with training growth
- Registered Apprenticeship Program approved for Veterans to utilize their GI Bill
- Building Committee Day was a success

There are many new offerings in the works and the ability to get feedback from committees and board members is invaluable. It is the number-one way that we are able to ensure the products we create are actually the products you need to run your business and train your employees. Summer is a hard time to get away so we are endlessly thankful for all who could make it for the event!

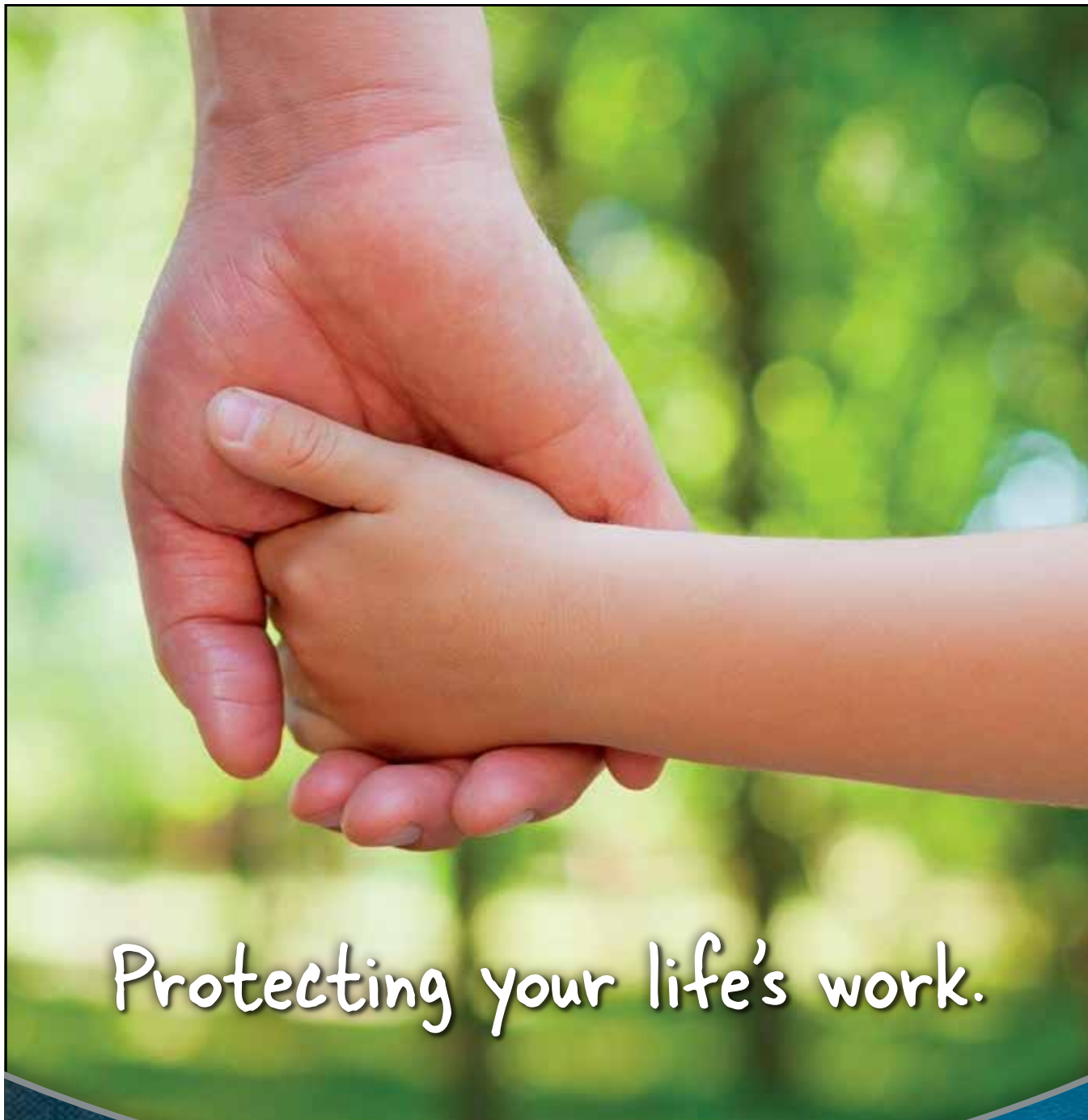
New Business Training Event Friday, Dec 6!
Watch for more details...



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

I am here to help you.

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Federated Insurance—

HR Question of the Month

Q: Injured at Another Job—
Covered Under FMLA?

A: If an organization has over 50 employees, the employer is considered a "covered employer" under the federal Family and Medical Leave Act (FMLA).



This means that if an employee indicates a need for time off due to a medical issue that is or could be a serious health condition, the employer should initiate the FMLA process, regardless of the origin of the medical condition.

In this regard, the employer should provide the subject employee here with requisite FMLA paperwork, including a Certification of Healthcare Provider form for their doctor or other healthcare provider to complete. If it is timely returned within 15 days and supports that the employee has a serious health condition necessitating leave from work (whether continuously, intermittently or on a reduced schedule basis), then if the employee meets all FMLA eligibility criteria, the employer must provide up to 12 weeks of job-protected leave to the employee.

The fact that the employee's health condition was sustained in the course and scope of employment at a second job does not exclude it as a serious health condition under the Act if it otherwise qualifies.

In other words, the existence of a workers' compensation claim elsewhere does not impact the employer's obligations under the FMLA here.

Learn more about the **Family & Medical Leave Act:**

www.dol.gov/whd/fmla/

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

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Compliance

City of Minneapolis Wage Theft Ordinance



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.

On August 8, 2019, the Minneapolis City Council passed a new wage theft ordinance that mirrors the statewide wage theft law in many respects, but also adds new requirements, which become effective January 1, 2020.

Minneapolis Coverage

Minneapolis' ordinance also covers all employees (even temporary or part-time employees) that perform at least 80 hours of work per year, for the employer, within the geographic boundaries of the City of Minneapolis. Employers located outside of Minneapolis may have employees that are covered by the ordinance.

Pre-Hire Notice

In addition to state law requirements, the Minneapolis' ordinance requires the following additional information be provided to and acknowledged by employees on or before their first day of employment:

- The date on which employment is to begin;
- A notice of the employee's rights under the Minneapolis Sick and Safe Time ordinance, including the method that the employee will earn sick and safe time, the date upon which they are entitled to use sick and safe time, and the date upon which the employer's benefit year for sick and safe time begins and ends;
- A statement that tip sharing is voluntary if applicable to the employee; and
- The employer's overtime policy, when the employee is entitled to overtime, and the applicable overtime rate of pay.

The information contained in the new hire notice must be provided to all current employees no later than the first full pay period of 2020.

Employers must also hang a poster notifying employees of their rights under the wage theft ordinance.

Minneapolis will also now require employers to provide employees with written notice of any changes to the information contained in the pre-hire notice prior to the date the changes will take effect. Employees must sign acknowledgement of the change notice before the changes go into effect.

Employers may provide these notices electronically, and collect electronic signatures, if employees have access and time to review and print the notices during work hours. However, if an employee requests a paper copy, the employer must provide it. Employers must retain a copy of each required notice and signature for as long as the employee is employed, plus three years.

The changes under both Minnesota state law and Minneapolis ordinances require employers to review their payroll and record-keeping practices. Failure to do so may lead to unexpected adverse consequences.

Learn more about the Wage Theft at the MN Dept of Labor & Industry's website:

<http://tiny.cc/7xxobz>

EEOC Opens Pay Data Collection Web Portal – EEO-1 Data Due September 30, 2019!

By Corie J. Anderson on July 26, 2019.

Corie represents, counsels, and defends employers in a full range of employment law issues and litigation. She has extensive knowledge of federal, state and local prevailing wage laws and ordinances, as well as other wage and hour laws.

Employers who are required to submit the 2017 and 2018 Component 2 EEO-1 data (wage data) can now do so via the EEOC's portal here: <http://tiny.cc/15rpbz>.

In addition, the EEOC has released a FAQ that may answer many employer questions such as filing requirements, summary compensation data, hours worked, multi-establishment reporting, acquisitions and mergers, spinoffs, professional employer organizations, the online filing system, confidentiality and data security.

Read Corie's blog to learn more: www.minnesotawageandhour.com



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HR Compliance

Deep Breaths About Wage Theft

Kate Bischoff, Attorney
tHRive Law & Consulting

As of July 1, 2019, Minnesota's new Wage Theft Law will go into effect. If you read anything about this new law (<http://tiny.cc/3hbvaz>)

it is easy to assume it places many, many new obligations on employers. But, like many things, take a deep breath. The new law isn't nearly as onerous as you might think.

First, the new law requires employers to follow old laws. Employers have to pay employees. Employers have to pay at least minimum wages. Employers have to pay overtime. Employers have to have paystubs with a bunch of information on it that specifies how the employee earned pay (pay period dates, what is regular pay, what is overtime,

what deductions are for, employer name, address, and telephone number, etc.). None of this is new.

What is new is the amount of penalties that accompany failure to follow these laws. Those have increased and failure to follow the law could include very real criminal penalties.

Second, if you have offer letters, much of the new "notice" requirements are already in your offer letters: start date; how much the employee earns; basis of pay (salary or hourly); when employees will get paid (weekly, biweekly, twice monthly, etc.); exempt vs. nonexempt status; any commission structure (if applicable); what shift the employee is assigned (if applicable); PTO or vacation and sick time accrual; deductions to pay; em-

ployer address; and telephone number. The only "new" pieces are when the first payday will be, any allowances (like meals and lodging), and an offer to put the offer letter in a different language if needed.

Third, when employers roll out new policies, you need employees to acknowledge them. Prior to the new law, employers could roll out new policies without employee acknowledgements. Now you need them. To avoid piecemeal acknowledgements, it may be best to review your handbook annually and when updates are necessary, require employees to acknowledge the changes all at the same time once per year. More frequent changes are going to require more frequent acknowledgements. This could be a bit of a pain to both do and track.

Fourth, when you change wages, employees need to acknowledge those changes too. For example, if Jimmy is going to get a raise, you put it in writing (email, letter, performance review) that his wages are increasing and have him acknowledge the increase. Again, most employers already do this, but now it is mandated by law.

That's it! The Wage Theft Law looks like it could be hard to comply with, but in reality, it is not as big of a deal as it has been made out to be. Take a deep breath, you got this.

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You Need to Know

COMPLIANCE

MINNESOTA

New Wage Theft Law... The MN Legislature passed and the governor has signed a new Minnesota Wage Theft Law. The new law amends existing state labor laws and provides for new wage and hour requirements, protections and sanctions. This guidance highlights provisions of the new law that will provide additional information and protections to employees. All provisions of the new law became effective July 1, 2019, except for the provisions of the new law that amend Minnesota Statutes 609.52 (criminal wage theft

and sanctions). The provisions of the new law provided for criminal wage theft and sanctions go into effect Aug. 1. <http://tiny.cc/9hajbz>

CONSTRUCTION TRENDS

NATIONAL

Housing Starts... Privately-owned housing starts in July were at a seasonally adjusted annual rate of 4% below the revised June estimate, but is 0.6% above the July 2018 rate. Single-family housing starts in July were at a rate 1.3% above the revised June figure. (www.census.gov. Aug 2019)

MINNESOTA

Report suggests permit fees are driving housing costs higher... A report recently released by the Housing Affordability Institute says many municipalities in the state have been using building permit fees as a big source of revenue, which goes against state law. MN law mandates that building permit fees established by municipalities must be "legal means as a fee for service and must be fair, reasonable, and proportionate to the actual cost of the service for which the fee is imposed." (kstp.com. Aug 20)

ECONOMY

NATIONAL

Consumer Price Index... CPI for all items rises 0.3% in July as gasoline, shelter indexes increase rising 1.8% over the year, not seasonally adjusted. The index for all items less food and energy rose 0.3% in July (SA); up 2.2% over the year (NSA). (US BLS. Aug 2019)

MINNESOTA

Interest Rates... 31-yr fixed refinance 3.75%; 15-yr fixed refinance 3.125% (www.bankrate.com)

ENERGY

Electric utilities weigh in on clean energy requirements... A pitch to require the state's electric utilities to move away from fossil fuel sources saw bipartisan support as well as bipartisan opposition Tuesday, July 30, as it came up for consideration in a legislative panel. Under the proposal, electrical companies would have to prioritize clean energy resources when building new power plants or replacing retired facilities. Exceptions would apply if the clean energy alternative can be proven to be unaffordable or can't meet the need of the facility... (Brainerd Dispatch. July 2019)

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Workforce Development

Addressing the Business Needs of Electrical Contractors

Running a business is hard work! That's why we at the association have developed a series of webinars to keep our members educated regarding regulation and ways to keep your business running smoothly.

Whether that be learning more about **new sick & safe leave regulations, implications of tax changes, or wage theft provisions**—we've got you covered.

Besides the topics listed above, you can also learn about the following topics:

- Opioids in the Workplace
- Project Management
- Energy Efficiency Incentives
- Pre-Fabricated Products
- The Top Five Items for Contractors to Audit in 2019 to help protect your business
- Safety AWAIR Manual

Our next live webinar will be on September 18 (8am) and will be on Mechanics Liens. Overview presented by Thomas R. Revnew, Attorney at Law, Seaton Peters Revnew—a trusted member of MEA for over 25 years.

We would love suggestions of what topics mean the most to you. Please send your ideas to me at mdreier@electricalassociation.com or call me at 612-827-6117.



View recordings:
www.electricalassociation.com/webinars

...AND soon we will be rolling out some exciting **Business Training Events** for you! Watch for details!

Mechanics Lien Overview For Contractors!

Why should you register for this webinar?
...because you need to know how to protect your right to recover payment for your work!

Topics to be discussed include:

- Giving pre-lien notices
- Timeline to file a mechanics lien
- The deadline to foreclose the lien



Wednesday, September 18 (8am)
a 45-minute webinar plus a 15-minute Q&A
www.electricalassociation.com/webinars

\$20 Member / \$35 Nonmember

Thomas Revnew, Attorney at Law. 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.



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2

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3

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4

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Education Calendar

SEPTEMBER						
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					

OCTOBER						
S	M	T	W	Th	F	S
					1	2
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		

NOVEMBER						
S	M	T	W	Th	F	S
						1
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

Continuing Education: Classroom (16 CE) Approved by MN, SD, ND, NE, IA, WI, WY, MT

- Sept 27-28 (8am-5pm) Shakopee at Canterbury Park
- Oct 4-5 (8am-5pm) Duluth at Canal Park Lodge
- Nov 14-15 (8am-5pm) Rochester at Werner Electric

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

Continuing Education: Online (2 CE) Approved by MN, IA, WI, NE, SD, WY

- Sept 10 (6:30-8:30pm) 2017 NEC Motor Installation Requirements, Pt 1
- Sept 26 (6:30-8:30pm) 2017 NEC Motors & Transformers
- Oct 9 (6:30-8:30pm) 2017 NEC Branch Circuit, Feeder, Service Calcs
- Oct 24 (8am-10am) 2017 NEC Overcurrent Protection for Unlic Pers
- Nov 13 (6:30-8:30pm) 2020 NEC Code Changes Pt 1
- Nov 20 (8am-10am) 2020 NEC Code Changes Pt 2

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

Exam Prep Training: Classroom

- Oct 5-6 (8am-5pm) Edina, Federated Insurance

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

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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MECHANIC'S LIEN OVERVIEW

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



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REGISTER ANYTIME TO WATCH RECORDED WEBINARS:

- Prefabrication (John Fowler, ElectroTech)
- Opioids in the Workplace
- 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)

Register!

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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>



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

Motors



- To size a controller for a motor, the contactor shall have a horsepower rating at 1.25 the horsepower rating of the motor.
(a) true
(b) false
- To ground the frames of motors you use Table 250.122 for the minimum conductor size.
(a) true
(b) false
- Capacitors that are installed with motor circuits to correct the power factor of the motor are to be connected with wire ampacity of $1.25 \times$ the capacitor current.
(a) true
(b) false
- If a capacitor is installed with a motor on the load side of the motor controller, no separate disconnecting means is required.
(a) true
(b) false
- Motor control circuits need protection based on Art 430.72(B) column A if they have separate overcurrent devices.
(a) true
(b) false
- The branch circuit or feeders supplying a VFD are sized for 110% of the rated input current to the VFD.
(a) true
(b) false

Answers: 1. (b) Not less than the HP rating of the motor; 2. (a) Ref: Art 250.122; 3. (b) $1.35 \times$ the rated current of the capacitor; 4. (a) Ref: Art 460.8(C); 5. (a) Ref: Article 43.72(A); 6. (b) 125% of the rated current

Toolbox Talks

Bloodborne Pathogen Safety



Bloodborne pathogens are microorganisms present in human blood that can cause disease in humans such as the AIDS virus, hepatitis B virus, hepatitis C. It is easy to become exposed to these when you are giving first aid help to others. Bloodborne pathogens are covered in OSHA 29 CFR 1910.1030

Employer will designate first aid responders and train them in this OSHA standard. In the construction industry, the OSHA General Duty Clause may be used to cover employees –on the job. While Good Samaritan acts performed by undesignated employees are not covered by the OSHA standard, employers may want to make sure all of their employees receive training in the dangers of bloodborne pathogens and exposure control.

OSHA refers to OPIM (Other Potentially Infectious Materials) which include contact with human blood or fluids that are visibly contaminated with blood in the course of their working time.

You are exposed when blood, urine, vomit, body fluids, or Other Potentially Infectious Material – OPIM- containing blood, that comes in contact with your eyes, mouth, any open sores, or mucus membranes in your body. While giving first aid is a life-giving thing to do, you could get a potentially fatal disease from this exposure if you don't protect yourself.

Make sure you follow a written exposure control plan from the employer, to prevent infections from spreading.

- Follow an annually updated plan for control of infection from blood borne pathogens

- Know if you have a job classification where there is a risk of exposure to Blood Borne Pathogens
- Use the most up-to-date techniques for control techniques
- Use appropriate PPE to prevent cuts or other exposure to blood
- Be aware that there is a “hepatitis B vaccine” for exposed workers
- Be aware there is available- post exposure evaluations- for exposed workers
- Make sure disposable gloves that prevent contamination are part of the first aid kit
- Dispose of blood contaminated materials, clothing, PPE, etc. in biohazard bag or marked containers. This is for materials that could release blood when compressed.
- Dis-infect area where blood exposure occurred. 10% bleach and water, or approved disinfectant can be used.

- Employees will do whatever it takes to stop exposure to blood or other potentially infectious materials when providing first aid. Employees will not touch any fluids without wearing plastic gloves or other non-absorbent protective materials.
- Employees will wash their hands immediately after removing gloves or other protective equipment and after any hand contact with blood or potentially infectious fluids.
- Employer will provide antiseptic cleansers for employees to use if a sink isn't available for hand washing. If employee uses an antiseptic cleanser, they will wash with soap and water as soon as possible...

*The complete topic can be found on our website under Membership > Members Only
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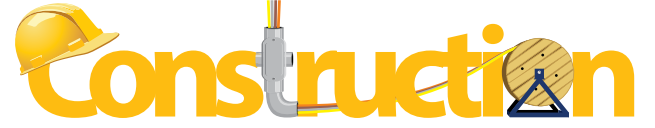
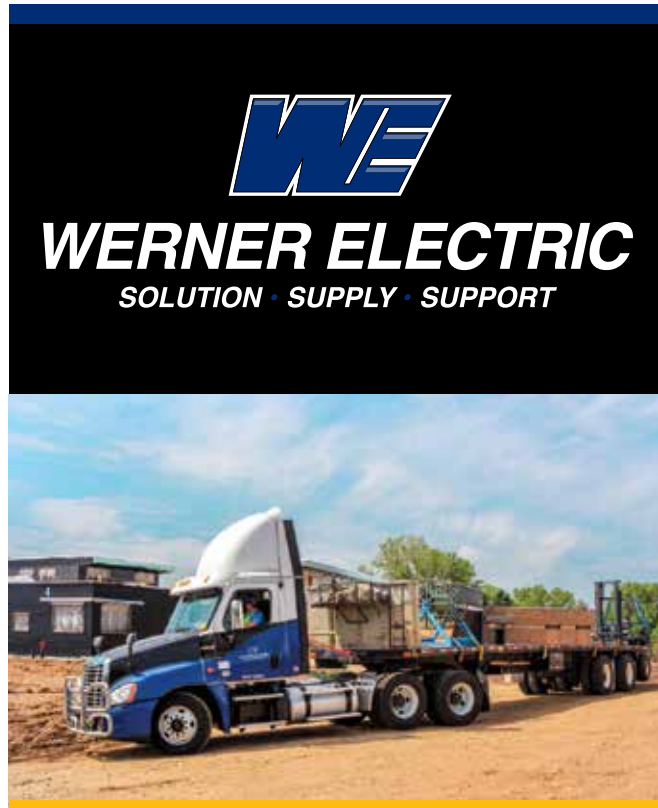
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Alex Hyatt
National Sales Mgr

Member Benefits

Effective Government Advocacy—Your Voice at the Legislature

The Electrical Association is the only organization that specifically represents all electrical contractors in Minnesota. Whether your business is located in a rural town or metro area, is small or large in size, the

Electrical Association advocates on your behalf at the Capitol. As a member, you have a unique opportunity to ensure that the voice of Minnesota electrical contractors is heard on legislative or regulatory issues that impact your business and electrical industry.

Every year, your dues dollars provide you with Effective Government Advocacy in the following ways:

- The Electrical Association is well respected at the state level, ensuring that when we have an opinion to share, key decision-makers will listen.
- We are the unified voice of Minnesota electrical contractors and are often sought out to weigh in on topics that impact our membership.
- We are a watchdog for Minnesota electrical contractors—monitoring and lobbying legislative initiatives on their behalf.

As an Electrical Association member, you receive regular updates during the session!

This year's initiatives include...

- **Prompt payment** – requiring contracting authorities and generals to pay subcontractor after punch-list items are complete.
- **Duty to Defend** – prohibiting general contractors from requiring the subcontractors to pay the general's attorney fees via contract when the general contractor is at fault.
- **Conservation Improvement Program (CIP)** – making certain energy efficiency rebates remain available statewide and also supporting the movement to strategic electrification.
- **Helmets to Hardhats** – bringing veterans to the trades. If you join the Electrical Association's registered apprenticeship program, you can tap into this talent pool.

None of this would be possible without our unified voice of Minnesota electrical contractors and the help of our skilled lobbying team of Bill Strusinski, Kirsten Christopherson and Michelle Dreier.

We welcome and encourage members to get involved in our advocacy efforts by joining a task force, engaging in a grassroots initiative, standing

with us at the Capitol, or by making a contribution to our PAC Fund. Call Clara at 612-827-6117 if you would like to contribute to the PAC.

If you are not a member of the Electrical Association, please consider joining now to ensure that your voice is heard regarding issues that may be impacting your business. Please call our office to get involved (612-827-6117).

ME
Political Action Committee

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

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

Member Spotlight:

Clayton Schenck—Magnum Electric, West Fargo ND

This month's Member Spotlight features Clayton Schenck, Vice President of Magnum Electric out of West Fargo, ND. Clayton is also the current Vice President of the Electrical Association's Board of Directors!

Clayton and his wife, Lori, have two children (16-year-old daughter and a 13-year-old son). They stay plenty busy with sports during the school year and spend quality time at the lake enjoying water sports and pontoon rides in the summer.

Magnum Electric is also involved with Habitat for Humanity. The program built 3 homes in 10 days for deserving individuals that would otherwise not be able to have a home. They were able to donate labor and material to complete of these homes. Clayton reflected that it was very humbling experience.

Clayton was initially drawn to the electrical industry by an industrial arts teacher in high school. The fact that there are endless opportunities and that it is a trade that will always be changing, challenging and demanding has kept his interest throughout the years.

The transition to business owner for Clayton may be a bit different than others stories who start from the ground up. Clayton and 2 other partners had the opportunity to purchase an existing business that they had all worked at for many years. They knew that it was a company with a great foundation that they

could build on and expand. They viewed business ownership as an opportunity to have control of their own futures.

When thinking about advice for a newer electrical contractor and how to have business success, Clayton describes surrounding yourself with great people and sharing your success with them. Also, stay focused on what you are good at—don't try to do it all.

The previous owner of Magnum Electric, Tom Heng, was heavily involved with MEA and served as President of the Board from 2012-2013. Tom introduced Clayton to the organization and the members. Being involved with MEA and getting to know other members has been a great business decision. The members have been a huge resource for information for Clayton regarding how to do some things better or better yet—how NOT to do something.

Learning from others and having a place to bounce ideas off of other electrical contractors as well as the ability to have a voice at the government level are the top reasons Clayton continues to belong and stay involved with MEA.

Magnum Electric will be working with the City of West Fargo, ND on a new mixed-use event center plaza and parking ramp and are currently designing the project. The city plans on this being a second downtown area for residents to gather. The most rewarding part of the job for Clayton is seeing the finished product. Whether it's a state-

MAGNUM ELECTRIC

of-the-art lighting project with LEDs and controls or a piece of equipment that you helped design the electrical requirements for.

What has been your greatest business success? *"Relationship building. Our goal is to exceed the customers' expectations. When you do this, you build a relationship with a customer who knows you're going to take care of them and trust you. You do this, and you have a customer for life. This takes time and patience, but in the end, you start to build a reputation that you can be proud of."*

We are so grateful to have Clayton on the MEA Leadership team and to have Magnum's continued support as a longtime member of the Association!





Compliance

Choosing the Best Accounting Software for Construction Businesses

Tim Pass,
Accountant,
Smith Schafer CPAs

Changing your construction company accounting software may be a time-consuming and costly process, but an ineffective accounting software is burdensome and impedes growth.

Before Committing To A New Software Package, You Should Assess The Following:

What are your company's NEEDS from its accounting software?

The first step, before changing an accounting software, is to discuss with all employees. From shop personnel, who will be receiving inventory, to the CFO, who will be running reports. Ask these individuals, what tasks should the software ideally perform? What tasks in the current software are not operated in an efficient way?

What are the potential time and cost BENEFITS a new accounting software could provide?

Discuss the time and cost benefits your construction company may experience from making a change in accounting software. Potential benefits include:

- Removing the need to double track jobs in an excel spreadsheet or other outside application.
- Reducing time related to chasing down paper documents. Many softwares are able to host all documents electronically.
- Improving office to job site integration through add-on applications to the accounting software.
- Increasing understanding of individual jobs, which can lead to improved estimating, budgeting, forecasting and predicting of costs for current and future jobs.

Does your CURRENT accounting software meet the above needs?

Changing accounting software is a commitment from every level of your construction company. Once you have accumulated your list of needs, take the time to determine if your current software has the ability to meet those. Consider the addition of modules, training and support offered by the vendor. Also consider your level of satisfaction with your current vendor. If you determine your current software cannot meet both your current and future needs, you can then consider making a change

If, After The Above Assessment, Changing Accounting Software Is The Best Option, Below Are Four Items To Consider:

1 Fully Integrated vs. Basic Accounting Software

A fully integrated construction accounting software helps to ensure your job costing and the accounting general ledger should reconcile to the penny between each other. A fully integrated system includes things such as, construction payroll, billings, purchasing and subcontract controls, general ledger reports by job, and job reports. Basic accounting software will not include modules specific to job costing. However, there may be a separate job costing system to meet your needs and may be used alongside your accounting software.

Note: In most cases, it is beneficial to switch to a fully integrated software once your construction company regularly has \$3 million in annual revenues or have five or more major jobs occurring at one time.



2 Access & Portability

Things to consider include multiple user access, security preferences, multiple business support, cloud based versus server based, and mobile access. Determining what your construction company needs, will help eliminate software options that do not meet the minimal requirements.

3 Knowledge Required

Take into account the knowledge and willingness of your employees. Some software requires high-level accounting knowledge to use, while others are geared towards individuals with limited accounting education or experience.

4 Cost

Be aware of all aspects of the cost of the software. This includes fees for upgrades, annual licensing, support fees, training and hardware costs. Often, the premium features are not part of the basic software package and have additional add-on costs.

QUESTIONS?

Smith Schafer is a recognized leader in providing accounting, auditing and consulting services to the construction industry. From large construction companies to specialty contractors, we have the experience to bring you innovative solutions. Call us to schedule a free 30-minute consultation. Mpls 952-952-1455; Rochester 507-288-3277

You Need to Know - Cont from page 4

LABOR & MANAGEMENT

NATIONAL

US Payroll employment... increases in June; unemployment rate changes little at 3.7%. Notable job gains occurred in professional and business services, in health care, and in transportation and warehousing. (US BLS. Aug 2019)

MINNESOTA

Minnesota's labor force participation rate held at 70%... MN lost 1,300 seasonally adjusted jobs in July and the state's unemployment rate edged up one tenth to 3.4%, according to data released by the Minnesota Department of Employment and Economic Development. July's seasonally adjusted loss represents the first decline after four continuous months of gains that added 7,000 jobs. Minnesota's labor force participation rate held at 70%. (DEED. Aug 2019)

RECALLS

Southwire Recalls Electrical Outlet Boxes Due to Fire Hazard... Recalled Garvin Pop-Up Floor Box Kit with brushed brass finish. Name of product: Garvin Pop-Up Electrical Outlet Floor Box Kits; Hazard: The electrical receptacles can overheat when in use, posing a fire hazard; Remedy: Refund; Recall date: August 20, 2019; Units: About 3,000. (www.cpsc.gov. Aug 2019)



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Community news

Welcome New Members

Bright Side Electric..... Elk River
Gopher Electrical Construction....Vadnais Heights
Gasteiger Electric St Ansgar, IA
Wonderwoman Construction Minneapolis, MN

Congratulations

Jayson & Shelly Oswald (Landmark Electric)...
 Congratulations to the new couple—Jayson & Shelly tied the knot in Las Vegas! We toasted to you at Breezy Point. We missed seeing you there!



DSG Hires Brandon Emineth As Vice President of Sales (Mechanical)... This new leadership role ensures that DSG's customers in the mechanical business segments have a dedicated focus at the executive sales level. Emineth will be responsible for providing direct sales leadership across

DSG's mechanical segments, including plumbing, HVAC/R, waterworks and on-site sewer, water and well. Prior to joining DSG, Emineth held progressive leadership roles with Familian Northwest and Ferguson over the past 17 years, including branch management, sales management, general management, and most recently as Director of Sales for the Northwest Region.



DSG Hires Mike Rode As Vice President of Sales (Electrical)... This new leadership role ensures that DSG's customers in the electrical business segment have a dedicated focus at the executive sales level. DSG is committed to providing a world-class

customer experience that is specific to the needs of this customer group. Rode will be responsible for providing direct sales leadership across several of the industry segments that DSG serves, including electrical, utility, communications and automation. Prior to joining DSG, Rode held several progressive leadership roles in his career in electrical manufacturing and wholesale distribution over the past 24 years. Most recently, he served as Vice President of Sales for Viking Electric Supply, while also serving on the Sonepar North American Product Management Team

Federated Mutual, Life Company named 2019 Ward Group® Top Performers... Federated Mutual Group was recently named to the top 50 U.S.-based property and casualty companies and Federated Life Company was named to the top 50 U.S.-based life insurance companies.

The 2019 Federated Challenge® raises more than \$3 million for Big Brothers Big Sisters... 59 prominent businesses and more than 500 private citizens gathered at The Saint Paul River-Centre in St. Paul, Minnesota, on Sunday, July 28, 2019, for the 15th Annual Federated Challenge supporting Big Brothers Big Sisters. Awe-inspiring generosity on the part of corporate sponsors and attendees generated more than \$3 million during this charitable event. 100% of the money raised will be donated to the three Minnesota Big Brothers Big Sisters agencies and Big Brothers Big Sisters of America.



Federated Challenge Co-Chairs Jeff and Marty Fetters present Minnesota Big Brothers Big Sisters CEOs and the National BBBS Board Chairman with a check totaling \$3,035,000. (L-R): Marty Fetters, Michelle Redman, Jackie Scholl Johnson, Michael Goar, Ken Burdick, and Jeff Fetters.

Thank you! Thank you! Thank you!

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Thank you to Werner Electric... for hosting & sponsoring our 2-day code class in Rochester, November 14-15.



Moves & New Locations

Arnie Billmark Electric, Inc... Congratulations to Arnie Billmark. He sold his company to Parsons, and he is looking forward to retirement! Arnie has been a member of MEA since 1992, and we wish him all the best!

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



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Inventory Sale...

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



A Few Topics of Interest

OSHA is requesting information and comment on Table 1 of the Respirable Crystalline Silica Standard for Construction to determine if revisions to the table are justified.

OSHA is seeking information, on additional engineering and work practice dust-control methods, for equipment and tasks currently listed, in Table 1. The agency also wants information on other construction equipment and tasks that generate silica dust that it should consider adding to Table 1, along with their associated dust control methods.

Submit Your Comments:

- Comments can be submitted electronically at <http://www.regulations.gov>, until October 14.
- Fax or mail submissions are also accepted. The [Federal Register notice](#) provides more details.

Suicides and opioid overdoses have become more common and recent research published in

the [Journal of Occupational Medicine](#) suggests that workplace injury can significantly increase a person's risk of suicide or overdose death. Lost-time injuries can contribute to depression and long-term wage losses. And injured workers are often prescribed strong pain medications, including opioids. Research of a group of workers found that men were 72% and women 92% more likely to die from suicide, and 29% of men and 193% of women more likely to die from drug-related causes.

The Centers for Disease Control and Prevention (CDC) says that of the three leading causes of death, preventable injuries was the only category to increase, largely because of the opioid crisis. Better treatment of pain and post-injury depression are recommended to substantially improve quality of life and reduce mortality from workplace injuries.

Excerpts from MNOSHA Serious injury/fatality summary, for 2018:

- A journeyman was working on the demolition and replacement of a gear switch and was working outside of the zone of protection. An arc flash occurred, resulting in burns to the journeyman.

- A worker suffered burns when an arc flash occurred while working on a test panel.
- An employee installing wire into a disconnect panel was burned when an arc flash occurred.
- Two employees were injured when the cable puller they were using came apart under tension while pulling a large electrical cable.
- An employee was electrocuted while changing out light bulbs.

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

2020 NEC® Highlights

The National Electrical Code®, otherwise known as NFPA Document 70, 2020 is to be released. This event occurs every three years. The new code is expected to go into effect (be enforced)

starting in July 2020 in Minnesota. At the recent summer conference of the Electrical Association at Breezy Point Lodge, Dean Hunter, Assistant Chief of Electrical Inspections in Minnesota, spoke to the MEA members regarding some highlighted changes to the 2020 NEC®. Dean did an excellent job of addressing the substantial changes, and keeping us engaged as well, with stories and applications.

HIGHLIGHTS

A **NEW ARTICLE 242** on overVOLTAGE protection has been added. The new article has been built from parts of Articles 280 and 285. There are three parts to the new article: (1) general protection, (2) surge protective devices (SPDs) 1000 V or less, and (3) surge arrestors over 1000 V. There will be a need for overvoltage protection on residential services in 2020.

A **NEW ARTICLE 311** for medium-voltage (MV) conductors and cables, Article 311 has been created from parts of old Article 328, which was deleted. The new article addresses conductors and cables 2000 V - 35,000 V—which were previously found in Article 310.

NEW ARTICLE 337 is more esoteric. It is designed to address Type P cables up to 2000 V under engineering supervision and monitored by qualified persons. Type P cables have been used in the oil industry and have been typically used for shipboard and marine cables. The cables are for use in harsh environments and are resistant to moisture and oil. It can be used in hazardous applications. They can be armored or un-armored and have high mechanical strength to resist crushing. These cables will be limited to industrial installations and hazardous locations.

ARTICLE 800 has been remodeled to streamline the repetitive applications of many of the articles in Chapter 8. To do this, all of the common requirements have been condensed into revised Article 800, unless modified by Articles 805, 820, 830, or 840. The specific rules for communication circuits have been set aside into the **NEW ARTICLE 805**. Now all of the similar requirements are easier to find when they apply to wiring systems in Chapter 8.

There are many changes to the GFCI requirements for 2020. One change is that most outdoor outlets, including lighting and receptacle outlets, (not snow-melting equipment) be protected by GFCI. All basements, whether finished or unfinished, shall be GFCI-protected receptacles. Another change is in Article 210.8(B) where GFCI requirements are found for other than dwelling units. These requirements have also changed to include damp locations, accessory buildings, laundry areas, and bathtubs and shower stalls.

There are more changes!

As with any code cycle, there are significant changes, other smaller changes, and some reversals in the thinking of how to protect people and premises from the dangers of electricity. We will continue to highlight changes as they are officially published in the 2020 edition of NFPA Document 70.



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In addition to lighting, we want to make you aware of two other rebate programs that offer similar efficiency and financial benefits to your customers:

- The **Xcel Energy Commercial Refrigeration Program** provides free assessments, recommendations, and significant rebates for efficiency upgrades on coolers, freezers, and associated motors and controls. The City of Minneapolis will provide additional funding for 20% of the total project cost to Minneapolis businesses that upgrade their refrigeration equipment through the Commercial Refrigeration Program.*
- The **One-Stop HVAC/RTU Program** provides a free assessment and rebates that can save up to 60% of project costs for installation of programmable thermostats, economizer repair or optimization, motor upgrades, and roof top unit optimization packages.

Please keep these programs in mind. As electricians, you may work on projects other than lighting or you may want to provide additional resources to help your customers move a project forward.

We are confident you and your customers will find these offerings every bit as beneficial as the lighting program.

All programs and rebates are sponsored by Xcel Energy and administered by the Center for Energy and Environment.

For more details on these programs or to see if your customers qualify, please contact Cindy Kelly at 612-244-2427 or ckelly@mncee.org.

*Funds are limited and will be disbursed on a first-come, first-served basis.

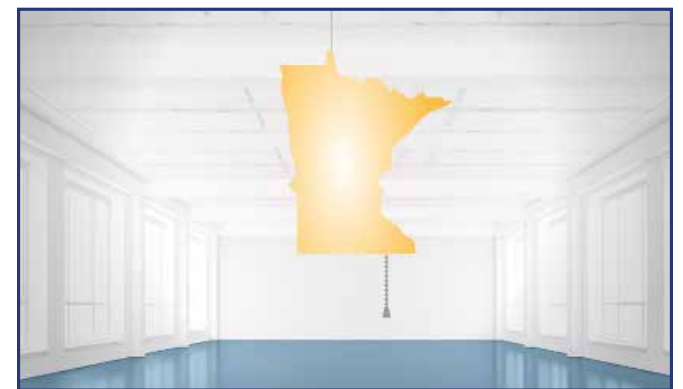


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MEA MISSION STATEMENT

MEA provides leadership in partnering between contractors, government employees and consumers to promote quality construction built safely, on time, on budget and at a fair price and profit.

MEA provides a strong commitment to quality in education, communication, government relations and ethics.

Important Notice: The information in this newsletter is intended to alert you to changes in laws, regulations, or trends that can affect your business. The information in MEA News is NOT tax, accounting, or legal advice. Since each company has different needs, it is important that you get the appropriate professional advice if you think your company will be affected. Please be sure to call us if you have any questions.

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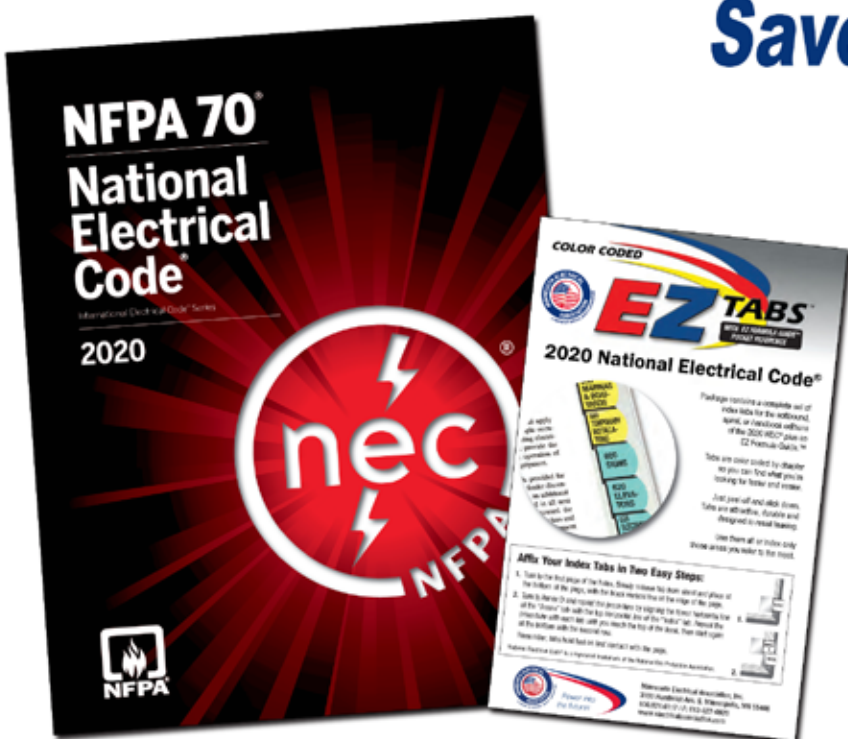
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