



ELECTRICAL ASSOCIATION News

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Joel Gatewood
President of the
Board of Directors

Industry Report

Compliance Consulting Services

As the current president of the Electrical Association and a long-standing member, I am endlessly grateful for the continued resources that our Association is able to provide. This is an organization that adapts to the needs of its members and the demands of the industry.

A few years back, in 2016, the Association hired Michelle Dreier, a former employee at the Minnesota Department of Labor and Industry, State Program Administrative Director, Prevailing Wage, Division of Labor Standards & Apprenticeship. Michelle brought with her a unique skill set and over 23 years of experience in Wage Theft, Labor Standards compliance, OSHA, Workers' Compensation, and Apprenticeship. She has resolved thousands of Fair Labor Standards Act audits and advised contractors, subcontractors and contracting authorities on proper compliance with prevailing wage. She also worked to build countless positive and professional relationships with both state and federal government agencies.

After 3 years of experience with the Association as our Member Engagement & Government Affairs Manager, her knowledge regarding the business needs of merit shop electrical contractors in addition to her past regulatory experience makes her a capable advocate and highly effective at MN DLI and the Capitol. Instead of puzzling over a regulatory issue for hours, pick up the phone and call her. If she doesn't have the answer, she will know who does.

If you have a compliance project, consider adding her services to your company at a members-only consultant price. Call her with any business concern that is giving you difficulty. She will direct you to an existing association solution, or look to create a new one.

Additionally, Michelle can help create workforce development solutions for you. As a seat holder on the Greater Metropolitan Workforce Council, and a recent participant on the Public Utilities Commission's Workforce Diversity & Inclusion Stakeholder taskforce, we are lucky to have this workforce development expert on staff.

If you are asking yourself any of these questions, call Michelle:

- Can a registered apprenticeship program help me?
- I just received a "Demand for Records" from the DLI. Now what?
- How do I fill out this certified payroll form?
- The contracting authority is not happy with my payroll documentation. What am I doing wrong?
- How can I find talented people to grow my workforce?

She can help you...

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- Prepare for an audit or respond to an allegation of a violation

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- Discovery Session - \$150
- Certified Payroll Training - \$150
- Payroll Records Review - \$600

Call for a quote. *Prices quoted are for a typical consulting session and may vary according to the project. Price: \$150/hr for members; \$195/hr for nonmembers

Don't hesitate to reach out to Michelle for your business need. I am grateful for this as a resource through my Association.

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Clara Albert, CAE, Executive Director

Power into the Future

What's Happening?

Coming this spring you will begin to see some changes with the Association. As you know, we have said farewell to the *Minnesota* within the name of the Association. As we continue down the marketing and rebranding path, here is what else you will begin to notice:

Our logo/mark: A new logo has been created for the Electrical Association. The new logo comes with a lot of thought and meaning in regards to how we want to be positioned in the industry. A few words that our new brand will convey: confidence, trustworthy, approachable and knowledgeable.

Website: Our website is getting a complete overhaul. Everything from the colors and look to the functionality. We want to ensure our site is attractive and intuitive so users can find what they need quickly.

Brochures: With a new logo comes updated content, brochures, marketing rack cards, etc. All pieces that the Association uses to promote programs and services will be getting a facelift.

Publications: This very piece that you are reading will look different next time. We will just be changing the look at this point and in 2021 you will see a launch of a different type of publication.

Conferences: We have begun making changes in this arena last year as we launched the 1st Annual Partner and Profit Event with great success. You will continue to notice different formats, ideas and volunteer opportunities throughout the upcoming year.

On the note of conferences, I want to share with you the format of how we will meet in the Spring of 2020. Plan your schedule accordingly!

Tuesday, April 14

- **CE Training:** Join us for any CE training that you may still need to get. We will be providing all of the Continuing Education Training for the NCEL (Minneapolis Convention Center)

Executive Director—Cont. on pg 5



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

I am here to help you.

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Federated Risk HR Question of the Month Military Leave – No Notice – Job Protection?

Q We have an employee who left unexpectedly three-quarters of the way into his shift, stating he was leaving because he was going on military leave for one year. We've not been able to reach him to get further details, and we haven't received any sort of formal documentation backing up his claim. Are we required to hold his job for him for this year? If so, should we have received some sort of formal documentation backing up his claim?

A Under the federal Uniformed Services and Reemployment Rights Act (USERRA), if an employee in the military needs time off from work for training, reserve duty or any other active duty, he or she is entitled to take up to a maximum of five years of job-protected leave for this purpose, cumulatively, even if the leave is taken in intermittent intervals. An employer must not deny initial employment, reemployment, retention in employment, promotion, or any benefit of employment to a person on the basis of a past, present, or future service obligation, and an employee's rights under the Act apply without regard for his or her tenure with the employer.

However, in order for an employee to enjoy the protection of USERRA, he or she must meet all five of the following criteria:

- he/she must be absent from a civilian job on account of service in the uniformed services;
- he/she must have given advance notice to the employer that he or she was leaving the job for service in the uniformed services, unless such notice was precluded by military necessity or otherwise was impossible or unreasonable to provide;
- the cumulative period of military service with the employer must not exceed five years;
- he/she must not have been released from military service under dishonorable or other punitive conditions; and...*read more at the link below.*

Condensed from www.federatedinsurance.com/services/education-events/hr-question

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



Government

2020 Session Update

Bill Strusinski,
Government Affairs
Representative

The 2020 Minnesota legislative session started February 11 with the biggest agenda item getting the first House hearing. The Capital Investment Committee heard a presentation on the Governor's \$2.4 B bonding proposal for construction spending across Minnesota.

This was the first hearing for what is usually called "bonding," or the process of approving funds for construction projects ranging from college campuses to small-town public works.

Governor Walz has proposed \$2.5 billion in his bonding proposal, but you can expect the Legislature to come in with a smaller number. Bonding is typically the biggest issue in these even-year sessions, and I will be keeping a close eye on what ends up in the bill. I expect the House and Senate will agree on a bill in mid-to-late May. Wherever you live in Minnesota, you can expect to hear more about local construction projects in your area.

While bonding will dominate most discussions, there are other issues to watch for at the Capitol.

Both parties have proposals about **clean energy and climate change**. It is unclear what, if any, proposals will emerge this session.

We can expect some discussion about **minimum wage**, but we are not likely to see more changes there.

There will be renewed discussions on **wage theft legislation, mandatory paid sick and leave time** and issues related to **CIP and fuel switching**.

The **Duty to Defend Insurance** reform legislation promoted by subcontractors will hopefully get hearings soon.

Solar installations will get attention including a provision that will require electrical contractors to get a remodeler's license from DLI. We are opposed to that provision.

There will also be renewed efforts to transform **tax policies** by making them more friendly to business. Don't count on any reductions or new taxes. A DFL/Republican House and Senate split will, quite likely, assure nothing will happen. Too bad!

It is conceivable that not much will happen this session because the major tax and spending measures were passed last year. No action is required on those measures this year.

We will continue to monitor issues where we have worked on behalf of electrical contractors in recent years. If you have any questions, contact Michelle in the Electrical Association office.



Compliance

Update Employee Handbooks in the New Year

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

Tom Revnew
Attorney, PRK&A

A new year typically means new workplace laws will go into effect. Additionally, technology, innovation, and social movements continue to rapidly change and affect workplaces. As we continue into 2020, employers should consider whether new employment policies would be beneficial, and whether their most recent employee handbooks actually reflect the practices in their workplace. Employers that do not currently have an employee handbook should implement an employee handbook after consulting with legal counsel. Providing an employee handbook will save employers time by clearly outlining rules and expectations for employees.

An employee handbook is an important communication tool that not only sets forth employment policies—a properly drafted handbook can also protect your business. It is important that employers maintain an updated employee handbook to remain legally compliant. Properly drafted handbooks can minimize and/or avoid unnecessary and costly litigation. In the last few years, laws and regulations have been enacted that require changes to employee handbooks, including:

- Changes to the Minnesota Human Rights Act.
- Renewed scrutiny of independent contractors.
- New requirements regarding leaves, pregnancy, nursing and "pay equity" for women employees under the Minnesota Women's Economic Security Act (WESA), and sick leave under the Minneapolis, St. Paul, and now Duluth City Ordinances.
- Limits on background and criminal history checks.
- Limits on employer policies relating to confidentiality, media, complaints, investigations, property access, social media, wage disclosure and full-time and part-time employee status for benefit eligibility.

- Changes to drug and alcohol testing.
- Hands-free device law.
- Wage theft prevention and recordkeeping.

Unfortunately, failing to update employee handbooks can lead to unintentional violations of the law. By updating their employee handbooks, employers will reduce their litigation risks and further comply with labor and employment laws, as well as communicate important work policies to their employees in an organized manner.

If you have questions regarding employee handbooks, please contact Tom Revnew (trevnew@prkalaw.com or 952-921-4622).



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Read Michelle's article on page 15 to learn more about **BONDING BILLS**.




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Kate Bischoff, Attorney
tHRive Law & Consulting

HR Compliance

How to Fire

There comes a time in every HR and management person's career where they have to fire someone. There also comes a time when an employment attorney provides advice on how to actually fire someone. This isn't necessarily legal advice on whether the term will have legal consequences, but nevertheless, we need to teach people how to fire. So, without further ado, follow these steps:

1. Talk with the employee. Does the employee have any idea that they could be fired? If they don't, maybe we should step back and go back over performance expectations. Or, if it is misconduct related, should we give the employee a second (or third) chance? If the employee knows or the behavior is egregious, move on to step two.

2. Gather documents. Hopefully, a manager will have documented conversations with the employee or at least documented expectations the employee was supposed to meet. If none, ask for some. Documents can be an email describing conversations, actual write-ups, text messages, or other things that can be printed in some format. Put all these documents in the employee's file.

3. Schedule the termination. No, you don't have to put the meeting on the employee's calendar (if they have one), but you need to make sure all the people who need to be there or have post-term action items know of the termination. This includes the manager, HR, and likely IT. Wednesdays after lunch work best for terminations....If you terminate on a Friday, everyone sits with it all weekend, wondering to themselves what happened, stirring the pot, and

potentially causing a bunch more drama. It's better to give everyone a couple of days to ask questions, figure out who will take on tasks, etc. before a weekend. Then, once Monday comes round, the drama has largely dissipated.

4. Prepare bullets. The manager should be the one actually doing the firing (this is why they make the big bucks), and they'll need to prepare. Their bullets will be the expectations the employee didn't meet, what happened when they didn't meet those expectations (e.g. impact on the org or team), and the reason for the termination. HR prepares bullets for what happens after termination like the return of personal belongings, COBRA, what happens with accrued PTO (or vacation and sick time), and severance package information (if any). Also, prepare for any questions the employee might have that you can anticipate....

5. Get together the stuff. Some of the stuff you'll need to gather include: (1) termination letter; (2) severance agreement (if you want); (3) COBRA notices; (4) box for personal belongings if you want the employee to take their stuff immediately; and (5) information to gather passwords from the employee. (Talk with IT on this last one.)

Condensed from Kate's full article—
<https://thrivelawconsulting.com/category/blog/>



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You Need to Know

COMPLIANCE

NATIONAL

New Form W-4... The recent changes to state and federal tax law require Minnesota employers to complete both a federal Form W-4 and a Minnesota Form W-4MN for new employees joining your workforce in 2020. See article "New W-4 for 2020" on page 12 for more information.

OSHA Injury Reporting... Employers with more than 10 employees must post their Summary of Work-Related Injuries and Illnesses (Form 300A) February 1 through April 30. (osha.gov)

Joint Employer Rule... U.S. Department of Labor announced a final rule in January to update the regulations interpreting joint employer status under the Fair Labor Standards Act (FLSA). They have not been meaningfully updated in over 60 years. Under the FLSA, an employee may have, in addition to his or her employer, one or more joint employers—additional individuals or entities that are jointly and severally liable with the employer for the employee's wages. The FLSA requires covered employers to pay their employees at least the federal minimum wage for every hour worked and overtime for every hour worked over 40 in a workweek. Becomes effective March 16, 2020. (www.dol.gov/agencies/whd/flsa/2020-joint-employment)

MINNESOTA

2019 Partnership and S-Corp tax returns for calendar year filers are due March 15... You must file a return even if you are reporting no tax due. For filing assistance, call 651-556-3075 (MN DLI. Feb 2020)

Overtime... many employers misunderstand overtime requirements, which can be costly as the price of noncompliance is high. Train managers, particularly those overseeing workers newly

reclassified as nonexempt. Employees who do not earn a minimum salary (\$684 a week or \$35,568 annually) under federal law or whose work does not meet the duties tests of an overtime exemption are eligible for overtime pay. Under federal law, nonexempt employees must be paid time and a half if they work more than 40 hours in a workweek. www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/keep-clear-of-common-overtime-errors.aspx (MN Chamber of Commerce. Feb 2020)

Income Tax & Federal Section 179 Laws... Minnesota small businesses and farmers saw hope for agreement on aligning our income tax with the federal Section 179 laws to encourage greater business investment in Minnesota. At the Minnesota Chamber's Session Priorities dinner, all four House and Senate leaders and Governor Walz expressed openness or predicted that conformity with Section 179 expensing would become law this session. (MN Chamber of Commerce. Feb 2020)

MN Amendments to the 2018 IRC... Seminars on April 3-30 at locations throughout Minnesota will focus on amendments to the 2018 International Residential Code. Continuing ed credits for building officials, residential contractors and manufactured home installers (7 credits). More info at 651-284-5841 or email chad.payment@state.mn.us. (MN DLI. Feb 2020)

Sales & Use Tax / Minnesota-Wisconsin Boarder Issues... In March, the MN Dept of Revenue is holding classes on sales tax. The classes are free and open to the public. Learn more at www.revenue.state.mn.us/sales-tax-education.

CONSTRUCTION TRENDS

NATIONAL

US Residential Construction... Builder confidence remains solid. Privately-owned housing starts in December were 16.9% above November. Single-family housing starts in December were 11.2% above November. The 2019 December rate

for units in buildings with five units or more was 3.2% above the 2018 December figure. (www.census.gov. Feb 2020)

New Residential Sales... Sales of new single-family houses in December 2019 0.4% below the revised November 2019 estimate. (www.census.gov. Feb 2020)

ECONOMY

US Consumer Price Index... The Consumer Price Index for All Urban Consumers rose 0.1% in January on a seasonally adjusted basis, after rising 0.2% in December. Over the last 12 months, the all items index increased 2.5% before seasonal adjustment. (www.bls.gov. Feb 2020)

MN Interest Rates... 30-yr fixed 3.66%; 3.75% APR. 15-yr fixed 3.14%; 3.25% APR. (bankrate.com)

ENERGY

NATIONAL

US Wind Energy... By 2018, four states account for over half of all the wind energy produced in the US: Texas, Oklahoma, Iowa and Kansas. Together, these four states produce 52% of total wind generation in the country, according to the US. (US EIA)

MINNESOTA

Opportunity! Test Sites Sought for Networked Lighting CARD Project... Participants are sought for field evaluation of networked lighting control (NLC) systems in four Minnesota buildings of one of each of the following types: Office; Health care; Small manufacturing; Retail. Participants will be eligible for up to a \$4,000 incentive per site. This is in addition to any other incentives such as utility rebates that the project qualifies for. Franklin Energy received a CARD grant to study this cutting-edge lighting control system which uses Internet of Things (IoT) technology to expand

You Need to Know - Cont. on page 12

- **Hospitality Suite:** Meet with Electrical Association members in the Hospitality Suite (Millennium Hotel, Minneapolis)

Wednesday, April 15

- **MORE CE Training:** Join us for any CE training that you may still need to get. We will be providing all of the Continuing Education Training for the NCEL (Minneapolis Convention Center)
- **Visit Booth 811:** We will be launching the new brand! Logo, colors, brochures, etc. Stop by and see the NEW look for the Electrical Association (Minneapolis Convention Center)
- **Association Committee Meetings:** If you have ever been interested in sitting on a Committee with the Association, let me know and you can see what it is all about on April 15 (Millennium Hotel, Minneapolis)

Thursday, April 16

- **PJ Fleck:** Listen to the Gophers head football coach at the NCEL breakfast where PJ Fleck will be giving an inspirational Keynote (Minneapolis Convention Center)
- **Safety:** Attend 3 hours of Safety Training with us at the EXPO (Minneapolis Convention Center)
- **NCEL Expo:** Walk the largest regional gathering of electrical professionals, products and services in North America (Minneapolis Convention Center)
- **2020 Risk Management Academy:** Head to Federated in Edina for their complimentary Risk Management Academy so you can learn to prevent the losses chipping away at your bottom line (Federated, Edina)

We hope to see you in April! It will be a jam-packed week with a lot of Electrical Industry excitement.

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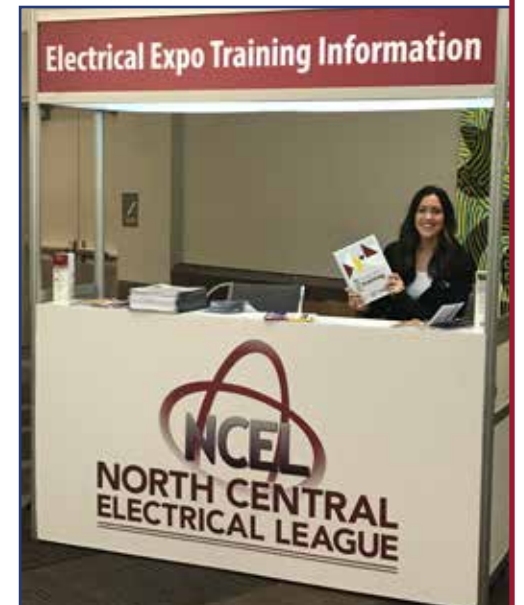
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2

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continuing education annually

3

Assist them in reporting their
hours to the DLI

4

Remind them to renew their
registration

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...



www.dli.mn.gov
651-284-5031
800-342-5354



Michelle Dreier
Member Engagemt/
Gov't Affairs

Workforce Development

It's Career Fair Season!

The Electrical Association gets many requests to speak to classrooms or to man a table at a career fair. We pass those opportunities to our members to assist in recruitment to the electrical industry. I can sit with you to assist.

come with some great workforce development perks such as tax incentives, scholarships, and wage reimbursement.

Please call me to learn more about workforce initiatives.

We have developed an Electrical Demo Board to assist you with some hands-on learning. We have LED helicopter kits, as well as a ton of free handouts you can download and share!

www.electricalassociation.com/recruit

When you see these e-mails cross your desk, if you are interested, volunteer immediately! These opportunities are competitive in nature and we work with Project Build MN to fill these events. First to respond gets to attend the event. Materials are provided to create interest for students and aid in the discussions.

Additionally, the Electrical Association is always engaged in workforce development projects with community-based organizations and Tech Schools. Don't forget to check our resume page the next time you are looking for an entry-level apprentice. The Resume Center is a members-only benefit. Some of our prospective apprentices also



Why Reciprocity?

Submitted by Michelle Dreier

At the October 8, 2019, Board of Electricity, the Board recommended reciprocity of Journeyworker electricians with Wisconsin and Texas. Texas was the first to be approved, with Wisconsin following.

During the interim, industry leaders worked hard to reverse this decision, citing concerns over weakening the standards in MN and placing the safety of public at risk. There was lots of misinformation, such as grandfathered electricians receiving reciprocity—only test-passing journeymen were being considered for reciprocity.

Leaders stated that there were differences in training, apprenticeship, safety, enforcement, licensing qualification, standards, oversight, supervision, and Code implementation in WI and TX. The leaders said based on these deficiencies, allowing electrical workers to reciprocate a license that is not comparable puts the residents of MN at a public safety risk by exposing the public to an electrical installation possibly completed by a less-than-qualified individual.

Both WI and TX attended the October and January 14, 2020, board meetings to respond to questions and concerns. They did a good job of discussing the rigors of their respective programs. There was some concern that TX allowed notes to be brought into the exam room. Both WI and TX use a method of randomizing test questions, so individuals retaking the test may never see the same question. In the end, the recommendation for reciprocity was rescinded based on the prevailing opinion that MN electricians see no need to perform work in other states. We will see if there is a movement to repeal existing reciprocity agreements.

For our members that perform work over state lines. Requests for reciprocity are interesting as the State allowing for it can add all sorts of provisions. Both WI and TX require 144 hrs related technical instruction (RTI) annually in addition to the 8000 hours on-the-job training over 4 years in order to sit for their tests. A requirement of RTI can be a requirement of reciprocity. **Aren't you glad the Electrical Association provides this RTI?** Many states are moving toward required RTI, and may also make it a condition of reciprocity.

A state can also require a certain score on your MN test in order to allow for reciprocity. Even though MN journeymen pass at 70%, if another state has a pass requirement of 80%, they may require you get an 80% on the MN test in order to receive reciprocity.

Without reciprocity, journeymen can always attempt another state's test to work in that state. Managing continuing ed can be tricky, as states independently select what continuing ed is approved for their program. Traditionally we have submitted our CE curriculum to 8 states for approval: MN,ND,SD,NE,WY,MT,IA. Currently, our 2020 NEC® Code is not approved in Wisconsin.



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Develop Your Career

Education Calendar

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

Continuing Education: Classroom (16 CE)

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

 Mar 13-14 (8am-5pm)	2020 NEC® Updates - Prior Lake
 Mar 26-27 (8am-5pm)	2020 NEC® Grounding & Bonding; Motor Installation; Overcurrent Protection - Owatonna
 Apr 2-3 (8am-5pm)	2020 NEC® Grounding & Bonding; Motor Installation; Overcurrent Protection - Roseville
 June 11-12 (8am-5pm)	2017 NEC® Grounding & Bonding; Motor Installation; Overcurrent Protection - La Crosse WI







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

Thank you to our La Crosse WI Class Host & Sponsor:





Continuing Education: Online (2 CE)

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

 Mar 11 (6:30pm-8:30pm)	2020 NEC® Overcurrent Protection Pt 2
 Mar 25 (8am-10am)	2020 NEC® Grounding & Bonding Pt 1
 Apr 8 (6:30pm-8:30pm)	2020 NEC® Motors, Controls & GFCI Requirements
 Apr 22 (8am-10am)	2020 NEC® Grounding & Bonding Pt 2
 May 6 (6:30pm-8:30pm)	2020 NEC® Motor Installation Requirements Pt 1
 May 28 (6:30pm-8:30pm)	2020 NEC® Motor Installation Requirements Pt 2

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

Exam Prep Training: Classroom—2017 NEC®

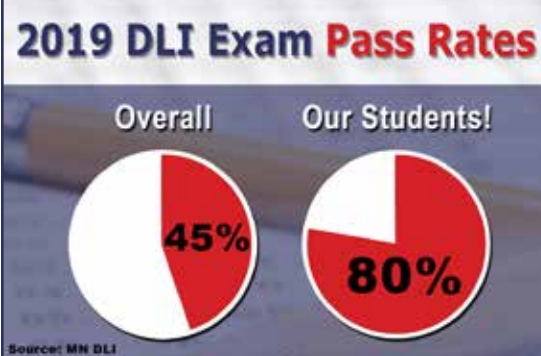
 Apr 25-26 (8am-5pm)	Edina, Federated Insurance
 June 6-7 (8am-5pm)	Edina, Federated Insurance

Thank you to our Class Host & Sponsor:



- » Non-Members Price: \$570, Member: \$460

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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Presented by Kate Bischoff

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The International Association for Continuing Education & Training (IACET) developed the original Continuing Education Unit (CEU) and today ensures that providers of continuing education and training can prove they provide high-quality instruction by following the ANSI/IACET Standard for Continuing Education and Training through a rigorous accreditation process.

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

2020 NEC®

All questions are based on the 2020 NEC and some are directly related to the changes.



1. What is the minimum size of conductor for voltage ratings up to and including 2000 volts, except where permitted elsewhere in the Code?
 - (a) #12 Cu
 - (b) #14 Cu
 - (c) #16 Cu
 - (d) #18 Cu
2. Physical protection of grounding electrode conductors smaller than #6 requires use of a raceway. Which listed raceway is not permitted?
 - (a) GRC
 - (b) PVC Sched. 40
 - (c) PVC Sched. 80
 - (d) EMT
3. When counting the ground wires in a nonmetallic box, if 4 # 12 wires and two # 14's are found, how many total cubic inches are to be allowed for these conductors?
 - (a) 2.25"³
 - (b) 2.375"³
 - (c) 2.75"³
 - (d) 3.375"³
4. A certain type of cable was removed from the NEC because it is no longer manufactured. What type of cable was it?
 - (a) Type P
 - (b) Type NMC
 - (c) Type NMS
 - (d) Type TTF
5. Red brass conduit is permitted for which wiring methods?
 - (a) Pool wet niche fixtures
 - (b) hazardous locations
 - (c) Underground
 - (d) All of the above.
6. For securing type NM cable adjacent to the scuttle hole in an attic what article does the code direct you to find these dimensions?
 - (a) Article 350 Type LFMC
 - (b) Article 320 Type AC Cable
 - (c) Article 334 Type NM Cable
 - (d) Article 348 Type FMC

Answers: 1. (b); 2. (b); 3. (d); 4. (c); 5. (d); 6. (b)

Toolbox Talks

Fatigue

On the job, as an electrical professional, fatigue and sleepiness are serious problems that can threaten your life. You must be attentive while working around moving equipment, with power tools, or with live power. These can be dangerous. Electricians need to be aware of their surroundings and be thinking clearly to avoid accidents or costly mistakes.

What is the difference between FATIGUE and SLEEPINESS?

- Fatigue is usually a more chronic (long-term) condition than sleepiness. Sleepiness is generally caused by not enough restful sleep, or a lack of stimulation. For sleepiness, the answer is to get more restful sleep.
- Sleepiness can be a symptom or an indicator of a medical condition. Fatigue, especially chronic fatigue, is usually linked to a greater medical problem.

People who suffer from fatigue feel they lack motivation and energy. Even though fatigue and drowsiness are not the same, drowsiness, or the desire to sleep, is a common symptom that accompanies fatigue. Apathy may also accompany fatigue.

Physical Fatigue

Physical fatigue, or muscle fatigue, is the temporary physical inability of a muscle to perform optimally. The onset of muscle fatigue during physical activity is gradual, and depends upon an individual's level of physical fitness, and also upon other factors, such as sleep deprivation and overall health. With physical fatigue - the person's muscles cannot do things as easily as they used to. Climbing stairs or carrying equipment or supplies may be much harder than before. Physical fatigue is also known as muscle weakness, weakness, or



lack of strength. Doctors usually carry out a strength test as they go about diagnosing and trying to find out the causes of individual cases of physical fatigue. It can be reversed by rest

Mental (Psychological) Fatigue

- Mental fatigue may be life threatening, especially when the sufferer has to perform some tasks, such as driving a vehicle, operating heavy machinery, or working with live power. When symptoms are severe the sufferer might not want to get out of bed in the morning, or perform his/her daily activities. Mental fatigue often appears together with physical fatigue, but not always. People may feel sleepy or have a decreased level of consciousness, and in some cases show signs similar to that of an intoxicated state. The term sometimes heard is "punch drunk."
- Mental fatigue is a temporary inability to maintain optimal cognitive performance. The onset of mental fatigue during any cognitive activity is gradual, and depends upon an individual's original cognitive ability, and also upon other factors, such as sleep deprivation and overall health. Mental fatigue has also been shown to decrease physical performance....



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

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Solutions for Your Customers

New! Keystone Smart Port LED Sensors for HID LED Lamps

Improve Energy Savings and Increase Rebate Dollars

Submitted by Viking Electric



Are you looking for an HID LED replacement lamp that allows you to easily attach a motion or daylight sensor to improve your energy savings and boost your rebate dollars? With Keystone's Smart Port LED sensors, you can control compatible Keystone replacement HID LED lamps and improve your lighting efficiency with ease.

Keystone's line of Smart Port LED sensors includes a passive infrared (PIR) motion sensor or a daylight sensor, and installs in seconds via a standard 3.5 mm AUX port connection. Just follow three easy steps:

Step 1:

Choose your Keystone HID LED lamp with Smart Port LED technology



The Keystone HID LED lamp with PIR motion sensor works with fixtures mounted to walls or ceilings (20' max. ceiling height); provides motion detection at 120 degrees; and features motion detection hold times of 30 seconds, 90 seconds, 5 minutes, or 10 minutes. The standby level options include off, 20% dim, 40% dim, or 60% dim.

While operating, if no motion is detected, the lamp sensor can be switched to 0-60% brightness and if any motion is detected, the lamp will return to 100% output for your pre-defined hold time.

The Keystone HID LED lamp with daylight sensor works with fixtures mounted to walls or ceilings (20' max. ceiling height); provides natural light detection with reaction lux options at 20 lx (2fc), 50 lx (5fc), 100 lx (9fc), or 300 lx (28fc); and features hold times at one minute, five hours, eight hours or unlimited.

While operating, if the natural light is below the lux setting, the lamp will turn on for the pre-defined hold time and if the natural light is above the lux setting, the lamp will turn off.

These Keystone HID LED lamps with Smart Port LED technology are the perfect lighting control solution for warehouses, gymnasiums, corridors, parking garages, and much more. Even if you choose not to plug in a sensor, the new Keystone HID LEDs will still operate as a regular LED lamp!

Shop for Keystone HID LED lamps with Smart Port Technology at your nearest Viking Electric location, visit us online at vikingelectric.com, or contact your Viking Electric sales representative for more information.

Step 2:

Choose your Keystone Smart Port PIR or daylight sensor



Step 3:

Insert the Keystone Smart Port sensor into the 3.5 mm AUX port connection on compatible Keystone HID LED lamps and adjust the sensor settings by hand



vikingelectric.com

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RAB LIGHTING – NEW Downlights

RAB introduces an all-star line up that brings you the best of the best in economy downlights...over 250 new models in 9 different categories. All models are IC rated for direct contact with insulation and suitable for use in dry, damp and wet locations, making them perfect for both indoor and outdoor use. (www.rouzer.com)



Atkore – NEW Konkore Diecast Fittings

Konkore's new diecast fittings offer an additional option to its steel and/or malleable iron products. These new fittings are precision cast and mechanically vibratory-finished products providing secure connections that meet the toughest industry standards. These diecast fittings include 25 product lines with 155 SKUs. (www.rouzer.com)



New General-Purpose Linear LED Luminaire

Specifically for building owners and facility managers that want to modernize and upgrade aging lighting systems. Consuming 50% less electricity than fluorescent lamps for the same amount of light. Ideal for commercial and industrial lighting applications, warehouses, outdoor shopping centers, pedestrian and road tunnels, locker rooms, elevator shafts and more. (www.engproducts.com)



Greenlee – NEW Reel-X™ Fiberglass Fish Tape

The versatile, no-handle case design provides countless positions so you can hold the case how its most comfortable for you. Fish up to 2x faster when you hold the case between your legs or set it on the ground to free up both hands. (www.rouzer.com)



WWW.ELECTRICALASSOCIATION.COM/NEWPRODUCTS



Alex Hyatt
National Sales Mgr

Member Benefits

Become an Electrical Association Member and Save on Training

As a member of the Electrical Association, you and your employees receive discounts on all training. We offer a wide variety of courses, both classroom and online based, and our instructors are highly regarded, knowledgeable and well respected within the electrical industry. Here are our most popular course offerings.

Continuing Education

In need of CE credit hours? Do you hold a license in multiple states? The Electrical Association has you covered. Our courses are approved in MN, IA, MT, NE, ND, SD and WY and are discounted **\$25** per member per 16 hours of classroom training, and **\$48** per member per 16 hours of online training.

Plus, every member company receives 8 hours of Continuing Education **free**, every year, just by being a member!

Are you an employer of **Registered Unlicensed Electricians** but not an electrical contractor? We provide 2-hour courses to meet the annual Continuing Education requirement, and we can train everyone onsite at your facility! Members save **\$300** per onsite, two-hour session.

Apprentice Training

Investing in training for your employees means investing in the future of your business. Trained employees are more productive, make fewer mistakes and have increased job satisfaction.

The Electrical Association's four-year training program uses contractor-driven curriculum developed by industry experts to train your apprentices. Offered in a convenient, online format, classes are held after working hours, so you avoid taking your apprentices off the job and increase their availability to work full time. Members save approximately **\$250** per apprentice per year on tuition and books.

Exam Preparation

Increase your chances of passing the MN Master and Journey electrical exams. Members save **\$110** per person on our two-day classroom course, or try our convenient Self-Paced Online course and save **\$60** per person.

Safety Training

The Electrical Association offers training on NFPA 70E for Arc Flash and Electrical Safety in the Workplace. An OSHA requirement, this course will help you and your team identify electrical hazards in the workplace, including electric shock, arc flash and arc blast.

With a wide variety of courses to choose from, the Electrical Association has something to meet all of your training needs. For larger groups, we bring the training to you! Call me today to discuss private group options that will eliminate scheduling conflicts for your team and increase efficiency in your training schedule.

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Member Spotlight:

Jayson Oswald—Landmark Electric, Ramsey MN

This issue's Member Spotlight features Jayson Oswald of Landmark Electric Inc. His passion for learning how things work and his detail-oriented personality made him a great fit for the electrical industry. Jayson worked for many years as a foreman, running work and in a service truck and gaining knowledge in the field. From this experience, he became an expert in electrical contracting and management, which ultimately led him to pursue his own business.

In 2011, he established Landmark Electric, Inc. with one main mission: provide great customer service to form lasting client relationships. During this time, Jayson was presented with an opportunity to design and install the electrical for a startup brewery in Northeast Minneapolis. The owners were so satisfied with the quality of his work, that one referral led to the next, allowing Jayson to quickly establish a niche for Landmark Electric as the go-to shop within the brewery and restaurant industry.

Landmark Electric now has numerous loyal and repeat customers around the Twin Cities. Jayson was nice enough to give us a moment of his time today...

Why you want to become an electrician?

It was my senior year of high school and I was sitting there in February with absolutely no clue as to where I was going. I sat back and remembered a time when I was about twelve years old. My uncle, who was an electrician, was over at our house wiring our basement. I remember putting his tool belt on and trying to help him, and that's when it just popped into my mind that that's what I wanted to do. I was already good at math.

So I sat down with my uncle, and he told me that if I wanted to go in that direction, he'd even buy me a set of tools!

I enrolled in Dunwoody College of Technology later that fall, not knowing anything about electrical, and went on to graduate with a degree in Electrical Construction and Maintenance in 1999. I spent the next decade apprenticing, getting my journeyman and master license, and eventually opening my own shop in 2011.

What do you value most about the Electrical Association?

As somebody who didn't go to school to become an engineer or a business major, you need men-

torship. The opportunities that I've had to learn from other members along the way has been invaluable. There have been times over the years when I've needed to bounce an idea off of someone, say, to review a contract. Knowing that I can pick up the phone and talk to another contractor that I trust, who is not my competitor, has helped me stay out of trouble in so many situations.

How do you enjoy spending downtime when you're away from work?

My wife, Shelly, and I enjoy spending time with our family. We also love traveling and going places where there is a lot more sun than there is here! Florida and Las Vegas are favorites of ours and we hope to travel up the East Coast eventually to see Boston and New York.





Tim Pass,
Accountant,
Smith Schafer CPAs

Compliance

New W-4 for 2020

The IRS redesigned the W-4 form and no longer uses the concept of withholding allowances. The changes are expected to increase transparency, simplicity and accuracy of the withholding system.

FEDERAL W-4 FORM

The new form was effective January 1, 2020. Current employees are not required to complete a new W-4 form. The employee's current form on file will be used to calculate withholding. Employees hired January 1, 2020, or later must use the new W-4 form. Employees claiming to be exempt from withholding will be required to complete the new form.

The form is divided into five steps. The only two steps required for all employees are step one and step five.

- Step 1 – Requires employee personal information
- Step 5 – Requires employee signature and date.
- The employee can complete steps 2 – 4 if applicable, which will result in withholding more accurately matched to tax liability. If the employee chooses not to complete steps 2 – 4, the withholding will be computed based on the filing status's standard deduction (\$24,800 for married filing jointly, \$12,400 for single, and \$18,650 for head of household) and tax rates, with no other adjustments.

Employees are encouraged to review current withholding selections. The IRS provides a tax withholding estimator to assist in calculating estimated withholding as well as provide suggestions for completing a new W-4.

The IRS created a new publication – *Publication 15-T, Federal Income Tax Withholding Methods* – to explain how withholding is calculated with the prior year and the 2020 Form W-4. The IRS also created a FAQ's page to help address questions on the new 2020 Form W-4.

Each payroll software provider has addressed the changes in a different manner. Most are allowing employers to toggle between the 2019 and 2020 withholding methods on an employee-by-employee basis.

MINNESOTA W-4MN FORM

In 2020, employees who complete a federal Form W-4 must also complete a Form W-4MN, Minnesota Employee Withholding Allowance/Exemption Certificate, in order to determine their Minnesota income tax withholding. If the employee does not complete the Form W-4MN, employers withhold Minnesota income tax as though the employee claimed single filing status with zero allowances.

Employers can still use the allowances claimed on the employee's federal Form W-4 if the employee used a 2019 or earlier version for Form W-4 and does not want to change their withholding for 2020.

If an employee completes a 2020 Form W-4, they must also complete a Form W-4MN to determine their Minnesota withholding allowances.

Employees must also complete the new Form W-4MN if they:

- Claim fewer Minnesota withholding allowances than federal allowances on a 2019 or prior-year Form W-4.
- Claim more than 10 Minnesota withholding allowances.
- Request the deduction of additional Minnesota withholding each pay period.
- Claim to be exempt from Minnesota income tax withholding. Your employees must meet one of the requirements listed in section 2 of Form W-4MN.

Many states have their own version of the W-4 form...

Read the full article with links to the new IRS forms at

www.smithschafer.com/new-w-4-for-2020/

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

lighting controllability, offering deep energy savings and improved lighting quality. Participants will also have Franklin's expertise with project scoping and savings estimation on the front end, as well as help with utility rebate applications on the back end. Franklin is monitoring the actual performance of the systems at each test site, and will share those results with each participant. Preferred sites will be less than 100,000 sq ft and located in MN. Eligible spaces cannot have already installed networked lighting controls. For more information, contact Franklin's project manager Joe Plummer at jplummer@franklinenergy.com. (MN Dept of Commerce. Feb 2020)

LABOR & MANAGEMENT

NATIONAL

US Unemployment Little Changed... Total nonfarm payroll employment rose by 225,000 in January, and the unemployment rate was little

changed at 3.6%. Notable job gains occurred in construction, in health care, and in transportation and warehousing. (www.bls.gov/cps. Feb 2020)

MINNESOTA

Minnesota Unemployment Held Steady...

Minnesota's unemployment rate remained steady at 3.3% in December on a seasonally adjusted basis as did the labor force participation rate at 70.3%. The employment-to-population ratio ticked down one-tenth of one percentage point to 68.0%. (DEED. Feb 2020)

Drop in solar jobs in 2019, national ranking slips...

Minnesota solar-energy industry employment fell nearly 6% in 2019, to 4,335 jobs, following a surge in recent years. The decline of 267 jobs last year followed increases of nearly 50% in 2017 and 8% in 2018, according to the National Solar Jobs Census 2019. (Star Tribune. Feb 2020)

SW Minnesota Labor Trends... Adults in Southwest Minnesota without a high school diploma or GED may find themselves in a uniquely advantageous time to find work. More area employers are considering applicants whom they wouldn't have considered in the past, such as those without a diploma, with a criminal background or lack of work history. Second, some are increasing their starting wages and/or either beginning to offer benefits or increasing the benefits that an employee is eligible for. Other incentives some employers are utilizing to attract and retain employees are hiring bonuses, paid time off, and flexible scheduling. (www.careerforcemn.com. Feb 2020)

MN Snapshot – Business Survival Rate...

5-yr survival rate (2014-2019) 54.8% (MN DEED. Feb 2020)

SAFETY

OSHA Form 300A Due... If you are required to report, your Form 300A was due on March 2. If you missed the deadline, the ITA (Online Injury Tracking Application) will accept your Form 300A data through the end of the calendar year. You must electronically submit the data if you are required to do so. (osha.gov. Feb 2020)

RECALL NOTICES

Recalled Harbor Breeze 48-inch Santa Ana Ceiling Fan... Product: Harbor Breeze Santa Ana ceiling fan. Hazard: The fan's blade holders can break allowing the blade to be ejected from the fan. Remedy: Repair. Recall date: Feb 13. Units: 70,000. Fanim Industries 888-434-3797. (cpsc.gov)

Star Water Systems Recalls Sump Pumps...

Product: Sump Pumps sold under Utilitech, Do It and Star Water Systems brands. Hazard: Can overheat, posing a fire risk. Remedy: Refund. Recall date: Feb 6. Units: 33,000. (cpsc.gov)

WISCONSIN

Wisconsin License Holders... Electrical Licenses Expire in June. Register for our 2017 NEC Code Training Class in La Crosse. See page 8 for more information.

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Welcome New Members

Solar Connection Inc...... Rochester
Petersen Electric LLC Minneapolis
Great River Energy-HERC Svcs Minneapolis

Congratulations

DSG Promotes Tracy Roettger to Regional Operations Manager in Minnesota...

Roettger has been with DSG for nearly 20 years in the operations side of DSG's business. Most recently she was Operations Manager for the St. Paul branch, and was instrumental in helping operations become more efficient and consistent, while also becoming a great resource for all DSG's locations throughout the metro.



Matt Welch, The Rouzer Group...

The Rouzer Group is pleased to announce Matt Welch has been promoted to Account Manager covering northeast MN, north central MN, part of NW WI, and assigned accounts in the Twin Cities. Matt joined the Rouzer team in December of 2013 and has been of great value to the company since day one. Matt also became a partner of the Rouzer Group January of 2019.



Thank you! Thank you! Thank you!

Thank you to our 2020 All-Education & Events Sponsors!



Thank you to Federated Insurance... for sponsoring & hosting the Exam Prep class in Edina on April 25-26. And as always, thank you so much for being a 2020 Yearlong Sponsor of all our events and education!

Thank you to Viking Electric... for being a 2020 Yearlong Sponsor of all of our events and education. Your advertising dollars make a big difference for electricians in Minnesota.

Thank you to JH Larson... for hosting the Code class on Feb 27-28 in Plymouth.

Education & Meetings

Upper Midwest Electrical Expo... April 14-16. Minneapolis Convention Center. The Association has partnered again with the NCEL to provide the continuing education. (See pg 5.)

Moves & New Locations

DSG Plans a New Facility in Rice Lake, WI...

DSG has announced plans to move its branch in Rice Lake, WI to a new facility at 2118 19th St, an easily accessible location near Hwy 48 & Hwy 53. The new facility will provide a substantially larger and more efficient footprint, a larger sales counter area, plus a sizable training center. The added space allows for expansion of plumbing inventory, as well as the room to support moving into the electrical segment.

the Classifieds

Brady BBP31 Label Printing System & Supplies

- 1 refurbished BBP31 label printer (in working condition)
- 2 unopened boxes of labels
- 1 unopened ribbon cartridge
- 6 various sizes labels; some unused
- \$2300 OBO

For details, call Jackson Electric (507) 647-5742.



Boom Truck

- 2000 Freightliner FL70, TEREX TELELECT
- Bucket Boom Service Truck Diesel Auto
- HIGHT RANGER HRM SERIES, 55' high
- \$11,980

For details, call Javad at (612) 221-9612.



Case 460 w/Trencher, Backhoe, Backfill Blade

- 746 hours • Asking \$15,500
- Contact bwobschall@retrofitcompanies.com or (507) 414-5155.



Bobcat Backhoe Attachment...

- Asking \$3500.
- Call Gerry Maine at (320) 290-2329.



Water Discharge Pumps...

- 5.5 HP
 - 2" intake/discharge ports
 - Asking \$200 each
- Call Gerry Maine at (320) 290-2329.



Wood Poles...

- 40-45' wood poles
 - Asking \$200 each
- Call Gerry Maine at (320) 290-2329.



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 EA 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 EA 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 EA membership. Members should email your listing to Rennell at rbrunclik@electricalassociation.com. Find the posts online at www.electricalassociation.com/classifieds.



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Supervisor, Workplace
Safety Consultation

Safety Compliance

Updated ANSI Standard Affecting Aerial Lifts



ANSI A92 has introduced some changes to their aerial lift standard including a name change to mobile elevating work platform (MEWP).

The standard will better align with ISO standards and places added focus on lift design, safe use, and operator training. The new standard will result in safety up-upgrades to MEWPs that are manufactured and will provide necessary guidance to protect operators and other workers that may be affected by MEWP use.

MEWPs will be classified according to Group and Type, from scissor lifts (Group A) to articulating or telescoping boom lifts (Group B).

MEWP design changes will include:

- Gates with toe boards at the work platform entrance - no chains (personal fall protection or restraint equipment may also be necessary)
- Lifts used outdoors equipped with wind speed sensors
- Load sensing requirements to prevent use beyond design capacities
- Platform railings at least 43.5" high (vs. 39")
- Solid or foam-filled tires for rough-terrain MEWPs for added stability

Safe operation is reinforced through requirement for a site risk assessment. The assessment will identify hazards, such as electrical, high wind speed, struck-by, tip-over, and caught-between, with a goal of better ensuring that operators are aware of and can take appropriate measures to avoid accidents and injury, before operating the MEWP.

Other requirements will include:

- Pre-operation inspections
- Rescue plan
- MEWP Operator over-sight
- Plan for preventing unauthorized use
- Protecting the safety of other workers in the area where a MEWP is in use

The standard places added focus on training of not only operators, but others also working in the lift. Topic areas include:

- Proper selection and safe operation of a MEWP based on the conditions and work performed
- Hazard awareness
- How to protect against the hazards
- Having the operator's manual available with the MEWP

ANSI standards are not directly enforced by MNOSHA. ANSI A92 can be referenced to support a serious violation of 1926.453 and 454, and MN

Rule 5207.1100. The ANSI A92 standard is set to go into effect March – 2020. Use as a recommended-practice guide to better protect workers.



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.



Mike Miller
Director of Education

Word on the Street

Greetings!

Greetings all! I would like to take this opportunity to introduce myself as the new Director of Education for the Electrical Association.

I am a retired electrical contractor of 39 years, and like many of you, I am also a small-business owner. I have provided electrical training for many since 1999. My passion for education led me to the Electrical Association almost three years ago where I started

as a trainer for them. It's blossomed and I am now trying to fill the shoes of the retired director, Jeff Keljik. This man was a model leader, instructor, and mentor in whom I have a long ways to go to match. Jeff has agreed to help us out where he can, but, enjoying some well-deserved traveling and touring sounds like his top priority.

So.... the new 2020 code book is out! Have you seen it yet? As we expected, many changes were found among the pages. One thing that pleased me is an effort to remove unneeded or redundant wording

throughout the book. Some significant changes I noted include the following:

- The need to provide emergency disconnects on the outside of dwelling units
- A new article on horticultural lighting installations was added.
- Two items were added to *Article 90.1 Scope* of the NEC, which only had 4.
- Surge protective devices are now required for dwelling units.
- *Chapter 8* was significantly rearranged and modified for clarity and ease of use.
- GFCI requirements in dwelling units now require certain outlets at 240 volts and up to 50 amps be so protected. Also all basement receptacles up to 240 volts need GFCI protection.
- An expanded use of AFCI protection for nursing home and assisted-living facilities
- *Article 310* received a long overdue face lift in numbering and separating low-voltage and medium-voltage wire standards.

If you would like attend a new 2020 NEC® class, I would suggest looking at our web site at www.electricalassociation.com and see what classes are planned in an area near you. This month we'll be heading to Prior Lake and Owatonna. In April, we'll be in Roseville.

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Center for Energy and Environment



Michelle Dreier
Member Engagemt/
Gov't Affairs

Every other year, the Legislature contemplates a bonding bill to support development in Minnesota. Since 1999, Bonding has remained at \$1 billion. This threshold has been tough to cross. Additionally this appropriation, traditionally used for vertical construction such as buildings is being used more and more to supplement transportation infrastructure. The net effect is a whole slew of deferred maintenance. The strongest argument against bonding this year is reported to be concerns over workforce shortage.

Bonding funds public and private projects, bridges and infrastructure in small communities including clean water and broadband. Smaller communities that typically do not have enough tax base to support their own infrastructure improvements look to the State to supplement their projects with bonding dollars.

The Governor's total Bonding Proposal is \$2.38 billion, half of which is earmarked to support asset preservation projects at state agencies. These initiatives include: \$200 million for the upgrades and asset preservation at the U of M; \$270 million in upgrades and repairs to MN State campuses; \$109 million to take care of DNR assets in State Parks; \$29 million to fund renovations at the MN Zoo, \$20 million to MN Dept of Agriculture and Dept of Health Laboratories; \$39 million to Dept of Corrections Facilities; and \$23 million to Military and Veterans Affairs facilities.

The Proposal also includes an influx of investment in Minnesota communities. \$428 million is recommended to fund projects that directly benefit counties, cities and neighborhoods, including \$100

Minnesota Bonding Bill



million to the Local Road Improvement Programs; \$100 million to the Local Bridge Replacement Program; \$52 million for a rail grade crossing separation in Moorhead; \$10 million to safe walking routes for children walking to schools; \$67 million to provide low-interest loans and grants for wastewater and drinking water infrastructure projects; \$20 million for expansion of recycling and composting facilities; and \$24 million for economic development infrastructure developments.

Finally, the Governor's Bonding Proposal recommends the funding to position for new growth. This includes \$200 million to preserve existing affordable housing and creation of new housing units; \$120 million in Housing Infrastructure Bonds to leverage private development funds and preserve federal dollars for rental assistance; and \$30 million in general obligation bonds that would preserve 3000 units of publicly-owned housing across the state for the lowest-income Minnesotans. \$31 million is earmarked for the expansion of Bus Rapid Transport Corridors and Passenger Rail. And finally \$28 million to complete the Institute of Child Development facility at the U of MN.

The message we are delivering to the legislature is: We have the capacity to handle any projects that you decide to fund. If you will fund it, we will build it.

We need consistency in bonding to have a good mix of design funding, as well as shovel ready construction. Peaks and valleys in funding contribute to problems in maintaining a skilled workforce.

We need to make this about the projects. Deferred maintenance and asset preservation is key. Construction costs will not get less expensive. Interest rates are very low making borrowing funds quite inexpensive. The time to fund these projects is now.

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The Association 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.

We provide 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 this newsletter 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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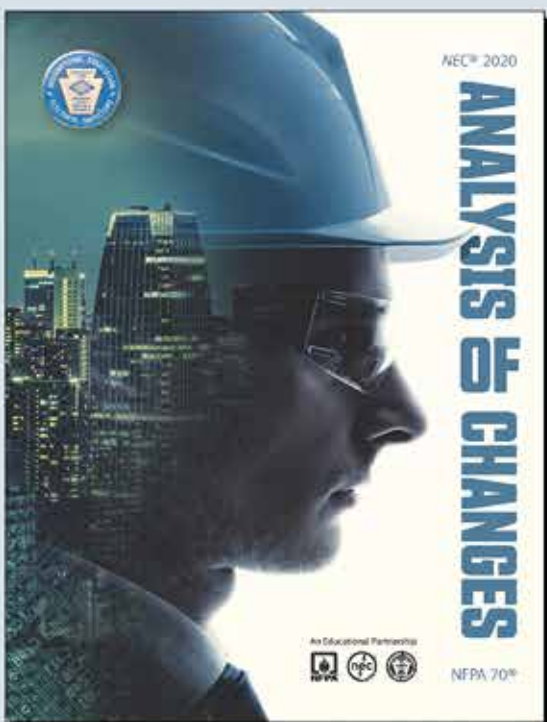
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