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Clayton Schenck,
Chair of the
Board of Directors

Industry Report

Recognize Your Apprentices this Month

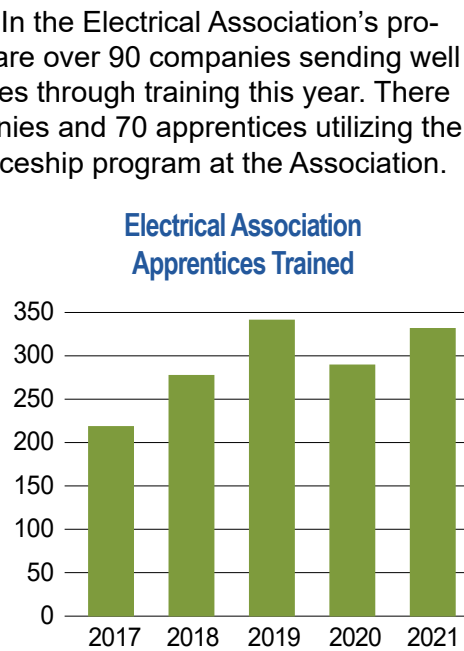
In honor of National Apprenticeship Week (November 15-21), I want to thank all of the companies and apprentices who value education and training for the future of the electrical industry.

In the Electrical Association's program alone, there are over 90 companies sending well over 300 apprentices through training this year. There are also 10 companies and 70 apprentices utilizing the registered apprenticeship program at the Association. These are excellent numbers and a huge testament to the value that this industry places on education! I am proud of my fellow contractors for promoting a high standard in the workforce.

Thank you to the students

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

Thank you to the employers who value training and advancing the workforce. Putting your apprentices through an established training program shows your loyalty to them and their future. And, it's a smart move to build up the team you already have, creating a pipeline of talent.



Thank you to the instructors at the Electrical Association who work hard to deliver quality curriculum to their students in an interesting way that they can relate to the real world. Many of the trainers at the Electrical Association have been teaching with the apprenticeship program for a long time and have continued to build this program to what it is today. There isn't enough room in this newsletter to list all of their accomplishments. We are lucky to have them!

Thank you to Mike Miller, Director of Education, for developing all of the content and curriculum for the courses, and thank you to the Education Department who handles all of the logistics to ensure success within the program. These are big jobs and require a lot of focus.

New for next year! North Dakota's Education Committee recently reviewed and approved applications for related-training providers, and the Electrical Association's 4-Year Apprentice Program was approved. We'll be inviting their apprentices to join our program next year as their schooling this year has already begun.

Also, the Electrical Association is currently revising the Extended Apprentice Training course, which is perfect for graduates of the 4-year apprentice program, who are not yet ready to take or have not passed their JW exam. It will include some new topics in addition to a restructured exam prep course. This course is team taught by several of our instructors and is available to the public in separate segments or the whole package.

We couldn't do this alone! The Electrical Association has been running a successful program for over 20 years, and it continues to get better! Take a moment during the week of November 15 to congratulate and recognize the apprentices in your shop and those in your life who support apprenticeship programs. They deserve it!

2022 Course Schedule Announced

Live classes coming to your area with seasoned electrical instructors:

Baxter • Bloomington • Cottage Grove • Duluth • Metro
Plymouth • St Cloud • St Louis Park

Check out our 1- and 2-day classes on our website.

Self-Paced Online Training

Motor, Controls & GFCI (2 CE)
Motors & Transformers (2 CE)
You Be the Inspector - Parts 1, 2 (2 CE each)
Grounding & Bonding (2 CE)
Overcurrent Protection (2 CE)
Code Highlights - Parts 1, 2 (4 CE each)
NFPA 70E Safety Training (4 CE non-code credits)



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Clara Albert, CAE, Executive Director



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

I am here to help you.

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

Executive Director

Material Shortages, 2023 NEC, Compliance, Safety and the Construction Economy

Our schedule is set for the 2nd Annual Partner and Profit Winter Event on Thursday, December 9. We will be gathering at the Hyatt Regency in Minneapolis (right across the skyway from the convention center). Yes, you read that correctly, in person! We will be watching all COVID guidelines and will send any necessary requirements out to attendees prior to the event to keep everyone safe.

You will have time to walk the NCEL Expo show floor at the Minneapolis Convention Center and then head over to our lunch and an afternoon of education and socializing with peers.

Luncheon Panel Session Material Shortages

We have assembled a cross section of supplier representatives to openly share thoughts and concerns on material shortages in the electrical industry. Through a series of questions, each panelist will have an opportunity to share with you valuable insights into the future from their perspective and knowledge.

From electrical supply issues and employment issues to even electrical safety and code, you will hear the thoughts from the supply side of the desk.

Moderator:

Mike Miller, Director of Education
Electrical Association

Panelists:

Representatives from Atek Distribution, Van Meter, Viking Electric and Blue Steel Technologies



Executive Director—Cont. on pg 4

You Hold the Keys

Confidently place people behind the wheel of your company vehicles with the help of driver screening tools and risk management resources.

Federated Insurance



Risk Management Webinars

Create a culture of risk management in your business with Federated's Risk Management Webinars. Below is a list of upcoming and previously recorded webinars for the next 12 months.

HR: Workplace Controversies • Nov 16

OSHA Top 10 • Jan 18

Fall Prevention: Common OSHA Violations • Feb 15

Hiring Practices • March TBD

Is Your Fleet Best in Class? • April 19

Cyber: What's Trending • May 17

Marijuana in the Workplace • June TBD

Work Comp Mod 101 • July 19

Discrimination & Harassment Prevention • Aug TBD

Family/Succession Planning • Sept 20

Employment Handbooks: Dos & Don'ts • Oct TBD

Plus view any of Federated's recorded webinars!

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- Estate & Business Planning
- Everything in Encrypted - Ransomware
- HR 101: Common HR Mistakes

Registration is Free

www.federatedinsurance.com >
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Government

Solar Fraud

Requiring Solar Contractors to obtain Residential Contractor Licenses is gaining steam.

Michelle Dreier
Government Affairs Mgr

Yet another solar contractor has gone bankrupt leaving Minnesotans paying the bill. Empire Solar Group LLC

became licensed to perform residential solar in 2019, and received their residential contractor license in January of 2021. Due to a competitor tip, MN DLI looked into their business practices and found more salesmen than installers. This discrepancy caused DLI to issue a cease-and-desist order in July. Empire ended up losing their license Sept 1 and has since filed for bankruptcy. The extent of the damages are yet unknown.

In 2019, a final order was issued against Altaray LLC for similar behavior. Altaray was also a licensed residential contractor. Altaray hired both a qualified responsible licensed individual for purposes of their Electrical Contractor License and a qualifying person for purposes of their Residential Contractor License. Neither were actively engaged in performing work on behalf of the contractor. The damages done were \$1.5M. To date \$46,523 have been claimed through the Contractor Recovery Fund (just 3% of the losses).

Between 2014 and 2018, Able Energy defrauded about 80 customers. A state court judge ordered the company to repay \$1.5M. Most of those homeowners never retrieved the money they put down on the solar systems. The judge determined that Able Energy "diverted payments received from customers for unintended purposes and unrelated projects." Able did not have a residential contractor license. Only the \$25,000 surety bond could be attached.

Legislators, interest groups, and the MN DLI responded in 2019 with a statewide plan to include solar installers in the definition of *Residential Contractors* thus allowing homeowners the protection of the Contractor Recovery Fund.

This is again being considered for 2022. The Electrical Association opposed this legislation because of multiple concerns with the language including some of the following:

- Each company must designate one individual to serve as a qualifying person for purposes of a residential contractor. A larger business could hire a qualifying person. Many of our smaller businesses would require the owner to be a Master Electrician, Electrical Contractor, and Residential Contractor. This is very time intensive.
 - Additional testing & cost of license maintenance
 - Additional Continuing Education requirements
- If electrical contractors do not pursue a residential contractor's license, they can still subcontract the work. This will ultimately increase the cost of residential solar by adding a middleman. We believe rural solar and small contractors would be the greatest impacted.
- Electrical contractors are skilled in their trade, but may not engage in remodeling such as foundation work etc. Knowing the specifics of everything necessary to build a home is burdensome.
- Ultimately requiring this additional licensure will not stop contractors like Altaray and Empire. Both of these companies had their residential contractor licenses. A portion of their victims will receive a payout from the contractor recovery fund because of their licensure.

The Electrical Association would like to propose a better solution that would more proactively prevent bad actors. If you have ideas regarding how to stop this abuse of our current electrical permitting/licensing system, please contact me with your ideas.



Compliance

President Biden's COVID-19 Action Plan

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

Submitted by Michael S. Kernstock, PRK&A

On September 9, 2021, President Biden announced his COVID-19 Action Plan, requiring federal employees and potentially private sector workers to be vaccinated against COVID-19. Employers will carry the burden of the rules related to vaccinating the unvaccinated, as Biden has put out a call for agencies to start mandating vaccinations.

Private Employers with 100+ Employees Must Ensure Employees are Vaccinated or Tested

Perhaps the biggest surprise of Biden's COVID-19 Action Plan, Biden directed the Department of Labor's Occupational Safety and Health Administration ("OSHA") to develop a rule requiring all employers with 100 or more employees to ensure their workforce is either fully vaccinated or provides a negative test at least weekly. It is important to note that, at this time, this rule has yet to be enacted and it is unclear exactly when a rule will issue. Unlike the following two sections, this concept was only touted in Biden's Action Plan and was not part of an Executive Order or any other type of authoritative document. Regardless, Biden suggested that OSHA issue an Emergency Temporary Standard ("ETS") to implement such a rule. While there are no obligations for employers with 100+ employees to comply with today, employers should prepare for this rule to be enacted in fairly short order. Biden's Action Plan calls for violations of this rule to carry a \$14,000 penalty per violation, which could lead to some rather large penalty sums if OSHA determines a company had multiple violations (each violation stacks).

Additionally, Biden directed OSHA to ensure that employers subject to this rule provide paid time off for the time it takes employees to get vaccinated under this rule. This would also require employers to provide paid time off if employees are sick as a result of being vaccinated.

This measure will be met with a variety of legal challenges, which several Republican governors and legislators have already threatened to do.

There is a very real possibility that such a rule could be enjoined by the federal courts, so there will be more to report on this in the future.

Article has been condensed for space. Read more about "Federal Contractor COVID-19 Guidance" and "Vaccinating Federal Workers" at the webpage below.

Full article: www.prkalaw.com/publications

PRK&A have a standing offer for members of the Electrical Association that will fulfill your handbook requirements.

See their ad below to get started!



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Afternoon Education

A Review of the 2023 NEC Changes

2023 NEC adoption is around the corner. Discover what you need to know early and how to provide input.

COVID, vaccines, mandates. What's next?

How can you stay compliant from an employment law standpoint.

MN OSHA by the Numbers.

The last 18 months have brought more safety concerns. Learn which top OSHA violations you and your team can avoid.

Construction Economy

Discover the current labor force statistics, industry trends and current realities facing workers and employers.

Happy Hour Social

It has been a tough year! Stay after the education to talk shop with friends, relax, and win some prizes!

We will have delicious app stations and drink tickets for attendees.

All registered attendees will have an opportunity to win a \$250 Amazon gift card.



Join us at the Hyatt Regency for our Happy Hour Networking Social

Dec 9 (5:15pm-8:00pm)

Thank you to our Happy Hour sponsors!



Register today!

www.electricalassociation.com/partner



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You Need to Know

COMPLIANCE

MN Minimum wage increases Jan. 1, 2022...

Minnesota's minimum-wage rates will be adjusted for inflation Jan. 1, 2022. Read the article on page 7 for more information. (MN DLI)

Updated GFCI protection requirements to 210.8(F)...

regarding outdoor outlets DLI received notice that the 2020 NEC has been updated to include a TIA regarding GFCI protection on outdoor outlets. The Standards Council met and approved the TIA request to delay the outdoor GFCI protection required for minisplit and other HVAC equipment that utilizes power conversion equipment until Jan. 1, 2023. The relaxation of the requirement will be effective immediately and electrical-permit holders can forgo the GFCI protection. (CCLD Review. Fall 2021)

Workplace protections to be expanded for expectant, new parents... Governor Tim Walz recently signed legislation into state law that strengthens workplace protections for new and expectant parents. The new law expands provisions of the Women's Economic Security Act, which was passed in 2014 to strengthen workplace protections and flexibility for expectant and new parents, among other priorities. The changes, which go into effect Jan. 1, 2022, include the following.

- Nursing and lactating employees are required to receive paid break time to express milk at work. The change does not require current unpaid break time, such as a meal breaks, to be converted to paid break time.
- More employees now have a right to request and receive needed pregnancy accommodations in the workplace, such as more frequent restroom, food and water breaks, and limits to heavy lifting. This change will apply to employers with 15 or more employees.

Learn more: www.dli.mn.gov/newparents

MN Chamber Statewide Policy Tour... The Chamber's semi-annual tour is your opportunity to discuss how actions at the capitol impact your business. Throughout November, the Chamber will host a series of tours based on geographical regions: Duluth 11/2; Fridley 11/4; St Paul 11/4; Moorhead 11/5; Cohasset 11/8; Austin 11/9; St Cloud 11/10; Hutchinson 11/12; Virtual 11/15. Register at www.mnchamber.com.

Webinar: MN Dept of Revenue... Review of legislative changes for individual and business income taxes plus a Q&A. Review department updates relevant to tax professionals; Review 2021 legislative changes for individual and business income taxes; Review changes to some tax forms; Take questions on these updates. Thurs., Dec 9 (9:30-11:00am). Register: <http://tiny.cc/jbjkuz>

CONSTRUCTION TRENDS

US Residential Construction... Privately-owned housing starts in September were at a seasonally adjusted annual rate 1.6% below the revised August estimate. Single-family housing starts in September were virtually unchanged from ±8.4% the revised August figure. (census.gov. Oct 2021)

US New Residential Sales... Sales of new single-family houses in August 2021 were at a seasonally adjusted annual rate 1.5% above the revised July 2021 estimate. (census.gov. Oct 2021)

ECONOMY

US Wholesale Prices... Inflation at the wholesale level rose 8.6% in September compared to a year ago, the largest advance since the 12-month change was first calculated in 2010. Food costs at the wholesale level rose 2% in September while energy prices were up 2.8%, the biggest jump since a 5% surge in March. (<https://finance-commerce.com>. Oct 2021)

US Imports... Prices for U.S. imports increased 0.4% in Sept, after decreasing 0.3% the previous month. The advance in Sept was driven by higher fuel prices. (BLS. Oct 2021)



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Abby Andvik
Associate Director, NCEL

EXPO 2021 Brings our Industry Together Again to Learn, Grow and Expand

Submitted by Abby Andvik, Associate Director, NCEL

The Upper Midwest Electrical EXPO is December 8-9 at the Minneapolis Convention Center. A different time of year that typically sees schedules slow down a bit!

While we all are busy, we hope you will take time to join us in attending the electrical industry's largest gathering. The EXPO is our regions' (and country's) largest showcase of people, products, and strength—a must for everyone working in our electrical industry.

We have over 300 booths and over 400 electrical manufacturers. You will learn how to save money and... Get Started / Better / Connected!

In 2021, some new features will enhance your EXPO experience—

- **Show Hours:** Dec 8-9 (Wednesday-Thursday) 10am - 4pm.
- **NCEL Breakfast:** On December 9, we are welcoming a wonderful keynote speaker, **PJ Fleck**. Fleck is the current head coach for the University of Minnesota Golden Gophers football team and will speak to our industry over breakfast about his methodology and experience. **There will be a limit to this event, so buy your tickets early!**
- **Student Day:** On December 9, students attending area tech schools and colleges are invited to come see what the industry has to offer. Schools can register their students in advance for this new event by contacting the NCEL office. Students must be pre-registered to be entered into a drawing to win a giftcard. There will be thirty \$50 giftcards and two \$250 giftcards! Students must be present to win.
- **Distributor Buses:** The best way to travel to the EXPO is via distributor bus—avoiding parking and traffic. Contact a distributor in your area to see if they are sponsoring a bus of customers to the EXPO. Distributors coordinating a bus are eligible for a bus subsidy after the EXPO to offset bus rental.

- **Sponsorships:** Another new feature will be exclusive sponsorships. Some NCEL member companies have stepped up to be featured as Platinum, Gold or Silver sponsors with each level of sponsorship utilizing specific features of the EXPO to highlight their company as a trade partner, supporter and promoter of the Upper Midwest Electrical EXPO.
- **Sponsorship Alley:** Stop by the new attraction to chat with all our sponsors!

The EXPO is the best way for you and your team to learn, connect, touch and see the newest, best, and most popular electrical products in the marketplace. You will be able to ask questions, see how products work, and learn how you can do your job safer, more efficiently, and faster by engaging with the exhibitors representing products you use every day.

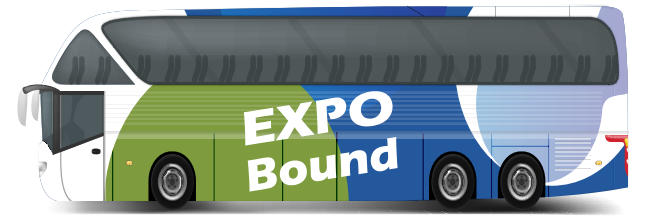
Your Job!

- 1) Register Before November 19.
www.ncel.org > EXPO > Attendees to register yourself and your team (onsite registration is available)
- 2) One week before the EXPO, start watching your post office mailbox. You will receive your personalized name badge and credentials.
- 3) Bring your name badge to the EXPO and experience the "Best Regional Trade Show in North America—the Upper Midwest Electrical EXPO."

See you at the 2021 EXPO—
support the industry
that supports you!



Jump on a Bus to the EXPO



Avoid traffic and parking concerns!

Contact your local distributor to reserve a seat on their bus. Let the professional driver deliver you and your team safely to the Expo.



Look for Us at the EXPO

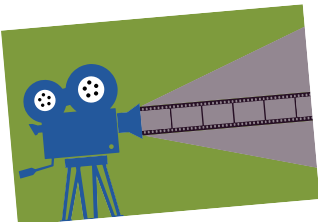
Booth 811

Then join us at our
Partner & Profit Event • Dec 9
at the Hyatt Regency in afternoon.

Read more on page 2.



Coming Soon! Promo Video for the Electrical Association



The staff has been working hard to produce a new promotional video for the Electrical Association! We'll be focusing our message to non-member electrical contractors. We want to let

them know what it's like being a member of the Association and how we can help them run their businesses. It isn't easy to be an electrical contractor, but we are here to help in any way we can!

Thank you to the following companies who have sponsored this video!



VISIT ROUZER ROW



Scan your name badge with each of our participating manufacturers to be entered to win a trip to Nashville!



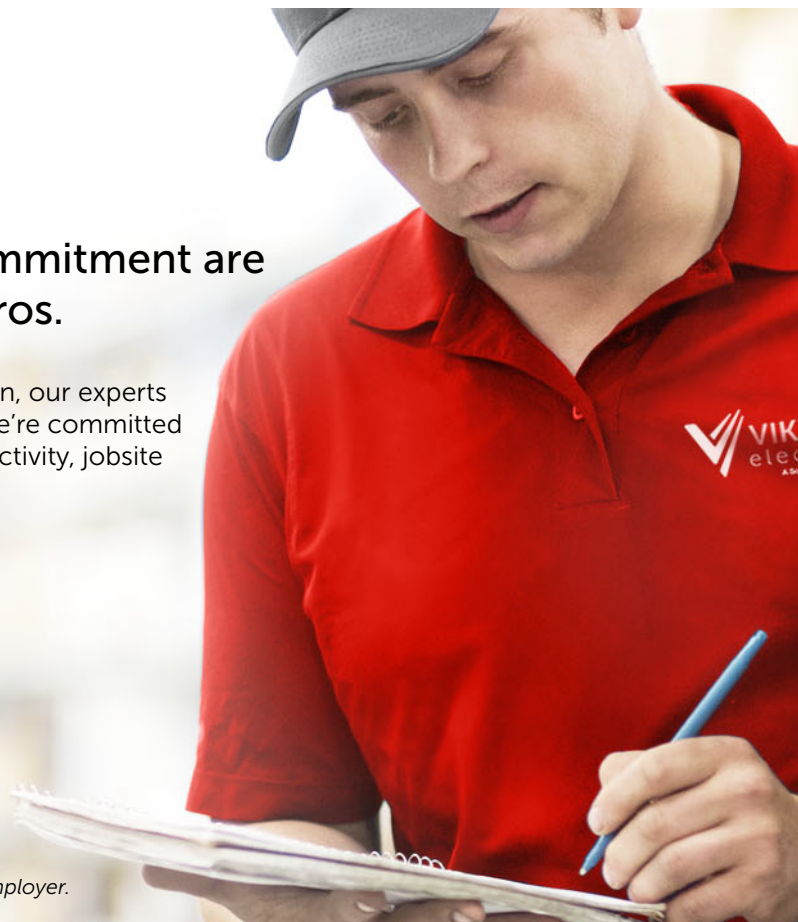


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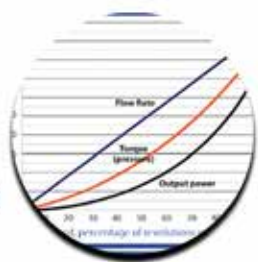
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Motor Controls (VFD & HMI)

Thursdays, Dec 16 & Jan 6
(6:30-9:30pm)

Price: \$279 M / \$299 NM

VFD Introduction
Why use VFDs?
AC Induction Motors
Power, Sizing & Selection
Types of Loads
Application Considerations
Common Failures
Concepts & Requirements



Intro to Solar Photovoltaic

Thursdays, Jan 13 & Jan 20
(6:30-9:30pm)

Price: \$109 M / \$119 NM

For electricians who have a beginner's interest in PV installations.



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AD HOC opportunities are also available for classes, conferences, and events!

Logo recognition as "Proudly Supported by" throughout the year in these areas:

- Electrical Association's Website – Home & Subpage (1,050 Avg Monthly Visits)
- Online Educational Offerings (over 500 electricians per year)
- Self-Paced Online Continuing Education
- Online 4-Year Apprenticeship Program (apprentices representing 91 companies)
- Conferences – 3 per year
- Email Campaign Communications:
 - Government Action Updates (Weekly in session/monthly otherwise)
 - Workforce Development (Career Fairs, Job Boards, Resume Center)
 - New Connections (Series of 6 emails to new members)
 - Education and Events Calendar
- Social Media Platforms
- Newsletters: Electrical Association News & Alert
- Self-Paced Exam Prep



Reply by December 10 to receive a FULL YEAR of recognition!
Contact Erica Nelson at (763)-497-1778 or erica@pierreproductions.com



Board of Electricity

NEC Art. 547— Changes to Final Interpretation

Dean Hunter
MN Chief Electrical
Inspector

In early 2010, the Minnesota Board of Electricity (Board) addressed concerns regarding grain facilities and the scope and use of Article 547. In 2010, the

2008 NEC[®] mandated a distribution point disconnect at an agricultural premise. The special distribution disconnect requirement in Article 547 was intended to minimize **stray voltage** issues, and the negative impact of stray voltage on dairy farms. So the Board was challenged with reviewing the need for the distribution disconnect at grain facilities. Consequently, at that time, a "Final Interpretation" was issued, and Article 547 only applied to a premises with livestock confinement areas.

Recently, with the welcomed changes in the 2020 NEC[®], the Board agreed that there was no longer a need for the 2010 Final Interpretation. In fact, it is now counterproductive in effort to ensure basic electrical safety for all agriculture facilities, those with grain, livestock or both.

Specifically, the 2020 NEC[®] changes to section 547.9 would only require that the distribution disconnect be installed when livestock buildings are located on the premises. In addition, by stating that grain facilities apply to Article 547, Minnesota would be consistent with how the Article is interpreted nationally.

Minimum Wage Increases January 1, 2022

Minnesota's minimum-wage rates will be adjusted for inflation Jan. 1, 2022, to \$10.33/hr for large employers and \$8.42/hr for other state minimum wages.

The current large-employer minimum wage, \$10.08, will increase by \$0.25 to \$10.33. Other state minimum wages, including the small-employer, youth and training wages, as well as the summer work travel exchange visitor program wage, which are all currently \$8.21, will increase \$0.21 to \$8.42. These increases are both 2.5%.

"This increase is designed to help minimum-wage workers keep up with inflation to better provide for themselves and their families," said Roslyn Robertson, Department of Labor and Industry commissioner.

Rates as of Jan. 1, 2022

- Large employers must pay at least \$10.33 an hour when the employers annual gross revenues are \$500,000 or more.
- Small employers must pay at least \$8.42 an hour when the employer's annual gross revenues are less than \$500,000.
- The training wage rate, \$8.42 an hour, may be paid to employees younger than 20 years of age for the first 90 consecutive days of employment.
- The youth wage rate, \$8.42 an hour, may be paid to employees younger than 18 years of age.

In February 2020, the last month before the COVID-19 pandemic had a significant effect on the economy, an estimated 208,000 jobs, or 8.6%, paid the minimum

wage or less. Because of the effects of the pandemic, it is not possible to reliably project the number of jobs that will pay the minimum wage or less in 2022.

The state minimum-wage rates will not apply to work performed in the cities of Minneapolis and St. Paul, which have higher minimum-wage rates.

Minimum wage posters

Minnesota law requires employers to display five state-mandated posters in a location where employees can easily see them. The new minimum-wage poster will be available for download: <http://tiny.cc/5ggkuz>.

Employee notice updates may be required

As part of Minnesota's employee notice requirement, employers are required to provide each employee with a written notice of any change before the change takes effect, including a change to the employee's rate of pay. Learn more about the employee notice requirement at the DLI website: www.dli.mn.gov.

**Posters
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<http://tiny.cc/5ggkuz>



Three Financial Statements Every Contractor Should Know



How do you manage your company's finances? Through your check register or online bank statement? Do you have a bookkeeper, or do you manage the finances yourself? These are just some of the questions you should be thinking about when looking to make better financial decisions about your business.

When you are first getting started you may not understand the importance of having good accounting practices. Maybe you buy all your material on a credit card, throw all your receipts in a shoebox and as payments come in pay down the balance on the credit card. Then at the end of the year you turn the credit card statements and shoebox over to your accountant and they tell you if you made any money for the year. While this may be an extreme case it isn't too far off from real life for some contractors.

By having sound accounting practices whether inhouse or through a bookkeeping service you will be able to have a better picture and more control of your financial situation. Through financial statements, you get a snapshot of the financial health of your business. Are you making or losing money? How are is your company doing compared to last year? Where should you be looking to save money?

There are three key financial statements every contractor should have and understand.

Balance Sheet

The balance sheet is a snapshot in time expressing the relationship of the company's assets, liabilities, and owner's equity. The formula used in the balance sheet is assets equals liabilities minus the owner's equity. This formula can be modified to express the owner's equity in the business by setting equity to assets minus liabilities. It is important to remember that the balance sheet represents a single point in time whereas the following statements represent a period of time.

Income Statement

The income statement, sometimes called the profit and loss statement (P&L), at the most basic level, shows you whether or not your business is profitable. Revenue minus the expenses equals the profit or loss for the company for a given period of time.

Cash Flow Statement

The cash flow statement it is used to show the flow of cash in and out of the business. This statement can be used as a picture of the short-term vitality of the company or stated another way do you have the cash to pay your bills. This statement uses information gathered from both the income state-

ment and balance sheet to calculate the positive or negative flow of cash from the business over a period of time.

By understanding the information shown in these financial reports, the business owner can make more sound financial decisions. For most new business owners financial literacy is not common sense. This is why it is important to seek out knowledgeable partners that can help you understand and make informed decisions from these financial statements. A good starting place to learn more about reading and understanding your company's financial statements is to ask your accountant for help.



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Education Calendar

NOVEMBER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

16 Continuing Education Credits (Classroom)

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

- Nov 12-13 (8am-5pm) **Rochester, Van Meter** 2020 Code Updates, Parts 1-4
- Dec 2-3 (8am-5pm) **Maple Grove** Code Highlights; Motor Installation; NFPA 70E Safety (incl 4 non-code technical credits)
- Dec 16-17 (8am-5pm) **Lakeville** Code Highlights, You Be the Inspector
- Jan 7-8 (8am-5pm) **Bloomington** Code Highlights, You Be the Inspector

» Both Days—Non-Member: \$335 / Member: \$309 Thank you to our Class Host:
 » One Day—Non-Member: \$195 / Member: \$165



8 Continuing Education Credits (South Dakota Tour 2022)

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

- Jan 15 **Sioux Falls** Feb 19 **Sioux Falls**
- Jan 22 **Yankton** Feb 26 **Brookings**
- Feb 5 **Watertown** Mar 19 **Mitchell**
- Feb 12 **Aberdeen** Mar 26 **Yankton**

Licenses Expire
June 2022

» Non-Members Price: \$96 / Member: \$88

4 Continuing Education Credits (Self-Paced Online)

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

- Self-Paced Anytime! 2020 NEC® Code Highlights Pt 1, 2 (4 CE each)
- Self-Paced Anytime! 2021 NFPA 70E Safety Training (non-code technical credits)

» Non-Members Price: \$96 / Member: \$88

2 Continuing Education Credits (Online)

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

- Self-Paced Anytime! 2020 NEC® Grounding & Bonding for Unlic Personnel
- Self-Paced Anytime! 2020 NEC® Overcurrent Protection for Unlic Personnel
- Self-Paced Anytime! 2020 NEC® You Be the Inspector Pt 1, 2 (2 CE each)
- Self-Paced Anytime! 2020 NEC® Motors, Controls, GFCI
- Self-Paced Anytime! 2020 NEC® Motors & Transformers
- Nov 10 (6:30-8:30pm) 2020 NEC® Overcurrent Protection Pt 2
- Dec 1 (8:00-10:00am) 2020 NEC® Grounding & Bonding Pt 1
- Dec 8 (6:30-8:30pm) 2020 NEC® Grounding & Bonding Pt 2
- Jan 12 (8:00-10:00am) 2020 NEC® Motors & Transformers

» Non-Member Price: \$49 / Member: \$44

Exam Prep Training (Classroom)

- Dec 11-12 (8am-5pm) Bloomington, Renaissance Mpls Hotel

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

Thank you
to our
Class Sponsor:
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INSURANCE

NFPA 70E Safety Training (Online)

- Jan 27 (6:30-9:30pm) Not available for continuing education credits

» Non-Member Price: \$149, Member: \$119



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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 our 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 Licenses Expire June 2022

- 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

Residential Wiring



- How many receptacles are required on the exterior of a single-family home without exterior HVAC equipment that may need servicing?
 - 1
 - 4
 - 3
 - 2
- At least one receptacle outlet shall be located within 24 inches of the outer end of a peninsular countertop or work surface. Additional required receptacle outlets shall be permitted to be located as determined by the installer, designer, or building owner. Locations shall be in accordance with 210.52(C)(3).
 - true
 - false
- HVAC equipment employing power conversion equipment as a means to control compressor speed for a dwelling unit will require GFCI protection on and after Jan 1, 2023.
 - true
 - false
- A foyer switch box in a dwelling unit contains the following NM cables: 4- 14/2 w-grnd; 2- 12/2 w-grnd. What is the minimum cubic inch allowance required for all the equipment grounding conductors in this box?
 - 3.25ⁱⁿ³
 - 2.50ⁱⁿ³
 - 3.50ⁱⁿ³
 - 2.75ⁱⁿ³
- When adding two, non-required, general-purpose receptacles in each of three bedrooms in an existing home (6 total), a value of 180VA must be assessed the service demand for each duplex receptacle.
 - true
 - false
- Reidentified white conductors of a cable shall be used only for the supply to the switch, but not as a return conductor from the switch to the outlet.
 - false
 - true

Answers: 1. (d) Article 210.52(C)(2)(b); 2. (a) Article 210.52(C)(2)(b); 3. (a) TIA 1593 210.8(F); 4. (c) Article 314.16(B)(5); 5. (b) Article 220.14(J)(1); 6. (b) Article 200.7(C)(1)

Toolbox Talks

Eye & Face Protection



OSHA recorded citations for 1313 violations of **Eye & Face protection**, putting this category in the top 10 for 2020.

- Employees shall be provided with eye & face protection when machines or operations present potential eye or face injury from physical, chemical, or radiation agents.
- Eye and face protection equipment should meet requirements specified by the ANSI Z87.1-1968, Practice for Occupational & Educational Eye & Face Protection.
- If an employee's vision requires the use of corrective lenses when required by OSHA 1926.102 to wear eye protection, the eye protection should be of the following types:
 - spectacles whose protective lenses provide optical correction
 - goggles that can be worn over corrective spectacles without disturbing the adjustment of the spectacles
 - goggles that incorporate corrective lenses mounted behind the protective lenses
- Equipment shall be kept clean and in good repair. The use of this type of equipment with structural defects is prohibited.
- Table 1-E shall be used as a guide in the selection of face and eye protection for the hazards and operations noted.
- Protectors shall meet the following minimum requirements. They shall:
 - Provide adequate protection against the particular hazard for which they were designed.
 - Fit snugly and shall not unduly interfere with the movements of the wearer.
 - Be durable.
 - Be capable of being disinfected.
 - Be easily cleaned.
- Every protector shall be distinctly marked to facilitate identification only of the manufacturer.
- When the manufacturer indicates limitations or precautions, they shall be transmitted to the user and care taken to see that such limitations and precautions are strictly observed...



*Download this complete topic and others for your safety meetings at www.electricalassociation.com/TOOLBOXTALKS

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www.electricalassociation.com/NEWS

Your Reward for Working SAFELY... is at HOME!

Submitted by Graybar

Is Jobsite Productivity Hurting Project Profitability?

The Graybar Minneapolis Customer Solution Center has been expanded to focus on labor-saving solutions for our customers in the Twin Cities area.

In recent years, storing bulk materials on jobsites has become a growing issue for contractors. Our customers report several ongoing issues, including lack of available space, inefficiencies in material handling and safety concerns. Our ability to stage and store materials for large projects and integrate our service solutions into these projects can help.

We have seen an increase in customer requests for services such as fixture carts, job carts, kitting services, and Graybar SmartReels. These services can help our customers manage materials in multiple ways. Fixture carts deliver unpackaged fixtures directly from Graybar to the point of installation, saving time and money and cutting down waste on any jobsite. Meanwhile, job carts can be mobilized with or without Graybar vendor management to stay stocked with the parts needed for each phase of a project. Job carts are available in a variety of styles to accommodate any type of materials. Finally, Graybar SmartReels offer a portable payout system that makes it simple and safe for one person to move reels weighing up to 5,000 pounds – without the use of a forklift or pallet jack.

Graybar also now offers the capability to cut strut to specific lengths. We are stocking 1', 2' and 3' pre-cut pieces of 14ga 1-5/8" slotted strut and can do custom cuts upon request for several types of strut. Our shearing process eliminates metal shavings and produces clean, burr-free cuts. Customers will see true labor savings by eliminating the need to cut their own strut in their shop or on the jobsite. Not only can this service improve jobsite productivity, but it can also reduce safety concerns by eliminating the need to cut, file down burrs and clean up shavings.

To learn more about our services or take a tour, please contact your local Graybar sales representative.

Is Jobsite Productivity Hurting Project Profitability?



Graybar's Minneapolis Customer Solution Center has been offering these innovative solutions for years. Let us help you improve jobsite material management so you can "Always Be Installing."

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Kitting



On-Site Customer Prefabrication



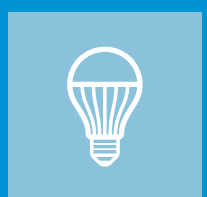
After-Hours Pickup



Mobile Trailers



Strut Cutting



ChromaComfort™ with Sensonic™

Broan-NuTone's Sensonic™ Stereo Bluetooth® speaker with ChromaComfort color changing light provides excellent sound with vibrant color to match. Only multi-color LED ventilation fan with a Sensonic™ Stereo Bluetooth® speaker + 110 CFM at 1.5 sones means powerful, quiet ventilation, App-controlled, fully customizable 24-color LED light with unlimited color themes. (AJB Sales • 612-378-1468)

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Encore Wire REEL PAYOFF®

Encore Wire's Reel Payoff is the industry's first self-spinning wooden reel! Delivered on a custom 4-way pallet, the Reel Payoff is easy to pick up and position, reducing material handling cost and possible damage to the wire. All Reel Payoffs are shipped in a roll-off position, making it easy to place in your desired location or pull straight from the pallet. (AJB Sales • 612-378-1468)

Check out this video!



Diode LED – NEW 16mm Channel

The 16mm Channel diffuses our wider linear lights including VALENT X Wet Location (pictured) and DAZZLE RGBW 4D. Obtain clean lines of light without any LED dotting, including with Wet Location and tunable white tape light. The new 16mm Channels are in stock and ready to ship immediately in 48" or 96" lengths. Factory Assembled fixtures ship in as little as 3-5 business days. (Rouzer.com/diode-led)





Member Benefits

New Reasons to Renew this Year

It's that time of the year again. Many of you are working around the clock to wrap up jobs before the snow falls, all the while bidding projects for next year. By now, you've probably received your annual dues statement from us. For most, making your annual contribution to the association is but a mere formality. But for those still struggling to find a reason to renew this year, here are two great reasons to continue your membership and a reminder of how your dues dollars help to support the electrical industry.

Alex Hyatt
National Sales Manager

To participate in either plan, you must be a licensed electrical contractor in the state of Minnesota with at least one employee and must be an Electrical Association member in good standing. If you're not a member, you can join online.

Coming Soon! Health Spark Electrical Association Health Plan

As an Electrical Association member, you will soon have the opportunity to offer your employees a new health insurance plan called Health Spark, a pre-tax plan through Blue Cross Blue Shield of MN that can reduce your FICA costs and employee's state and federal tax amounts. With this plan, it's possible that you could offer your employees more flexibility and coverage while simplifying the paperwork!

Members of similar Association Health Plans have seen health premiums drop anywhere from 8% to 15%. To learn more, contact Gary Helm at gary.helm@northriskpartners.com or (651) 379-7906.

**Pending MN state approval*

Available Now! Contractor 401(k) Plan

Members now have the opportunity to offer their employees a 401(k) plan at a fraction of the cost and hassle of operating a single-company-sponsored plan. Fiduciary liability, plan expenses and many administrative activities, including audits, will be managed by the program! Contact Dan Gardner, FSC Advisor, at dgardner@fscadvisor.com or (612) 743-4961 to learn more.

You can renew your dues online!

It's such an exciting time to be a member, so don't wait to renew. You can now log in to your account online to pay your dues. For more details, contact our office at 612-827-6117.

Retraction: In the September issue of this newsletter, we printed an article titled "The Electrical Association is Your Voice at the Legislature." We regret that this article included some information that was incorrect. In particular we noted "Every year, your dues dollars provide you with effective government advocacy in the following ways." Your dues dollars do not fund advocacy. We fund advocacy through other revenue streams so 100% of your dues dollars can be tax deductible. The initiatives reported were actually last year's initiatives. ECO passed during the 2021 legislative session, which leaves room to pursue new initiatives. Specifically we are starting the discussion regarding Minors Working Safely in Construction and exploring safe ways 16- and 17-year-olds can learn the electrical trade on a construction site. Additionally we reported Kirsten Christopherson as part of our lobbying team. Lobbyists advocating on our behalf include Michelle Dreier and Michael Mollner. We apologize for this misinformation. Please reach out to us with any questions.

Member Spotlight:

The Kopperuds—Norman's Electric Service, Rushford

The Early Days

It all started in 1917 when Norman Kopperud was born to Ole and Hermina on a farm near Bratsberg, MN. As Norm grew up, he demonstrated his interests in inventing and building. As a teenager he repaired shoes for his family and neighbors, built a field tractor with parts from junked vehicles, and built 80 hymnal racks for the pews at Highland prairie church, to name a few. It's no wonder he became interested in a new technology called electricity, which he could only experiment with using batteries, because they had no electricity on the farm. He decided to pursue this technology, and with the help of a loan from an aunt, he attended the nearest electrical school, which was in Los Angeles.

As soon as WWII started, he enlisted and became an Electricians Mate First Class, receiving invaluable training in the Navy. With his new knowledge and confidence, he began plans for a new business in Rushford. While all this was happening, he married a young lady, Helen Eggebakken, who lived on a neighboring farm. Together they started a home, a family (Nancy, Glen, Diane, Tom, Jerry) and a business, where 75 years later they are still proud to call home.

A New Business is Born

Upon returning from WWII, Norm looked for a way to start a new business. He wanted to have a shop downtown, combining retail with contracting. He couldn't find a spot open, so he purchased the land where Norman's Electric is now located.

At first, projects consisted of adding electrical wiring to existing homes that had no electricity and farm wiring, but soon the business added commercial, industrial, and institutional wiring as well as schools, factories, hospitals, sewage treatment and other city work. Norm started the first TV signal service in Rushford and the infamous Magelssen Bluff Christmas Tree, and he was an early pioneer in electric heat and underground distribution.

The business exceeds Norm's wildest dreams!

As a new generation came on the scene, new ideas and technologies began to drive the business in some new directions. With the addition of Powerline Construction, they added the knowledge, tools and equipment necessary to work with much higher voltages. With the move into the Automation technology, they

became a pioneer in an incredible adventure that has opened up opportunities and markets throughout this country and internationally. Today, they are respected as a leader in the industry and continue to work hard to stay ahead of the curve in providing the best and most up-to-date technologies to their customers.

We asked Tom Kopperud, Electrical Association's Past President (1994-1995) and current owner of Norman's Electric, for some insight into the electrical contracting business and their company's success—

What would you tell a younger electrical contractor about how your business succeeded?

- Invest in good people. It's the best investment long term.
- Training and more training. It's a hi-tech world!
- Do what you do best, understand your company's strengths and weaknesses. You can't be an expert at everything.
- Be connected to your employees; don't ever take them for granted.

What do you see as a challenge for the newer contractors just going into business?

- Failure to understand basic business practices. Just because you are a good electrician that doesn't make you a good business person.
- Lack of skilled workers—finding anyone that wants to work in the trades.

What has been your greatest business success?

First, it has been retaining our people. We have a highly skilled and very motivated work force. Second, we



have diversified our business with the Industrial Automation business growing at a fast pace and allowing us to do projects in 7 states and 4 different countries.

What part of the job do you find most rewarding?

I enjoy the challenge of design build projects on the electrical side and the design, layout and programming of industrial control projects.

What upcoming projects are you working on?

We continue to serve 15 industrial accounts in a 50-mile radius. We are in the process of building panels for projects in Kentucky, Minnesota and Mexico.

What is your favorite Electrical Association benefit?

Wide variety of training and our work at the Capitol.

How has the Electrical Association played a role in your business success?

Apprentice training and exam review.



Norman's Electric is celebrating 75 years in business!



Tim Pass, Accountant, Smith Schafer CPAs

Compliance

Top 3 Accounting Mistakes We See in the Construction Industry

Success in the construction industry requires the ability to understand accounting and financial statements. It is critical for construction company owners and accounting departments to understand what mistakes may be lurking behind the numbers. The summary outlined below covers the three most common accounting mistakes we see in the construction industry.

1. Incorrect Allocation of Overhead to Jobs

Every construction company needs a reliable method for allocating overhead among jobs. Overhead refers to costs that benefit all jobs, such as rent, insurance, salaries, office supplies, marketing, and professional fees. An accurate allocation method will lead to a more realistic representation of job costs and profitability. Many construction companies allocate overhead based on labor costs or hours, but in some cases, this may not be the most accurate method.

Some projects may rely more heavily on equipment or materials. In these specific cases, it makes sense to allocate overhead based on one of those costs. To prevent this error, revisit the rate annually to assess that the correct costs are included, and the most appropriate method is applied. Considering which method is most suitable for a contractor should be based on the most critical component of the construction activity, labor, or materials.

2. Improper Job Costs Cutoff

Most contractors use the accrual basis of accounting (i.e., accounts receivable, accounts payable, etc.). When using this basis, the theory is that revenues and costs are recorded in the period earned or incurred.

The cutoff error is the result of omitting costs incurred in the period being reported. It generally results from receiving invoices after the period that are not picked up as part of the closing process in accounts payable. To prevent this, a process should be implemented in which a voucher system of costs incurred records these as liabilities in the period incurred. The accrued costs can then be matched with invoices as received and set up for payment as recorded in accounts payable.

3. Misstatements on the Percentage-of-Completion Calculation

For many construction companies, the percentage-of-completion calculation, or over and under billing calculations, drive the financial statements and thus, the accuracy of a company's financial statements. Job costs are the most important part of this calculation. Tracking remaining job costs is often difficult because the engineer, on-site job manager, and company management may all have different opinions on the progress of a job. Management needs to verify the job costs being shown in the accounting records represent an accurate

portrayal of the progress on the job. Keeping accurate and up-to-date estimates requires communication between all parties involved. Management also needs to verify items such as change orders, open purchase orders, invoices and the estimated length of time needed to complete the job have been accurately reflected in the calculation.

Preparing accurate financial statements for construction companies is never easy. Construction company owners should regularly seek the advice of accounting professionals to help ensure their finances stay error-free.



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 952-920-1455; Rochester 507-288-3277



You Need to Know - Cont from page 4

MINNESOTA

MN Interest Rates... As of October 21, current rates were 3.14% for a 30-year fixed, 2.43% for a 15-year fixed, and 3.00% for a 5/1 adjustable-rate mortgage (ARM). (bankrate.com. Oct 2021)

LABOR & MANAGEMENT

US Unemployment Rate... Total nonfarm payroll employment rose by 194,000 in September, and the unemployment rate fell by 0.4% point to 4.8% the US BLS reported today. Notable job gains occurred in leisure and hospitality, in professional and business services, in retail trade, and in transportation and warehousing. Employment in public education declined over the month. (BLS.gov. Oct 2021)

MN Unemployment Rate... ticked down to 3.7% in September. Labor force participation rate inched up 0.1% to 67.9%. (DEED. Oct 2021)

MN Snapshot – Business Survival Rate...

Minnesota ranks #1 in the country for 5-year business survival (55.3%) compared to US average 50% (measuring the years 2015-2020). (MN DEED. Oct 2021)

SAFETY

US OSHA COVID-19 Guidance... OSHA issued Updated Guidance on August 13 on mitigating and preventing the spread of COVID-19 in the workplace. (osha.gov. Oct 2021)

MN OSHA Recordkeeping training webinars in January... Maintaining an accurate OSHA log of recordable work-related injuries and illnesses is an important skill that benefits employers, workers, safety professionals and government agencies. The Department of Labor and Industry is offering free, introductory-level, online training sessions about OSHA recordkeeping. Registration is required. Jan. 12 (4pm); Jan. 14 (8:30am). Register: <http://tiny.cc/vbjkuz>

RECALL NOTICES

Gas One propane adapter hoses... Hazard: The hose can swell during use causing gas to leak, posing a fire hazard. Remedy: Replace. Recall Date: Sept 15, 2021. Units: 19,500. (cpsc.gov. Oct 2021)



Attn: Hunters! Ravin® white arrow nocks... Many serious injuries reported. Hazard: If the whitenock is not fully engaged with the bowstring, the crossbow can fail to discharge when the trigger is pulled and can result in the bow discharging while re-nocking the arrow, posing an injury hazard to users. Remedy: Replace. Recall Date: Aug 18. Units: 220,000. (cpsc.gov. Oct 2021)




NORTH DAKOTA

Licensure Requirements for Installing HVAC Controls... (1) HVAC persons can do their own thermostats in residential dwelling without a license; (2) All locations of Class II & III circuits of NEC articles 500 – 517 requires minimum of PLE licensure; (3) Areas other than residential – Class II and Class III circuits that control heat, light or power require a minimum of PLE licensure, unless the circuit employs digital communication. (ndseb.com/newsletter. Oct 2021)

ND Chapter IAEI Meeting Rescheduled... rescheduled to Feb 3-4. (ndseb.com. Oct 2021)

SOUTH DAKOTA

South Dakota Dept of Labor... Electrical licenses are expiring June 2022. Get 8 hours continuing education in Sioux Falls, Yankton, Watertown, Aberdeen, Brookings, Mitchell. Register at: www.electricalassociation.com/southdakota




Electrical Association Business Webinars

45-minute presentation plus 15-minute Q&A by the experts

Staying Ahead of the Curve
What you need to know about the ECO Act and efficiency programs for commercial and residential customers.

Wednesday, Nov 10 (8-9am)


Presented by Jamie Fitzke, Mark Rader, Jim Hasnik, Laura Bebo-Ekanayake


Center for Energy and Environment

Retirement Savings Plan Options
How you can save money, attract and retain key employees, and potentially lower your tax bill with the right retirement plan.

Thursday, Feb 17 (8-9am)

Presented by Matthew Paulsen
President/Advisor


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www.electricalassociation.com/webinars

WELCOME NEW MEMBERS

VP Electric..... Etna, WY

CONGRATULATIONS

Scholarship! Congratulations to Morem Electric in Harmony, MN... The Electrical Association donated a scholarship for one person to attend the Apprenticeship Program. A drawing for the scholarship was held in August at the Southeastern Minnesota Electrical Contractors' Golf Tournament.

Norman's Electric Service... They celebrated their 75th year of service on September 11. The Association thanks them for many years of their support through their leadership and membership. See page 11 to read about their success. www.normanselectric.com

Kathy Matsui, Plum Tree Solutions... She celebrated her 16th year of service in August. She's been a member of the Electrical Association since Day 1! Kathy provides the association with great deals and service, printing our course materials and other office products. www.p-tsolutions.com

Rouzer Group Victoria Rieck & Gene Osterberg... Rouzer Group is proud to announce that Victoria Rieck has joined the Rouzer's Construction Materials team as of August 7. With their new addition to the Construction Materials team, Gene Osterberg, LC will be returning to outside sales working directly with architects and engineers to drive specifications. Gene's time inside working closely with manufacturers brings a whole new level of expertise to the field. Contact: Victoria Rieck: Inside Sales – Construction Materials, victoria@rouzer.com (763-278-1037). Gene Osterberg: Architect & Engineer Specification Specialist, gene@rouzer.com (612-618-1776).

Rory Troff to Lead DSG's Communications Segment...

Plymouth, MN – Rory Troff has joined Dakota Supply Group (DSG) as Corporate Segment Manager for the company's Communications/Broadband segment. Troff will be responsible for the business growth and development across DSG's expanding footprint. In addition, he will work with supplier partners to ensure data contractors and broadband providers have the products and technology required for success in today's world. Before joining DSG, Troff has held several leadership roles in the communications industry over the last 20+ years of his career. Recently, he held positions as Regional Director for Multilink (an industry leader in fiber optic termination, splicing, and transportation products) and the north-central representative for the nation's only national broadband representation firm. Troff worked for DSG previously as an Outside Sales Representative for the communications segment covering Minnesota and Wisconsin for eight years.



MOVES & NEW LOCATIONS

DSG Returns to Burnsville with New Facility... Dakota Supply Group (DSG) has announced plans to open a new branch in Burnsville in March 2022. It will be DSG's thirteenth location in Minnesota and its 46th across six states. The new facility will be located at 250 River Ridge Circle North in Burnsville with convenient access from Interstate 35W and Highway 13.

The new facility will service the plumbing, HVAC, and electrical needs in the southern portion of the Minneapolis-Saint Paul metro area. Including the communities of Apple Valley, Eagan, Savage, and Bloomington. DSG announced in August a new location near Rogers to support the growth in the northwest metro area.



THANK YOU! THANK YOU!

Federated Insurance...

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- for continued support of the Electrical Association for over 60 years. Federated values Association partnerships in numerous ways. They recently invited our Board of Directors to enjoy a morning reception at Mariucci arena followed by Gopher Football at Huntington Bank. Stadium. Thank you to Federated for the Hospitality!



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the Classifieds

Metro-Area Electrical Contractor Seeking an Executive Assistant and an Estimator Residential...

Executive Assistant: A highly organized individual with a passion for making the world a better place is required. I am building an electrical infrastructure company for the evolving electric vehicle market and need someone that shares the passion and will work alongside me so I can spend my time on higher level activities. A high level of energy is required. Helping schedule daily activities, organizing projects, help preparing proposals and building the businesses. Some phone calls and marketing is required.

Estimator Residential: A full-time key position estimating, supervising and running all aspects of various projects with a focus on electrical installations in homes adding power for electric vehicle systems for vehicles such as the new Tesla, Audi, Ford, Jaguar and Chevy. We are also installing chargers at destination locations such as hotels and restaurants. Great customer skills, and problem solving skills required. Visiting homes and job sites to provide quotations is a big part of the job. An understanding of basic code items and management of up to 5 people is preferred. Previous field work experience is preferred. You must have a positive attitude and represent the company as a professional and idealistic organization.

Email your resumes to rbrunclik@electricalassociation.com.

ATEK Distribution Seeking Customer Service Rep...

- ATEK Distribution is a veteran-owned, small-business wholesale electrical distributor providing products and services that support electrical contractors and end users with solar, LED Lighting, EV Charging, and a full range of electrical components.
- Based in Golden Valley; customers throughout the US
- Competitive compensation and benefits package.
- As a relatively new distributor, joining us on the ground floor can present future advancement opportunities as we grow. Our goal is to build trust and empower employees to achieve their best. At ATEK, you will have the opportunity to develop professionally, grow personally and have the flexibility to balance your life's priorities.

Contact Jeff at jeff.anderson@ATEKDistribution.com or 612-454-0042.

Large Stock Electrical Material and Equipment...

Karen's Electric (Richmond, MN) has retired and is selling their surplus stock: Variety of tools: locator; battery-operated saws, drills; hand tools; socket sets; Greenlee Job Box; 24' fiberglass ext ladder, fiberglass folding ladders; Hydraulic hole punch set; Variety of PVC, EMT fittings, wire; Banding tool w/buckles and 3/4" stainless steel banding; Furnas Magnetic Starter; Cutler Hammer, Square D, Westinghouse, Siemens. MUCH MUCH MORE! Organized and ready to see. If interested, call Gerry at (320) 290-2329

2012 Canon Prograf iPF750 Plotter...

- Purchased new and haven't had any problems.
- Pick up in Fairmont.
- \$1500 OBO.

Contact Kahler Electric at 507-235-6334.



Carlson...

48 Carlson UA7AN (4" 45° no bell); 72 Carlson UA9DL (3" 90°); 1200 Carlson UA9DG (1 1/4" 90°); 32 Carlson UA7FNB (4" 45° one bell). Make offer. Pick up in Rushford. Call Glen Kopperud, Norman's Electrical Service. (507) 864-2891

Boom Truck...

2000 Freightliner FL70, TEREX TELELECT; Bucket Boom Service Truck Diesel Auto; HIGHT RANGER HRM; SERIES, 55' high. \$11,980. Call Javad at (612) 221-9612.



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Seeking to Acquire...

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Postings are a free benefit of membership! Email your listing to rbrunclik@electricalassociation.com.

www.electricalassociation.com/classifieds



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

OSHA News

More COVID News

On September 9, OSHA was directed to issue an Emergency Temporary Standard (ETS) that would impose strict COVID-19 vaccination and testing

protocols on businesses of 100 or more employees. The ETS would require workers to be fully vaccinated or produce a negative test result on a weekly basis.

There has only been limited opportunity for input from business and labor associations on the proposed ETS and there are no planned sessions to hear additional comment. Instead, there appears to be an urgency to have OSHA publish a rule as soon as possible. It's uncertain what legal barriers will result, but a number of employers have already begun to implement policy on vaccinations.

What this means for MN businesses

If/When this rule is enacted, MNOSHA will have 30-days to adopt the rule or enact a rule that is at least as stringent as the Federal rule. Stay tuned.

Regardless, businesses are asked to continue following recommended precautions to limit COVID-19 transmission in the workplace. OSHA and the CDC have guidance posted that is continually updated to accommodate the changing COVID landscape.

Whistleblower Provision Update

Whistleblower protections have been a common topic of recent OSHA news, particularly, as the COVID pandemic lingers on, and a recent revision will bring the provision in line with other statutes and rulings.

The whistleblower provision in the OSHAct will remove outdated language and apply "but for" causation. The "but for" causation (replacing "because of" in the provision) is established whenever a particular outcome would not have happened "but for" the alleged cause.

The whistleblower provision added to the OSHAct protects employees from retaliation, such as discharge or other discriminatory acts, for reporting safety deficiencies or participating in OSHAct proceedings. Employees who feel discriminated against can file a complaint with MN OSHA that could result in an investigation.

.....
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

TIA 1593

With the hint of permanent snow coming, it goes without saying to use extra caution in your travels. We want to see you enjoy what you do in the electrical world!

As you have all heard, **TIA 1593** (Temporary Interim Amendment) has been accepted by the code-making panel responsible for it. A little background information may be necessary to refresh your memory when this came about in late summer. Numerous electrical workers had reported issues with GFCI breakers nuisance tripping when protecting branch circuit wiring to mini-split air conditioning equipment.

The problem on most was traced back to on-board adjustable speed drive equipment. Users in dwelling units had a choice of no air condition-

er and a compliant system or a non-compliant air and no sweltering heat. The TIA halts this requirement for GFCI protection for branch circuits supplying this type of cooling equipment until January 1, 2023. By then, a resolution to this issue should be available to installers.

Another subject I would like to touch on while I have your attention... **electrical inspectors**.

These are the people who are looking over our work for code compliance. They are not always the most popular people you might meet in a day, as finding things wrong is part of their job. BUT, have you ever considered what insurance rates would be like with out electrical inspectors and how the statistics would be off-the-chart for building fires, and many dying annually from house fires created by bad wiring jobs? It's true, these people work hard to make you look good to the industry and are seldom thanked for what they do.

The next time you see your inspector, thank them for the positive impact they have on the industry, just like you.

Be safe out there!

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Rebates

Screw-In and TLED Bonus Rebates are Still Available

Bonus rebates for lighting projects have been extended through the end of 2021! Interior screw-in lamps and LED tubes are eligible for an **additional 25% in rebates**

when completed through the One-Stop Efficiency Shop, sponsored by Xcel Energy. Signed and dated customer participation agreements must be submitted to the One-Stop team by **December 31, 2021**, for projects to qualify.



2021 Interior Lighting Rebates	kW	kWh	Cap*
Screw-in lamps and LED tubes	\$200	\$0.10	60%
Non-DLC luminaires/retrofit kits and LED High Bays (replacing HID's)	\$200	\$0.10	
DLC-listed luminaires/retrofit kits	\$240	\$0.12	
DLC Premium-listed luminaires/retrofit kits	\$300	\$0.15	
DLC Premium-listed High Bay luminaires/retrofit kits (replacing existing T8/T5 High Bays)**	\$480	\$0.24	

*Rebate will not exceed the designated cap as a percentage of the project cost.

**For qualifying 1-for-1 replacements only. One-Stop staff will review calculations for non-1-for-1 projects.

What equipment is included?

Interior screw-in lamps and LED tubes (TLEDs) are eligible. Exterior lamps and tubes are not eligible.

How much more will my customers earn?

Screw-in lamps and TLEDs, previously rebated at \$160/kW and \$0.08/kWh with a 50% cap, will now receive \$200/kW and \$0.10/kWh with a 60% cap.

How long do bonus rebates run?

For projects to qualify for bonus rebates you must:

- submit a signed & dated customer participation agreement to One-Stop by 12/31
- purchase and install equipment between June 1, 2021 and March 31, 2022,
- and submit invoices to One-Stop staff by March 31, 2022.

Contact us at onestop@mncee.org with questions about bonus rebates. Learn more at mncee.org/onestop.

Eligible participants must have an active commercial account within Xcel Energy's Minnesota service territory and a peak electric demand of 400kW or less. CEE, a local nonprofit and EA member, implements the One-Stop Efficiency Shop® on behalf of Xcel Energy.

MN Business LED Instant Rebates



Did you know that the average commercial business wastes 30% of the energy it consumes? If your business is still using conventional lighting, it could account for a considerable amount of wasted energy. By upgrading to screw-in or pin-based LEDs, you can save money & energy. Our instant rebates can help you make the switch at a lower cost. **Earn a 25% bonus Sept 1 - Dec 31.**

As an Xcel Energy commercial, electric customer, or if you are an electrical contractor working on behalf of an Xcel Energy customer, you can take advantage of our instant rebates simply by purchasing lamps from one of our 60+ participating distributors (xcelenergy.com/LightingEfficiency). When purchasing lamps, the rebate is paid at the point of sale as a discount. There are no rebate forms and no wait for rebate checks. Simply provide the installation address for the lamps; the distributor will apply the discount.

Rebates are 25% less for non-ENERGY STAR and require pre-approval from the CLEAResult program lead.

Product Category	Energy Star Qualified Rebate (25% bonus)	NON-Energy Star Qualified Rebate (25% bonus)
A-Lamp 0-749 lumens	\$1.00 \$1.25	\$0.75 \$0.94
A-Lamp 750-1049 lumens	\$3.00 \$3.75	\$2.25 \$2.81
A-Lamp 1050-1489 lumens	\$4.00 \$5.00	\$3.00 \$3.75
A-Lamp 1490+ lumens	\$6.00 \$7.50	\$4.50 \$5.63
Decorative (candle, globe)	\$4.00 \$5.00	\$3.00 \$3.75
MR16	\$5.00 \$6.25	\$3.75 \$4.69
PAR16	\$3.00 \$3.75	\$2.25 \$2.81
PAR20, R20	\$4.00 \$5.00	\$3.00 \$3.75
PAR30, BR30	\$5.00 \$6.25	\$3.75 \$4.69
PAR38	\$10.00 \$12.50	\$7.50 \$9.38
BR40	\$6.00 \$7.50	\$4.50 \$5.63
Downlight Retrofit Kit	\$9.00 \$11.25	\$6.75 \$8.44

Contact Beth Neiss, Midstream Lighting Trade Relations Manager
Email: Beth.Neiss@clearesult.com Phone: (612) 508-8167

Get Double Rebate Amounts on Linear Tubes (9/1-12/1/2021)

Visit xcelenergy.com/LightingEfficiency for details and links to rebate forms. Contact an Xcel Energy account manager or an energy advisor at 855-839-8862 or email EnergyEfficiency@xcelenergy.com with any questions.



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MISSION STATEMENT

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.

Bonus Rebates for screw-ins and TLEDs

Bonus rebates have been extended through the end of 2021. Lighting projects including interior screw-in lamps and LED tubes are still eligible for an **additional 25% in rebates** when completed through the One-Stop Efficiency Shop.

Visit mncee.org/onestop to learn more about the One-Stop Efficiency Shop®, sponsored by Xcel Energy.

Bonus rebates can be applied to projects with a participation agreement signed and dated by 12/31/2021. Projects must be completed by 3/31/2022. Contact us at onestop@mncee.org with questions.



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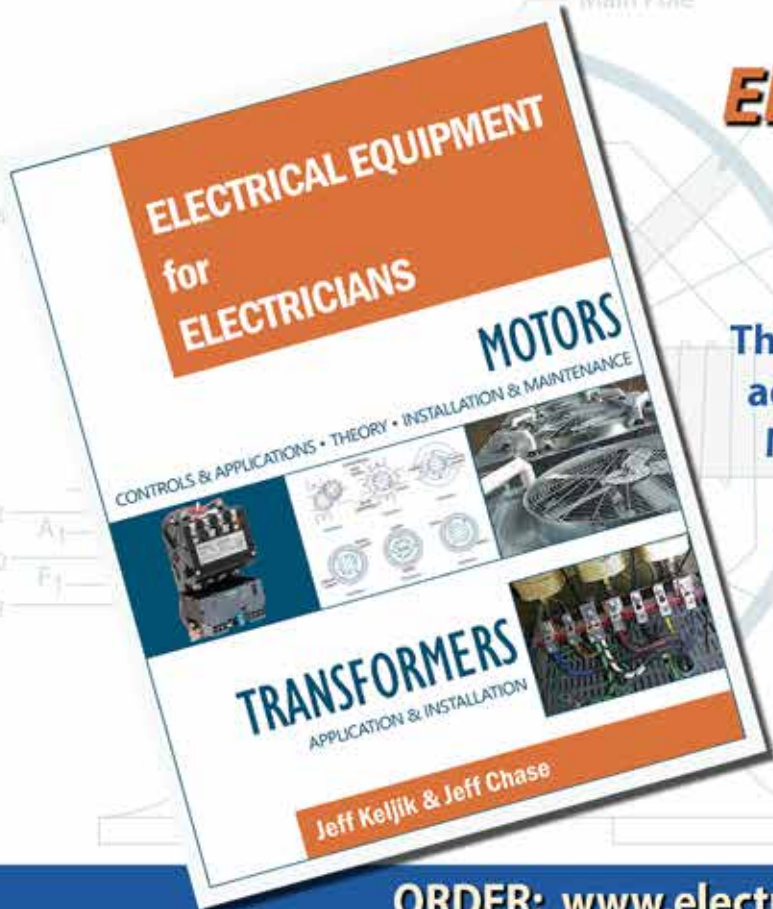
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