

EA

NEWS

First Quarter 2024

Your conduit for
the electrical
industry's latest
information,
education,
connections,
and protection.



Electrical Association

3100 Humboldt Ave S
Minneapolis, MN 55408
Tel: 612.827.6117
Web: www.electricalassociation.com

Board of Directors

Chair, Jeff Kunkel
Kunkel Electric, Mapleton

Vice Chair, Shawn Hasskamp
Dutch's Electric, Aitkin

Treasurer, Jay Lewis
Lewis Electrical Contracting &
Consulting Services, Cottage Grove

Secretary, Nick Bischoff
Design Electric, St. Cloud, Hutchinson,
Plainview

Past Chair Advisor, Clayton Schenck
Magnum Electric, West Fargo

Directors

Pat Vlamincik, Vlamincik Electric
Jason Seanger, Melrose Electric
Megan Henkemeyer, J-Berd Companies
Matt Bergmann, Laketown Electric Corp.

Association Staff

Clara Albert, CAE, Executive Director
Jamie Quenzer, Director of Education
Mike Miller, Curriculum & Training
Manager
Michelle Dreier, Director of Member
Engagement & Government Affairs
Alex Hyatt, Director of Sales
Kirsten Marcus, Finance Coordinator
Katie Grams, Membership Coordinator
Megan Fink, Education Coordinator
Belle Vang, Education Coordinator
Tim Dokken, Office Coordinator
Rennell Brunclik, Publications

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.

PUBLISHED BY

NAYLOR 

ASSOCIATION SOLUTIONS

1200 Portage Avenue, Suite 200
Winnipeg, MB R3G 0T5
Tel: 204.975.0415 | Fax: 204.947.2047
Web: www.naylor.com

Publisher: Kim Davies

Editor: Krystal Mohan

Layout: Manish Dutt Sharma

©2024 Naylor (Canada) Inc. All rights
reserved. The contents of this publication
may not be reproduced by any means,
in whole or in part, without prior
written consent.

PUBLISHED JANUARY 2024/ELA-Q0124

CANADIAN PUBLICATIONS MAIL
AGREEMENT #40064978

COVER IMAGE: [ISTOCK.COM/RA2STUDIO](https://www.istock.com/ra2studio)



features

CHAIR'S MESSAGE	3
EXECUTIVE DIRECTOR'S REPORT	3
LEGISLATIVE UPDATE	6
FEDERATED INSURANCE	6
COMPLIANCE.....	7
YOU NEED TO KNOW.....	8
MEMBER BENEFITS.....	9
MEMBER SPOTLIGHT.....	9
EDUCATION CALENDAR	10
WORKFORCE DEVELOPMENT.....	11



education & information

TOOLBOX TALKS	12
QUIZ ON THE CODE.....	12
COMPLIANCE.....	13
WORD ON THE STREET	14
REBATES	14
MARKETING TALENT	15
VENDOR-MANAGED INVENTORY	16
CLEAN ENERGY	16
ONLINE TRADE SHOW	17
COMMUNITY NEWS.....	18
CLASSIFIEDS.....	19
INDEX TO ADVERTISERS	19

on the cover

Chair's Message **Here we go!**



By Jeff Kunkel

Electrical Association, Chair
Kunkel Electric, Mapleton, MN

ANOTHER YEAR OVER and another year started. I hope 2023 was a good one, and I hope your 2024 New Year's resolutions will stick! I promise, this is the year I'll use my gym membership past the end of January!

The above are all part of the natural cycle of things, which reminds me: Our February Board of Directors meeting will take place at the conclusion of our annual Electrical Contractors Summit in February. At that meeting, we will

welcome a new Board Chair, Shawn Hasskamp. Shawn has been active in the Association for many years and has served as chair of the Government Action Committee and is the current Vice-Chair of the Board of Directors. Shawn will do an outstanding job in his new role! You can read more about Shawn in the Member Spotlight article of this issue.

There are so many good things going on at the association right now. We have a new newsletter format that will reach a broader audience...no more blacked out articles! We continue to offer industry leading apprentice and continuing education training. We have staff that are working for us, the member contractors, to make our jobs easier. We have a growing voice at the Capitol, so that when laws and rules are being proposed that may affect our profession, we have an opportunity to provide input that may help shape their formation.

We really have almost everything we need. What could we be missing?

Is it you? If you are reading this article, but aren't a member, please consider joining. The membership fee is a small financial investment that will pay dividends to your business. If you are a member, but have never attended an Electrical Contractors Summit, please make time in your schedule, and come to Treasure Island January 31 through February 2. We always welcome anyone to come to any portion of the event you can make, and every member is invited to the Board of Directors meeting. If you have never served on a committee, please consider offering to do so. Our committees meet a few times a year in a virtual format, and cover the following topics: Education, Workforce/Membership, Government Action, and Product Service.

Participate. Make sure your voice is heard above the sound and the fury that is the tendency in this state towards over-regulation and legislation unfavorable to merit shop contractors. Peace.

Executive Director **Hello and Welcome!**



By Clara Albert, CAE

Executive Director, Electrical Association

THE ELECTRICAL ASSOCIATION is proud to present to you our newly updated publication. Many of you have been used to our paper newsletter hitting your desk for the past few decades. As I mentioned in my last article, don't worry, the content and value inside is still our number one focus.

Who are we? For those of you who are new to reading our publication and this new format caught your eye – welcome! My name is Clara Albert, and I am

the Executive Director over here at the Electrical Association. I have been working for EA for the past 10 years. Serving the Electrical Industry is an admirable role that I am honored to take on. What you all do each and every day is so important and rewarding. I also know that it can be very challenging. That is what we are here to help with.

For over 90 years, the Electrical Association has empowered electrical contractors and their teams through tailored education, effective government advocacy, and opportunities to connect with peers. We are the conduit that connects you with all you need to stay current, compliant and successful.

If you aren't familiar with all that EA has to offer the industry, I encourage you to take a look at page 5 for more information. And feel free to email me as well anytime with questions, ideas, suggestions, etc. – calbert@electricalassociation.com.

What is changing? In this magazine, you can find information from attorneys,

HR professionals, accountants, insurance agents along with industry updates, code highlights, compliance information, peer spotlights and much more. You will receive this magazine 4 times a year, you will also receive a monthly e-newsletter (*Wired In*) in your email inbox. *Wired In* will highlight Industry Info that you need to know, upcoming education for you and your team, member opportunities, workforce development initiatives and more on compliance. We will also be adding blog articles to our website to catalog so much of this great information for you. The EA team is dedicated to being your go to resource for your electrical business needs – stay tuned!

So, dive in and let us help you succeed and thrive in business. We are happy to help!

Clara Albert and the Electrical Association team
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



Electrical Contractor's **SUMMIT**



**YOUR CONDUIT FOR BUSINESS
GROWTH AND DEVELOPMENT**

JANUARY 31 - FEBRUARY 2, 2024



Are you an Electrical Contractor looking to gain industry knowledge, grow your business, and expand your network?

THEN YOU WON'T WANT TO MISS THIS EVENT!



RELEVANT INDUSTRY INSIGHTS

We've assembled a team of experts to discuss critical topics in the electrical industry that directly impact the state of your business.



INVALUABLE NETWORKING OPPORTUNITIES

Meet local Electrical Contractors and make lasting connections that can open doors to new opportunities and partnerships.



GROW YOUR BUSINESS

Learn from industry experts, thought leaders, and successful entrepreneurs who have experience running a thriving electrical contracting business.



FUN & GAMES

Join us in the casino on Thursday evening to bowl, mingle with other attendees, and talk shop.

When:

Wednesday, January 31 (5 - 7pm)

Thursday, February 1 (7am - 8:30pm)

Friday, February 2 (8 - 10:30am)

Where:

**Treasure Island Resort & Casino,
Welch MN**



REGISTER TODAY | Go online or call our office to register!
www.electricalassociation.com/conferences | (612) 827-6117

Tailored Education

To make education and training as accessible as possible for our members, we offer online and in-person opportunities that meet a wide range of needs. Members receive discounts on our educational offerings, which are ever-evolving and currently include:

- Online and classroom continuing education classes
- Online and classroom exam preparation
- Four-year apprenticeship program plus optional one-year extended training for exam prep
- Private, customized training courses
- Registered apprenticeship program
- Business-oriented webinars and podcasts

Powerful Connections

The power of any association lies with its membership. We offer numerous opportunities for members to connect with one another, including:

- Regular face-to-face networking events
- The multitude of educational opportunities
- Drive new customers to your company through our online electrical contractor directory
- Workforce— develop relationships with workforce readiness providers to make recruitment a snap

Government Advocacy

Having a dedicated lobbying team working on your behalf is the most effective way to ensure that your best interests are being represented. Our experienced lobbyist is a knowledgeable and effective force within local government and engages in the following efforts on your behalf:

- Advocate at the Capitol, Board of Electricity, and MN Dept of Labor & Industry
- Partner with OSHA to bring you recent safety updates
- Make policy engagement simple
- Keep you informed

Protection

Helping members stay aware and stay compliant is a major focus of the association. We help members navigate compliance regulations by:

- Offering in-house consulting services
- Keeping members informed on any compliance updates or additions
- Remaining watchful of, and vocal about, issues at the governmental level affecting members
- Keeping members safer in the field with our electrical safety training (including Toolbox Talks, AWAIR Manual, Basic Electrical Videos and Business Training)
- Association Health Care Plan for your employees

“The Electrical Association has a highly specialized and deep knowledge of what it takes to succeed as an electrical contractor. They are a time saver to keep us up to date on all the changes coming down the pipeline. They are also a great resource for us on code training.”

— Megan Henkemeyer





Legislative Update

Budget Surplus

By Michael Mollner, Government Affairs Associate, Christopherson Advocates

MINNESOTA LAWMAKERS ARE gearing up for their upcoming session with a substantial financial windfall of \$2.4 billion. This welcome surplus is the result of the last two-year budget cycle, which concluded with an \$820 million surplus due to higher-than-expected revenue collection and lower spending than initially projected. This additional \$2.4 billion will be added to the \$1.6 billion surplus already projected for the current budget, which extends through June 2025. The State Economist, Laura Kalambokidis, has highlighted Minnesota's economic resilience and the trend towards more stable budget forecasts, moving away from the turbulence witnessed during the peak of the pandemic.

While \$2.4 billion may seem relatively modest in comparison to the state's massive \$72 billion two-year budget, it closely mirrors the budgetary fluctuations experienced

before the pandemic. Just prior to the pandemic's onset in February 2020, Minnesota anticipated a \$1.5 billion surplus, which shifted to a \$2.4 billion deficit by May 2020, only to rebound to a \$636 million surplus by December 2020. In the current spring, lawmakers faced an extraordinary \$17.5 billion budget surplus.

This sizeable surplus offers the DFL in control of the state government, greater flexibility for the upcoming session. This session typically revolves around discussions regarding a package of construction projects. In the last session, Democrats implemented a comprehensive list of progressive policy priorities and enacted the largest two-year budget in Minnesota's history. Many of these policies, especially those focused on childcare and housing, are still in the initial stages of implementation and will take time before their full effects are realized.

On the other side of the political spectrum, Republicans in the House and Senate are advocating for tax relief. They argue that Democrats have significantly increased spending by 40% and raised taxes in the current two-year budget, making tax relief the primary utilization of any surplus funds. Additionally, the state maintains substantial reserve accounts, with reserves amounting to nearly \$2.9 billion, along with a rainy-day cash flow balance of \$350 million. House Minority Leader Lisa Demuth highlights the importance of safeguarding the interests of taxpayers and practicing fiscal responsibility. The surplus, while substantial, comes with ongoing uncertainties, prompting some lawmakers to exercise caution and suggest that a portion of the surplus be retained as a financial cushion for the future.

HR Question of the Month

Employee Notice Period

Submitted by Federated Insurance



Question

We had an employee give his two weeks' notice today; he wants to work for the next two weeks and then voluntarily leave our company. However, this individual has not been a good employee and will add little value to our organization for the next two weeks. We would rather just tell him that his resignation is effective immediately and not have to pay him for another two weeks. Are we allowed to accelerate his notice period and make his resignation effective immediately?

Answer

If an employment relationship is at will, an employer is within their rights to accelerate a resigning employee's notice period and have the employee leave

sooner. This may, in some cases, be advisable if the employer is concerned about retaining a potentially difficult employee who will add little value or may try to sabotage the employer. An employer generally is not required to pay an employee through a notice period.

That said, if an employer does not pay an employee through their notice period, the employer has effectively converted what was once a voluntary resignation into an involuntary discharge on the date the employer advises the employee to leave. In doing so, the employer may be exposed to a subsequent unemployment compensation claim and an award of benefits, given that employees who are involuntarily terminated from employment are often more

likely to be awarded unemployment compensation benefits than those who resign from employment voluntarily. Thus, an employer should consider paying a resigning employee through the notice period and ending the employment relationship on the date of resignation the employee offered. Even if the employer tells the employee not to report to work for the length of the notice period, the employer has not changed the nature of the separation, which arguably remains a voluntary quit.

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

Getting Ready for Change: Minnesota's Paid Family and Medical Leave

By Martin Kappenman, PRK&A



STARTING JANUARY 1, 2026, Minnesota's Paid Family and Medical Leave program will officially begin. This program is designed to provide leave for situations where an employee is dealing with a serious health condition, or leave for family care, child bonding, personal safety, or a qualifying exigency. Both employers and employees will contribute to a state fund that will support this program.

While the full program won't be in effect until 2026, **employers have obligations starting July 1, 2024**. Employers will be required to start submitting quarterly wage detail reports to the state. Each wage detail report must contain specific information for every employee, including their name, total wages paid, and the total number of hours worked. The report should also include the number of employees employed during the payroll period. These reports need to be received on or before the last day of the month following the end of the calendar quarter, through electronic transmission.

Failing to meet these reporting requirements may result in financial penalties. For instance, a late report may

result in a \$10 fee per employee. If your report contains missing or incorrect information, you could be looking at a \$25 fee for each affected employee. And if you omit an employee in your report, it could lead to a fee equal to 2% of that employee's total wages.

Lawmakers have approved a 0.7% payroll tax to fund this program, to be split between the employer and employee. However, an analysis released by actuarial firm Milliman in October 2023 has thrown up an interesting revelation. Milliman found that the currently proposed 0.7% tax will require an increase to 0.92% (a 31% rise) in the second year to adequately fund the program. Milliman proposed an alternative model that raises the tax to 0.78% in the first three years and 0.83% in later years. As things stand, Minnesota's Department of Employment and Economic Development is in the process of reviewing Milliman's analysis.

Stay informed and prepared. While the program's full implementation is still a few years away, these changes will undoubtedly have an impact on both employers and employees.

On the MN.gov website, you can sign up for email updates regarding the paid leave law. This will update you when more information becomes available.

Submitted by Martin Kappenman, Attorney and shareholder at PRK&A, P.A., a firm representing employers in a full range of employment law issues and litigation in Minneapolis, Minnesota.



Peters
Revnew
Kappenman
Anderson

The Lawyers for Employers

**Member of the
Electrical Association for 29 years**

- ♦ Initial Call Free to Members
- ♦ Employee Handbook & Employment Materials Package \$1075
- ♦ Drug & Alcohol Testing Package \$525

Ask for the Electrical Association discount.

Martin Kappenman 952.921.4622
7300 Metro Blvd, Ste 500 | Mpls MN 55439
Tel 952.896.1700 | Fax 952.896.1704
www.prkalaw.com



February 23 • Summit Academy – Electrical Mock Interview

(9:00am-12:30pm)

Email Amanda if you are
interested: ahardy@saioc.org

February 28 • Summit Academy – Construction Hiring Fair

(1:00pm-3:00pm)

Email Amanda if you are
interested: ahardy@saioc.org

[www.electricalassociation.com/
CareerCenter](http://www.electricalassociation.com/CareerCenter)

HIRING OPPORTUNITIES



April 4 • Spring Lake Park High School Career Fair (10:00am-1:00pm)

Location: Spring Lake Park High School
(1100 81st Avenue,
Spring Lake Park, MN 55432)

April 19 • Wayzata High School 2024 CTE Showcase (Time TBD)

Location: Wayzata High School
(4955 Peony Lane, Plymouth, MN 55446)

May 8 • Monticello High School Career Fair (7:30am-2:30pm)

Location: Monticello High School
(5225 School Blvd, Monticello, MN 55362)

[www.electricalassociation.com/
CareerFairs](http://www.electricalassociation.com/CareerFairs)

Educators! Let's work together to make great connections for your students. Contact us to get your event on our calendar: rbrunclik@electricalassociation.com

Contractors! Contact your local schools and ask them about upcoming career fairs. Reserve a booth. EA can help you prep with materials and advice. We might even be able to attend with you! Questions? Contact Michelle 612-827-6117.

You Need to Know

COMPLIANCE

Post your OSHA Forms 300A after February 1...Employers with 10+ employees are required to post this form annually from Feb 1 through April 30. (OSHA.gov)

Federal OSHA Published a New Rule...The new rule expands the submission requirements for injury and illness data to its Injury Tracking Application (ITA). Minnesota OSHA (MNOSHA) is working to adopt this rule before Jan. 1, 2024, which requires establishments with 100 or more employees to electronically submit information from their Forms 300 and 301. **Minnesota intends to adopt the federal rule** with the inclusion of all North American Industry Classification System codes to both Appendix A & B. This will require all establishments meeting the size criteria to submit the additional data to the federal ITA by March 2. (MN DLI Safety Lines. Oct 2023)

MN Earned Sick & Safe Time...Effective Jan. 1, 2024. Employers must provide each employee in MN at least one hour of paid sick and safe time for every 30 hrs worked, up to at least 48 hrs accrued per year. (www.dli.mn.gov/sick-leave)

MN Paid Time Off Mandate...Employers have obligations to meet starting July 1, 2024. Employers are required to submit quarterly wage detail reports. Read all the details in Martin Kappenman's article "Getting Ready for Change" on page 7 in this issue.

MN Labor Law Poster...A new labor law poster "Minimum Wage Rates" has been released. It is required to be posted as of January 1, 2024. If you haven't already, get it posted! Print all 5 mandated posters here: <https://bit.ly/3sFGssb>. (DLI. Nov 2023)

MN Chamber of Commerce Podcast...The Chamber has started a podcast designed to give you the vital MN business news you need. The latest podcast: Paid FMLA More Expensive than Anticipated. (The Minnesota Business Podcast)

ECONOMY

MN Chamber of Commerce 2024 Benchmark Report...This year's Benchmark Report for MN highlights:

- Minnesota is the 5th best state to live in the U.S., yet we rank 42nd in net domestic migration, with more people leaving the state than moving here.
- Minnesota is among the most innovative states in the nation, producing the sixth most patents per capita. But we rank 45th in net tech job growth and are forecasted to be among the slowest-growing tech sectors over the next decade.
- Minnesota has among the highest labor force participation rates in the country. However, our workforce is smaller today than it was heading into the decade.
- Minnesota has a highly skilled and educated workforce, but third and eighth grade reading and math test scores have fallen sharply in recent years.

Read the full report: www.mnchamber.com/2024-business-benchmarks-report. (MN Chamber of Commerce. Nov 2023)

DEED News Releases...Minnesota gained 7,000 jobs from September to October, outpacing national job growth. Minnesota reached its highest number of jobs on record at 3,001,300 in October, the first month when the seasonally adjusted jobs estimate surpassed 3 million. (MN DEED. Nov 2023)

IOWA

Iowa AE & UP License Renewals...2024 AE and UP license renewal began on October 1, 2023. Renew at iowaelectrical.gov.

NORTH DAKOTA

Apprentice registrations expire...on January 31, 2024 (unless originally registered after November 1, 2023). Remember, apprentices must remain registered for work experience to count towards a journeyman license, and it is also the responsibility of the contracting Master to assure that all their apprentices are renewed. (ndseb.com)

Renewals start Jan 1...License renewals January 1. Master, Class B & Power Limited licenses expire April 30; Journeyman licenses expire March 31. (ndseb.com)

SOUTH DAKOTA

2024 Renewals...2024 is a renewal year. Licensees are required to attain 16 hours (minimum of 8 hours NEC) of continuing education by the time of renewal or by June 30, whichever is sooner. (dlr.sd.gov/ed)

Important Dates	
1/31	Electrical Contractor's Summit
2/19	President's Day
2/27	MN Elections – Precinct Caucus
3/3	Women in Construction Week
3/5	2024 Presidential Nominations
3/12	MN Elections – Townships
To Do	
1/20	MN Monthly Sales & Use Tax for Dec is due
1/31	1099-NEC (if you paid a nonemployee >\$600)
1/31	W-2 due to employees and to the MN Dept of Revenue
1/31	MN Qtly withholding tax return is due to 4th Qtr (Oct – Dec)
1/31	MN Annual filers withholding tax return is due for 2023
2/1	Employers must post OSHA Form 300A thru April 1
2/5	MN Annual Sales & Use Tax return due for 2023
2/15	MN Monthly withholding filers: tax return due for Jan
2/20	MN Monthly Sales & Use Tax return due for Jan
2/28	1099-MISC (if paper) due to IRS

Member Benefits

Electrical Association Consulting Services

By Alex Hyatt, Director of Sales

THANKS TO THE expertise of Michelle Dreier, the Electrical Association's Director of Membership and Government Affairs, members have access to expert consulting services regarding Registered Apprenticeship, Fair Labor Standards Act, Workforce Development and Prevailing Wage Compliance.

During her 23 years at MN Department of Labor and Industry, Michelle served as a Senior Labor Investigator and then as the State Program Administrative Director in the Labor Standards and Apprenticeship Division. She has resolved thousands of Fair Labor Standards Act audits and has advised contractors, subcontractors and contracting authorities on proper compliance with prevailing wages. She has worked to build countless positive and professional relationships with both state and federal government agencies.

If you are a contractor who is trying to grow your business, you've probably asked yourself at one point or another...

- How can I find talented people to grow my workforce?
- Can a registered apprenticeship program benefit me?
- How do I fill out this certified payroll form?
- I just received a "Demand for Records" from the DLI. Now what?

Can't find the answer you're looking for? We can help! Give us a call to explain your situation to Michelle and get a quote for services. She will be able to quickly help your company reduce or eliminate liability with the correct guidance and minimize the risk of an audit. In the event that you have already been selected for an audit, Michelle will ensure that you are fully prepared and respond to any allegations of a violation.

Here's what one member had to say about his experience with our consulting services.

"We were faced with an issue that was moving toward court action or placing us in violation of the Responsible Contractor Act. Michelle jumped in and resolved it with a few well-placed phone calls."

Dennis Klein, VP Operations
Klein Electric

MEMBER PACKAGES INCLUDE:

- 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/hour for members

Member Spotlight

Shawn Hasskamp – Dutch's Electric, Aitkin MN

AT OUR ANNUAL Electrical Contractors Summit this February, Shawn Hasskamp of Dutch's Electric will take on the role of Chair for the Electrical Association's Board of Directors. Shawn has served on the Government Action, Membership/Workforce, and Education committees. Dutch's Electric has been very involved with the Association for decades.

Dutch's Electric has been serving the Aitkin, MN and surrounding areas with commercial, industrial, and residential needs since 1979 when Shawn's father, George, started the company. It seemed very clear to Shawn that his dad wanted him to follow him in his footsteps and work in the electrical industry. He would go with his dad to jobsites at a very young age, and when he was about 10 years old, Shawn

began wiring. In 2002 he graduated high school and then completed the two-year construction electrician program in Wadena. Throughout high school and college, Shawn spent his summers doing a variety of work for his dad. Sadly George passed away in 2011. Shawn went from working in the field to working on estimates and scheduling employees. Over time, he gained a deeper understanding of the business and expanded into all areas. Shawn's greatest business success is that he has been able to continue the family business since his dad's passing.

Regardless of the job's size, Shawn takes pride in assisting people. He acknowledges that at times customers may find the work inconvenient, especially when it's unexpected. Whether he's working on



a new construction project or fixing a light switch, Shawn appreciates the satisfaction that comes from knowing he has been able to help someone.

It was George's involvement with the Electrical Association that led to Shawn becoming involved himself. He remembers attending a lot of fun Association events with his father. One in particular was going to Fair Hills Resort in Detroit Lakes, Minnesota. They stayed in small cabins, at the dinner hall, and the evening entertainment included a hootenanny! Since then, Shawn has attended numerous Association meetings and events throughout the state.

Education Calendar

16 Continuing Education Credits (Classroom)

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

Date	Location	Course	Instructor
Feb 1-2	Brooklyn Park	2023 NEC® Code Update Pts 1-4	Jeff Kunkel/ Mike Miller
Feb 8-9	Worthington	2023 NEC® Code Update Pts 1-4	Chad Kurdi
Mar 22-23	Rogers	2023 NEC® Code Update Pts 1-4	Chad Kurdi
Apr 11-12	Cottage Grove	2023 NEC® Code Update Pts 1-4	Jeff Kunkel
Sept 13-14	St Cloud	2023 NEC® You Be the Inspector Code Highlights Pt 1-2	Chad Kurdi
Sept 19-20	Rochester	2023 NEC® You Be the Inspector Code Highlights Pt 1-2	Chad Kurdi

» Both Days – Non-Member Price: \$375/Member: \$350

» One Day – Non-Member Price: \$220/Member: \$185

Thank you to our class hosts:



8 Continuing Education Credits (South Dakota)

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

Date	Location	Course	Instructor
Feb 10	Mitchell	2023 NEC® You Be the Inspector	Mike Miller
Feb 17	Aberdeen	2023 NEC® You Be the Inspector	Mike Miller
Feb 24	Sioux Falls	2023 NEC® You Be the Inspector	Mike Miller
May 18	Yankton	2023 NEC® You Be the Inspector	Mike Miller

» Non-Member Price: \$175/Member: \$145

4 Continuing Education Credits (Self-Paced Online)

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

Self-Paced Anytime!	2023 NEC® Code Update Pts 1-4 (16 CEs total) BUNDLE all 4 parts of 2023 Code Updates to save \$\$\$
Self-Paced Anytime!	2023 NEC® Code Updates Pts 1-2 (4 CE)
Self-Paced Anytime!	NEW! 2024 NFPA 70E Safety Training (4 CE non-code technical)

» Non-Member Price: \$96/Member: \$88

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.



2 Continuing Education Credits (Online)

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

Date	Course	Instructor
Feb 21 (8:00-10:00am)	2023 NEC® Grounding & Bonding Unlic Personnel	Tim Zinniel
Mar 13 (6:30-8:30pm)	2023 NEC® Motors & Transformers	Jeff Kunkel
Apr 17 (8:00-10:00am)	2023 NEC® Motors, Control & GFCI	Chad Kurdi
June 12 (8:00-10:00am)	2023 NEC® Overcurrent Protection Unlic Personnel	Tim Zinniel

» Non-Member Price: \$55/Member: \$49

Self-Paced Anytime!	2023 NEC® Grounding & Bonding for Unlic Personnel
Self-Paced Anytime!	2023 NEC® Overcurrent Protection for Unlic Personnel
Self-Paced Anytime!	2023 NEC® You Be the Inspector Pt 1, 2 (2 CE each)
Self-Paced Anytime!	2023 NEC® Motors, Controls & GFCI
Self-Paced Anytime!	2023 NEC® Motors & Transformers
Self-Paced Anytime!	NEW! 2024 NFPA 70E Safety Training (non-code credits)
Self-Paced Anytime!	Lawn Irrigation Systems

» Non-Member Price: \$49/Member: \$44

Exam Prep Crash Course (2023 NEC)

Date	Location
Feb 2-3	Bloomington
Apr 6-7	Bloomington
June 1-2	Bloomington

» Non-Member Price: \$640/Member: \$520



www.electricalassociation.com
800-829-6117 - 612-827-6117

CODE



PREP



SOUTH
DAKOTA



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 of the course for which you are registering.

MINNESOTA

Master A, B	16 biennially (12 Code/4 Non-Code*)
Journeyworker 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
Journeyworker A, B	18* every 3-year Code Cycle
Residential Journeyworker Elect	18* every 3-year Code Cycle
Inactive Master	18* every 3-year Code Cycle
Journeyworker 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
Journeyworker 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 year
Journeyman Electrician	12 each even-numbered year
Resid. Journeyman Wireman	12 each even-numbered year
Fire Alarm Installer	12 each even-numbered year
www.electrical.nebraska.gov	*6 Code; or all Code

NORTH DAKOTA

Master Electrician	8* due April 30 annually
Journeyman Electrician	8* due March 31 annually
Class B Electrician	8* due April 30 annually
www.ndseb.com	*4 must be Code

SOUTH DAKOTA

Electrical Inspector	16* even-numbered years
Electrical Contractor	16* even-numbered years
Journeyworker 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
Journeyworker Electrician	24 every 4 years
Industrial Journeyworker Elect	18 every 4 years
Residential Journeyworker Elect	18 every 4 years
Registered Electrician	24 annually
https://dsps.wi.gov	

WYOMING

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

COLORADO

Master	24 every 3 years
Journeyworker	24 every 3 years
Residential Wireman	24 every 3 years
https://dpo.colorado.gov/	*4 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.

Workforce Development

The Disconnect

By Michelle Dreier, Director of Membership & Government Affairs

MANY OF OUR members are reporting they cannot find people that want to work. The workforce is a problem for just about every industry right now. Minnesota typically has one of the highest workforce participation rates in the nation. However, the people we lost during the pandemic aren't coming back to work.

Our workforce participation rate used to be 72%. It is now currently hovering at 68%.

The unemployment rate is ticking up as interest rates slow the economy. However, we are still looking at 3.1% unemployment. Four percent is considered full employment, so we're still short of workers.

With the work I do bringing visibility to the electrical industry and potential careers you wouldn't know this. I speak to high school youth, young adults, and unemployed or underemployed individuals throughout Minnesota and many would love the opportunity for an entry-level electrical apprenticeship.

Getting your foot in the door can be difficult if you don't already know someone in the industry. For most job seekers the path is unclear.

Ninety one percent of construction jobs are hired by word of mouth, and I believe this is the reason those eager to be an apprentice can't find electrical contractors willing to supervise them. The Electrical Association does have a job posting board, but it is lightly used. Our Resume Page is seeing increased traffic. Most participants find employment within three months. Many contractors hope to find a qualified journey worker, but unemployed licensed electricians are hard to find.

We at The Electrical Association are doing what we can to help connect job seekers and electrical contractors. We are continually building new partnerships with workforce-readiness training organizations. If you would like to engage with these organizations directly, you can find upcoming career fairs and volunteer opportunities under the Career Tab on our website. Resumes of talented individuals looking to join your team also reside here. Check it out. You may find just the apprentice you are looking for.

Learn more at www.electricalassociation.com/careercenter.



Working Together to Make the Industry Safer and Stronger!



THE ELECTRICAL ASSOCIATION

Safety Committee has worked over the years to build a library of toolbox talks topics to make planning your safety meetings a snap. This collection of safety topics is a collaborative effort between our Safety Committee, Federated Insurance Associated Risk Management Services Team, and Minnesota OSHA Workplace Safety Consultation. This is a series of short, concise, industry specific topics. A sign-in form for purposes of OSHA documentation requirements is included. These talks may be used as topics for your short safety meetings, as a salary stuffer for your employees, or as a handout at your safety meetings.

- Aerial Lifts (see Mobile Elevated...)
- Arc Blasts
- Asbestos
- Back Safety
- Bloodborne Pathogen Safety
- Boom Trucks
- Carbon Monoxide
- Cold Stress
- Competent vs. Qualified Person
- Compressed Gas Safety
- Confined Space Safety
- Construction Sites
- Controlling Electrical Hazards
- Core Drilling
- Crystalline Silica
- Driving Safety
- Emergency Preparedness
- and more!

We would like to thank the MN OSHA consultation team members for updating our toolbox talks and Federated Insurance team members for sponsoring this benefit for our members!



Members of the Association:
Download any or all of the Electrical Toolbox Talks topics at www.electricalassociation.com/TOOLBOXTALKS

Quiz on the Code

Article 750 Energy Management Systems

1. An energy management system is unable to override the implemented load shedding controls, which are designed to guarantee the minimum electrical capacity. The only exception to this restriction is in the case of the following:
 - (a) fire pumps
 - (b) POS systems without backup equipment
 - (c) emergency systems
 - (d) legally required standby systems
2. In the event of detecting a malfunction within the emergency management system, an integrated system equipped with monitors and controls must undertake what specific actions?
 - (a) cease current flow
 - (b) alert facility personnel
 - (c) continuing operation until critical a failure occurs
 - (d) disseminate an emergency message to assigned responding personnel
3. Marking on EMS. The equipment that supplies the branch circuit, feeder, or service shall be field marked with the following information _____.
 - (a) maximum current setting
 - (b) minimum working clearance
 - (c) date of calculation and setting
 - (d) identification of loads and sources associated with the current limiting feature
4. Considering the listing of energy management systems, they shall be one of the following?
 - (a) not required to be listed
 - (b) approved by the AHJ
 - (c) power source is listed independently of controls
 - (d) listed individual components assembled as a system
5. An energy management system is prohibited from initiating the disconnection of power to which of the following?
 - (a) elevators, escalators, moving walks, or stairway lift chairs
 - (b) positive mechanical ventilation for hazardous (classified) locations
 - (c) ventilation used to exhaust hazardous gas or reclassify an area
 - (d) None of the above.

1. (b) Ref: 750.20(A)(1-4);
2. (a) Ref: 750.30(C)(2);
3. (b) Ref: 750.30(C)(4);
4. (d) Ref: 750.6(3);
5. (d) Ref: 750.30(B)

Answers

Outsourced Accounting Can Help Your Business



By Tim Pass, Smith Schafer

IF YOUR BUSINESS has never outsourced accounting before, you may have some questions. What exactly is outsourced accounting? What are the benefits? How much does it typically cost? We will discuss the answers to these questions in the article below.

Accounting outsourcing is hiring a service provider to handle the accounting responsibilities of your business. The business owner may choose which services to outsource and which to keep in-house.

Benefits of Outsourcing Accounting

Cost-Effective

Outsourced accounting saves you the time and money required to recruit and train and relieves you from paying payroll taxes, salary, insurance, benefits, time-off, etc.

Outsourced CFO

An outsourced accountant can act as your outsourced CFO when needed. This will help you have a better understanding of your business's financial health, allowing you to make more confident and informed decisions.

Reduce Fraud

If your accounting functions are in the hands of one or two people, your business is at a higher risk of experiencing fraud. Outsourcing your accounting reduces this risk and allows for better internal controls. Your outsourced accountant should be able to identify problems, flag errors, and notify you of any inconsistencies.

Saves Time

According to a ZipRecruiter Salary Report, Minnesota's average in-house accountant salary is \$51,916. Add onto this the costs associated with employee benefits, software, hardware, and office supplies. Outsourcing your accounting will lower your total costs.

It will also eliminate the potential negative consequences of a financial error. A small mishap from any of your in-house accountants may cost you far more to fix than having the right outsourced accountant do the right job from the start.

Improve Financial Statements Valuable

Financial statements can be more than just a set of historical documents. An outsourced accountant can help you use them for comparative analysis to:

- Identify trends
- Make predictive operational decisions
- Forecast bank loan compliance

Your accountant can also help enhance financial statements with KPIs (Key Performance Indicators); Sales/Employee; Sales/Hour; Sales/Total Hours; Sales/Sq. Ft.; Proactively monitor bank covenants; Create operational benchmark ratios to help manage employee performance; Benchmark your company to others in your industry and help identify opportunities for improvement; Perform trend analysis with budgets.

Gain Confidence & Peace of Mind

By outsourcing your accounting services, peace of mind ensues with the assurance that your financials are secured, protected, and accurately reported. The confidence that comes with choosing the right outsourced accountant is what your business needs, so you are free to focus on growing your company.

How Much Does Outsourced Accounting Cost?

Outsourced accounting should never be a one-size-fits-all approach. Smith Schafer has a menu of service offerings that can be customized to your unique needs. This means you can pick and choose from accounting

services such as CFO services; monthly bookkeeping; payroll; accounts payable processing; bank reconciliation; financial reporting; invoice preparation; forecasting & budgeting.

With the current state of the country, it may be the perfect time for your business to outsource its accounting needs or other responsibilities. Outsourced accounting can help your business gain access to expertise, use resources more efficiently, and improve your bottom line. Contact us today to discuss a customized quote at 952-920-1455 (Minneapolis) or 507-288-3277 (Rochester).

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. 952-920-1455 (Minneapolis); 507-288-3277 (Rochester).*

An advertisement for "Lawn Irrigation Systems" featuring a background image of a house with a lawn. The text includes: "2 CEs • Self-Paced", "Lawn Irrigation Systems", "• For installers & service technicians", "• Low-voltage", "• Class 2 & 3 circuits", "Learn more & register", and "electricalassociation.com".

2 CEs • Self-Paced

Lawn Irrigation Systems

- For installers & service technicians
- Low-voltage
- Class 2 & 3 circuits

Learn more & register
electricalassociation.com

Electronics Tool Chest

By Mike Miller, Curriculum & Training Manager



EMBARKING ON THIS new year, I extend my heartfelt wishes for a prosperous and triumphant 2024 to all electrical workers and suppliers! The demand for your invaluable services shows no signs of abating, and it appears poised to remain consistently robust for the near future.

As we embrace the novelty of the year, I find it opportune to introduce you to some innovative tools that have surfaced in recent times, potentially revolutionizing the way projects unfold. While some of this equipment may already be familiar to you, it's always beneficial to share insights collectively.

The landscape of tools has been transformed by integrating electronic innovations from various spheres of life. These advancements not only simplify our work but also enhance safety, precision, and cost-effectiveness. Among the noteworthy innovations

are Smart multimeters and wireless inspection cameras.

An exciting addition to the toolkit is the availability of a handheld digital oscilloscope for under \$200. This dual-channel unit facilitates voltage comparison between sources, making it an indispensable instrument for assessing voltage quality and evaluating electrical/electronic circuit components. Its onboard memory system allows for the storage of crucial data.

Another standout is a popular digital test meter featuring an LCD numeric display of current and voltage simultaneously. With an open-type current testing jaw, this device is remarkably user-friendly and accommodates both gloved and bare hand operation. The inclusion of a data lock feature further enhances its functionality.

In the realm of inspection cameras, affordability has taken center stage,

simplifying visual observations within walls and ceilings. This innovation not only eases the process of fishing wires and cables during rework projects but also serves as a versatile tool, functioning as a still shot camera or a fully operational wireless video recorder. A vast number of systems are available across a wide range of price points.

To explore these transformative electronics firsthand, I encourage you to connect with one of our esteemed member wholesalers. Discover the tools that not only elevate the safety of your work but also contribute to increased profitability. Here's to a year filled with innovation, efficiency, and success!

View the enclosed *Quick Resource Guide* for a list of our member distributors. They use their dollars to support the Electrical Association. Let's show our support to them!

Rebates

Electricians Play a Crucial Role in Helping Warehouse Operations Improve Energy Efficiency

By Kim Lidbeck, Senior Product Portfolio Manager, Xcel Energy

WITH THE RISING costs of energy and increasing environmental concerns, optimizing energy usage has become a priority for businesses. Warehouses, with their extensive lighting, climate control, and machinery requirements, are no exception. Let's explore the various ways electricians can significantly impact warehouse operations.

1. **Upgrading Lighting Systems:** This is a no-brainer, but electricians can replace outdated high-energy-consuming fixtures with LED lights, which use significantly less power and have a longer lifespan. Moreover, smart lighting systems installed, sensors, and timers that adjust lighting levels based on occupancy and natural light, further reducing energy waste.

2. **Implementing Energy Management Systems:** Electricians can install energy management systems that allow for centralized control and monitoring of various warehouse systems, including lighting, HVAC, and machinery.
3. **Renewable Energy Integration:** Electricians can also help warehouses reduce their carbon footprint by integrating renewable energy sources, such as solar panels or wind turbines, into the facility's energy supply.
4. **Regular Maintenance and Inspections:** Electricians play a vital role in maintaining the electrical infrastructure of a warehouse. Regular inspections, maintenance, and repairs ensure that electrical systems are

operating at peak efficiency and help prevent costly breakdowns that can impact energy consumption.

5. **Employee Training:** Electricians can educate warehouse staff on best practices for energy conservation, and to recognize signs of electrical issues that may lead to energy waste or safety concerns.

Electricians are key players in enhancing energy efficiency in warehouse operations. Their expertise allows them to identify and implement solutions that reduce energy consumption, cut costs, and contribute to a more sustainable future.

Visit Xcel Energy's website for more information on their rebates and business lighting efficiency program.

How to Attract Top Talent With a Strong Online Presence

By Wild Fig Marketing



WHAT IF YOU put as much effort into attracting top talent as you put into attracting customers? Just as you can optimize your website and social media pages to bring in clients, you can also leverage your online presence to find high-quality candidates.

Millennials make up the largest percentage of people in the workforce today, and in the next several years, you can expect to see Generation Z following closely behind. Both generations are products of the digital age—when they job-hunt, you can guarantee they’re scoping out your website and social media to gain insight into your company culture.

This means that your website and social media marketing strategy play a huge role in the kind of talent you attract. If your company is hiring, take an honest look at both: is your online presence strong enough to attract the ideal candidate?

What exactly is a “Strong Online Presence”?

According to HubSpot, an online presence is defined by how easy it is to find a brand or company online. Your online presence affects your brand visibility, reputation, and awareness. A digital marketing agency can help you carve out a strong online presence, or you can take steps to strengthen your brand on your own.

There are two parts to a strong online presence. The first is practical. Is your website user-friendly, functional, and aesthetically pleasing? Is your social media marketing strategy consistent and informative across all platforms? Are both grounded in SEO best practices?

If the answer is no for any of those questions, check out our other blog posts to get up to speed on digital marketing strategy. For this post, we’re going to focus on the second part of building a strong online presence: culture.

How to Attract Talent with Value, Culture and Employee Experience:

People aren’t just looking for jobs anymore. They’re looking for:

- An opportunity to make a difference or fulfill a purpose.
- A company whose ethics and values match their own.
- A positive office culture that protects against burnout. (Read: Work-life balance).
- A position in which they would be valued members of the company.

So, does your company culture embody all these qualities? Here’s how to make sure your online image shows it.

1. Develop Your Business “Why”

People want to feel like they’re making a difference, or that what they’re doing is important. In response to this, it’s important to focus on your “why”. Why does your company do what it does?

Include a paragraph or two about your “why” on the “About Us” page of your website, or embed a video dedicated to it on your homepage. Even if your company is similar to others, a thoughtful, well-developed “why” will differentiate you from the competition and make your company more attractive to high-quality candidates.

2. Convey Company Values

The ideal candidate will have values that mesh well with yours. To help these candidates identify you, your company values should be crystal clear on your website’s “About Us” page, your social media platforms, and in your job description.

Does your company have a green initiative? Showcase relevant certifications on your website. Post photos across social media accounts that highlight your company’s environmental activism.

Or maybe you partner with charities, host food drives, or offer employee incentives to volunteer.

3. Exhibit Your Company Culture

Company culture involves work environment, company mission, leadership styles, ethics, expectations, and goals. Essentially, it’s the lived experience of your employees. Whether it’s casual or serious, team-driven or mission-oriented, fast-paced or laid-back, your company culture should be clearly defined online.

4. Show That You Prioritize Your Employees

Your website should always feature an “About Us” page, complete with photos and bios of each of your employees. Your social media posts should reflect your employees in creative, positive ways. Whether it’s a group photo for “Bring Your Dog to Work Day”, or a portrait of an employee to laud their accomplishments, posts about your team will help candidates envision themselves working for your company.

Finally, the best way to show how much you value your employees is through compensation. Millennials place high value on competitive pay and benefits packages. As much work as you put into communicating your company culture and values, you may still be passed up if your compensation isn’t competitive.

Need Help Boosting Your Online Presence? Call Wild Fig

Think your online presence needs a complete overhaul? Consider outsourcing your needs to a digital marketing agency. Our experienced team at Wild Fig can: design your website, create high-quality content, and manage your social media presence. Schedule an exploratory call with Jen, our VP of Sales, today! We look forward to helping you attract top talent! (612) 412-3600 • info@wildfigmarketing.com

This article was modified for space. Read the entire article: <https://bit.ly/46fEPiK>

Vendor-Managed Inventory

Don't Wait Until It's Too Late

By Van Meter Inc



WE HAVE ALL seen the reports of retail locations closing their doors in certain areas due to the rising cost of theft. The same losses are being experienced on construction sites. Tools, heavy-machinery, commodities and products are being stolen and resold on third party online sales sites. Just this month, November 2023, police in Minneapolis have been warning construction workers of being targets of thefts and robberies as they leave the job site. The National Insurance Crime Bureau estimates losses to US construction companies may exceed \$1B this year.

These losses are not only expensive in terms of lost tools and materials, but they are also expensive in the delays they cause, the impact on insurance premiums and the time it takes to replace stolen items. And according to Pro-Vigil's "The State of Physical Security Entering 2023", 43% of those polled in construction reported that they have not implemented a security strategy.

The following are some recommendations. The layered

approach is best, combining different tools and solutions that better deter and detect crime. And they run the gambit of cost so there are many options available to fit the needs of the contractor and the project.

1. Have a theft prevention policy and enforce it

Ensure that all employees and subcontractors are aware of the policy and consequences. This can include tools being used on side jobs or after hours and removing scrap material for personal use or sale.

2. Secure your site

Fencing, security lighting, cameras and "No Trespassing" signs go a long way to deter unwelcome activity. Maintain an inventory log of all materials, tools, equipment and keys to ensure everything is accounted for. This is also important for contractors working on several sites. Know where your stuff is!

3. Secure your construction equipment

Securing your heavy equipment can be as simple and low tech

as removing batteries or wheels, lowering blades and buckets, and locks designed to immobilize controls or to keep the wheels from moving in a straight line. There are also plenty of high-tech options such as alarms, fuel, and ignition cut-off switches, geofencing using radio frequency identification, and GPS tracking devices.

4. Staging and storing your materials
Work with your distributor and project coordinators to have materials staged to be delivered when and where you need them to lessen exposure.

5. Vendor Managed Inventory
Work with your distributor to determine if your project site is suitable for job boxes, clam shells or trailers so help manage and secure your tools, equipment, inventory, even PPE.

Taking these steps won't guarantee your company will never have anything stolen, it will go a long way in deterring would-be thieves from targeting your construction site.

Clean Energy

Learn How to Help Your Customers Save Money with the Inflation Reduction Act



By Joel Haskard, Co-Director, Clean Energy Resource Teams

THE INFLATION REDUCTION Act is a monumental bill that will help communities and residents save money as they make energy efficient upgrades in their homes and workplaces. Many of these folks will be calling YOU to understand the rebates and incentives available.

We have free resources to help you. We're the Clean Energy Resource Teams (CERTs) and we work throughout the state to support communities as they identify and implement energy efficiency and clean energy solutions into their lives.

We created the Inflation Reduction Act Ambassadors program to inform and equip Minnesotans with easy to understand and share resources about the tax credits and rebates available through the Inflation Reduction Act.

As Minnesotans make energy efficiency upgrades, they'll need your help to understand technologies like heat pumps for clothes dryers, water heaters, and heating and cooling their spaces. They may need electric vehicle chargers installed. They may need to upgrade their electrical

load service center. We want to help you understand what's available to your customers as they consider these upgrades.

Visit our *Guide to the Inflation Reduction Act* for a regularly updated breakdown of the clean energy incentives for residents, businesses, and tax-exempt entities:

www.cleanenergyresourceteams.org/inflation-reduction-act-what-you-need-know

Then sign up for our Inflation Reduction Act Ambassadors program.



ONLINE TRADE SHOW

ABB-T&B FITTINGS® STAINLESS CYLINDER CONDUIT HUB

Made of 316 stainless steel for hygiene and corrosion resistance, the T&B® food and beverage conduit hub features an NSF-certified seal to cover exposed threads, helping reduce the opportunity for microbes to pool and grow within those threads. The hub is UL Type 4X, IP66 and IP67 rated to withstand harsh washdown environments. (AJB Sales • 612-378-1468)



T&B Fittings



BROAN® LO-PROFILE EXHAUST FAN

The LoProfile fan is narrow enough to be installed in a wall between 2x4 studs, such as multi-family applications. This Lo-Profile fan is the only exhaust ventilation fan on the market that features selectable CFM, between 50, 80, and 100 CFM and pre-installed continuous run that allows a user to set their low-speed mode between 30 and 100 CFM. This fan also features TRUE CFM™ which when installed the fan will not lose CFM performance regardless of how complicated the ducting. (AJB Sales • 612-378-1468)



NVENT ERICO SURGE PROTECTION

The SES Family of Surge Protective Devices (SPDs) allows for facility protection from a single source. The Series has solutions for any facility application from large switchgear to point-of-use and everything in between. Meet the requirements of the NEC, which mandates SPDs for facility systems such as emergency load disconnects, fire pump panels, industrial machines safety interlocks, lighting systems used for egress, and more. (ElectroTech Inc • 800-544-4288)



There's no requirement to do anything, but if you agree to receive our ambassador emails, we'll send you updates as we learn when rebates are available, as well as guidance from state and federal offices. We supply videos, PowerPoint presentations, talking points, and handouts that you can use to help Minnesotans understand how they can save money and energy with these new incentives.

Visit our website for more information and reach out to us with your questions: www.cleanenergyresourceteams.org



DON'T MISS OUR LATEST PODCASTS

Mike Miller, Director of Education, interviews industry leaders on hot topics relevant to the business needs of Minnesota electrical contractors.

Ep 23: Summit Academy's School & Workforce Development
Amanda Hardy, Employment Engagement

Ep 24: Goodwill-Easter Seals
Kristen Hoyles, Workforce Development

Ep 25: Lake Street Works
Jess Coykendall, Workforce Development



Community News

WELCOME NEW MEMBERS

HM Cragg Co.
Minneapolis
Littler Mendelson P.C.
Minneapolis

CONGRATULATIONS Viking Electric Hires New Solar Sales Specialist

Randy Moberg has joined the Viking Electric as its new Solar Sales Specialist. Randy brings 32 years of industry experience to Viking Electric, including 15 years of dedicated service to the solar industry. In his new role, Randy will work closely with the company's sales team to drive the growth of the solar business at Viking Electric. "We are excited for the addition of Randy, and the wealth of solar product and customer experience he brings to his position," said Dean Dobitz, Viking Electric's Vice President of Industrial Sales. "His knowledge and industry relationships will serve us well in our voyage into the solar market."



Federated Insurance Appoints New CEO

Congratulations to Nick Lower. He has been appointed Federated's new President and CEO effective Jan 1, 2024, upon the retirement of current CEO Mike Kerr. Most recently, he has served as President and COO and chaired the Operations Team, with responsibility for the company's Marketing, Field Services, Underwriting, Information Services, and Association Risk Management Services functions, as well as its Life Operations and Agency Operations.



EVENTS

Feb 1-2, 2024: Electrical Association's 2024 Electrical Contractor's Summit

- February 1: Speakers & panel discussions
- February 2: Board of Directors meeting
Treasure Island, Welch MN.

Register now: www.electricalassociation.com/conferences

THANK YOU

Federated Insurance

- 2024 Yearlong Sponsor*
- EA's 2024 Electrical Contractor's Summit

Viking Electric

- 2024 Yearlong Sponsor*

Border States

- 2024 Yearlong Sponsor*

J.H. Larson

- 2024 Yearlong Sponsor*

North Risk Partners

- 2024 Yearlong Sponsor*

Van Meter

- Hosting our Code class
Dec 7-8 in Cottage Grove

ECHO Supply Group

- Hosting our Code class
Feb 7-8 in Worthington

Get Your Company in Front of Thousands of Electrical Professionals in 2024

News Magazine

Showcase your company to electrical contractors, industry vendors, and electrical employers! EA News magazine is a premier industry publication reaching approximately 455 Electrical Association members and 2,275 nonmember electrical contractors in Minnesota. Don't miss your chance to reach key decision-makers.

- 4x/year
- hardcopy magazine



eNewsletter

Now more than ever, professionals consume information on the go. Our eNewsletter allows members to stay informed about timely industry topics and association news, whether they are in the office or on the road. Cross-promoted in other EA publications.

- 12x/year
- digital newsletter



Website

Reaches everyone. Visitors log on to learn about upcoming association events, discover ways to maximize their membership, and receive the latest news. Cost-effective opportunities to position your company as a leader in front of an influential group of industry professionals.

- year-round visibility
- daily, dynamic information



LEARN MORE www.officialmediaguide.com/ela • Carlos Santana (csantana@naylor.com) • 352-333-3348

Classifieds

ELECTRICAL CONTRACTING BUSINESS FOR SALE

Large service area in N. Dakota. Ag, Industrial, Commercial. Nonunion, but wages are in line. Small shop with long history of success. The owner is happy to stay on part-time or to come to any arrangement to make the transition a smooth one.

ROUZER CAREER OPPORTUNITIES!

Account Manager, Tool Division

Full-Time. Salary based on skills & experience. Location: South Dakota and southern Minnesota. Read the full job description at www.rouzer.com/careers.

SEEKING TO PURCHASE MERIT-SHOP ELECTRICAL CONTRACTING SHOPS

A mid-size commercial and industrial electrical contractor with three locations is looking to purchase merit-shop electrical contractors in both the greater Hudson and Lacrosse, Wisconsin areas, Northern Iowa and Northern Minnesota.

METRO-AREA ELECTRICAL CONTRACTOR SEEKING EXECUTIVE ASSISTANT AND 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, helping prepare proposals and building the businesses. Some phone calls and marketing is required.

ESTIMATOR RESIDENTIAL EXECUTIVE ASSISTANT

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 five people is preferred. Previous fieldwork experience is preferred. You must have a positive attitude and represent the company as a professional and idealistic organization.

CARLON

48 Carlon UA7AN (4" 45° no bell); 72 Carlon UA9DL (3" 90°); 1200 Carlon UA9DG (1¼" 90°); 32 Carlon UA7FNB (4" 45° one bell). Make an offer and pick up in Rushford. Call Glen Kopperud, Norman's Electrical Svc. (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.

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 resumes to rbrunclik@electricalassociation.com
Postings are a free benefit of membership! Email your announcements to Rennell Brunclik

INDEX TO ADVERTISERS

ATTORNEYS

PRK&A.....7

DISTRIBUTORS

Viking Electric.....19
www.vikingelectric.com

INSURANCE

Federated Insurance.....Outside Back Cover
www.federatedinsurance.com



**PROS
NEED
PROS**

DIGITAL JOB CENTER



LEARN MORE

The Digital Job Center is the ultimate turn-key solution that provides 24/7 access to all of your project information - in one central location.

Digital solutions that streamline how you do business.



VIKING electric
A Sonepar Company

Contact your Viking Electric Account Representative or eBusiness Specialist for more details.

vikingelectric.com

Viking Electric is a M/F/Disabled and Vet EEO/AA employer.

FEDERATED INSURANCE

It's Our Business to Protect Yours



Help Your Employees Make it Home Safe Today

Federated DriveSAFESM Telematics helps your employees improve their daily driving habits and return home safe at the end of the day.



AN ASSOCIATION MEMBER BENEFIT FOR 119 YEARS
DIRECT, LOCAL MARKETING REPRESENTATIVES AUTO
PROPERTY AND CASUALTY SELF-INSURED RETENTION
POLICYHOLDER SURPLUS LIVE VOICE CUSTOMER SERVICE
MYSHIELD[®] TAILORED, INDUSTRY-SPECIFIC COVERAGE
BUSINESS SUCCESSION AND ESTATE PLANNING STABLE
FACE-TO-FACE RELATIONSHIPS FINANCIAL STRENGTH
MUTUAL COMPANY DIRECT CLAIMS REPRESENTATIVES
500+ EXCLUSIVE ASSOCIATION RECOMMENDATIONS
ESTATE PLANNING ATTORNEY NETWORK ANNUITIES

IT'S OUR BUSINESS TO PROTECT MEA MEMBERS

WE'RE BETTER TOGETHER LIFE AND DISABILITY INCOME
PRIVATE BONUS PLANS KEY PERSON COVERAGE
WORKERS COMPENSATION HIRING PRACTICES
FEDERATED DRIVESAFESM TELEMATICS SOLUTION
RISK MANAGEMENT RESOURCE CENTER
EMPLOYMENT RELATED PRACTICES LIABILITY
EMPLOYMENT LAW ATTORNEY NETWORK
BONDING EMPLOYEE SAFETY TRAINING
RISK MANAGEMENT ACADEMY
CLIENT CONTACT CENTER
FIELD RISK CONSULTANTS
CERTIFICATE CENTER
SURETY SPECIALISTS
MANAGED CARE
CYBER

Scan to learn more
about **DriveSAFE**
TELEMATICS.



The content of this publication is for general information purposes only. Consult with a qualified professional when you have detailed questions regarding any topic in this publication.

Commercial Insurance Property & Casualty | Life & Disability Income
Workers Compensation | Business Succession and Estate Planning | Bonding

Federated Mutual Insurance Company and its subsidiaries** | federatedinsurance.com