



MEA News

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Jason Seanger, President of MEA's Board of Directors

Industry Report

If You Get It For Free...Why Join?

It is one publication that provides "just the facts" about new state and federal regulatory laws, safety, employee relations, industry trends, labor saving products and services. I want to revisit this topic to remind you of the value that MEA provides to the industry. With the fast-paced world

today and all of the content that we are constantly being bombarded with, having a partner on my side to help straighten it all out gives me peace of mind.

MEA's Directors also knew how important it was for as many contractors as possible to know about these changes so they could operate legally, and they made the decision to provide contractors in Minnesota with a limited copy of the newsletter containing the basic information to (1) Operate their businesses legally; (2) Improve safety; (3) Attend required training.

Some thought this was a waste of money. However, Viking Electric was our first Product/Service Member and first advertiser because they realized providing this information was an important investment in the industry and in YOUR success. Many other stakeholders agreed to support this goal with their advertising dollars. We ask that you return this support by giving them an opportunity to win your business. Today, the association sends the MEA News to 2,800 electrical contractors who are NOT members along with the 400 who are members. This is at a cost of \$25,000 in postage and printing alone. It is the leadership's way of demonstrating its investment in you and your business.

A VOICE in Minnesota government. The association has a history of lobbying for you to assist in the passage of laws that make it easier for you to get paid faster; make indemnification clauses unenforceable if they require you

to insure others for their mistakes; change or kill harmful laws before they are introduced. Today this happens because of the work of MEA's Government Action Committee, the surveys to the members asking for their guidance in making decisions, the staff in keeping us informed and the work of our lobbyist, Bill Strusinski.

If you get this for FREE from an association led by electrical contractors that so strongly support you—WHY JOIN?

- The rest of the news...** Nonmembers only get the basics. For members, there is much more—free advice from some of the best labor attorneys in Minnesota, employment information, business trends and more.
- A voice in Government Action decisions...** and briefings by our lobbyist and others so you more fully understand how best to comply with laws.
- Help...** meeting other contractors at MEA conferences.
 - Sales as contractors hire each other for specialized work, when they need extra help to complete a project or when they refer business to you that they are too busy to do.
 - Peace of mind knowing you have a business friend to call (often from another part of the state) when you need help. Friends who understand the pressures of owning a business—especially the same kind of business.

Very few associations invest this strongly in the success of nonmembers as well as members. I personally ask you join the association led by electrical contractors that so strongly support you. MEA's been working for you for years. Join today and get the rest of the benefits—it may be your best business decision.

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What's New at MEA? See page 9
.....

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Clara DeRosier
Executive Director

Happy New Year!

And just like that, it is 2018! The hustle and bustle of the Holidays are over and we now look forward to vacations and spring break (only 3 months away!) I want to thank all of the amazing members of MEA who

have supported me throughout my first year as Executive Director of MEA—it has been an amazing year on many levels.

I also want to recognize the staff who is working hard for you every day at the MEA office. Without this team in place, the results that were produced in 2017 would not have happened. Each of their strengths are highlighted in the work that they do and I could not be happier with the people on this team.

Alex Hyatt, National Sales Representative – Has brought in record breaking sales this past year.

Jeff Keljik, Director of Education – Updated all Educational content to the 2017 NEC.

Michelle Dreier, Member Engagement and Government Affairs Manager (Mega Manager for short) – Works with our lobbying team to tackle all legislative initiatives and engages current and new members into MEA.

Rennell Brunclik, Publication & Communication Specialist – Graphic design and desktop publishing for all MEA publications.

Erin Murray, Program Manager (Mktg. & Events) – Marketing, Social Media & Event Planner.

Jamie Quenzer, Program Manager (Operations and Business Systems) – Manages the Apprenticeship Program, Educational Logistics and IT infrastructure.

Ben Dorner, Business Coordinator – Manages MEA's financials and customer service department.

Twyla Dudley, Administrative and Customer Support – Assists in any area needed, building, customer support, education and conference logistics.

These 8 staffers along with our fabulous trainers keep this association strong. Initiatives move forward because of the dedication that these individuals have for the Electrical Industry and specifically MEA. Please thank them when you call the office, and know that you can call us for any need that you have. We will help you, or we'll find the right person/organization who can.

I hope you all had a wonderful Holiday season – I truly enjoyed spending time with you all at our Winter Conference this past December. I want to recognize **Pete and Megan LaFleur from Norman's Electric** for attending their first MEA conference. We were so glad to have them!

Please join us in April during the NCEL show where we will be conducting all of the CE training along with MEA's Annual Business Meeting.

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Federated Insurance— Planning for the Unexpected

As a business owner, you know there are things that can disrupt and possibly cripple the success of your business. You have to focus on, plan for, and address many diverse issues, such as what your competition is doing; federal, state, and local laws; employee issues; etc. All of these and more can threaten your financial well-being.

A long-term disability can have far-reaching implications: Not only are you providing for your family, but you also are providing for the well-being of your employees and their families. If disability strikes, you need time to react and hold things together until plans can be worked out. The success of your business is dependent on your being an active owner. What steps have you taken to protect yourself and the people who count on you from an unexpected loss of income?

A Cloudy Crystal Ball

Do you know what the future holds? So how do you plan for something you can't foresee?

- If you're disabled for a short time, can you rely on savings and other assets? For how long?
- Could you ask and require your employees to do more?
- If you had to eliminate unnecessary expenses, how long could that continue without creating a real hardship?
- If you were to suffer a long-term disability, could your business continue to pay you? How would you survive the loss of income?

Planning for the unexpected—just in case—can put your mind at ease and may protect you from financial disaster. You may want to consider **individual disability income protection**, which provides a monthly income if you are unable to work due. Specialized riders or policy provisions can allow you to work part time, or even provide additional monthly benefits that can be used to offset business expenses during your disability. Insuring your income is as important as insuring any other business risk. If it's one thing life has taught us, it's that things can happen suddenly! Protect your most valuable asset—the ability to earn an income.

This article is for general information and risk prevention recommendations only. It should not be considered legal, coverage, financial, tax or medical advice. Qualified counsel should be sought regarding questions specific to your circumstances.



Government

Legislative Update

Bill Strusinski,
MEA Government
Affairs Representative

Greetings, I trust you had a most enjoyable Holiday Season and are ready to face the challenges of 2018. From a political perspective it is shaping up to

be a very interesting session...or not. Session is scheduled to start on Feb 20, 2018, but may start earlier should either the Senate or the House run out of money for staff before then. The governor has agreed to sign a clean bill to fund the legislature, so they can meet—a big step to making things better. He vetoed their funding earlier this year and the Supreme Court upheld the governor's right to a line-item veto. I do believe the session will commence as planned but not necessarily end as hoped.

The recent budget forecast showed a projected deficit of \$188 million, which is a manageable amount. There is plenty of money in reserves to handle any shortfall so there is no need to panic and raise taxes. In all actuality, we will be waiting to see what impact the new proposed federal tax package will have on Minnesota. If it is determined to be too dramatic, the legislature may have to tweak a few of our current laws to lessen the burden.

I am going to assume there will be a session. The number-one issue, and perhaps the main reason for their meeting, is to pass a bonding bill. This means jobs and local projects. Two essential ingredients for political success and re-election! I expect the bonding bill to be in the \$950M to \$1B range. MEA will focus attention on HF 2320 (Howe) and SF 2044 (Lang). This bill is MEA's Temporary Worker solution bill, which is also known as the "Pathway to Licensure Bill". We have spent a considerable amount of time meeting with legislators and the Dept of Labor & Industry to explain the problems with the current law and the wisdom of our solution.

MEA has also agreed to support additional improvements to the "Duty to Defend" statute. A couple of years back we were successful in prohibiting the practice whereby General Contractors were requiring subcontractors indemnify the general for the general's mistakes. That is now illegal. However, some general contractors have been putting a provision into their contracts that would make the subcontractor pay their legal bill for the general even if the problem was due to the general's own culpability. MEA is also working with the Subcontractor association on legislation that would improve the law on construction retainage. The goal would be to get the retained funds released in the subcontractor's hands rather than remaining in the general's bank account.

Finally, legislative grassroots are very important. Please pay attention to your legislative updates and broadcast "call to action" emails. Make your calls and send your letters and emails when asked to do so by the MEA office. Your local connection to your legislators is critical to success. The issues we are involved in are complex and frequently controversial. It will take all of you to make good things happen at the legislature.

For further information, please contact the MEA Office (612-827-6117).



Compliance

Employee Handbook Compliance – Updated OSHA Polices

Tom Revnew
Attorney
Seaton Peters Revnew

With 2018 quickly approaching, now is a good time for MEA members to update their employee handbooks to ensure compliance with local, state, and federal laws. One specific area members should review is compliance with recently updated OSHA rules.

This year OSHA began enforcement of its new rules relating to recording and electronic reporting of occupational injuries and illnesses. Under the new rules, OSHA now requires employers to implement a reasonable procedure for employees to report work-related injuries and illnesses and to inform employees of that procedure. OSHA also now requires employers to inform employees of their right to report work-related injuries and illnesses free from discrimination and retaliation and prohibits employers from discriminating or retaliating against an employee for making a report.

Given the new rules, MEA members would be wise to review the work-related injury and illness policies within their existing handbooks. Members should ensure that their handbooks outline a reasonable procedure for employees to report work-related injuries and illnesses and state clearly that no discrimination or retaliation will result from an employee making a report.

According to OSHA, to be reasonable, an employer's procedure must not deter or discourage an employee from accurately reporting a workplace injury or illness. Two specific areas OSHA focuses on to determine whether a procedure is reasonable are the "time" and "means" for filing a report. In other words, a policy that allows an employee to file a report as soon as practicable after realizing an injury would be reasonable. However, a policy that has a rigid, immediate-reporting requirement that disciplines employees

for late reporting would be unreasonable. Additionally, a handbook policy that allows employees to make a report by various means (phone, email, or in person) would be reasonable, whereas a policy requiring in person reporting at a location remote from the employee's work site would be unreasonable.

Finally, in order to comply with the new OSHA rules, MEA members should review their handbook policies related to automatic post-injury drug testing to ensure that such policies do not deter reporting. On this topic, OSHA has said that an employer must have a reasonable basis for believing that drug use could have contributed to an injury before conducting a drug test.



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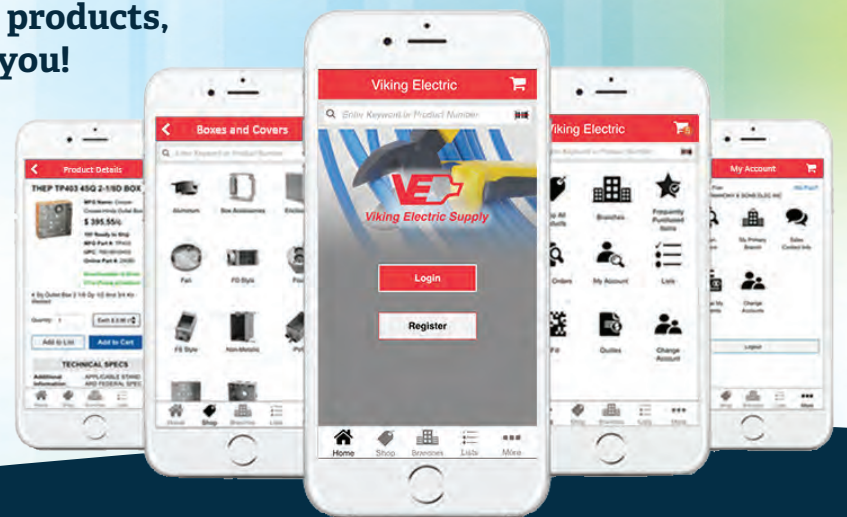
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Compliance

Wage Hikes

Michelle Dreier
Member Engagement/
Gov't Affairs Manager

Brueggers is gone! It was there last week, and today it sits vacant, paper covering the windows, all signs gone from view. It was one of the few lower-priced lunch spots in the upscale neighborhood that Minnesota Electrical Association is located.

Even upscale restaurants are not immune, Lucia's Restaurant and Wine Bar and their more informal cafe went out of business earlier this year citing the loss of parking as their main reason. They decided to shutter their doors after 31 years. The infamous Whiskey Junction is also closing. Restaurants are often the hardest hit by minimum wage increases.

Minnesota Minimum Wage

The Minnesota minimum wage is going up as of January 1, 2018. The Minneapolis minimum wage will go up even more to \$10 per hour. St. Paul hopes to institute a new local minimum wage and hopes to best Minneapolis, meaning aiming for greater than \$15 per hour. Duluth is also contemplating a local minimum wage. Contractors may need to make a visit to City Hall to determine the appropriate minimum wage and any other local ordinances prior to performing work in a city.

Most electrical contractors pay well above minimum wage.

Minnesota Minimum-Wage Rates		
Provision	Amount until 12/31/17	Amount as of 1/1/18
Large Employer Wage	\$9.50/hr	\$9.65/hr
Small Employer Wage	\$7.75/hr	\$7.87/hr
90-day Training Wage (under 20 yrs of age)	\$7.75/hr	\$7.87/hr
Youth Wage (under 18 yrs of age)	\$7.75/hr	\$7.87/hr

Prevailing Wage Rates

For those of you that perform on public works projects, the **2017 Prevailing Wage rates have been certified**. You can take a peek at them on Minnesota Department of Labor & Industry's website. I have the data if you wish to discuss how a particular rate prevailed or figure out a way to compete

in the survey process. Many rural counties have limited survey participation and it may be easier than you think to affect the wage rates.

For Prevailing Wage assistance, call MEA 612-827-6117





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You Need to Know

COMPLIANCE

Electricians must follow Minnesota Accessibility Code requirements... The Minnesota Accessibility Code is found in the Minnesota State Building Code and contains detailed accessibility requirements for persons with disabilities in new buildings, additions to buildings and buildings undergoing alterations. It applies to anything that has an operating lever, switch, general use receptacle, button, handle, etc. It applies to anything intended to be operated by the general public or intended for common use by occupants of a space. This code also contains both maximum and minimum elevations above the floor for electrical devices that include switches and receptacles. These elevations take into account requirements for obstructed and unobstructed forward reach, and obstructed and unobstructed side reach. (www.dli.mn.gov)

Electrical contractor license renewal 2018... Fee reductions, continuous bond and streamlined online renewal among changes for 2018 renewal. Electrical contractor license renewal fee has dropped from \$168 to \$128. New continuous bond means contractors do not have to submit a bond with their 2018 renewal. New online business renewal process eliminates most paperwork. All current electrical contractor licenses expire Feb. 28, 2018. (www.dli.mn.gov)

North Dakota Apprentices... Registration renewal time required by January 31, 2018, for North Dakota Apprentices.

CONSTRUCTION TRENDS

US Residential Construction Building Permits... Privately-owned housing units authorized by building permits in October were at a seasonally adjusted annual rate 5.9% (±1.4%) above

the revised September rate and is 0.9% (±1.6%)* above the October 2016 rate. Single-family authorizations in October were at a rate 1.9% (±1.7%) above the revised September figure.

ABC Chief Economist Predicts Stable 2018 Construction Economy... Associated Builders and Contractors (ABC) Chief Economist Basu predicts stability for the construction industry's economy and expanding nonresidential construction. There are risks to the outlook as a number of potential cost increases could come into play: wage pressures building, healthcare costs surging and fuel prices edging higher, inflation. Basu said, "That could translate into some meaningful interest rate increases in 2018, which all things being equal is not good for construction spending. The stock market's performance has been simply brilliant. But what goes up can go down." Segments like hotels, office buildings and apartments have helped to fuel construction spending in recent years. If the value of properties begins to stagnate or worse, construction spending momentum will eventually wind down. The impact of this may not be felt in 2018, however, but in out years, Basu said. (www.abc.org)

ECONOMY

NATIONAL

The Conference Board Consumer Confidence Index Remains at 17-Year High... The Conference Board Consumer Confidence Index, which had improved in October, increased further in November. The Index now stands at 129.5 (1985=100), up from 126.2 in October. The Present Situation Index increased from 152.0 to 153.9, while the Expectations Index rose from 109.0 last month to 113.3. (www.conference-board.org)

MINNESOTA

Minnesota Named Best-Run State in the Nation in New Study... According to a new study from USA Today that cites Minnesota's strong fiscal management, low unemployment and poverty rates, above-average median household income, and the state's nearly perfect credit rating. Since ranking tenth in 2012, Minnesota has consistently climbed in the rankings under the same study, including ranking second last year. (MN.gov/gov-ernor/newsroom)

ENERGY

Many Minnesota homes would benefit from an energy audit (MPR)... Home Energy squad is provided by CenterPoint Energy, Xcel Energy, and participating cities. Home Energy Squad visits are delivered by CEE. Many Minnesota homes still have lots of room for energy savings. "Any home built before 1970, there's no guarantee that there's any insulation in the walls," said Stacy Boots Camp, outreach coordinator for the Minnesota Center for Energy and the Environment. CenterPoint Energy says customers can cut their natural gas bills 10-30% with aggressive conservation efforts. The utility has some 800,000 residential customers in Minnesota. Those households could save enough gas to heat about a quarter million homes for a year if they maximized their homes' energy efficiency. (www.mncee.org)

Xcel Energy opens applications for Solar*Rewards Program on Jan. 8; other incentive options still available to install solar in Minnesota... While the Made in Minnesota Solar Incentive Program is no longer available, Xcel Energy and other utilities continue to offer incen-

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Year-round logo acknowledgement on education calendar (MEA News, MEA Alert)	X	X	X		
Year-round logo acknowledgement on education pages at ElectricalAssociation.com	X	X	X		
Monthly 'shout outs' on social media recognizing supporters	X	X	X		
Logo acknowledgement in all education email promotions	X	X	X		
Logo acknowledgement in all emails to registered students	X	X	X		
Recognition on signage posted throughout each MEA Conferences	X	X	X		
On-Site recognition on podium at live classes	X	X			
Promotional literature of your selection placed in students folders at all live classes	X	X			
Logo recognition at refreshment station at live classes	X				
Logo acknowledgement on education calendar for the event (MEA News, MEA Alert)					X
'Shout out' on social media recognizing supporters of the class					X
Logo acknowledgement in emails promoting the class					X
Logo acknowledgement on signage at the class					X
Promotional literature of your selection placed in students' folders at live class					X
Table top display opportunity at live class	X	X			X
Opportunity to offer a 15-minute presentation over lunch at one live class (first-come/first-served)	X				X
Opportunity to host a live class at your facility (min. seating 40)	X				X
Two complimentary registrations to an online or live class of your choice. (Can be used by an employee or a guest of yours.)	X				
Invitation to attend sessions during MEA conferences	X				
Up to 5 tickets to attend Friday's dinner at one of the MEA Confereces	X				
Opportunity speak for 15 minutes at a Friday evening dinner or a Saturday morning board meeting at one of the MEA Conferences	X				
Opportunity to develop a fun, hosted conference element at one of the MEA Conferences. (e.g., signature drink, game with prizes, etc.)	X				
Opportunity to host an event at one of the MEA Conferences (Hospitality Suite, Recreational Activity, Breakfast/Refreshment Station, Luncheon Keynote Speaker)				X	

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









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Michelle Dreier
Member Engagement/
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Working on Finding Workers

Everywhere you look these days there are articles regarding the shortage of labor. Within our own membership, contractors are turning work away because they are already overbooked.

Journeyworker Wanted!

Most electrical contractors would love to hire a journeyworker electrician with experience. Experienced electricians looking for work are few and far between and don't stay unemployed for long.

New graduates from technical school electrical programs are also snapped up quickly. Schools have difficulties losing their students between the first and second year as they may get recruited

by contractors for summer work and decide not to return next fall. Unfortunately, this means the student is deprived of learning much needed electrical theory to become a better electrician in the future.

One member contractor has observed that the electrical theory taught in the second year of tech school makes a student much more likely to be able to pass the journeyworker test in the future. A test that, by the way, has a 27% pass rate since the 2017 NEC code has been adopted.

If each school has several classes of 24 students, a school may graduate up to 48 students annually, which is still not enough to meet the needs of Minnesota electrical employers. Program caps put in place back in 2009 are still in place making expansion of these electrical programs unlikely.

Given the lack of available journeyworkers and tech school graduates, most contractors will have to train their own electricians to grow and maintain their workforce.

Minnesota Electrical Association is partnering with a community-based organization to develop a pipeline of workers with the aptitude and drive to complete MEA's apprenticeship program and become the journeyworkers of the future. We are working to get recruits in place and ready for the 2018 Apprenticeship school year. Please call me anytime if you are interested in participating in this membership-only partnership (612-827-6117).

MEA is rolling out new Workforce Development tools for you!

The single biggest issue facing the construction trades is the development of its future workforce. The electrical industry has provided many people with a fulfilling and economically satisfying career. It is our responsibility as an Association to introduce the future labor force to the opportunities in the electrical industry through education and mentoring.

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Michael Stone
Construction Programs
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The Business of Contracting

I Have To Be Competitive!

I browse the net and read all I can find on construction related topics. I attend conventions, both as a participant and as a speaker. There is good information available about construction. Unfortunately there is some not-so-good stuff available, also.

I think the issue that bothers me more than any other is the nonsense from "industry experts" declaring that we must be competitive.

You do not have to be COMPETITIVE. What you have to be, what you must be, is PROFITABLE. If you are not profitable, you and your business are going to go away. Period, end of conversation.

There are a few speakers and writers who understand the concept of being competitive, but they are few and far between. Most experts focus on price.

In today's market, there are a lot of little things that matter more than price. Some of those little things are returning phone calls, dressing properly,

haircut and shoes shined, keeping your appointments and on time, providing solid answers to the customer's questions.

Bigger things matter, too. They include following through on what you say, starting and finishing jobs on time, communicating clearly and frequently with your customer, keeping jobs clean from start to finish. These details are included in all of our [Markup & Profit products](#).

Your customers rank price 7th or 8th in their list of considerations when they select the company that will do their remodeling work, new home, or specialty service work. That has been shown by a number of different studies, including one by the National Association of Home Builders.

Let me give you an example of how powerful intangibles are in this business. I am currently working with a small specialty company in our local area. The company provides air duct cleaning service to residential and light commercial customers. We do all of the above, religiously. Do we try to be competitive in our bidding? Not on your life. Our price per opening (grill or register) is anywhere from 1.5 to 2.5 times higher than any

other business of our type in the entire metropolitan area. And yes, we do check our competition's prices regularly. As I write this article, we are closing better than one out of every two sales calls (almost 60%). The major difference between what we do and what our competitors are doing are the intangibles. There are only so many ways to take dust, dirt, and other debris out of an air duct or a furnace.

So, the next time you start worrying about your price being too high, or that you must be competitive, remember, it is in your head, not your customers. They don't know if your price is too high or not. If they did, they wouldn't have called you in the first place. They would have done the job themselves. Polish up your sales skills, stay on top of the intangibles, and forget about being price competitive. Let the other guy be competitive. Focus on being profitable and focus on doing the intangibles.

Michael Stone, author of *Markup and Profit Revisited* and *Profitable Sales, A Contractor's Guide* and the DVD program, "Profitable Estimating Training" has more than five decades of experience in the construction industry. He can be found online at www.markupandprofit.com and by email at info@markupandprofit.com.

Education Calendar

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

Continuing Education: Classroom

- Jan 19-20 (8am-5pm) 16 CE
2017 NEC Grounding & Bonding 1-4;
Motor Installation 1-2; Overcurrent Protection 1-2
Elk River, Holiday Inn
- Feb 8-9 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4;
Motor Installation 1-2; Overcurrent Protection 1-2
Worthington, American Reformed Church
- Feb 23-24 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4;
Motor Installation 1-2; Overcurrent Protection 1-2
Detroit Lakes, Best Western plus Holland House
- March 9-10 (8am-5pm) 16 CE
2017 NEC Grounding and Bonding 1-4;
Motor Installation 1-2; Overcurrent Protection 1-2
Mankato, Hilton Garden Inn

» Both Days: Non-Members Price: \$315, Member: \$290
» One Day: Non-Members Price: \$185, Member: \$155

Continuing Education: Online – Licensed (2 CE)

- Feb 1 (6:30-8:30pm) 2017 NEC Grounding & Bonding, Pt 2 (Systems Grounding)
- Mar 8 (8:00-10:00am) 2017 NEC Grounding & Bonding, Pt 3 (Service Grounding)

» Non-Members Price: \$47, Member: \$41

Continuing Education: Online – Unlicensed (2 CE)

- Jan 17 (6:30-8:30pm) 2017 NEC Motors, Controls, GFCI Requirements
- Feb 14 (8:00-10:00am) 2017 NEC Branch Circuit, Feeder, Service Calcs
- Mar 21 (6:30-8:30pm) 2017 NEC Grounding & Bonding for Unlicensed Personnel

» Non-Members Price: \$47, Member: \$41

Exam Prep Training: Classroom

- Feb 17-18 (8:00-5:00pm) Edina, Federated Insurance office

» Non-Members Price: \$530, Member: \$420

Exam Prep Pre-Test
55 Questions test your knowledge:
Are you ready to take the JourneyWorker Exam?
Do you need to enroll in MEA's Prep class?

Also Available—
Self-Paced Exam Prep Course
280 Questions give you the opportunity
to check your answers and get explanations
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Register at www.electricalassociation.com or call 800-829-6117 • 612-827-6117

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CE Requirements

This is your guide to staying in compliance.

These are the states where MEA's courses are typically approved based on that state's standards. **DOUBLE CHECK** our class website for exact details for the course you are registering for.



Minnesota

- Master A, B..... 16 biennially (12 Code/4 Non-Code*)
 - Journeyman A, B..... 16 biennially (12 Code/4 Non-Code*)
 - Maintenance 16 biennially (12 Code/4 Non-Code*)
 - Installer A, B 16 biennially (12 Code/4 Non-Code*)
 - Power limited tech 16 biennially (4 Code/12 Non-Code*)
 - Satellite installer 4 biennially (4 Code*)
 - Unlicensed 2 annually (2 Code*)
- www.dli.mn.gov *can take all Code



Iowa

- Master A, B..... 18* every 3-year Code Cycle
 - Residential Master 18* every 3-year Code Cycle
 - Residential Electrician..... 18* every 3-year Code Cycle
 - Inactive Master..... 18* every 3-year Code Cycle
 - Journeyman A, B..... 18* every 3-year Code Cycle
- <https://iowaelectrical.gov/> *6 on the most recent Code



Montana

- Residential Electrician 16* per 2-year cycle
 - Journeyman Electrician 16* per 2-year cycle
 - Master Electrician 16* per 2-year cycle
- <http://boards.bsd.dli.mt.gov/ele> *8 Code Update



Nebraska

- Electrical Contractor..... 12 each even-numbered yr
 - Journeyman Electrician..... 12 each even-numbered yr
 - Resid. Journeyman Wireman 12 each even-numbered yr
 - Fire Alarm Installer 12 each even-numbered yr
- www.electrical.nebraska.gov *6 Code; or all Code



North Dakota

- Master Electrician..... 8* annually
 - Journeyman Electrician..... 8* annually
 - Class B Electrician 8* annually
- www.ndseb.com *4 must be Code



South Dakota

- Electrical Inspector 16* even-numbered years
 - Electrical Contractor 16* even-numbered years
 - Journeyman Electrician..... 16* even-numbered years
 - Class B Electrician..... 16* even-numbered years
 - Apprentice Electrician..... 16* even-numbered years
- <http://dlr.sd.gov/> *8 must be Code



Wisconsin

- Master Electrician 24 every 4 years
 - Residential Master Electrician..... 18 every 4 years
 - Journeyman Electrician..... 24 every 4 years
 - Industrial Journeyman Elect..... 18 every 4 years
 - Residential Journeyman Elect 18 every 4 years
 - Registered Electrician..... 24 annually
- <https://dsps.wi.gov>



Wyoming

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

Quiz on the Code



Overcurrent Protection

1. Gas explosion-proof equipment is always approved in a class II location.
 - (a) true
 - (b) false
2. In Class II Div. 1, EMT conduit is permitted if used with a sealing fitting.
 - (a) true
 - (b) false
3. It is permissible to use multiwire circuits in Class II Div. 1 locations.
 - (a) true
 - (b) false
4. Cable bus is approved for Class III Div. 1 locations.
 - (a) true
 - (b) false
5. TEFC motors are approved for Class III Div. 1 and Div. 2.
 - (a) true
 - (b) false
6. In a class II div. 2 location, luminaires shall be dust-tight or identified for the location.
 - (a) true
 - (b) false

1. (b) Not unless identified for the Class II location, Ref: 502.5; 2. (b) Not permitted, Ref: 502.10(A); 3. (a) Deleted previous requirement; 4. (a) Ref: 503.10(A)(5); 5. (a) Ref: 503.125; 6. (a) Ref: 501.130(B)(2)

Toolbox Talks

Temporary Heating



Winter work in the upper Midwest means we need heat to do electrical work and keep us productive.

Temporary heating provides needed heat but also comes with the need to take some precautions. OSHA has a standard for temporary heating devices. CFR 1926.154 The area of concern with portable or temporary heating devices deals with the possibility of combustion of nearby materials, but also a danger of low oxygen or high carbon monoxide in the working environment. Temporary heating devices comes with several hazards, including the hazards of fire, fumes from fuels, the consumption of oxygen, and burn/heat injury. Electric heaters do not have the hazard of releasing combustion byproducts into the air, but do have the heat source that can start surrounding materials on fire.

You may use temporary heating devices like circulating and radiant room heaters, LP-Gas heaters, or other types of temporary heating devices to make the temperature more comfortable and acceptable to work. Temporary heat units can be fired either directly or indirectly. Choose heating fuels based on your application.

- (A) Liquefied Petroleum Gas (propane), or natural gas
- (B) Liquid Fuel (kerosene, fuel oil)
- (C) Solid fuel (wood, coal, coke, etc.)

OSHA regulations **REQUIRE** that you do the following when using temporary heating devices for all types of temporary heat:

1. Naturally or mechanically ventilate the area adequately by supplying fresh air in sufficient quantities to maintain your safety and other worker's health and safety. (Air quality and excessive heat)
2. Do not set heaters not suitable for use on wood floors directly upon them or other combustible materials. When such heaters are used...

	Minimum Clearance		
	Sides	Rear	Chimney Connector
Room heater, circulating type	12 in.	12 in.	18 in.
Room heater, radiant type	36 in.	36 in.	18 in.

3. When using heaters in the vicinity of combustible tarpaulins, canvas, or similar coverings, locate them at least 10' from the coverings. The coverings should be securely fastened.
4. Set heaters horizontally level when in use, unless otherwise permitted by the manufacturer's markings.
5. Do not use solid fuel salamanders in buildings or on scaffolds.
6. Equip flammable liquid-fired heaters with a primary safety control to stop the flow of fuel in the event of flame failure. Barometric or gravity oil feed is not a primary safety control.
7. Use heaters designed for barometric or gravity oil feed only with the integral tanks. Heaters specifically designed and approved for use...
9. Always follow safety guidelines...

Members: This topic is available in its entirety at www.electricalassociation.com.

Courtesy of MEA's Partner in Safety, **Federated Insurance...**



Electrical Contractor Members of MEA Receive:
FREE set of Electrical Toolbox Talks
FREE Safety AWAIR Program

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



What's New at MEA?

MEA has Partnered with NCEL—

To provide all of the Continuing Education Components at the Upcoming Expo!



+



=

OPPORTUNITIES TO...

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

Minneapolis Convention Center
April 17, 18, 19

Register for training soon at www.ncel.org

PRINT and POST in your breakroom!

Find this poster and more at:

www.electricalassociation.com >
 Resources > MEA News.



Crescent Electric Meets our Retail Customers' Expectations

Submitted by Crescent Electric Supply Company



Since 1919, Crescent Electric has been helping electrical contractors, large retail, industrial and commercial facilities and institutions with electrical and Datacom products.

Crescent is the 6th largest electrical distributor in the country with revenues that exceeds \$1.3 billion dollars.

Crescent Electric has 160+ locations across the US and has a National Account team that supplies and supports the entire country. We pride our self in helping our customers by reducing their total cost of ownership through sourcing, supplier rationalization, process improvements and E-Commerce Solutions. This allows Crescent Electric to deliver high-impact programs to our customers.

Today, as we near our first full century of service to the industry, Crescent Electric holds fast to the principles that have guided our growth since Titus B. Schmid founded the company. Customers stay with us year after year, decade after decade, because of our unmatched service, flexibility, local inventory, and the time-tested business values that have always been the foundation of our business.

With the evolution of lighting, power management and alternative energy, the energy market is a growing demand in today's economy. That's why Crescent Electric provides a trained staff of Energy and Lighting Specialist and premier product lines for all aspects of energy efficiency.

All the Crescent tools and capabilities allow us to partner with you during every stage of your project from conception to opening day.

The Crescent team will create a dedicated inventory for your company, enabling us to ship the products you need exactly when you need them.

Highlights Working with Crescent

Saving you costs by providing:

- Single source, multiple location negotiations
- Consistent pricing
- Standardized bills of material
- Reliable deliveries for on-time store openings
- Warranty management
- Freight claim management
- Flexible invoicing options
- Rebate Administration, and Recycling Services
- Free Energy Audits and ROI Analysis
- Design Consultation
- Project Management
- E-Commerce Solutions

Experienced associates provide lighting solutions to meet customers' goals:

- Lighting layouts
- Specification & plan review
- Photometric Studies
- 3D Space Renderings
- EPACT qualifying design
- Title 24 qualifying design
- Solar Design/ Solar layouts

Key Partners:

- Over 500 manufacturers
- Architects and engineers
- General contractors
- Electrical contractors
- Energy management companies
- National labor providers
- Finance Solutions through Key vendors

Support energy efficient solutions with:

- Energy efficient lighting recommendations
- Lighting control & energy management systems
- Free Energy Audits and ROI Analysis
- Design Consultation
- Project Management
- Dedicated Sales Support

Lighting retrofit & maintenance programs and solutions:

- Utility rebate information
- Designs to meet EPC requirements
- ASHRE-IESNA 90.1 recommendations
- EPA/DOE Energy Star programs
- Solar panels
- Electric vehicle chargers
- Motors and Drives
- Power Management

PROGRAM MANAGEMENT:

- Take-offs & bill of material creation
- Order processing, tracking & expediting
- Shipment & delivery coordination with job site
- Freight claim management
- Warranty tracking & management

It is obvious all markets require lighting and Energy Efficiency, but through our long history, we have learned each market requires lighting differently. Crescent Electric Energy Solutions has a track record and is dedicated to enhancing the refinement, ambiance, utility, visual comfort, and value of spaces through the use of lighting and Energy Efficiency.

We look forward to working with you in the near future to demonstrate all our customizable capabilities and benefits.

>> Reach us at www.cesco.com or via phone at 612-676-7280 or email jeff.anderson@cesco.com.

New Products

GREENLEE – Workhorse

ALL-IN-ONE BENDING AND THREADING WORKSTATION. Pre-drilled holes for mounting bender, threader, and chain vise. Pass-through holes for electrical cords. Document holder. 8" casters for easy mobility. Bend check to measure conduit and verify 90 degree bends. Ergonomic handle height reduces lower back strain. (submitted by Rouzer)



SERVICEWIRE – SERVICE DRIVE

Selection expanded! New cable constructions to meet most every specification and budget! A complete solution for every VFD application. Includes self-terminating connectors and termination kit. All construction include flat copper tape shield with 50% overlap! (submitted by Rouzer)



RAB LIGHTING – RAIL400 HIGH BAY

1000W performance with over 60% energy savings! Low-glare design with semi-diffuse lens. Replaces 1000W MH. Premium architectural look paired with a durable design. Various sensor options for multi-level lighting control. Ultra-high efficiency up to 138 lm/W. 0-10V dimmable drive. (submitted by Rouzer)



****Product/Service Members! If you would like to highlight one of your new products, email us at rbrunlik@electricalassociation.com.**



Alex Hyatt
National Sales Mgr

Member Benefits

Get Involved in 2018 with the MEA Member Drive

With the holiday season behind us, MEA is kicking off the New Year with a Member Drive for 2018! We are asking all members to get involved in keeping their organization and the electrical industry strong and relevant. There has

never been a better time to stay connected and bring in a fellow contractor or electrician into the MEA community.

All MEA members are eligible to bring in new members for the drive. All member categories qualify for points towards the Member Drive and are based on new member's annual dues dollar amount. Each dollar of member dues brought in puts you in the running for the grand prize—a

weekend getaway with dinner for two and a night's stay in a Downtown Minneapolis hotel (location TBD)! Additional prizes will be determined with the help of the Product Service Committee and published throughout the year. All points earned for sponsoring members will also be published in the *MEA News* below

If there is a new contractor in your area, stop by their shop or pick up the phone to reach out to them. While it only takes a minute, it is most beneficial for someone new to hear directly from another contractor or industry professional the importance of MEA and the benefit you receive by being a member. Whether it's Government Action, Safety, Compliance, Education or Networking, there is something here for everyone in the electrical industry at MEA.

Member Applications can be found on the website under "Join Now" from the Membership drop-down menu. So that Member Drive and Gold Club points can be awarded accurately, be sure to tell any prospective members you are working with to list you as the sponsor on their member application. During the onboarding process, the MEA staff will also make sure to ask if the new member was referred by another MEA member. Not sure if someone is a member already? Simply look them up from the Contractor or Product Service Directory on the website.

We appreciate all of your help and support in ensuring that our organization stays strong and relevant and look forward to hearing more from you all in 2018.

Follow the member drive below...

MEMBER DRIVE KICK OFF

Rules

- The most points wins.
- 1 point = \$1 of new dues
- Deadline: Dec 31, 2018

Prizes

Grand Prize—
Luxury Get-away
for Two!

...more to be announced

Leaders

We hope to see
YOUR Name Here!

Smart Associations Grow Membership.



Member Spotlight:

Tony Enger—Harrison Electric, Plymouth

This month's Member Spotlight features Tony Enger of Harrison Electric, Inc. in Plymouth, MN. Harrison Electric has been in business since 1985 and an MEA member since 1994. Tony is a recent past chair of the MEA board.



the fire. We're not perfect but can always strive to be better. Our clients have to win, our employees have to win, and if we take care of both, the company will succeed. It's a win-win-win for everyone. Our growth happens by doing a fantastic job with our clients and they pass that along in future referrals. Many times we work for generations of the same family.

You invest a lot of time training your employees in various aspects of the business. Tell us about the company values at Harrison Electric.

We've never said no to training and education if something is interesting to one of our employees. We've been fortunate enough to work with some of the industry greats and even have videos going back to the old days on VHS. In addition to the required technical training, we've offered management training, coaching, professional electrical training and customer service. By training our employees, we are investing in the company.

What is your favorite part of MEA?

MEA keeps us contractors on board and up to date with all of the industry stuff we wouldn't otherwise see. From Government Action, OSHA regulation and industry compliance, they've got us covered.



2018 is a special year, celebrating 20 years since Tony and his business partner, John Harrison, started acquiring ownership of the shop. In that time, Harrison Electric has served over 41,000 unique clients. When he's not running the business, Tony can be found spending time with his wife Gretchen and two daughters Bella and Lexi.

Tell us about your business model?

We do almost 100% residential service work. The motto has always been keeping things simple: Take care of one customer at a time; take care of the clients need before moving on to the next client and try to not have too many irons in



Summary of Changes on the Way

Impact of New Lease Accounting Rules on Construction Companies

Tim Pass, Accountant, Smith Schafer CPAs

The new lease accounting rules will have a big impact on the financial statements of construction companies leasing property, equipment, vehicles and other fixed assets. The new lease rules go into effect for public companies with fiscal years beginning after Dec 15, 2018 (Dec 15, 2019 for all other companies).

Below are five ways the new lease rules may affect your construction company:

- 1. Current leases will be incorporated in the change.** The terms of current leases are most likely going to continue into 2019 and beyond, meaning every lease you enter into now is going to be presented differently on your future financial statements.
- 2. Current loan agreements will be affected by the change.** Banking relationships are important to construction companies and may sometimes be fragile. Agreeing to loan covenants now without you or your banker understanding how this standard is going to affect your company's financial statements, may put a strain on this relationship that could be avoided.
- 3. Buy versus lease decisions on equipment could change.** Many factors are involved when deciding between leasing a piece of equipment or purchasing the equipment out right. In the past, if showing debt on the balance sheet was a consideration, this will need to be re-evaluated to verify how the lease will be presented in the future.
- 4. Job costing techniques may need to be re-evaluated.** Charging costs to jobs is not always clear cut. When payments on leases are relieving debt, instead of being charged directly to expense line item, it may be more difficult to capture those costs. Construction companies will need to verify they have a proper accounting procedure in place.
- 5. Comparative statements need to be calculated.** The standard needs to be implemented for the earliest period presented, which will require calculations and

new presentation for all years presented. A company should determine if either the bonding agency or the bank requires comparative statements. Single year presentation will remove a year of lease liability calculations and restatement, which may save time and money.

The best way for your construction company to prepare for the new lease accounting rules is to plan ahead. Below are three things your construction company should be doing now to prepare:

- 1. Identify and classify your leases.** Review all of your equipment and asset lease and rental contracts and create an inventory list, as well as any associated costs, including rent, interest rates and security deposits.
- 2. Educate your banker and bonding agency.** Educate investors about the new lease accounting rules and how they impact financial statements.
- 3. Consider pro-forma financial statements.** Based on your construction company's level of leasing activities, pro-forma financial statements may be beneficial to show the difference in presentation and the results of ratios after the implantation of the new standard.

Full article: www.smithschafer.com/news/201711/impact-new-lease-accounting-rules-construction-companies

Summary of Key Tax Changes on the Way

Business Tax Changes

- Corporate Tax Rate.** The corporate tax rate will be adjusted to 21%, with certain limitations.
- Pass-Through Entity Taxation.** Owners of pass through entities such as S-corporations and partnerships currently pay tax on company earnings based on their personal tax rates. This means the highest earners currently pay a top rate of 39.6%. In addition to the reduced tax brackets discussed below, the bill creates a 20% deduction for pass-through income with certain limitations.
- Immediate Expensing.** The bill permits the full expensing of certain capital investments for the next five years and then phases out the benefit 20% each year over the following five years.

You Need to Know - Cont from page 4

tive or rebate programs to incentivize solar energy systems for their customers. Xcel Energy will open its Solar*Rewards Program for residential and commercial customers on Jan. 8, 2018. (MN Dept of Commerce)

LABOR & MANAGEMENT

NATIONAL

Payroll employment increases by 228,000 in November; unemployment rate unchanged at 4.1%... Total nonfarm payroll employment increased by 228,000 in November, and the unemployment rate was unchanged at 4.1 percent. Employment continued to trend up in professional and business services, manufacturing, and health care. (www.bls.gov/cps)

MINNESOTA

Consumer Price Index, Midwest Region November 2017... The Consumer Price Index for All Urban Consumers (CPI-U) in the Midwest turned up 0.2% in November, following a decrease of the same magnitude in the prior month. (www.bls.gov)

SAFETY

Statement from OSHA Regarding Fatal Occupational Injuries... The Bureau of Labor Statistics' Census of 2016 Fatal Occupational Injuries

reports there were 5,190 workplace fatalities in 2016, a 7% increase from 2015. The fatal injury rate also increased from 3.4 per 100,000 full-time equivalent workers in 2015 to 3.6 in 2016. More workers lost their lives in transportation incidents than any other event in 2016, accounting for about one out of every four fatal injuries. Workplace violence injuries increased by 23%, making it the second most common cause of workplace fatality. Today's report also shows the number of overdoses on the job increased by 32% in 2016, and the number of fatalities has increased by at least 25% annually since 2012. (www.osha.gov)

Have you Heard?



MEA member Kate Bischoff, owner of tHRive Law & Consulting LLC was recently featured in the *The New York Times*, talking HR and sexual harassment in the workplace.

Read it: "Sexual Harassment Cases Show the Ineffectiveness of Going to H.R."



www.NYTimes.com

Individual Tax Changes

- New Tax Brackets.** The proposed brackets are 10%, 12%, 22%, 24%, 32%, 35% and 37%. The last bracket, down from 39.6%, will be for single taxpayers with income above \$500,000 and couples with income above \$600,000.
- Standard Deduction.** Will increase to \$12,000 for individuals and \$24,000 for couples.
- Expansion of Child Tax Credit.** Will be increased from \$1,000 to \$2,000 per child with \$1,400 of this amount being refundable.
- Mortgage Interest Deduction.** Interest on mortgages up to \$750,000 is deductible in the new legislation, down from the current \$1M cap.
- Estate Tax Repeal.** While there won't be a repeal of the estate tax, the exemption is increasing from \$5.6M to \$11.2M per individual that may be passed on without federal taxation.

CONTACT US: If you would like to learn more about these proposed changes before the end of year, or if you have questions about tax planning in light of the tax bill, Smith Schafer can help. We look forward to speaking with you soon. www.smithschafer.com

When You Need Electrical, Think WESCO®



Whether it's for a commercial, industrial, or residential project, WESCO stocks everything electrical that you need.

WESCO has experienced staff, ready to serve you.

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Tel: 218-628-1024 Toll Free: 800-232-0723

WESCO Fargo
2650 7th Avenue North, Fargo, ND 58102
Tel: 701-232-4446 Toll Free: 800-864-3833

WESCO Virginia
5554 Enterprise Drive NE, Virginia, MN 55792
Tel: 218-749-2760 Toll Free: 800-662-5702

Welcome New Members

Western Lake Superior Sanitary District... Duluth

Siemens Building Technologies... Shoreview

Congratulations



Bob Schluneker, EPCO...
Bob Schluneker has joined the company as Eastern Regional Sales Manager. Responsible for driving EPCO's sales strategies and accelerating market growth by identifying market trends and supporting the region with training, marketing and promotional programs.

EPCO President Jim Anderson: "We are fortunate to have Bob's strategic market development, competitive product line positioning, and sales experience."

David Szymanski, Federated Insurance...

Federated Insurance is pleased to announce David Szymanski as the Director of Association Risk Management Services effective January 1 to lead the ARMS function in addition to his current role as Director of Home Marketing Services. He has served as a district marketing manager, regional marketing manager, and director of home office marketing services. In 2015, he was appointed a VP of Federated Insurance and most recently, he has served as First VP. Senior VP, Director of Insurance Operations Nick Lower stated: "David is focused on Federated's core values and disciplines; and, also has a deep sense of belief in our mission of helping our clients achieve success."

Federated Insurance New President,

Michael G. Kerr... Effective Dec 1, 2017. Kerr will add these responsibilities to his current role as COO. Kerr will assume greater responsibility and authority for the operational functions that drive the Companies' financial results. He will continue to be a member of Federated's Operations Team and will work directly with Life Company operations; Property and Casualty Underwriting, Claims, Field Services, Marketing, and Marketing Services and Support; Special Accounts; and Granite Re, Inc. In 2010, Mike was appointed Sr VP with the title of Director of Insurance Operations. In 2013, he was appointed Executive VP. He has played a major role on Federated's Operations Team with chair responsibilities for three years. In 2016, Mike was named COO.



Education & Meetings

Federated Insurance Risk Academy...

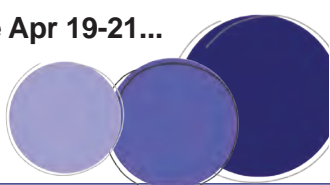
Key agenda items include Silica: An OSHA Perspective; Understanding Work Comp and Managed Care Options; Risk Management Culture; Contractor Industry Loss Analysis; Risk Managing Your Drivers. WHEN? Thursday, Feb 22 (10am-2pm). WHERE? Federated Insurance, 7700 France Ave S, Edina. COST: \$10/person. Preferred Registration Deadline: FEB 10. Contact Royetta with questions: 800-533-0472 ext 455 5604

NCEL Show April 17-19...

Minneapolis Convention Center

MEA Spring Conference Apr 19-21...

Millennium Hotel, Mpls



Thank you! Thank you! Thank you!

Phyllis DeCramer, Kayley Zinnel, Elisha Seanger, Jamie Fitzke, Michelle Klein, Phyllis Vlamnick, Susie Helgeson...

Thank you for contributing to our Adopt-a-Family program. MEA sponsored 3 families this holiday season, which means 3 little children and their family received some very nice gifts this year!



...and many more! Thank you!!



MEA Winter Conference Fun



GraybaR.
works to your advantage



Wire Pulls Have Never Been This Easy!

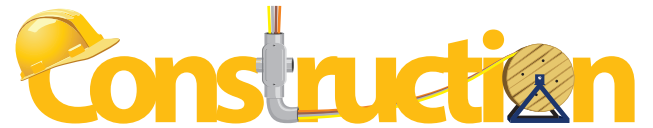
Graybar SmartReelSM

A portable payout system that makes it simple and safe for one person* to move reels up to 5,000 lbs. when and where you need them. To learn more, visit graybar.com/smartreel

*Subject to jobsite variances. For use on flat surfaces.



WERNER ELECTRIC
SOLUTION · SUPPLY · SUPPORT



Werner Electric's Construction Team delivers solutions with the right supplies and unmatched support for your business needs. Our experienced team provides complete electrical solutions for commercial, industrial, and residential contractors. With same day/next day delivery, over 20 product specialists, and seven locations, we can manage your project from our receiving dock to your doorstep.

Visit our website for more information or call your local Werner Electric branch to speak to one of our specialists.

WernerMN.com/construction

Throwback Corner

We found a treasure trove of photos from "Back in the Day" and hope they bring back good memories!



These generous individuals have helped build our Association!
Stay tuned as we recognize others...

Safety Compliance

The Dangers of Short Cuts



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Workers who experience electrical injury typically have had insufficient training for working on or around energized electrical equipment. In addition, job demands and time pressures contribute to a worker taking 'short-cuts' and not applying the necessary controls to prevent contact with energized electrical equipment.

Training must always include why it is not acceptable to take 'short-cuts' that circumvent utilizing proper work techniques and safeguards. This must be understood by the workers performing the tasks and those supervising the workers. Pre-task planning can be an effective preventive measure.

Utilizing GFCI has been another key component to preventing electrical injuries. It is estimated that 650-1100 lives have been saved by utilizing GFCIs.

Improvements in tools and techniques have helped reduce the number of fatal electrical injury occurrences. Non-fatal electrical injuries have not seen a steady drop in occurrences.

- A leading cause of non-fatal electrical injury – contact with electric current of machine, tool, appliance or light fixture
- 2nd leading cause – contact with wiring, transformers or other electrical components

Summaries of recent MNOSHA serious injury investigations:

A line worker was working from the bucket of an aerial lift truck, re-hanging a power line when an arc flash occurred. The investigation determined the worker did not maintain the necessary minimum approach distance from exposed, energized parts.

An assembler was removing three 20-amp fuses in a switch disconnect when an arc flash occurred. The investigation discovered the worker did not deenergize the electrical equipment prior to work. A lack of training on electrical safety-related work practices and lack of electrical protective equipment were also cited.

An electrical contractor worker was installing an electric meter into the meter base. As the worker approached the meter base with the meter in hand, an arc flash occurred and the worker sustained burns. The investigation determined the

electric power circuit had not been deenergized or otherwise guarded, to prevent the worker from contacting the live circuit.



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.

Word on the Street

Changes to 70E 2018



Jeff Keljik
Director of Education

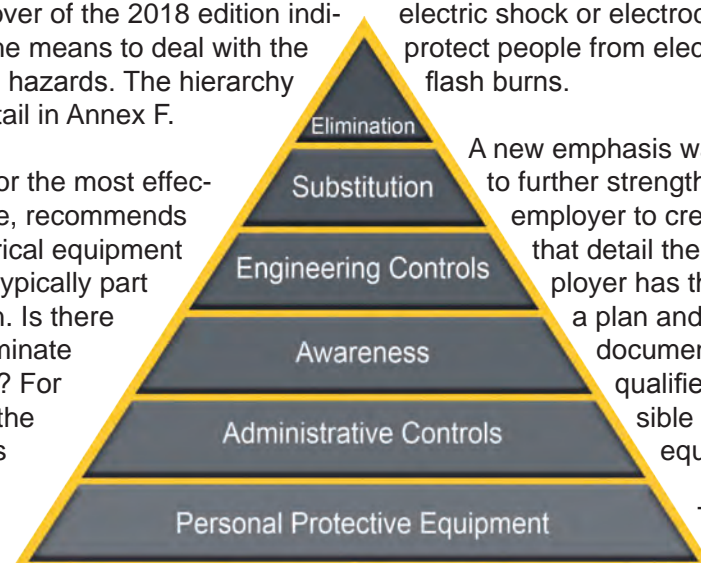
In 2017, the most cited OSHA violations included: #5 for failure to LOTO. 70E 2018 adds more Safety in the workplace. MNOSHA follows and cites violations based on the OSHA rules. "How to" follow the rules are detailed in NFPA 70E.

There have been many changes in the 2018 edition of NFPA "70E - Standard for Electrical Safety in the Workplace" designed to help the electrical practitioner determine what an "electrically safe work condition" (ESWC) is, and how to maintain everybody's safety while working with other electrical personnel.

New definitions for 2018 include Electrical Safety Program; Fault current; Maintenance, condition of; Working distance.

An emphasis on the evaluation of electrical work before it begins, concentrates on the controls and alternative methods to reduce the hazard to a minimum before any "in person" work begins. As the safety triangle on the cover of the 2018 edition indicates the hierarchy of the means to deal with the electrical energy and its hazards. The hierarchy is explained in more detail in Annex F.

The top of the triangle, or the most effective risk control measure, recommends that we **eliminate** electrical equipment that is not safe. This is typically part of the equipment design. Is there a way to completely eliminate the hazardous situation? For instance a re-design in the equipment that prevents people from coming in contact with energized parts.



The next hierarchy is **Substitution**. For example, can we substitute for a more dangerous 120V control with less dangerous 24V controls?

Then **Engineering Controls** can be used to reduce the amount of incident energy released during an arcing event or reduce the likelihood of arcing faults.

Awareness is next on the triangle to make everybody concerned, or who may be in contact with the electrical systems, be made aware of the dangers and how to read the warning labels and what they actually mean.

Using **Administrative Controls** is next on the list. Management and electrical personnel need to be coordinated on their efforts to keep personnel safe. Training and dedication to following the agreed upon standards, is part of the administration of the safety plan.

Finally after all other steps have been taken and there is a clear need to work on energized equipment, then what **Personal Protective Equipment** (PPE) can be used to keep the risk of injury or death to a minimum. We need to protect personnel from electric shock or electrocution, and we need to protect people from electrical contact burns and arc flash burns.

A new emphasis was added to the 2018 edition to further strengthen the requirements for an employer to create documented procedures that detail the work practices. The employer has the responsibility to produce a plan and procedure- and provide documented training to ensure that qualified individuals are responsible for working on electrical equipment.

The electrical installation (either new or modified) is

required to be inspected to make sure that applicable installation codes have been followed prior to being placed in service. This edition places a greater emphasis on the coordination between NFPA 70 (National Electrical Code) for proper installation, and NFPA 70B (Practices for Electrical Equipment Maintenance) and 70E (Safety Related Work Practices). In 70E, Job Safety Planning and Job Briefing were added to the requirements to be sure that everybody know the risks and methods used to reduce risks.

Incident investigation for both injury accidents and "near misses" is required to be documented. Auditing of the various parts of the Safety Program are required by the employer to ensure employee awareness and compliance.

First aid and resuscitation procedures are required to be retaught as needed by the certifying organization. (Not necessarily annually.)

Lock out and Tag out (LOTO) articles were reorganized to create a more logical flow of information.

Article 130 has been updated to reflect work involving electrical hazards, working at 50V or more, or how to verify an electrically safe work condition. Documentation is now required to show how the risk assessment for shock protection and arc flash hazard risk assessments were conducted and their outcome.

A new table was added to provide guidance on the "likelihood of occurrence of arc flash" on various types of equipment, and whether PPE should be used. A table that was in Annex H was moved to the required material and is to be used to choose PPE based on "Incident energy analysis method" of calculations is used.



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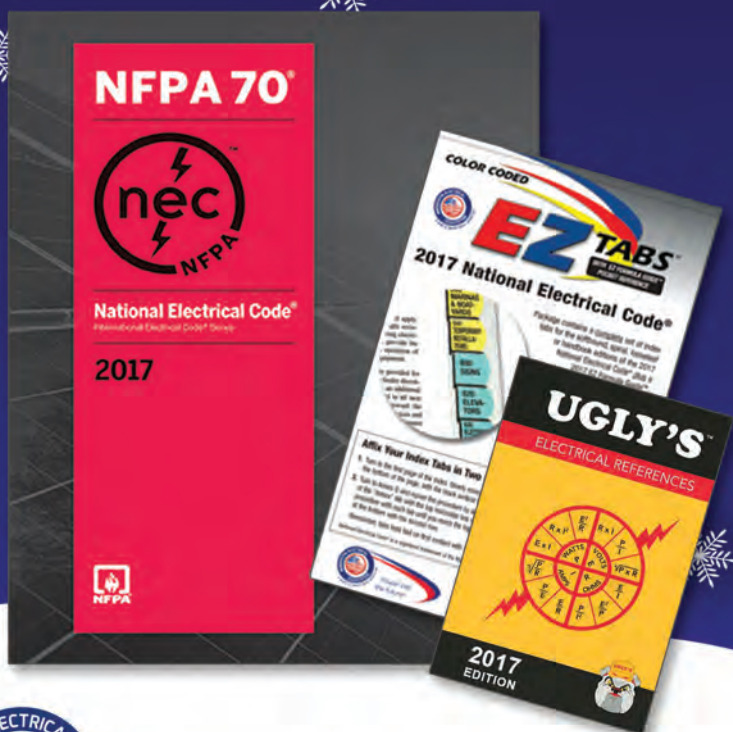
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