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Clayton Schenck,
Chair of the
Board of Directors

Industry Report

We Want You to Help Guide the Organization— Join the Board of Directors

Have you ever thought about serving on the Electrical Association's Board of Directors? Joining a non-profit Board is a great way to boost your career. You will build your leadership skills while giving back to the community. Now more than ever, the Electrical Association (EA) has to adapt and evolve and be there for members and the industry in new ways. We are looking for new Electrical Contractors who want to help us do just that.

What you need to know when deciding on this role—

You must be passionate about EA's mission and advancing the organization. The Board will support the work of the Association and will provide mission-based leadership and strategic governance. While day-to-day operations are led by the Executive Director, the Board-ED relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board Member responsibilities include:

- Serving as a trusted advisor to the Executive Director as she implements the strategic plan.
- Reviewing outcomes and metrics created by EA for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to board and committee meetings
- Approving the annual budget, audit reports, and material business decisions, being informed of, and meeting all, legal and fiduciary responsibilities
- Contributing to an annual performance evaluation of the Executive Director
- Assisting the Executive Director and other board members to ensure that board resolutions are carried out

- Serving on committees or task forces and taking special assignments

Mission of the Electrical Association

The Electrical 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. The Electrical Association also provides a strong commitment to quality in education, communication, government relations, and ethics.

Value Proposition

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.

The Board of Directors formally meets 3 times a year to discuss regular Association business. Typically these meetings occur in person but obviously this has not been the case this year with COVID restrictions. There are numerous email chains in-between meetings to ensure business is moving along and not waiting for that in-person conversation.

There are occasional times throughout the year as well for a virtual meeting to discuss larger issues and possibly get something approved for the organization. The Association has been conducting strategic plans every 3 years and that can vary in length and commitment by Board Members. Our role is to guide and support and

Chair - Cont. on page 5

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Executive Director



Clara Albert, CAE, Executive Director



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

I am here to help you.

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calbert@electricalassociation.com

Relevant Information for You In Today's World

This is typically the time of year when annual planning and budgeting finalizes for the upcoming year. Planning has been one of the most difficult things throughout the entire pandemic. For Type A personalities like myself, this makes life (business & personal) very frustrating—not knowing what tomorrow might bring, let alone the next week, month or year! Short-term planning seems to be the only way to remain flexible and have any sense of control.

We have a few upcoming resources that will be beneficial for you or others on your team to attend and explore as you look at planning for 2021.

Marketing & Developing your Online Presence Webinar - December 2 (8-9am)

If 2021 doesn't have a full docket of projects, marketing your business could be a crucial part of your plan. Join Devon Palmer for an informational session on basics for marketing your business. Website Presence, Social Media, Search Engine Optimization, Google Ads and more!



Reminder to Electrical Association Members— take a look at and update your online profile with the association (www.electricalassociation.com). All members are listed in our online directory, so customers or general contractors can find you when they need electrical work.



Minnesota's COVID Economy Webinar - January 14 (8-9am)

Using recent surveys by the Minneapolis Fed, as well as new, real-time metrics of consumer and firm behavior, Ron will discuss the current state of the Minnesota economy, with particular



Executive Director—Cont. on pg 5

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Federated Insurance—HR Question

School is Open—Opt to Stay Home on FFCRA Leave?

Q Does an employee, who has opted to stay home with her school aged child, who chose to virtually learn, when the school is open, and the other 2 children are in school, still qualify for extended leave under the Emergency Families First Coronavirus Response Act?

A The Department of Labor recently addressed this very issue in an update of its Frequently Asked Questions (FAQ) online resource. Prior to this time there had been no direct guidance and employers were left with ambiguity. It is now quite clear, as follows:

"FAQ 99: My child's school is giving me a choice between having my child attend in person or participate in a remote learning program for the fall. I signed up for the remote learning alternative because I worry that my child might contract COVID-19 and bring it home to the family. Since my child will be at home, may I take paid leave under the FFCRA in these circumstances?"

No, you are not eligible to take paid leave under the FFCRA because your child's school is not 'closed' due to COVID-19 related reasons; it is open. FFCRA leave is not available to take care of a child whose school is open for in-person attendance. If your child is home because you have chosen for the child to remain home, you are not entitled to FFCRA paid leave. However, if, because of COVID-19, your child is under a quarantine order or has been advised by a health care provider to self isolate or self-quarantine, you may be eligible to take paid leave to care for him or her. See FAQ 63.

Also, as explained more fully in FAQ 98, if your child's school is operating on an alternate day (or other hybrid attendance) basis, you may be eligible to take paid leave under the FFCRA on each of your child's remote-learning days because the school is effectively 'closed' to your child on those days."

Unless one of the stated exceptions exists as referenced above, an employee who elects a remote learning option for their child when the school is otherwise open is not eligible for the statutory protection under the FFCRA. Time-off requests associated with this type of childcare can and should be addressed in a manner consistent with employer policy and past practice, barring any contractual provisions that otherwise govern the issue. Additional guidance on the FFCRA can be found on our website or at COVID-19 and the American Workplace which also includes a link to the requisite poster. Please note that this law is scheduled to sunset on 12/31/2020.

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.



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Bill Strusinski,
Government Affairs
Representative

Government

Special Session

Special session number 5 for year 2020 ended last week, and **YES**, they finally did pass a bonding bill and some tax relief. After six months of partisan fights over the governor's Executive Powers, bonding and

federal tax conformity for 179 purchases, the legislature and the governor agreed to a package. The bill was signed making it effective as of October 22. The bill HF01, overwhelmingly passed each house but only after much political rhetorical fanfare during the 13 hours of floor debate.

Passage of this bill is a big deal because it will create thousands of construction jobs and finally provide for federal conformity (meaning tax relief) on capital equipment purchases. Now, all legislators can focus on the election, which will be significant, because the control of the House and Senate are up for grabs. Here is a synopsis of what passed:

Tax Relief

The tax section of the bill included a tax break to farmers and small-business owners by increasing the tax deduction on like-kind purchases from 20% to 100%. This provision is retroactive for equipment that was used as a "traded-in" for tax years 2018 and 2019, thus conforming with the federal IRS tax code.

Capital Investment

The Capital Investment (bonding bill) totaled \$1.87 billion. This was the biggest infrastructure bill ever enacted by the legislature. This bill will pay for hundreds of infrastructure improvement projects around the state ranging from roads and bridges to wastewater facilities and higher education asset preservation. This bill was well balanced geographically and politically. It will enable many communities to complete projects that the local taxpayers could not afford to pay for by themselves.

Major appropriations in the bonding articles include:

- \$327.6 million – Department of Transportation
- \$269.1 million – Public Facilities Authority
- \$161.8 million – DEED
- \$104.4 million – DNR*
- \$90.1 million – Minnesota State University *
- \$88.4 million – Metropolitan Council
- \$75.4 million – University of Minnesota
- \$50.3 million – Department of Public Safety
- \$44.5 million – Department of Corrections
- \$27.4 million – Department of Human Services
- \$27.1 million – Pollution Control Agency
- \$24.5 million – Military Affairs
- \$24 million – Board of Water & Soil Resources
- \$20.8 million – Department of Health/Department of Agriculture
- \$16 million – Housing Finance Authority
- \$13 million – Minnesota Zoo
- \$8.9 million – Minnesota State Academies
- \$6.7 million – Department of Veterans Affairs
- \$6.1 million – Amateur Sports Commission
- \$4.7 million – Department of Administration
- \$3.9 million – Department of Education
- \$3.1 million – Minnesota Historical Society
- \$750,000 – Perpich Center for Arts Education

* Note: These totals do not include the trunk highway (\$300 million) or housing infrastructure (\$100 million) bonding appropriations.

Legislative Update - Cont on page 7



Tom Revnew
Attorney, PRK&A

Compliance

New DOL Rule Explains Work-Availability Requirement, Health Care Exemption for FFCRA Leave

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

Contributors: William E. Parker, Caitlin M. Andersen

On September 11, the U.S. Department of Labor (DOL) issued new regulations implementing the Families First Coronavirus Response Act (FFCRA), in a temporary rule effective immediately. In the temporary rule, the DOL reiterates its position that the FFCRA allows employees to take paid leave only if their employer has work that is otherwise available for them to perform. Last month, a federal judge in the Southern District of New York struck down substantial parts of the implementing regulations the DOL had issued in April, including this same work-availability requirement.

The judge held that the language of the FFCRA, granting paid leave to employees who are "unable to work (or telework) due to a need for leave because" of six qualifying conditions related to COVID-19, was ambiguous as to whether the qualifying condition must (a) prevent the employee from working, even if the employee would have been prevented from working anyway for other reasons; or (b) be the sole reason the employee is prevented from working. The DOL argued for the second reading, arguing that if an individual's employer had no work for the individual to perform at a given time, that individual was not prevented from working "because of" a qualifying condition. The court noted that both the first reading (which was argued for by the State of New York) and the second were plausible, and held that the DOL's "barebones explanation" for the work-availability requirement was insufficient.

In the September 11 rule, the DOL tries to correct this deficiency by providing substantially more explanation for its interpretation, citing to case law interpreting the term "because of" to require the condition to be a "but-for" cause—that is, in this case, that the employee would have work "but for" the qualifying COVID-19-related reason. If the employer does not have work available for an individual, the DOL concluded, "the individual would have no work from which to take leave," and leave is thus unavailable.

This new rule will likely be challenged again, by New York and/or other states. But for now, at least, the DOL has made clear that paid leave is

required under the FFCRA only if the employer would otherwise have work for the employee to perform.

The temporary rule also responds to a different part of the court's order by substantially limiting who can be considered a "health care provider" who may be exempt from taking FFCRA leave. The DOL's April final rule had applied that exemption to essentially every individual employed at a facility that provides health care services, which

Compliance - Cont on page 4

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the court held was vastly overbroad. The new rule limits the exemption to individuals “employed to provide diagnostic services, preventive services, treatment services, or other services that are integrated with and necessary to the provision of patient care.” The exemption explicitly does not apply to “information technology (IT) professionals, building maintenance staff, human resources personnel, cooks, food service workers, records managers, consultants, and billers” who happen to work for a health care facility.

DOL Offers Additional Guidance on FFCRA for Employees with Schoolchildren

The school year has begun, and parents are juggling a variety of different in-person, online, and hybrid school schedules. Recently, the DOL issued three additional FAQs pertaining to school schedules. The FFCRA provides paid leave to an employee (Expanded Family and Medical Leave, “EFMLA”) to care for a child whose school is closed due to COVID-19 related reasons. The new guidance clarifies that, for purposes of the EFMLA, a school is “closed” on any day a child cannot attend

in-person. Therefore, if an employee has a child whose school is operating on a hybrid schedule where the child can only attend in-person on certain days, the employee is eligible for EFMLA for the days their child is distance learning at home. An employee who chooses distance learning for their child when the physical school location is open to in-person attendance, on the other hand, is not eligible for EFMLA leave for any day the child could have attended school in-person. However, if a child is under a quarantine order or has been advised by a health care provider to self-isolate or self-quarantine, the employee may be eligible to take paid sick leave to care for the child, regardless of whether or not the child’s school is open.

Be sure to discuss, in detail, the child’s school schedule for employees requesting EFMLA leave. Employees with children in different school districts may have different school schedules and parents with children in different grades may have different distance learning days. In addition, since the situation is constantly changing, employers may wish to set a schedule for regular check-ins with employees (perhaps bi-weekly) regarding

whether there have been any changes to their children’s school schedules.

Remember, employees must represent that no other suitable person is available to care for the child during the period of requested leave, and, with respect for children over the age of 14, employers may ask for a statement detailing the special circumstances that exist requiring the employee to provide care during daylight hours.

If you have questions regarding the FFCRA paid leave provisions discussed above or any other employment-related concerns, please contact William Parker (952-921-4602 or wparker@prkalaw.com), Caitlin Andersen (952-921-4619 or candersen@prkalaw.com), or any other attorney at Peters, Revnew, Kappenman & Anderson, P.A.



You Need to Know

COMPLIANCE

NATIONAL

Employers have 8 hrs to report work-related COVID-19 deaths... Effective Sept. 30. Employers must also report in-patient hospitalizations related to workplace exposure to OSHA if the hospitalization occurs within 24 hrs of the work-related incident. An “incident” is a workplace exposure to SARS-CoV-2. “OSHA regulations state that reporting requirements are triggered by a ‘work-related incident,’ rather than the appearance of symptoms.” According to the CDC, SARS-CoV-2 symptoms usually appear 2-14 days after exposure. (www.constructiondive.com/ Oct 2020)

MINNESOTA

Licensing requirements for residential solar PV installations... The state residential contractor licensing

law has always contained an exemption for “specialty contractors” who perform work in just one skill area. Generally, DLI has interpreted the work involved in attaching the nonelectrical elements of the support system for a solar PV system to a residential roof as that of a specialty contractor. Therefore, no state residential building contractor, remodeler, or roofer license is required unless the support system for a residential roof must be reinforced in order to support the additional load of the solar PV system. Integrated-grounding elements of the support system (racking) are classified as electrical work and must be installed by a licensed electrical contractor. Solar PV resources. <http://tiny.cc/kmt0tz> (CCLD Review, Fall 2020)

DLI certifies prevailing-wage rates... The DLI temporary commissioner has certified prevailing-wage rates for highway and heavy construction projects in all 10 Minnesota regions effective Sept. 28. These rates were identified by annual voluntary survey of highway and heavy construction projects in MN collected by DLI. Wage-rate determinations are available on DLI’s website: <http://tiny.cc/kmt0tz>

[cc/yjrysz](mailto:dli.prevwage@state.mn.us). Questions: dli.prevwage@state.mn.us (DLI, Oct 2020)

MN Withholding Tax Employer Responsibilities Webinar... Dec 16 (1-2:45 pm) The MN Dept of Revenue is holding free webinars designed for employers and their reps. Register: <http://tiny.cc/bst0tz> Sign up for email updates as they are always adding more classes: <https://public.govdelivery.com/accounts/MNREV/subscriber/new>.

MN Tax Law Changes... The bonding bill signed into law on Oct 21 contained tax provisions including retroactive full conformity to section 179 of the Internal Revenue Code (“Section 179”) for certain property acquired in a like-kind exchange under Section 1031 of the Internal Revenue Code generally completed after Dec 31, 2017, and full conformity for all Section 179 expensing beginning in tax year 2020. These amendments impact tax years 2017-2020, and beyond. This law change may affect you if you made additions or claimed related subtractions for Section 179 expensing. You will need to amend your MN return to reduce your Section 179 addition by the amount attributable to the property for which the addition is no longer required. If you amend to reduce the addition, you must also reduce subsequent year subtractions by the amount attributable to the reduced addition. We will update 2017-2019 state tax forms and instructions by mid-Nov to include these changes. Contact MN Dept of Revenue: Businesses at (651) 556-3075; Individuals at (651) 556-3000. (MN Dept of Revenue, Oct 2020)

Employers required to pay for COVID-19 test and other types of medical tests... When an employer requires an employee or applicant to undergo a medical evaluation to work, including a COVID-19 test, MN law requires the employer pay the cost of the test or medical examination. There is an exception to this requirement related to the administration of an employee’s pension and disability benefit plan, citizenship papers or birth records. (Wage & Hour Bulletin, Sept 2020)

CONSTRUCTION TRENDS

NATIONAL

Building Permits... Privately-owned housing units authorized by building permits in Sept were 5.2% above the revised Aug rate and 8.1% above the Sept 2019. Single-family authorizations in Sept were 7.8% above the revised Aug figure. (census.gov, Oct 2020)

US Residential Sales... Sales of new single-family houses in Sept 2020 were at a seasonally adjusted annual rate 3.5% below the revised Aug 2020 estimate. (census.gov, Oct 2020)

ECONOMY

US Consumer Price Index...CPI for All Urban Consumers rose 0.2% on a seasonally adjusted basis; rising 1.4% over the last 12 mos, not seasonally adj. The index for all items less food and energy rose 0.2% in Sept; up 1.7% over the year (BLS, Oct 2020).

Chair—Cont. from pg 1

the extraordinary EA staff executes. This makes our job easy and keeps us out of the weeds.

Serving on the Electrical Association's Board of Directors has given me greater insight into our profession as well as ideas for how we can help each other navigate our business decisions to create a stronger industry.



—Jeff Kunkel, Vice Chair. Kunkel Electric

If this is something you are interested in, we would love to hear from you!

Below is a directory of the current Board of Directors. You can contact them or Clara, our Executive Director, at calbert@electricalassociation.com or at 612-827-6117 for more information. Any of us can tell you more about what the role involves and can answer your questions.

Let Clara know by **December 1** so we can include you in the upcoming board meeting.

We hope to hear from you soon!!

Executive Board



Chair, Clayton Schenck
Magnum Electric
West Fargo

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clayton@magnumelectric.net



Vice Chair, Jeff Kunkel
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Executive Director—Cont. from pg 2

emphasis on the construction sector. With the help of an interactive survey, Ron will also gauge the pandemic's impact among attendees and their firms.

Speaker, Ron Wirtz, is a Regional Outreach Director for the Federal Reserve Bank of Minneapolis. Ron's primary responsibilities involve tracking current business conditions across the six-state Ninth Federal Reserve District, which includes Michigan's Upper Peninsula, north-west Wisconsin, Minnesota, the Dakotas and Montana.



Ron tracks activity in employment and wages—which are central to the Federal Reserve's dual mandate of promoting stable prices and maximum employment—along with construction, real estate, consumer spending and tourism. Ron is a central contributor to the Beige Book, which is a report of current business conditions published by the Federal Reserve System every six weeks. Ron's work includes extensive outreach to business and community leaders, and he gives frequent speeches on Ninth District regional economies.

Join Ron Wirtz, Regional Outreach Director for the Minneapolis Fed, to hear about the latest survey results and how the pandemic is affecting the construction sector in the Midwest.

Succession Planning, Who Comes Next? Webinar - February 3 (8-9am)

Join Mary Kelly (Leadership Expert and Economist) while she dives into helping you plan for the next stage in your business. Maybe the pandemic has pushed this to a higher priority for your business or it has been in your plans all along. What are your options and how should you proceed (especially in today's world).



Every organization needs a plan for leadership succession, but few leaders know how to start. The program, who comes next, guides business owners and leaders through the steps of creating a viable succession plan for their organization. Mary's program simplifies the process and gives you the tools you need to start, build, and implement your business succession plan.

It is easy to focus on the day-to-day operations or running a business and far more difficult to think about what happens after we have left it to someone else.

Succession Planning can be complicated and can seem overwhelming. It can be tough to get started, and even harder to know if you are headed in the right direction. If you're not careful, there are common mistakes and pitfalls that can throw your plan off-track and keep you from making progress.

In this session, participants will understand:

- * The 5 common mistakes leaders make when thinking about succession
- * The owner/CEO/founder's mindset, and how that can help or hurt their legacy
- * The 7 groups of people affected by a leadership change
- * How the military manages to rotate leaders and teams every 2-3 years and still perform at high levels
- * Why selling your business may not be the right action

Every participant gets the paperback version of Mary Kelly's latest book, Who Comes Next? Leadership Succession Planning Made Easy as a guide for the next steps.

Important Announcements

Due to the pandemic, we will not be holding our December **Partner & Profit Conference** in person. We were working with the NCEL as they were rescheduling the **Upper Midwest Electrical EXPO**. This has since been postponed to December 2021 due to COVID restrictions. To keep all of you and our team safe, we have followed the same protocol as the NCEL. We will miss you but are hopeful to resume some normalcy with get-togethers as soon as possible (fingers crossed— 2021)!

We are excited to bring you continued value and content virtually through our monthly business webinars and look forward to presenting relevant topics to your business in today's world. If you ever have thoughts or ideas on additional topics to enhance your knowledge, please let us know and we can add it to the lineup!

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Board of Directors

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Michelle Dreier
Member Engagement/
Gov't Affairs Manager

Workforce Development

Talent Shortage

With unemployment rates double of what they were back in February, it can be easily argued that there is not a current workforce shortage. Many individuals would love to become an electrical apprentice.

Members can look to our Resume Page (www.electricalassociation.com/resumes) if you are looking to hire an entry-level apprentice. The number of contractors actively seeking out journeyworkers is still high and many are unsuccessful in finding licensed help. **It is glaringly apparent we have a pretty serious skill shortage.** Apprentices need to be trained and retained to get to journeyworker status. Retention of current journeyworkers is of utmost importance.

Health Insurance

Employer-provided health coverage is important for recruiting, but even more important for retention. A good benefit package could be the difference between you keeping that excellent electrician and that electrician leaving for a better compensation/benefit package. A new survey shows the following:

- 56% of US adults with employer-sponsored health benefits said that whether or not they like their health coverage is a key factor in deciding to stay at their current job.
- 46% said health insurance was either the deciding factor or a positive influence in choosing their current job.

As we navigate the current pandemic, health is even more top of mind for employees especially ones in positions that don't allow them to work from home.

A recent survey found that 71% of employees are satisfied with their current employer-provided health coverage but high costs worry many. To further break that down, the three top reasons for satisfaction were comprehensive coverage (39%), affordable coverage (36%), and choice of providers. The two top dissatisfaction drivers were costs (82%) and inadequate coverage (40%).

Among other findings:

Most workers (71%) remain concerned that the cost of their health plans will continue to rise. The benefits they said matter most to them were prescription drug coverage (cited by 51% of respondents), preventive care (47%) and emergency care (47%).

Recruitment & Retention Effectiveness

Strategic benefits users were more than twice as likely to report above-average effectiveness in recruitment compared with organizations that didn't use benefits strategically.

Above-average effective **recruitment:**
19% vs 8%

With 32% of employees citing benefits as a reason to stay with their organization and 29% citing them as a reason to leave, benefits play an important role in retention. Strategic benefits users rated their retention efforts as more effective than non-strategic benefits users.

Above-average effective **retention:**
28% vs 11%

Employee benefits are expensive. Roughly one-third (32%) of total compensation costs are allocated to employee benefits.

The Electrical Association is currently exploring ways to reduce these costs to our membership.

Legislative Update—Cont. from pg 3

Some of the largest single-project expenditures in the bill include:

- \$55 million to the Met Council to increase bus rapid transit;
- \$52 million to replace the Third Street Kellogg Bridge in St. Paul;
- \$29.5 million for a new state emergency operations center;
- \$29.2 million to replace a child development building at the University of Minnesota;
- \$24 million for wastewater infrastructure in Oronoco;
- \$20.5 million to build infrastructure for a business park in Becker;
- \$18 million for the Lake Bronson Dam in Kittson County;
- \$13.5 million for seawall and surface improvements in Duluth;
- \$13 million for wastewater treatment in Randolph;
- \$12.5 million for an outdoor performance venue in Minneapolis.

With the work concluded on Special Session #5, all legislators returned home to finish presenting their case for re-election to their constituents. Minnesota is the only state with a divided legislature. The House is controlled by the Democrats, and the Senate is controlled by the Republicans. Although the eventually agreed on major bills on financing state government, it took enormous effort to reach a "workable compromise." The election results will definitely determine if we return to one party rule or continue with a divided legislature.

The party that controls the legislature will set the agenda on which major tax and spend bills and policies will be enacted in 2021. If you need additional information or have questions, please contact the Association office at 612-827-6117.

Grow Your Political Influence – Donate to the PAC

It is important to keep in mind that laws and regulation affect all of us every day, and the Electrical Association plays a critical role in advocating for our issues at the state level, working toward positive results for small business and licensing issues.

First and foremost, a PAC is a group of individuals who voluntarily pool their resources to provide financial support for candidates for elective office who share the group's interests and concerns about legislative issues. These dollars are used and needed throughout the year not just before the election cycle.

We use the dollars to boost the campaigns of candidates aligned with our legislative initiatives. Those 6x10" glossies that we so readily throw in the recycling bin cost a surprising amount of money.

By law, associations like the Electrical Association are prohibited from providing direct political support

in the form of corporate dollars to fund elections. For this reason, the federal and state election commissions allow PACs to be used as a means of providing individuals who share common interests a way to leverage their financial support for candidates who they support. The dollars used to fund candidate campaigns come from members, not from the organization itself.

Fewer than 1% of the voting-age population gives to PACs and candidate campaigns, so checks in political support are noticed by legislators! This helps us keep our issues top priority. Could you spare a \$100 today to influence political issues that matter to you?

Make the investment today! Send your **personal check** donation to:
TEC-PAC, c/o Electrical Association,
3100 Humboldt Ave S., Minneapolis, MN 55408



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Education Calendar

NOVEMBER							DECEMBER					JANUARY 2021								
1	2	3	4	5	6	7	6	7	8	9	10	11	12	SUN	MON	TUE	WED	THU	FRI	SAT
8	9	10	11	12	13	14	13	14	15	16	17	18	19	3	4	5	6	7	8	9
15	16	17	18	19	20	21	20	21	22	23	24	25	26	10	11	12	13	14	15	16
22	23	24	25	26	27	28	27	28	29	30	31			17	18	19	20	21	22	23
29	30													24	25	26	27	28	29	30
														31						

16 Continuing Education Credits (Classroom)

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

- Nov 12-13 (8am-5pm) 2020 NEC® Grounding & Bonding; Motor Installation Overcurrent Protection - **Rochester***
- Dec 10-11 (8am-5pm) 2020 NEC® Code - **Maple Grove* 1 SEAT LEFT!**
- Dec 11-12 (8am-5pm) 2020 NEC® Grounding & Bonding; Motor Installation; Overcurrent Protection - **Roseville***

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

8 Continuing Education Credits (NEW! South Dakota Tour)

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

- Jan 16 Sioux Falls
- Jan 23 Yankton
- Feb 6 Watertown
- Feb 13 Aberdeen
- Feb 20 Sioux Falls
- Feb 27 Brookings
- Mar 20 Mitchell
- Mar 27 Yankton

- » Eight hours—Non-Members Price: \$155 / Member: \$130

4 Continuing Education Credits (Online)

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

- Self-Paced Any Time! 2020 NEC® Code Highlights, Pt 1
- Self-Paced Any Time! 2020 NEC® Code Highlights, Pt 2

2 Continuing Education Credits (Online)

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

- Self-Paced Any Time! 2020 NEC® Grounding & Bonding for Unlic Personnel
- Self-Paced Any Time! 2020 NEC® Overcurrent Protection for Unlic Personnel
- Self-Paced Any Time! 2020 NEC® You Be the Inspector, Part 1
- Self-Paced Any Time! 2020 NEC® You Be the Inspector, Part 2

- Nov 18 (6:30pm-8:30pm) 2020 NEC® Grounding & Bonding for Unlic Personnel
- Dec 3 (8:00am-10:00am) 2020 NEC® Motors, Controls, GFCI Requirements
- Dec 16 (6:30pm-8:30pm) 2020 NEC® Motors & Transformers

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

Exam Prep Training: Classroom

- Dec 12-13 (8am-5pm) Edina, Federated Insurance

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

Thank you to our Class Host & Sponsor:



COBRA MOBILE

Nov 11 • Wednesday (8am)
Presented by Jim Crabbe &

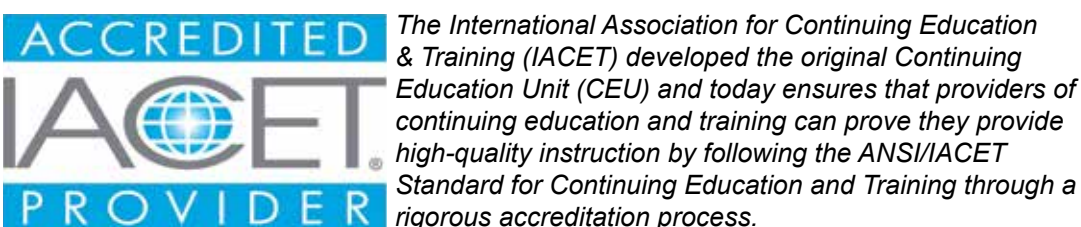
Cindy Cameron

REGISTER:

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Electrical Association Register! www.electricalassociation.com
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CE Requirements

This is your guide to staying in compliance.

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



Minnesota

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



Iowa

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



Montana

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



Nebraska

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



North Dakota

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



South Dakota

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



Wisconsin

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



Wyoming

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

Note: We are making a good-faith effort to publish the correct requirements for each state. For your protection, please check your state's website listed above.

Quiz on the Code

Temporary Wiring



1. What does the code allow for temporary wiring when using type SE cable?
 - (a) Type SE cable may be used for branch circuits
 - (b) Type SE cable may be installed underground for feeders in conduit
 - (c) Type SE cable may be installed at any height for feeders and branch circuits
 - (d) All answers are correct.
2. Receptacles connected to permanent building branch circuit wiring used for temporary power are not required to be GFCI protected.
 - (a) true
 - (b) false
3. A used, temporary electrical service on a portable stand is moved onto a new construction site for temporary power. What does the NEC require for this panel?
 - (a) A permit must be pulled, and it must be inspected by the inspector.
 - (b) The NEC makes no inspection requirements for this temporary panel.
 - (c) It must be examined to ensure the equipment is installed correctly and is not prone to failure.
 - (d) Used panelboards are not to be installed for temporary electrical services.
4. You purchased some new LED holiday lighting for the exterior of your home. There was no listing found on the lighting or the packaging. Is this an NEC violation?
 - (a) Yes, this is an NEC violation
 - (b) Not an NEC violation, but Yes, it is a Minnesota DOLI violation
 - (c) It is not a violation as this equipment is considered temporary.
 - (d) Electrical equipment used on exterior of dwelling units may not be required to be listed
5. Splices of conductors used to supply temporary wiring for a home Christmas display.
 - (a) do not require a box, they are temporary.
 - (b) do require a box.
 - (c) do not require a box if they are NM cables and grounding continuity is maintained.
 - (d) do not require a box if protected by conduit sleeve(s).
6. What is the rule for 30-amp, 125-volt temporary receptacles used on job sites?
 - (a) They are not required to be GFCI if part of the permanent wiring system
 - (b) They are required to be GFCI protected
 - (c) Both (a) & (b) are correct.
 - (d) Additional information is needed to answer this question

Answers: 1. (d) Article 590.4(B)(C); 2. (b) Article 590.6(A)(2); 3. (c) Article 590.8(A); 4. (a) Article 590.5; 5. (b) Article 590.4(G); 6. (b) Article 590.6(A)(1)

Toolbox Talks

A Winter Threat: Carbon Monoxide Poisoning



Carbon monoxide is a silent killer: an odorless, tasteless, colorless, gas.

exposure level (PEL) is 50 ppm over 8 hrs. Any enclosed space that has over 200ppm over 15 minutes requires vacating the space.

Carbon monoxide is a by-product of incomplete combustion from burning fuels. For example: fuels used in generators, cars, trucks, small engines, stoves, lanterns, grills, fireplaces, furnaces or gas fireplaces.

Control:
Provide adequate ventilation, Open doors and enclosed spaces at least once every hour to allow for air flow to enter the room.

Symptoms:

- lightheaded
- unconscious
- dizzy
- chest pain
- nauseous
- DEATH
- headache

IMMEDIATELY MOVE AFFECTED PERSONS TO FRESH AIR AND CALL FOR EMERGENCY SERVICES IF SYMPTOMS ARE SEVERE.

Chemical asphyxiant:

Deprives the brain of oxygen. When you breathe in carbon monoxide, it will replace the oxygen in your red blood cell and prevent your blood from carrying the oxygen to the cells necessary to live.

Flammable range: 12.5%-74%

Vapor density:

Weighs about the same as air. Carbon monoxide = 0.97, and air = 1.0. Will travel wherever the wind/current takes it!

OSHA permissible exposure limit (8-hr exposure): NIOSH recommended exposure level (REL) is less than 35 ppm over 8 hrs. OSHA permissible

Symptoms of Carbon Monoxide Poisoning

- Impairment of cerebral function
- Dizziness
- Headache
- Disorientation
- Coma
- Visual disturbances
- Disease of heart and lungs
- Muscle weakness
- Cramps
- Seizures
- Nausea

*The complete topic can be found at www.electricalassociation.com under Membership > Member Benefits

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www.electricalassociation.com >
Resources



Submitted by Graybar Minneapolis

Graybar's Minneapolis Service Center Expands Building and Services

The Graybar Minneapolis Service Center has recently completed an 84,000-sq-ft expansion, extending the facility's total size to 305,000 sq ft. Graybar's continued focus on labor-saving solutions were a key factor in this expansion.

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



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

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

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

GRAYBAR MINNEAPOLIS

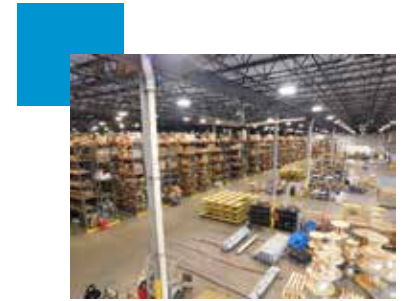
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- 24/5 regular operating hours with 24/7 services available
- Labor Saving Solutions: Graybar SmartReels, Parallel Reels, Pulling Heads, Mobile A-Frames, Fixture Carts, Job Carts, Conduit Carts, Material Staging, Kitting, and Inventory Management Solutions
- Logistics system in place for next day delivery to all locations it serves in MN, ND, SD, IA, and WI



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C+M LIGHTING – NEW Mister SAM + ZEP™ Sanitizing Solution

Mister SAM (Sanitizing Aerating Mister) requires NO compressed air attachments. Lightweight and easy to use and has an effective range of 25' and can disinfect 1,000 sf in only 10 minutes. Just plug it in and disinfect after the day is done or before people arrive. Recommended sanitizing liquid is FS Amine Z by Zep™ – an all surface disinfectant that can be used for microbial control on ceilings, floors, walls, and kitchen applications. (www.rouzer.com/cm-lighting • 952-737-6320)





Alex Hyatt
National Sales Manager

Member Benefits

Receive Your Code Hours for Master Renewal

A reminder to all Minnesota master electricians!

The deadline for license renewal is February 28, 2021, and you must meet the 16-hour continuing education requirement before renewing. Winter will be upon us soon and the perfect time to receive your code hours.

The Electrical Association offers a wide variety of courses, both classroom and online based, to fulfill this requirement. Our instructors are highly regarded, knowledgeable and well respected within the electrical industry. You can receive your training in three formats.

1 Classroom Training – We continue offering classroom code training and have taken the necessary precautions to ensure everyone’s safety. Masking, physical distancing and sanitation proce-

dures will be strictly adhered to and we are limiting class sizes based on venue capacity. You’ll have several locations to choose from around the state during the months of January and February, and due to popular demand, we are headed back to Marshall, MN!

2 Live Online Training – If you prefer to attend training online, these classes are an easy and convenient way to receive your code hours without having to leave the comfort of your own home. Taught in 2-hour blocks, these online classes are a great option for out-of-state license holders looking to receive additional hours. Our online courses are approved in MN, IA, SD, NE, WY and CO. Training is live and interactive with an instructor and additional tests or quizzes are not required. It’s simple: Pay for 2 hours and receive 2 hours.

3 Self-Paced Online Training – We are excited to announce the addition of self-paced learning to our lineup of continuing education courses. These courses offer the convenience of online learning at

your own pace, while still providing the exceptional training the Electrical Association is known for. Once you purchase a course, you will have 3 months to complete the required materials. You will receive directions on how to immediately access the class. You must complete all sections of the course, and receive a 70% or higher on all section quizzes and the final exam. The MN Department of Labor requires that the final exam is closed book; however, you may reference the National Electrical Code book.

Self-paced courses currently include 2 hours of Grounding and Bonding and 2 hours of Overcurrent Protection, but we’ll be adding more classes throughout the remainder 2021.

So register now! You’ll find the complete listing of our course offerings in the centerfold of this newsletter or on the Education page on our website. You can also call our office at 612-827-6117 or email education@electricalassociation.com to get signed up.

Member Spotlight:

Jay Tornquist—Willmar Electric



We are proud to feature Jay Tornquist of Willmar Electric. 2020 marks a monumental achievement for Willmar Electric, as the company celebrates its 100th year in business!

Jay grew up in Kerkhoven, home of the infamous Tom Freetly, a past Chair of the Board for the Electrical Association. Jay and his wife, Kathy, live in Willmar, where they have lived for 22 years. They are proud parents of Peter, Hannah, Abby and Nathan, and have five grandchildren.

Throughout his career, Jay has worked in several industries. Early on, he ran a fishing resort and managed a restaurant before joining his father and uncle in the real estate business. Together, they bought, restored, and sold apartment buildings around the Twin Cities. His career then shifted towards education. Jay has been a school principal, a third grade teacher, a youth director and an assistant coach in football, basketball, and baseball.

In 1997, Jay took the summer off, knowing that God had something different planned for him. At the end of the summer, an Education Director position became available at Willmar Electric, which was a great fit for the work experiences he had accumulated over the years. Thankfully, they hired him and he has been blessed to work there ever since! Jay was nice enough to tell us a bit of his story...

I have a unique background and have a number of different work experiences, few of which relate directly to this position. However, the sum of all of them have helped prepare me for the past 23 years of service here at Willmar Electric. I started out as the Education Director, soon getting involved in the areas of safety and HR and was the director of each of these areas until a life-changing event happened five years ago.

At the end of 2015, I was diagnosed with acute myeloid leukemia and began treatments immediately. Following my chemotherapy sessions, the doctors gave me the news that the chemotherapy was unsuccessful and that I had only two months to live. David Chapin, one of the owners of Willmar Electric, sent out a memo to all of the employees, asking for their support and prayers

to help me during this time. Our immediate family notified all of our friends, relatives and everyone within our church communities. What happened over the next month was a miracle!

On the Monday morning following this news, when the doctor came in to give me a transfusion, for the first time my platelet levels had increased. The following day, they’d doubled. They proceeded to double for four straight days and by the end of the week, my platelet levels had returned to normal. All of the doctors and nurses were befuddled. They couldn’t figure out what was going on. I said, “I think I do!” They quickly changed my diagnosis.

Over the last five years, I haven’t so much as taken a single aspirin, and I have been incredibly blessed to remain cancer free! All of the support, thoughts and prayers of my coworkers and friends has been life changing and lifesaving. The Lord has answered and it has been an amazing journey!

The people I work with at Willmar Electric are truly amazing! When I first received my diagnosis, I had only a week left of paid vacation. Within one day of David sending out his memo, several coworkers had already chipped in to donate their PTO and I now had three MONTHS of paid time off! I remember David telling me, “that’s not three months to die; that’s three months to get well and come back to work. If it takes more, you’ve got more.” So that’s exactly what I did. I went home and I got well.

Willmar Electric’s purpose statement is *People Making a Difference for People*, and for the last five years, that’s exactly what they’ve done for me. Due to the fact that I still had what is known as chemo-fog or chemo-brain (this is cognitive impairment that can occur as the result of chemotherapy) I came back to work in a support role for the HR, education and safety directors. The owners and other managers at Willmar Electric worked hard to create a position that would maximize the knowledge and abilities I was still able to provide. It is very unique that I could be someone’s supervisor, such as Trista Selander, and then swap leadership roles with that person. She has been very understanding of my situation, and is now my supervisor and the current Director of Human Resources.

As a longtime member, what do you value most about the Electrical Association?

I have a hard time leaving the “Minnesota” out of the title 😊 although I understand the reasoning. The Electrical Association has provided us with quality training over many years and in a number of different areas. Whenever we have had a need for a certain class, they have worked hard to meet that need or to help me find someone that could provide training for us. Code classes have been a specialty, both for journeyman and for apprentices.

We have walked side by side with the association in a number of legislative cases, standing up for what is important for the members. I would be remiss if I didn’t mention that the association has always had quality leadership, striving to meet the needs of its members. Everyone I have worked with has been caring and concerned, not only for our business, but also for me personally. It has been a pleasure to walk side by side for all these years!

I will be retiring from full-time employment at the end of 2020, but staying on part time to help with the transition. Personally, I plan on staying active as I have a love for fishing, playing basketball, and working on small projects. Most importantly, I’m very much looking forward to spending more time with all of my family because truly, *every day is a blessing!!*





Maximize Your Cash Flow

Tim Pass, Accountant,
Smith Schafer CPAs

The Research and Development (R&D) Tax Credit is one of the best opportunities for businesses to reduce their tax liabilities, improve cash flow, and increase earnings-per-share. This tax credit was initially enacted in 1981 to incentivize companies to increase their investment in developing new or improved products or processes.

Several industries are eligible to receive R&D tax credits. This article will focus on the benefits for the following industries: Architecture, Construction, Engineering.

What is the R&D Tax Credit?

It provides a dollar-for-dollar cash savings each year to companies that perform activities related to the development of new, improved, or innovative processes and products. There is no limitation on the amount of expenses and credit that can be claimed each year.

Several industries are eligible to receive R&D tax credits. This article will focus on the benefits for the following industries: Architecture, Construction, Engineering.

What are some qualifying R&D job titles?

- Civil, Electrical, Mechanical, Structural, or Environmental Engineer
- Designer or Drafter
- Construction or Project Manager
- Architect

What are the qualifying research expenses?

- Wages paid to employees for qualified services.
- Supplies used and consumed during the R&D process.

- Research expenses paid to a third party.
- Research payments to qualified education institutions and various scientific research organizations.

What are the qualifying research activities?

Companies responsible for design, engineering or new construction, often have qualifying activities. Examples include:

- Creation of new or improved processes, methods, and techniques used in the construction process.
- Design and development of new or innovative buildings and related components.
- Development of new or innovative electrical, HVAC, or energy-efficient systems.
- Design of temporary systems such as falsework, shoring, and dewatering systems.
- LEED Certification
- Developing preliminary design and development plan.
- Creating new software to use internally to interact with vendors or customers.
- Formulation of schematic designs.
- Construct preliminary CAD modeling and testing.

How much can a company save with the R&D Tax Credit?

Depending on company size and types of activities performed, our clients have saved anywhere from \$10,000 to \$1 million through R&D tax credits. The amount saved is based on the total expenses eligible for the credit. The revenue of the company is not relevant to the amount of credits available.



The average percentage of credits available to a company is approximately 10 percent of the total eligible R&D costs.

Can I offset my Alternative Minimum Tax (AMT) with the research credit?

For tax years beginning after December 31, 2015, eligible businesses may claim the R&D credit against their AMT tax liability if gross receipts are \$50 million or less. If your business is a qualified start-up company with less than \$5 million in gross receipts, you may also elect to use up to \$250,000 of the R&D tax credit against payroll taxes.

Can I claim the R&D Tax Credit on amended returns?

R&D tax credits are available to be taken on amended tax returns going back three previous tax years.

How can I apply for the R&D Tax Credit?

Any size companies are eligible for the R&D tax credit, and many small-to-medium-sized businesses are missing out. The first step is to analyze the types of projects your company is working on to identify eligible activities. Smith Schafer works with R&D tax credit specialists that conduct a study to determine savings. While you may be tempted to try to calculate the credit on your own, there is expertise required to identify and collect the correct information. An expert will most likely be able to obtain a larger tax credit than if you would try to claim this on your own. Also, claiming it incorrectly may result in the loss of credit and possible penalties from the IRS.

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

You Need to Know - Cont from page 4

MN Interest Rates... 30-yr fixed: 3.03% (3.39% APR); 15-year fixed: 2.58% (2.91% APR). (Bankrate. Oct 2020)

ENERGY

NATIONAL

Renewable Energy Growth... According to a report by the U.S. Department of Energy's Energy Information Administration, consumption of renewable energy in the US grew for the fourth year in a row, reaching a record 11.5 quadrillion BTUs, which represents 11% of total US energy consumption (wind, solar, hydropower, wood and waste, biofuels and geothermal). (ECmag. Oct 2020)

MINNESOTA

Free Smart Thermostats for Your Business... To get started, visit www.mncee.org. A qualified One-Stop technician will replace your existing thermostats with Wi-Fi enabled smart thermostats at no charge. Once the thermostats are installed you will be enrolled in Xcel Energy's AC Rewards for Business Program, which allows Xcel Energy to make small, often unnoticeable adjustments, to your smart thermostats during the hottest summer days when demand for electricity is highest. You can opt-out of these events at any time by returning your thermostats to their normal settings. (MN CEE. Oct 2020)

LABOR & MANAGEMENT

US Unemployment rate falls to 7.9%... A sign of improvement for the US labor market; weekly initial claims for jobless benefits fell by 55,000 to a seasonally adjusted 787,000 in the week ended Oct 17. The number of people collecting unemployment benefits through regular state programs, which cover most workers, decreased by 1 million for the week ended Oct 10. (BLS)

MN Unemployment Rate... MN's seasonally adjusted unemployment rate dropped in Sept, down to 6.0% from 7.4% in Aug. MN's labor force participation rate stood at 70.2% in Feb 2020. (MN DEED. Oct 2020)

MN Workers Comp Help Desk... New, dedicated workers' comp help desk taking your calls and email. Open 8am-4:30pm, M-Friday at 651-284-5005 (press 3); 800-342-5354 (press 3); or helpdesk.dli@state.mn.us. (MN DLI Compact Newsletter. Oct 2020)

SAFETY

3M safety product to minimize suspension trauma... A new strap on 3M safety harnesses developed with input from construction pros should help reduce injuries to workers after a fall. The Suspension Trauma Safety Straps alleviate the risk of orthostatic intolerance or suspension trauma, a potential hazard after a worker falls and is suspended upright by fall arrest equipment. The straps will be standard on all mainline 3M DBI-SALA branded harnesses. (ConstructionDive.com. Oct 2020)

OSHA Recordkeeping training in January... Maintaining an accurate OSHA log of recordable work-related injuries and illnesses is an important skill that benefits employers, workers, safety professionals and government agencies. The DLI is offering free intro-level training sessions about recordkeeping. Registration is required. Jan. 15 – Webinar only, (8:30-11:30am) or Jan. 22 – Webinar only (8:30-11:30am). Topics include Recordability of injuries and illnesses; Differences between OSHA cases and workers' compensation claims; Classifying cases; Counting time; Privacy cases; How many logs to keep; Maintaining logs; Creating a log summary; Reporting log data to OSHA; Recording COVID-19 cases. Registration: <http://tiny.cc/amt0tz>

IOWA

License Renewal Started Oct 1... Iowa apprentice electrician licenses and unclassified person licenses expire December 31! <https://iowaelectrical.gov>

NORTH DAKOTA

The 2020 NEC... will go into effect in North Dakota on Jan 1, 2021. (www.ndseb.com. Oct 2020)

WISCONSIN

Wisconsin prevailing wage repeal yielded lost construction jobs, lower wages... A new report from the Midwest Policy Economic Institute and Colorado State University Pueblo says that WI's 2017 repeal of its prevailing wage laws has failed to produce the promised cost savings for public transportation projects, and has led to lower construction worker pay, diminished apprenticeship programs and a reduction in bid competition. They analyzed per-mile highway construction data and found that project costs increased by \$52,000/mile. The study also revealed that worker pay shrunk by \$2,600/yr. In contrast, private construction CEOs' pay rose 54% to about \$93,900/yr, while cost overruns increased and skilled worker turnover in the sector rose 8%. The report also said the number of state WI DOT construction projects awarded to out-of-state contractors increased by 60% and that bid competition was down 16%. (ConstructionDive.com. Oct 2020)

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SYMPATHY



Kimberly M. Klein... We have sad news to share. Dan Klein's wife, Kim, passed away on Sept 17. A Celebration of Life will be held at a later date for Kimberly M. Klein, age 56, who died at her home. She married Daniel Klein on October 24, 1987. Kim enjoyed

entertaining and caring for family and friends, gardening, canning pickles, being at the lake spending time on the water, whether it be on the beach or pontoon and always living life to the fullest. Kim is survived by her husband Dan; children, Sam (Alicia) and Elizabeth; siblings, Becky Neeser, Debbie Rothstein, Tom Bohlig; step-siblings, Karen Klein, Mike Thelen, Melanie Thelen; mother and father in-law, Roger and Darlene; in-laws, Mike (Michelle), Sue Guzik, Rick Klein, Mary (Jeff) Peller, Karen (Bob) Cronk, Sarah (Todd) Bailey, Jackie, Jenny (Chris) Nicholas; grandchildren, Owen and Levi.

CONGRATULATIONS

Plum Tree Solutions...

Congratulations to Plum Tree Solutions on their 15th year in business. Kathy Matsui, owner of Plum Tree, has been a Product Service Member of the Electrical Association also for 15 years. She has helped the Association and she can help you to find the perfect promotional product for your company!



Andrew & Michelle Javens...

Congratulations to the growing Javens family who welcomed their second child, Braxley Joseph Javens, born 10/21 at 12:52pm 7lb 1oz.



EDUCATION & MEETINGS

The Upper Midwest Electrical

Expo 2020 has been delayed... The new dates for the next Expo is Dec 8-9, 2021. After monitoring the COVID situation closely, the Expo cannot happen safely this year.

THANK YOU! THANK YOU! THANK YOU!

Federated Insurance...

Thank you for being a 2020 Yearlong Sponsor* and for hosting our Exam Prep classes in Edina!



Viking Electric...

Thank you for being a 2020 Yearlong Sponsor*!



ATEK Distribution...

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**Yearlong Sponsors are contributing to every single class, event, communication piece, and program that the Association offers throughout the entire year! Their generosity makes a huge difference. Please help us thank them whenever you can! Learn about how to become a Yearlong Sponsor: contact Erica at (768) 497-1778 or erica@pierreproductions.com. Learn more on page 6.*

The Classifieds

Announcement of Vacance—Construction Electrician Instructor... Starting Date: Spring Semester/January 7, 2021. For more information about our college and this position, please visit our website at www.anokatech.edu.



Case 60 Trencher...

Good condition with less than 10 hours run time. Located in St Cloud. \$2900 OBO. Contact Ashley, Design Electric, at (320) 252-1658.



Carlson...

- 48 – Carlson UA7AN (4" 45° no bell)
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- 1200 – Carlson UA9DG (1 1/4" 90°)
- 32 – Carlson UA7FNB (4" 45° one bell)

Make an offer. Pick up at office in Rushford. Call Glen Kopperud, Norman's Electrical Service. (507) 864-2891

Seeking a Contractor Electrical Inspector...

Must be good with the NEC and with people. Will cover the East Metro (Maplewood north to Hugo). Request an application at petetokle@gmail.com.

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Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

Topics of interest - Questions Submitted to MNOSHA



If an employee is hospitalized due to COVID-19 illness, and the illness is deemed work-related, must the hospitalization be reported to OSHA?

Hospitalizations involving COVID-19 are reportable, if the in-patient hospitalization occurred within 24 hours of the workplace exposure to SARS-CoV-2. If not immediately known but later determined that the in-patient hospitalization was a work-related incident that caused COVID-19 illness, it must be reported within 24 hours of that determination.

Is annual fit-testing of respirators still required?

The pandemic has contributed to supply shortages that can make it difficult for an employer to obtain fit testing supplies. Under these conditions,

an OSHA investigator is allowed discretion to refrain from issuing a citation for a lack of fit testing violation. Discretion is applied on a case-by-case basis and only if reasonable efforts were made to obtain the needed supplies.

Must a written COVID-19 preparedness plan be available at each jobsite?

A preparedness plan must be readily accessible – whether in written or electronic form. The plan must be appropriate for the jobsite and communicated to all affected workers.

If a worker claims health reasons for not wearing a face mask, can the individual still work?

A place of business has to maintain a safe workplace and should not allow a worker to work without a face covering, where mandated, without verifying the need for exemption (following ap-

plicable civil rights laws relating to verification of a worker's condition or disability). The business must lessen transmission risk by implementing other measures, such as, a strict social distancing protocol, use of an alternative face covering, and barrier protection. If a business cannot lessen the risk posed by an exempt worker or the worker refuses offered accommodations, the business must send the worker home.

Concerns about COVID-19:

MNOSHA is responding to hundreds of calls each week on allegations of face mask use violations and other concerns about COVID-19. Do what you can to lessen the risk both on and off the job. Distancing, good personal hygiene, and other preventive measures are nothing new—just more highly emphasized due to the increased perceived risk with COVID-19 illness.

Dave has held multiple positions in various consultant and supervisory roles, within Workplace Safety Consultation (WSC). He is a certified industrial hygienist and safety professional, who has had opportunities to work with a wide range of public and private sector employers, in general industry and construction, providing technical assistance in industrial hygiene, safety, and ergonomics, while gaining insights and guiding employers on more effective management of workplace safety & health. He provides overall program support for WSC, overseeing the Safety Grants and Alliance programs, and current focus on temporary worker safety.



Mike Miller
Director of Education

Word on the Street

Strategies for Passing the Minnesota Electrical Exam

So you ask your friends on the job, "What did you do to pass the test?" A myriad of answers hit you: "pray," "hibernate with a code book for two months," "hire a tutor," or maybe even "memorize an exam prep book." These are interesting options indeed.

Perhaps the wisest choice is "study" (verb: action word!). Of course, independent study without direction is difficult at a minimum. There are numerous basic strategies for passing tests available on the web and all focus on having a thorough knowledge of the subject matter.

Being resourceful during the four years of training will pay off. Many trade magazines are free online that do an exceptional job of exploring the code as well as introducing you to new products. I suggest looking into these opportunities and commit to reading them routinely. You will surprise yourself with the knowledge you acquire and retain, especially about the code.

Be certain to stay on top of code changes. You will see at least one new code book during your training before you take the test, and the MN exam does address some of the changes. Also, study and even memorize math formulas, and know how they are used.

Some of the best advice I can give you is be sure to consider attending a live exam prep class. The Electrical Association provides a live, 16-hour class that is extremely helpful in passing the exam the first time. Statistics gathered from students who returned our surveys over the last few years indicate that those who attended an Exam Prep Course provided by the Electrical Association had a first-time pass rate of 81%. Our exam prep class is a compelling strategy for passing the test.

Finally, relax and believe in yourself. You have worked hard to get where you are today so show them what you have got and know you are not going to get all the answers correct. Do your best!!

www.electricalassociation.com/examprep

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Rebates

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The One-Stop Efficiency Shop® (One-Stop) helps small businesses cut energy costs and earn significant rebates from Xcel Energy by upgrading lighting equipment. One-Stop is currently offering bonus rebates for LED lamps, LED tubes, and LED fixtures that are the highest they have ever been. Your customers can earn **bonus rebates covering up to 75% of total project costs** when they complete projects by December 2020.

To qualify for bonus rebates, equipment must be purchased and installed by December 1, with invoices submitted to One-Stop staff by December 11, 2020.

One-Stop makes it easy for contractors to participate by offering:

- A free, no obligation assessment with cost savings and payback details to help you sell jobs
- Significant rebates to help offset customers' project costs
- Financing with interest rates as low as 1% (for a limited time)
- Completion of all program and rebate paperwork

Rebates are also available for customers looking to improve the efficiency of their HVAC systems. Learn more about One-Stop at mncee.org/onestop.

Contact: Cindy Kelly at 612.244.2427 or ckelly@mncee.org

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



2-Week Online Courses

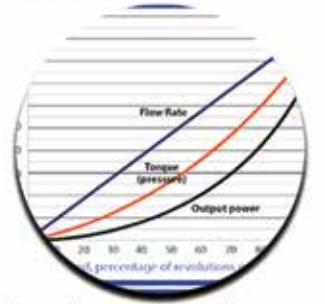
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Thursdays, Dec 17 & Jan 7 (6:30-9:30pm)

Price: \$299 members / \$279 nonmembers

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 Power, Sizing & Selection
 Types of Loads
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 Common Failures
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MISSION STATEMENT

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

We provide a strong commitment to quality in education, communication, government relations and ethics.

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

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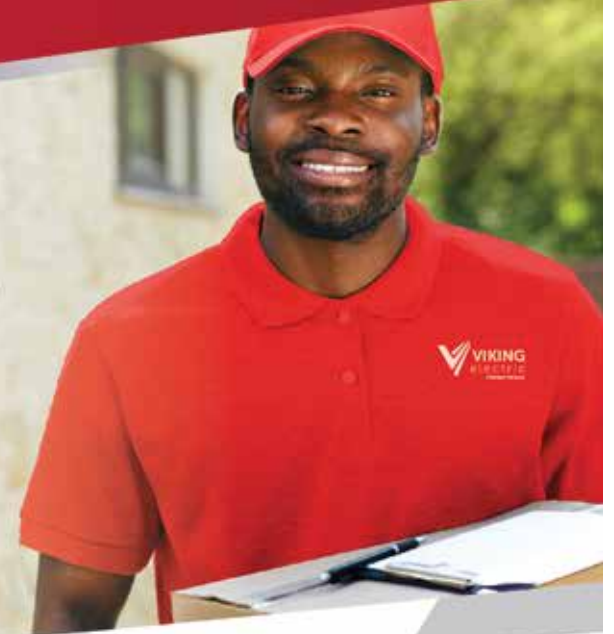
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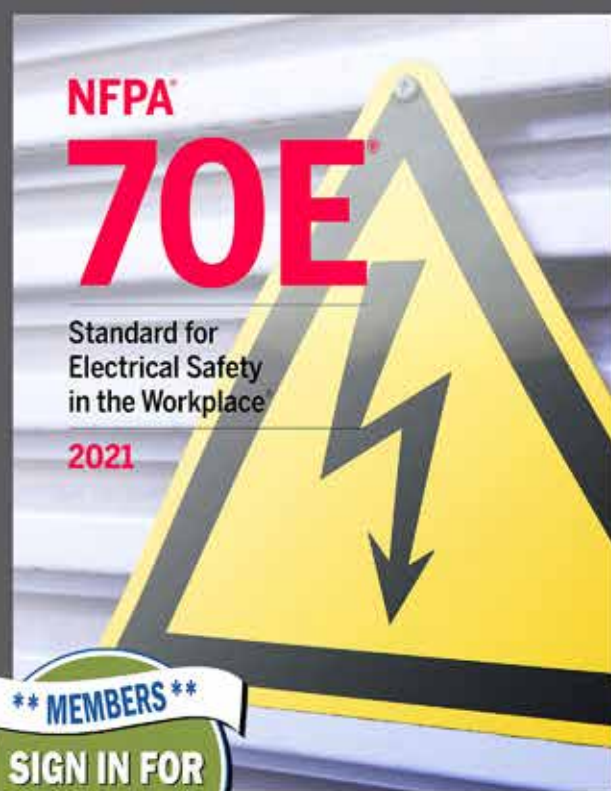
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