

In this Issue

Recognize Your Crew	1
Clayton Schenck, President	
Resources for Compliance & Success	2
Clara Albert, CAE, Executive Director	
Family Succession Planning—Trusts ...	2
Federated Insurance	
Survey Results	3
Michelle Dreier, Government Affairs Mgr	
I-9 / FMLA Form Updates	3
Tom Revnew, PRK&A	
HR Compliance to Racism	4
Kate Bischoff, tHRive Law & Consulting	
You Need to Know	4
Social Media Recruiting	6
Material Shortages—Strategies	7
Michelle Dreier, Member Engagemt/ Gov't Affairs	
Professional Development Section	
Education Calendar.....	8
Quiz on the Code.....	9
Toolbox Talks: Fall Protection.....	9
Material Shortages	10
Online Trade Show	10
Become a Member and Save	11
Alex Hyatt, National Sales Manager	
Members Spotlight	
Klein Family, Klein Electric	11
Cash Flow Strategies	12
Tim Pass; Smith Schafer & Associates	
Community News & Classified Ads	13
Worker's Comp Claims, Pt 2	14
Dave Ferkul, Workplace Safety Consultation	
Code Book Philosophy	14
Mike Miller, Director of Education	
Rebates:	
Bonus Rebates for Lighting	15
Updates on Limited-Time Rebates	15



Clayton Schenck,
Chair of the
Board of Directors

Industry Report

Recognize Your Crew

Recognition goes a long way, and treating employees the way they deserve will ensure they work hard for you and stay loyal to your company. Did you know that 50% of employees leave their company within the first year of employment according to research by Gallup? Showing the crew that they are valued and heard goes a long way and we all know how expensive turnover is.

The third Friday in September is **National Tradesmen Day**. This day was created to honor the men and women whose skills and hard work build America. What could you do in your shop to celebrate your team and show your support for them and the work they do day in and day out? It could be as simple as pizza delivered for lunch or coffee and donuts at the job site.

National Apprenticeship Week is also coming up! During the week of November 9-13, apprentices all over the US will be recognized in different creative ways at their companies. Start planning a few ideas now so you can execute with ease. Contact the MN Department of Labor with your ideas to showcase apprentices and you may be featured on their website or in an upcoming *Apprenticeship Works* newsletter (dli.apprenticeship@state.mn.us).

Here are a few ideas!

- Recognize employees on social media
- Prizes and games throughout the week
- Surprise treats or meals
- Company swag
- Food truck at the job site for lunch
- Extra PTO
- Team Retreat
- Family day at the shop with a bounce house for kids

Training apprentices and continuing their education in the electrical field is also a sure way to make them feel appreciated and valued. During a time of crisis as we are in now with the pandemic, it has been reported that professional development is one of the first items cut from companies. This type of business decision could cause you to lose some of your biggest assets to get through the tough times and be a thriving company on the other side of this—your employees. Deciding to begin or continuing to enroll them in an apprenticeship program gives them the knowledge and information they need to be productive and safe on the job site.

One option for accomplishing this training is to use the Electrical Association's program. It takes the stress off of you since all of the training is conducted by the Association's excellent trainers. It can make a difference when apprentices hear the content from a 3rd party. They can head to the job site the next day with confidence applying the knowledge or asking meaningful questions to their supervisor.

Classes start at the end of September and registration is open now. The course is held live one evening a week, so time on the job site should not be compromised. If the crew has to travel or work late, all sessions are recorded and can be watched later in the week for credit. The program was developed and is updated by electrical contractors who know what is needed by apprentices through their years in the field. Two hours of continuing education is offered as well to ensure each apprentice is fulfilling license requirements from the MN DLI.

Although life looks different as we are busier than ever working on the business and juggling more than we ever bargained for, these little things will go a long way in creating a culture that will respect you and help you through these new times rather than getting in your way and adding one more to-do to your list.

Self-Paced Online CE Credits!

Learn online at your own pace any day, any time!

NEW CLASS!

(2 CE) 2020 NEC Grounding & Bonding
(2 CE) 2020 NEC Overcurrent Protection

More topics to follow!



Courses are accessible on your smartphone or tablet using any of the following: Chrome, Safari, Firefox, Microsoft Edge!



Learn More & Register:

www.electricalassociation.com/selfpaced

PRSR STD
U.S. POSTAGE
PAID
TWIN CITIES, MN
PERMIT NO. 2099



Clara Albert, CAE, Executive Director



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

I am here to help you.

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

Executive Director

Resources for Compliance and Success

The staff at the Association met with Electrical Association leadership in August to discuss the industry and how we can be help during this time. Here are just a handful of the ways that we have identified for you all to succeed.

Material shortage—

Take a look at the Quick Resource Guide in this month's issue. This is a list of suppliers that the Association partners with. With the current shortage of materials, this might be the time to diversify your suppliers. Planning ahead and informing your supplier of your needs as soon as possible will be key. Any way that you can make that happen will set you up for success in meeting deadlines for your clients and customers. Take a look at Michelle's article on page 6 for more info on materials.

Rebates—

Register for the upcoming business webinar on how to use energy efficiency rebates to drive new business. Wednesday, September 23 at 8am we will have an expert from CEE discussing their One Stop Lighting/Commercial Programs, Jill Eide from Great River Energy, and

Emily McPherson, CEE, discussing Air Source Heat Pump Coalition. Register at www.electricalassociation.com/webinars

Look for November's webinar from Cobra on their software that syncs the field workers and office together. The crew uses the 'Mobile Field Sheet' to record their materials, hours, job notes, job pictures and more.

Questions on Compliance—

Every Thursday the State of Minnesota will hold calls from 11:00-11:45AM. Anyone is welcome to submit questions or just listen in. We know how difficult it can be to get answers to important questions that you need to know in order to comply. This is an opportunity to get information in real time by different state agencies. Call-in details and how to submit your questions can be found here at www.electricalassociation.com/webinars

MN Department of Labor Guidance—

A newly created video from the MN Department of Labor reviews worker protections related to COVID-19, such as workplace safety and health, sick leave, final

Executive Director—Cont. on pg 5

Turn Your Life's Work into a Proud Legacy

Let us help you prepare for the next stage of life with business succession and estate planning support.



Scan to view a brief video about mySHIELDSM, a personalized online destination for risk management resources to help support businesses.

- Industry-specific training and resources
- Seamless certificate management
- Efficient vehicle and drivers lists tools
- And more!



Commercial Insurance Property & Casualty | Life & Disability Income | Workers Compensation | Business Succession and Estate Planning | Bonding
Federated Mutual Insurance Company and its subsidiaries* | federatedinsurance.com | Ward's 50[®] Top Performer | A.M. Best[®] A+ (Superior) Rating

20.03 Ed. 6/20 *Not licensed in all states. © 2019 Federated Mutual Insurance Company

Federated Insurance

Family Succession Planning with Trusts

The goal of most parents is to see that their children and grandchildren succeed. As long as the parents are alive, they can help their children as needed. But, what if the parents die? Family succession planning involves helping the next generation succeed by properly protecting their assets and incenting the type of behavior parents find appropriate. This can effectively be done using one or more forms of trusts.

Minor children – It is generally not advised to give an inheritance to an 18-year-old, but this could happen without proper planning. If a child is under 18 when the parent dies, the court will impose a guardianship. Generally, the inherited assets must be turned over to the child when he or she reaches legal age. Having a trust can prevent this. Think of the trust as doing what you would have done if you were still alive.

Special needs children – Many of these individuals are eligible for public assistance of some type; however, if they inherit outright from their parents, they may become ineligible for the assistance until the inheritance is spent. Parents of special needs children should consider setting up a trust that will supplement the child's needs without disqualifying him/her from assistance.

Children with chemical, gambling, creditor, motivation problems – For children with issues that a sudden influx of money could exacerbate, parents should consider putting the child's inheritance into a trust for protection from themselves and from creditors and predators. The trustee could have the discretion to make partial distributions when certain milestones are met or for accomplishing certain goals.

Children's spouses – Sometimes, parents are more concerned about their children's spouses than they are the children themselves. If marriage stability, debt issues, etc. is a concern, the parent should consider putting that child's inheritance into a trust that provides lifetime income to the child, but with an ultimate distribution to the grandchildren (bloodline trust).

Condensed from www.federatedinsurance.com

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



Government

Survey Results

Michelle Dreier
Member Engagemt/
Gov't Affairs Manager

A big thank you to all of our members who completed our recent Government Action Survey!!! We had over 50 respondents, and with this type of response I'm certain our advocacy initiatives will reflect membership throughout the state!

The survey included some proposed initiatives and allowed for write-in suggestions. I am always looking for ways I can support and bring the voice of electrical contractors to the legislature and administrative agencies.

As I write this, MN Dept of Labor & Industry's commissioner has been let go by the MN Senate. Other commissioners under scrutiny include Dept. of Commerce, PCA, DEED & MMB. The political climate is divisive, and even the timing of the survey felt weird because we are not done with 2020 yet. The bonding bill, typically the main event for this non-budget year is not worked out. Even 2020 NEC is not following its typical clockwork. There is not enough paper or time to list the issues that COVID-19 is causing. Please visit our COVID-19 page to see the collection of resources we have put together for you:

www.electricalassociation.com/COVID19

Now for the Results—

Duty to Defend scored as our top initiative. This legislation would make it illegal for general contractors to require subcontractors to pay a general's attorney fees when legal action is not the subcontractors fault.

Conservation Improvement Program reforms is next on the list. We strongly supported the Energy Conservation Optimization Act (ECO) in 2020 and will continue to do so. Energy-efficiency rebates can mean added business for member contractors. If you have never made use of rebates, attend our webinar on September 23 to learn more.

Requiring Residential Contractors Licenses on residential rooftop solar of electrical contractors. The Electrical Association is against solar fraud and would support solutions to prevent it, just not this one. Electrical contractors are skilled in their trade and requiring another credential is prohibitive especially to our smaller members. No fiscal impact study has been performed regarding the effects on the Contractor Recovery Fund and the payout limitations don't come close to helping the victims of recent solar fraud offenders.

Legislation to allow 16- & 17-year-olds to perform work on a construction site, with restrictions of course. The narrowly-defined exemption for parental corporations doesn't allow for grandchildren, nephews/nieces, etc. to learn the family business. Also if a business is co-owned by a father-son, or two brothers, the parental exemption is null & void.

Load Management Receivers Permitting/Inspection is our final scored initiative. This issue came up last year as a project for replacement receivers was notified of the necessity of permits for each receiver. MN DLI responded by reducing the permit fee to \$20 for this type of installation. In our work with MREA we found no safety issues with this type of installation and the question continues to be what is actually being inspected in this situation. Our position is anything that requires alteration of wiring, repairs to wiring and new receiver installations would continue to require inspections.

Please feel free to contact me with any concerns that you might have regarding regulation at either the administrative or legislative level. I am proud to represent the excellent businesses of this association and the good work that you do. How can I make regulation work better for you?



Compliance

I-9 and FMLA Form Updates

Tom Revnew
Attorney, PRK&A

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.

I-9 Remote Viewing Policy To End

On March 19, 2020, the Department of Homeland Security announced that it would defer the physical presence requirements of Form I-9 for remote employees. Under this policy, employers are allowed to inspect the Section 2 documents remotely (e.g., over video, email, or fax). Employers must also find a way to retain copies of these documents. For this reason, email or fax are likely the best methods for an employee to send them.

The actual physical documents should be inspected within 3 days after physical and in-person operations resume, noting COVID-19 as the reason for the physical inspection delay. Once physically inspected, the employer should add "documents physically examined" with the date of inspection to the Section 2 additional information field on the Form I-9, or to section 3, as appropriate. After being extended three times already, this policy is currently set to expire on August 19, 2020.

There has been a significant increase in Department of Homeland Security I-9 audits since 2017. In 2019, employers were issued over \$14,300,000 in judicial fines, forfeitures, and restitutions for violating I-9 requirements. Fines are determined on a per violation basis and are not capped.

If employers continually make the same mistake, the fines can increase exponentially. Employers should ensure that they are using the current Form I-9 with the 10/21/19 edition date. Requiring new employees to complete an I-9 Form with an earlier edition date will lead to penalties during an I-9 audit.

New DOL Model Forms

On July 16, 2020, the DOL released a series of new forms for employer to use to document leave under the Family and Medical Leave Act ("FMLA"). Forms are available at <https://www.dol.gov/agencies/whd/fmla/forms>. Employers are not required to use these new forms, but the DOL claims the new forms are "easier to use." Employees who already provided information on the old FMLA forms cannot be required to provide it again on new forms.

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

See their ad below to get started!



Peters
Revnew
Kappenman
Anderson

The Lawyers for Employers

**Member of the
Electrical Association for 25 years**

Best Values:

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

Ask for the Electrical Association discount.

Tom Revnew 952.921.4622
7300 Metro Blvd, Ste 500 | Minneapolis MN 55439
Tel 952.896.1700 | Fax 952.896.1704
www.prkalaw.com



At GPS, we offer **innovative** stand-by and **emergency** power solutions for a variety of commercial and industrial applications. We understand how **critical up-time** is.

Our service technicians are **on call 24/7** to provide you with power solutions. With a variety of **generator options**, we will make sure to provide your customers with the **right product** for their specific need.



8296 INDUSTRIAL PARK
ROAD BAXTER • MN 56425
6957 HIGHWAY 10 NW, SUITE
200, RAMSEY • MN 55303

888.330.2118

INFO@POWERBYGPS.COM

WWW.POWERBYGPS.COM



HR Compliance

HR's Response to Racism in Viral Form

Kate Bischoff, Attorney
tHRive Law & Consulting

Social media is one helluva thing. It can rapidly spread information (both fact and lie), keep us connected to friends and family around the world, and put a glaring spotlight on our abhorrent behavior. Like Amy Cooper's.

If you missed social media, Christian Cooper, a black man, was out watching birds in New York's Central Park when he saw Amy Cooper, a white woman, out with her unleashed, rescued Cocker Spaniel. Christian (because there are too many Coopers in this story to keep everyone straight) asked Amy to leash her dog per the Park's rules and the many signs posted near the area. What happened next is subject to a video and represents a potentially lethal cocktail of

lies, threats, racism, white privilege, and police involvement.

Within just a few hours, Amy was identified as a Vice President for Franklin Templeton, an investment firm, and placed on administrative leave. She turned her dog over to the rescue shelter where she got him. Not surprisingly, the video went viral while #AmyCooper and #FireHer trended in tandem. And, perhaps surprisingly, Franklin Templeton's website appeared to crash.

Imagine for a minute that you're in HR for the organization Amy works for. What do you recommend?

Put her on administrative leave? Absolutely, leave is exactly the right thing to do immediately, especially on a holiday. Leave buys everyone

some time to cautiously go through what happened and prepare next steps.

Investigate? Investigate this particular incident? No. The video is pretty clear, and she's admitted her conduct. A decision can be made right now. However, should you investigate whether Amy's behavior has impacted employees in the organization. No doubt about it. You have to.

Because Amy appears to have supervisory authority, her attitudes towards race may have impacted decisions she has made involving performance reviews, hiring, firing, training, etc. Going through those decisions is going to be a must. Not only will the video be Exhibit A in any discrimination case brought against Franklin Templeton that involves Amy, it will also impact the employees she supervises and works with. Some may believe that the racism she displayed in the video affected her decisions and will want to know that you're taking it seriously while determining if it actually has.

Talk with employees? Absolutely. This incident is going to affect your workplace. Black and brown employees are going to be particularly affected and will be paying close attention to how the organization responds. Let's assume the organization wants to be antiracist. A message from the CEO

tHRive
LAW & CONSULTING

Proud to advise and represent employers in all aspects of the employment relationship—

- Advice and Counsel
- Audits
- Contracts & Policy Preparation
- Investigations
- Customized Training

Kate Bischoff • 612.361.7707
kbischoff@thrivelawconsulting.com
<https://thrivelawconsulting.com>

HR Compliance—Cont. on pg 5

You Need to Know

COMPLIANCE

NATIONAL

Labor Department Seeks Input on Paid Leave And The Family And Medical Leave Act (FMLA)... The Federal DOL is requesting information from small business owners regarding their experience with paid leave and with the FMLA. Comments due: **September 14**

- **Paid Leave:** For purposes of this information collection, paid leave refers to paid family and medical leave to care for family members, or for one's own health. Complete the survey: <http://tiny.cc/vnyosz>.
- **Family and Medical Leave Act (FMLA):** The FMLA entitles eligible employees of covered

employers to take up to 12 weeks of unpaid, job-protected leave for specified family and medical reasons. Covered employers include private sector employers with 50 or more employees in certain circumstances. Complete the survey: <http://tiny.cc/0oyosz>. (US SBA Office of Advocacy)

Facility Upgrades... The Coronavirus Aid, Relief, and Economic Security (CARES) Act is an economic relief package that was signed into law on March 27. Under the CARES Act, a change was made to the Internal Revenue Code to assign a 15-yr recovery period to Qualified Improvement Property (QIP). Businesses can now treat QIP placed in service after December 31, 2017 as 15-year property, which makes it eligible for 100% bonus depreciation, allowing taxpayers to take a full deduction for the cost of eligible QIP in a single year. QIP refers to qualifying improvements made by a taxpayer to an interior portion of an existing building that is

nonresidential real property, such as healthcare facilities, manufacturing plants, office and light commercial buildings, and material handling facilities. Many of your customers either operate facilities like these or are contractors who interface with these facility managers regularly. Under the CARES Act, qualifying improvements made to the interior of these facilities would qualify for a full tax deduction. Ensure your customers are aware of this valuable incentive. (www.eaton.com/)

MINNESOTA

2020 National Electrical Code® adoption... Adoption of the 2020 NEC® continues to be delayed. The 2017 NEC® remains in effect until the adoption process is complete. Hearing was held on August 19 virtually. The Attorney Law Judge heard many testimonies supporting or opposing the MN adoption of the 2020 code. Visit the DLI website for more info on what is being contested: www.dli.mn.gov/about-department/rulemaking/rulemaking-docket-minnesota-rules-1315. The public has until September 9, 2020 at 4:30pm to submit additional comments. Once these are received, the public has until September 14, 2020 to comment on the submitted comments. After that point, the Attorney Law Judge will compile and share her report on the hearing.

FAQ's Regarding the Face-Mask Mandate... As of July 25, per the Governor's Exec Order 20-81, people in MN are required to wear a face covering in all indoor businesses and public indoor spaces, unless you are alone. Workers are required to wear a face covering when working outdoors in situations where social distancing cannot be maintained. **Q: What if wearing a face covering when working would create a job hazard?** "Individuals at their workplace when wearing a face covering would create a job hazard for the individual or others, as determined by local, state or federal regulators or workplace safety and health standards and guidelines." Examples: Fogging of eye protection; discomfort while wearing in warm environments; entanglement or contamination." **A:** If a business has exhausted all possible options for mitigating or eliminating a job hazard to the worker or others, a worker may remove their face covering but

WE WERNER ELECTRIC

/CONSTRUCTION
We are wired to keep your projects on time and on budget with the right people and the right inventory.

SWITCHGEAR | LIGHTING & CONTROLS
BUILDING MATERIALS | SAFETY

DISCOVER MORE
WERNERMN.COM/CONSTRUCTION

You Need to Know - Cont. on page 12

Get Your Business Noticed by Electrical Contractors & Decision Makers!



Consider the Electrical Association's YEARLONG Sponsor package built to maximize your marketing dollars! Advertise your products & services to contractors—it's a great way to show your support to the electrical industry and to be seen as a leader!

Contact Erica Nelson (763-497-1778) or erica@pierreproductions.com.

Executive Director—Cont. from pg 2

wages, workers' compensation and other worker protections. View the video here: <http://tiny.cc/Ojansz>. For more information and resources, visit <http://dli.mn.gov/updates>.



A newly created video from the MN DOL reviews worker protections related to COVID-19.

Partner and Profit in December—

Save the date for December 10-11 where we will be bringing a line-up of speakers your way to help you thrive in 2021. Many are still finishing off the 2020 year strong but we hear time and time again that 2021 brings many unknowns as well with cash flow, new projects, less government funding, etc. We will bring in experts to discuss hot topics on your mind so you can make the right business decisions. Watch for more details.

And as always, let us know what you need! We are a resource for you during these times and want to help you comply and find answers. Our Covid webpage continues to provide the latest info from the governor as well as additional resources from DEED, MN Chamber or other articles and webinars that we find helpful for you. www.electricalassociation.com/covid19



MNOSHA fatality, serious-injury investigation summaries online. Each month, MNOSHA Compliance publishes current, updated summaries of its fatality investigations and serious-injury investigations. For the federal-fiscal-year that began Oct. 1, 2019, MNOSHA has investigated 20 fatalities through July 27.

The information provided about each investigation is: the inspection number, date of incident and worksite city; the type of business and number of employees; a description of the event; and the outcome of the MNOSHA Compliance investigation. Learn more at <http://tiny.cc/0huosz>.

Post the enclosed
Quick Resource Guide
and remember to call
our amazing product
service members when
you need supplies or
services!

HR Compliance—Cont. from pg 4

must happen and happen quickly. Open forums (even over video) should take place so you can hear from employees, and employees should be encouraged to bring up concerns in any format they choose. Amy's managers (and potentially every manager) should hold meetings with staff talking about the organization's commitment to being antiracist. You can casually check-in with other staff too, touching base with them. Check-in especially with staff who you believe would participate in a forum if it was held in-person but who don't appear at the virtual forum.

Remind employees about your policies? You betcha! You're going to remind employees about your harassment and discrimination policies (which no doubt would cover the kind of conduct in the video). You're also going to remind employees about your policy about talking to the media, namely that they are not authorized to speak for your org unless specifically told they may. If you don't have this policy, that's okay, but make sure you tell employees they cannot speak for the org.

Fire her? You have no other option. Leave was the right decision Monday evening, but you have to recommend her term today. Is this a trial by media? Of course. Did she admit the conduct? Yes. Is it affecting your workplace? Your servers crashed, your organization is in every major newspaper around the globe. Employees are outraged. Customers are likely outraged. You have no other viable option. Sensitivity training isn't going to cut it. Keeping Amy will forever bind her acts of racism to your employer brand.

Now, imagine you're in HR for the organization Christian works for. What do you recommend?

Administrative leave? No. Investigate? No.

Talk with employees? Absolutely. Talk with Christian. See how he's doing. If he's okay, tell him you're happy he is. The media spotlight is going to be glaring at him for a bit, so ask him what you can do to help minimize any negative impact. Does he want you to share with the media that he is your employee and that he's great or not-so-great? Does he want you to remain mum? Ask him. Your support is important. You should also hold other meetings with employees, like open forums to talk about the incident and how it might affect them. Managers should be equipped with talking points about how the organization is going to respond.

Remind employees about your policies? Yep! Same reminders as above.

Fire him? Nope. Christian did nothing wrong.

Remember, Justine Sacco? The lady who tweeted a racist sentiment before getting on flight to Johannesburg? She was fired mid-flight. Amy is going to get fired here too. And, that's the right decision. What's more important though is how you in HR respond to Amy's conduct. How you address employees. How you give them the opportunity to share their feelings and ideas on how to be better. Not giving employees the opportunity to share, not addressing the situation will make everything worse, for a long, long time.

SPEEDWAY MOVES INTO MINNESOTA



The Speedway Business Fleet Card Program

Visit our new Minnesota locations and start saving with the **Speedway Business Fleet Card Program**.

SAVE MONEY

Receive a rebate with every gallon fueled at Speedway

SAVE TIME

Forget receipts — we do the accounting for you

INCREASED SECURITY

Fight fraud with Driver IDs and Odometer reads required for every purchase

BROAD ACCEPTANCE

Accepted at all Speedway locations (plus available nationwide acceptance!)

MOBILE MANAGEMENT

The fastest way to manage fleet activity in real-time

SUPERIOR SUPPORT

Never leave another driver stranded with 24/7 roadside assistance



FOR MORE INFORMATION or TO APPLY, CALL

Rob Schafer
612-212-7496

or email
Robert.Schafer@wexinc.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.



Get what you need, when you need it!



Call your local branch today or visit us online at www.wesco.com to learn how WESCO can help you.

WESCO Bismarck

901 South 9th Street, Bismarck, ND 58504
Tel: 701-255-3370 Toll Free: 800-472-2177

WESCO Duluth

4304 W First Street, Duluth, MN 55807
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



Michelle Dreier
Member Engagemt/
Gov't Affairs Manager

Material Shortages— Strategies to Minimize Impact

Recently material shortages have surfaced as yet another pandemic-driven challenge. Circuit breakers are in short supply. Members are receiving feedback that lead times for PVC pipe and EMT fittings and conduit are anywhere between 4-8 weeks out. Lighting manufacturers output is down 20-30%. Light poles for highway/heavy work are about 20 weeks delivery.

Members need to adjust their business practices so they are not caught unaware and put in a position where they can't finish a project due to lack of equipment or supplies.

Members should be talking with their suppliers/vendors as to what items may be difficult to get. Have these conversations often.

This means members that are used to working with a particular distributor should branch out and develop relationships with others. If your first choice is out of a particular product, reach out to others.

Members may also want to plan sooner for future work and let distributors know in advance of the supplies necessary. This allows the distributor to place additional purchase orders on your behalf so your supplies are ready at start of project.

If the above practices fail, think outside the box and think what lesser-used vendors might have the product you are looking for. This may include shopping online. But beware—online distributors may close unexpectedly or provide unreliable customer service.

Watch the commodities pricing of Copper and Aluminum. If you see the value of copper start to rise, prices will rise with it. Price your projects accordingly.

Why is this happening?

In the past, manufacturers could look at sales history for any given product and forecast what they need to manufacturer over the next few months to meet the sales projections they had forecasted. COVID-19 has turned those projections topsy-turvy. We are seeing record fall offs in some areas and record demand in other areas.

Let's look at some of the driving factors:

1) Commercial and Industrial Market

Commercial and Industrial markets have slowly gotten softer and softer over the last months for manufacturers. They have recognized this

slowdown, have adjusted their purchases of raw materials, and have reduced their inventories to compensate for market conditions. On average, we have seen a 22% reduction in manufacturer output.

While Minnesota construction has remained essential, some states have shut construction down. As financial stability returns and paused construction projects are given the green light, as certain states are slowly opening up construction again, and as construction is starting to get stronger in certain parts of the country; the demand for products has exceeded the inventory that is available. Market demand is stronger than product availability leading to shortages.

We are seeing lead times stretch out longer than what people have been accustomed to in the past. As a contractor, you need to be aware of this so you can make informed decisions about timing and amount of materials to purchase based on current projects and projects in the pipeline for future business.

2) Interest Rates

The interest rate today to borrow money is at record low levels. This is great news, but there are cautions. Architects currently are seeing a 40% reduction in design business. This is not good for larger projects in 2021. Homeowners spending more time at their property may get frustrated with their home's current limitations and invest in upgrades. Minnesota has yet to agree on new 2020 bonding investments, although the speculated numbers were over the billion-dollar threshold, which we have been unable to cross since 1999. Low interest could fund some great projects, but financial insecurity may reduce speculative investments.

3) Residential and Apartment Markets

With the low interest rates, we are seeing a demand for new housing as well as it is making it more affordable to build condo's, town houses, etc. There is a shortage of affordable housing in Minnesota, which may mean subsidized housing projects. The federal government is keeping the rates low to try to entice more building.

Currently this market is growing and staying strong for now.

With the Commercial & Industrial market down, some manufacturers have cut back on manufacturing breakers, panels, wiring products, and wire. Because some of these same products are used in both markets, we are seeing a shortage in those materials.

These are frustrating times and flexibility is key. The Electrical Association will do its best to keep you informed.

Please reach out if you have information to share that may benefit other members. Together we will get through this.

4 Reasons Coronavirus Will Impact Your Construction Business

1. The supply chain will delay materials and delay jobs
2. Quarantine of people will impact ability for contractors to do work
3. Wider economic and market challenges will affect housing market and construction spending
4. Legal disputes and protections will pinch payment speeds

www.levelset.com/blog/how-construction-contractors-survive-coronavirus/

Social Media Recruiting



This is Part 2 of a web-presence enhancements for contractors series. Reference the July issue for social media tools: Facebook, Instagram and LinkedIn.

Once your company is active on Social Media platforms and posting content on a regular basis, you can move into some advanced techniques.

One huge opportunity is recruiting on social media. Social media is a great way to extend 'word of mouth' recruiting to the online world. You have already built a strong reputation for your company in the real world and taking the time to share the news that you are hiring on social media will help spread the word faster and further.

Facebook and LinkedIn may be the most intuitive options for posting about job openings, but if you have a company account on Instagram, you might as well give it a shot there too. From your company page write a post about the job opening – simply share the good news “We are hiring” and include the job title and some basics so you attract the appropriate applicants. Consider including an image or if you are really adventurous shoot a cell phone video about the new job. Make it extremely easy for someone to reach out by including either a phone number or email or a link to specific page on your website. Facebook has a 'jobs' tab you can use but depending on the time you want to invest, it may be more straight forward to simply write a post about the job rather than using the 'jobs' tab.

If your Facebook and LinkedIn company pages are new they probably don't have many people paying attention to them yet. Which means you should SHARE the post about the job opening to your personal page. If you and a few of your staff share the post about the position, it will appear in front of many more people. Don't be shy about sharing good news from your company to your personal page! Keep it concise and professional.

QUESTIONS? Devon Palmer. Realtor and Digital Marketing Consultant, <https://andersonpalmer.com>, always available for a quick and complimentary social media consult at 651-707-4494 or email at devon@andersonpalmer.com.

**Stay Connected!
For the Latest
News & Events...**

- Facebook: /ElectricalAssn
- Twitter: @ElectricalAssn
- Instagram: /electrical.association
- LinkedIn: /Company/ElectricalAssn

Zoomkammer

Submitted by Michelle Dreier,
Member Engagemt/Gov't Affairs Manager

The pandemic has shut down career fairs and face-to-face events to promote career exploration, and for a while we took a pause when it came to outreach. I'm really glad that I took the opportunity to attend three high school career exploration events in March right before the pandemic hit.

As our community adjusts to a socially-distanced normal, I was invited to participate in a Zoomkammer. This Zoom-based event organized by Sundance Family Foundation means to reach 16- to 24-year-olds exploring career opportunities. Many of these students come from marginalized populations and are looking for career training without having to invest in college. While I much prefer hands-on events, like the Wunderkammer, for now the Zoomkammer will have to do.

Department of Employment and Economic Development presented CareerForce MN, their updated database for job seekers and employers. Goodwill Easter Seals discussed their career training programs. The Electrical Association already has a great relationship with Goodwill Easter Seals construction education program and you can find their graduates on our Resume page. Ujamaa Place was also a participant in the event. If you, as an employer, would like to participate in one of these events, let me know.

We have been getting lots of inquiries from individuals looking to become electrical apprentices. Our apprentice education has a great reputation and many exploring the curriculum are looking for a contractor to provide on-the-job training. If you have room for a new apprentice, don't forget our resume page or talk to me about our community-based organization partnerships.

Seeking a job?



Email your resume to me and I will post it in our online resume center:

mdreier@electricalassociation.com

Members! Seeking a New Employee?

For members only—View the resumes we've gathered from individuals ready to go to work!

www.electricalassociation.com/RESUMES

A Special Message from the DLI

Submitted by Ben Wood, JD, MS, CSP
Workplace Safety Consultation, MN DLI

As we approach the end of summer, and near the start of the school year (and colder weather begins to return), I would just like to take a few moments to offer the following updates:

COVID-19 Updates:

Since the revision of the Construction Industry guidance dated July 22, following Exec Order 20-81, there have been no updates to the Stay Safe MN Guidance for Construction. It is important to recognize that instances involving cases involving workers at construction sites throughout MN are being identified and/or reported, and with the opening of schools/colleges over the next few weeks, it will be important that all aspects of our business and social sectors remain vigilant to mitigate the positive case rate. Data can be found at the MN Dept. of Health's "Situation Update for COVID-19" web-page (www.health.state.mn.us/diseases/coronavirus/situation.html), which I recommend that construction sites keep particular watch on the case rate(s) involving the county(ies) where workers are working and residing.

In addition, the MN Dept. of Health's FAQs web-page involving the use of face coverings has been updated (www.health.state.mn.us/diseases/coronavirus/

[facecoverfaq.html](#)) to address instances such as who is responsible for providing face-coverings to workers, workers claiming an exemption due to a medical/health condition, determining whether or not a face-covering constitutes a hazard, and addressing a worker who refuses to wear a face covering.

Statistical Resources:

Recent conversations with several employers have revealed that many are not aware of DLI's "MN OSHA Compliance: Accident Investigations 9(Fatality, Serious Injury)" web-page, which provided tables of summaries involving the reports/investigations that MN OSHA Enforcement has engaged in during each Federal fiscal year. Although the information is not an up-to-the-minute representation, it can provide useful insight to the serious-injury and/or fatality experience actually affecting workers throughout the State (<http://tiny.cc/b5uosz>).

Mobile Elevated Work-Platforms:

Lost in the shuffle with COVID-19 emphasis, ANSI had updated their standards for "aerial lifts" (i.e. now referred to by ANSI as Mobile Elevated Work Platforms), which included new standards for design, training, safe use, additional clarification on owner and user responsibilities, and the assignment of a "supervisor" to manage field operations of multiple lifts

at work-sites. Attached is a summary provided by JLG (www.jlg.com/en/destination/ansi), Sunbelt Rentals (www.sunbeltrentals.com/a92/), Genie (www.genielift.com/en/support/ansia92-csab354), and "Safety Skills" (<https://safetyskills.com/new-ansi-mewp-standards/>). Copies of the standards may be obtained through the online ANSI store.

MN Safety Council Safety & Health Conference:

The annual "MN Safety & Health Conference", which had previously been held at the Convention Center and moved to Shakopee, is partnering with South Dakota and offering a "virtual" event Oct 19-20. (<https://minnesotasafetycouncil.org/conf/index.cfm>).

Respirable Silica:

Dated June 25, Federal OSHA recently published their updated Compliance Directive involving "Inspection Procedures for Respirable Crystalline Silica Standards", which consists of 124 pages incorporating the inspection and citation guidelines for Compliance Officers when in the field and addressing Respirable Silica (<http://tiny.cc/o5uosz>).

Fall Protection Stand-Down:

September 14–18 is OSHA's Annual "Fall Protection Stand-Down" campaign, which is an opportunity to promote a concerted awareness on Fall-Protection hazards, particularly as fall-related accidents contribute to a high number of fatalities in the construction industry, and are recognized as part of the "Fatal 4" (www.osha.gov/StopFallsStandDown/ and www.dli.mn.gov/business/workplace-safety-and-health/mn-osha-compliance-falls). All employers including contractors, developers, material-supply, inspectors, and officials, are encouraged to take part in this campaign by promoting fall-related hazards and conditions to their employees, which may include formal training, "tool-box" and "tail-gate" talks, informal communications, and promotions. Federal OSHA has provided some materials (www.osha.gov/StopFallsStandDown/resources.html).

The National Roofing Contractors Association is presenting a free OSHA National Safety Stand-Down Webinar Series consisting of three 30-minute sessions.

- Sept. 15 (noon–12:30 CST) Ladder use and setup, guardrails, warning lines & safety monitors systems. (<http://tiny.cc/68uosz>)
- Sept. 16, (noon–12:30 CST) Personal Fall Arrest Systems (PFAS), including calculated clearance distance (<http://tiny.cc/88uosz>)
- Sept. 17 (noon–12:30 CST) Rescue Techniques and Suspension Trauma (<http://tiny.cc/h8uosz>)

m APPRENTICESHIP WORKS

Apprenticeship Works is a quarterly publication of Apprenticeship Minnesota. Its purpose is to inform those interested in apprenticeship about the purpose, plans and progress of Apprenticeship Minnesota at the Department of Labor and Industry.

In the Summer edition:

- National Apprenticeship Week is Nov. 9-13, 2020
- COVID-19 safety guidelines for apprenticeship training facilities
- Grant to fund data management systems, increase outreach
- New funding opportunity available soon to help expand registered apprenticeship
- Trade requires problem solving, teamwork for successful insulation
- Cement masons, plasterers build stadiums, skyscrapers and homes... and more!

Subscribe to the newsletter at
<http://tiny.cc/pm0lnz>



Develop Your Career

Education Calendar

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

16 Continuing Education Credits (Classroom)

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

- Sept 17-18 (8am-5pm) 2020 NEC® Grounding & Bonding; Motor Installation; Overcurrent Protection - **Plymouth***
- Oct 9-10 (8am-5pm) 2020 NEC® Code Changes - **Duluth***
- Nov 12-13 (8am-5pm) 2020 NEC® Grounding & Bonding; Motor Installation; Overcurrent Protection - **Rochester***

*These classes could be switched to ONLINE format depending on COVID reqts!

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

Thank you to JH Larson, our Plymouth Class Host:



2 Continuing Education Credits (Online)

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

- Self-Paced Anytime! 2020 NEC® Grounding & Bonding for Unlic Personnel
- Self-Paced Anytime! 2020 NEC® Overcurrent Protection for Unlic Personnel
- Sep 10 (8:00am-10:30am) 2020 NEC® Motors, Controls, GFCI Requirements
- Sep 24 (8:00am-10:30am) 2020 NEC® Overcurrent Protection, Pt 1
- Oct 7 (6:30pm-8:30pm) 2020 NEC® Overcurrent Protection, Pt 2
- Oct 21 (8:00am-10:30am) 2020 NEC® Branch Circuit, Feeder & Service Calcs
- Nov 5 (6:30pm-8:30pm) 2020 NEC® Motor Installation Requirements, Pt 1
- Nov 18 (6:30pm-8:30pm) 2020 NEC® Grounding & Bonding for Unlic Personnel

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

Exam Prep Training: Classroom—2017 NEC®

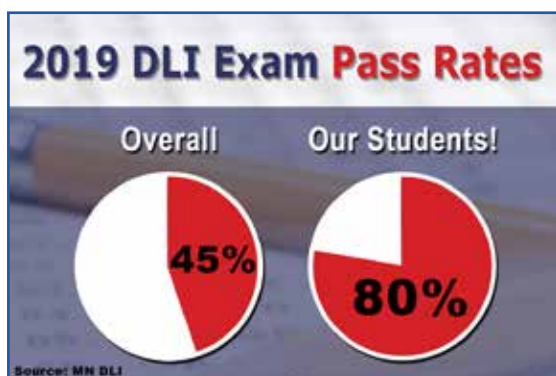
Thank you to our Class Host & Sponsor:

- Oct 3-4 (8am-5pm) Edina, Federated Insurance

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



SUCCESS!! "After holding a Journeyman's license for 20 years, my employer asked me if I would consider getting my Masters License. I decided to go for it with a little help from an exam prep course through the association. After dedicating time to go through the workbook from cover to cover, I was able to pass my examination on my first try. The prep class was a valuable tool in my preparation for my exam."
—Dave Malecha, Collins Aerospace 4/2019



Electrical Association

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

APPRENTICESHIPS are the New Way to SUCCEED!

- Starts September 22
- Online 1 night/week
- Affordable

Membership discounts!



www.electricalassociation.com/apprentice



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

CE Requirements

This is your guide to staying in compliance.

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



Minnesota

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



Iowa

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



Montana

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



Nebraska

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



North Dakota

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



South Dakota

- 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

Overcurrent Protection



- Can fuses be selected to provide running overcurrent protection for a motor?
 - Yes, if they are inserted in each ungrounded conductor.
 - No, but you may use an electronic overload relay or mechanical overload relay
 - Yes, but they must be sized at 125% of name plate FLA
 - The code is clear that fuses are only intended for protection of branch circuit, short circuit, and ground faults
- The minimum ampere interrupting capacity of a cartridge fuse is _____ unless otherwise marked.
 - 5,000 amperes
 - 100,000 amperes
 - 10,000 amperes
 - 1,000 amperes
- The code requires that the fault clearing time of an OCPD must be shown _____.
 - on the OCP device as per UL standards
 - on a label at the equipment if over 1,200 amps
 - on a label at the equipment if over 1,600 amps
 - in engineer drawings for the project based on the AHJ
- When the manufacturer of power conversion equipment associated with an adjustable frequency drive permits an instantaneous trip breaker or semiconductor fuses for protection, who provides this equipment?
 - The electrician - the load protection was specified by the manufacturer in the listing
 - The owner
 - The manufacturer Article
 - The wholesaler (seller)
- Fuse connected in parallel are _____.
 - permitted if factory assembled
 - not permitted
 - not UL listed
 - are not permitted under 600 volts
- Overcurrent protection for battery conductors _____.
 - are not permitted in hazardous locations
 - may be permitted by permission from the AHJ
 - are permitted in hazardous locations
 - are permitted in hazardous locations if operating voltage is below 50 volts

Answers: 1. (a) Ref: Article 430.36; 2. (c) Ref: Article 240.60(C)(3); 3. (b) Ref: Article 110.16(B)(3); 4. (c) Ref: Article 430.130(A)(4); 5. (a) Ref: Article 240.8; 6. (c) Ref: Article 240.21(H)

ELECTRICAL CONTRACTORS!

Look for your reps below and **THANK THEM** for sponsoring our programs and events—

THEIR GENEROSITY MAKES A BIG DIFFERENCE!

PROUDLY SUPPORTED BY OUR YEARLONG SPONSORS



LEARN MORE ABOUT ADVERTISING OPPORTUNITIES
CALL ERICA AT (763) 497-1778

Toolbox Talks

Fall Protection



New Video Resource!
"Fall Protection & Testing the Human Limits"
<https://vimeo.com/441093693/a613dad0f2>



Each employee on a walking/working surface with an unprotected side or edge 6 ft or more above a lower level shall be protected from falling by the use of a guardrail system, safety net system or personal fall arrest system (PFAS) in construction areas. For general industry, the distance requirement is 4 ft.

In general requirements, all places of employment, passageways, store-rooms, service rooms, and walking-working surfaces are kept in a clean, dry (to the extent possible), orderly, and sanitary condition.

Employees on Walking or Working Surfaces Shall be Protected from:

- Falling through holes (including skylights) more than 6 ft (for construction) or 4 ft (for general industry) above lower levels by PFAS, covers, or guardrail systems erected around such holes.
- Tripping or stepping into or through holes (including skylights) by covers or guard rails.
- Objects falling through holes (including skylights) by covers.

Stairways:

Open sides of stairs with 4 or more risers must be provided with a standard stair railing on each open side. The height of the top rail shall be at least 36" above the stair tread, in-line with the face of the riser, at the forward edge of the stair tread. Stairways with both sides enclosed must have a hand rail 30-37" above the stair tread, in-line with the face of the riser, at the forward edge of the tread.

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

Excavations during Construction:

- Each employee at the edge of an excavation 6 ft or more in depth shall be protected from falling by the use of guardrail systems, fences, or barricades when the excavations are not readily seen because of plant growth or other visual barriers.
- Use of a warning system, such as barricade, stop log, or signals, must be used when mobile equipment is operated near or approaching the edge of an excavation and the operator does not have clear view of the edge.
- Walkways constructed to traverse across an excavation 6 ft or more in depth, must be provided with a standard guard railing on each open side.
- Each employee at the edge of a well, pit, shaft or similar excavation 6 ft or more in depth shall be protected from falling by a guardrail system, fence, barricade or cover.

Working Above Dangerous Equipment:

- Similar to the above requirements for "Employees on Walking or Working Surfaces," employees working above dangerous equipment shall be protected from falling into equipment. Guard rails, travel restraint or other appropriate fall protection method can be used.
- See "ladder safety" for separate fall protection requirements...

Courtesy of Our Partner in Safety, Federated Insurance...

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



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



PRINT and POST in your breakroom!

Find this poster and more at:

www.electricalassociation.com > Resources



Materials Shortage!

One thing that we heard over and over from members at the Association's board and committee meetings in August is that there is a supply chain shortage for materials. Something as simple as circuit breakers has been extremely hard for members to find during COVID so it puts their entire project on hold. Read more below, and remember to use all of the resources available to you. Take a look at the *Quick Resource Guide* in this month's issue. This is a list of suppliers that the Association partners with. With the current shortage of materials, this might be the time to diversify your suppliers.

MN Supplier Match Connects Businesses Around the State

COVID-19 has disrupted supply chains around the world. But there are suppliers all over the state who can provide accessibility, short lead-times, shared networks, and trusted quality. The Minnesota Chamber's Grow Minnesota! Partnership program provides a database for businesses seeking connections to Minnesota's robust supply chain.

Access to local suppliers has never been more important than during the COVID-19 crisis. Register your business in the **MN Supplier Match** and request login credentials to source suppliers of many of the critical goods that can help your business reopen safely in the coming weeks, and assist with future business growth. Register your business here.

To access the database for sourcing purposes, email suppliermatch@mnchamber.com for login credentials.

Contact: Sean O'Neil, soneil@mnchamber.com.



Minnesota Chamber of Commerce
MN SUPPLIER MATCH

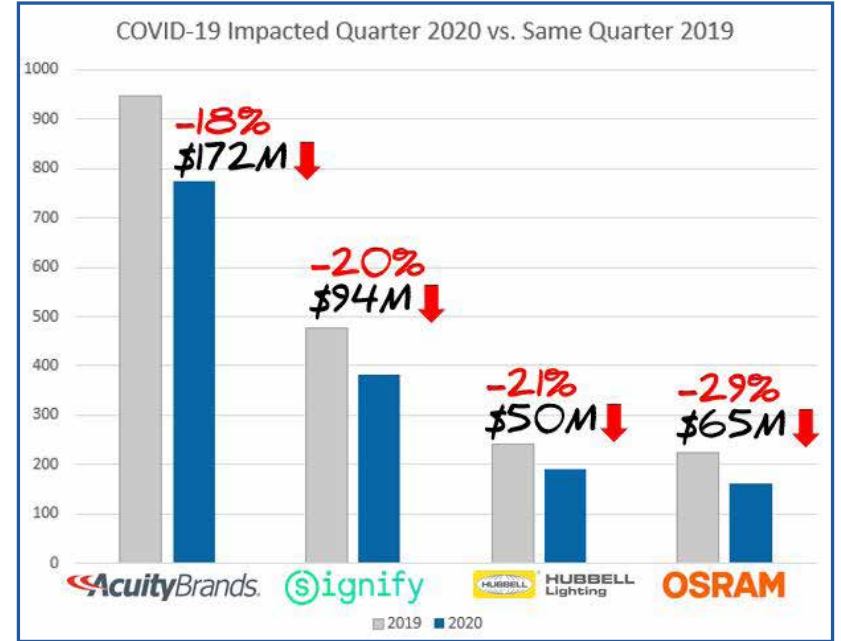
Lighting Revenues: Where is the Bottom?

Is the bottom still ahead of us? We think so.

As we talk to lighting people in various lighting markets in the U.S. and Canada, we are learning that the current quarter we are in right now, might prove to hit even lower marks for revenue and profit.

Architectural design billing activity points towards a slow 6-12 months ahead. Contractor spending and contractor confidence continue to decrease.

Source: *Inside Lighting*



A mobile WAREHOUSE at your FINGERTIPS

Because your project depends on having products where you need them, when you need them

CONTACT BORDER STATES for information on our jobsite trailers.

Proudly supplying products and services to the construction, industrial and utility industries.
borderstates.com | 800.676.5834

BSE BORDER STATES
Supply Chain Solutions™



Back-to-School Essential PPE

A TEK Distribution is a US-based company with operations experience in the USA, China, and Europe. Due to Covid-19, we decided to focus our global resources in an effort to remove borders and deliver fast and fair solutions to worldwide customers. Back-to-School essentials to maintain a safe & healthy school environment:

- Students, Staff & Faculty
- Healthcare Resources
- General Facility

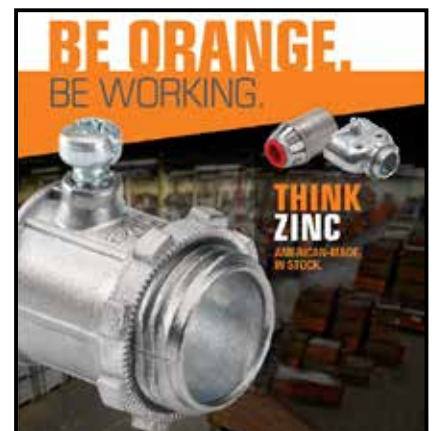


(www.atekdistribution.com • 612-454-0042)

Rouzer Bridgeport Fittings READY TO SHIP

American-Made and in stock EMT Zinc Connectors & Couplings, Straps & Hangers, Zinc Rain Tight Fittings, EZ Lock Products and more, from our factory in Stratford, CT. Meets all gov't specs for Zinc, Steel and Malleable Electrical Fittings. Trouble-Free Performance.

(www.rouzer.com • Inside Sales: 763-278-1039 / 952-737-6337 / 952-737-6329)





Alex Hyatt
National Sales Manager

Member Benefits

Become a Member Today and Save

As member of Electrical Association, you and your employees receive discounts on all training. The Electrical Association offers a wide variety of courses, both classroom and online based. Electrical Association instructors are highly

regarded, knowledgeable and well respected within the electrical industry. Below are our most popular course offerings.

Continuing Education – In need of CE credit hours? Do you hold a license in multiple states? EA has you covered. With course approvals in multiple states, our Continuing Education courses are discounted \$25 per member for 16 hours of classroom training and \$48 per member for 16 hours of online training. Plus, every company receives 8 hours of Continuing Education free, every year, just by being a member!

Do you employ Registered Unlicensed Electricians in the State of Minnesota? We provide 2 hour online courses to meet their Continuing Education requirement at a discount of \$6 per member.

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

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

Exam Preparation – When testing for your MN Master or Journeymen license, our Exam Prep courses increase your chances of passing the electrical exam by 50%. Members save \$110 on our two-day classroom course. Or try our convenient Self-Paced Online course and save \$60.

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

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

Members Only—

Request bumper stickers for all of your company vehicles!



They're FREE! www.electricalassociation.com/branding



Member Spotlight:

The Klein Family—Klein Electric, St. Cloud, MN

Happy 50th membership anniversary! My how time flies! It all started in 1969, when Roger operated Klein Electric out of his garage. At first it was just Roger's car that had to park outside, but then business grew and Darlene had to park her car outside too. Eventually the business grew larger than the garage, and in 1972, Roger & Darlene moved to the farm where there was plenty of room to expand and where the business still resides today.

Roger, ever the Electrical Association's greatest evangelist, won multiple membership recruiting contests. His efforts to make this association what it is today are legendary.

Roger and Darlene were quite the team, with Roger in the field and Darlene commanding the office. When Roger and Darlene retired, the business shifted to three sons, Mike, Dan and Rick. Mike and Rick moved to other opportunities, and Dan now owns the business with Dennis Shafer as master electrician commanding the office including scheduling and manpower. Dan's son, Sam, is also a licensed electrician and is the future of Klein Electric.

When asked about what particular aspect of the Electrical Association they find most helpful. Dan appreciates the networking aspect of other member contractors. He feels it is an asset if you can become friends with the competition. These relationships allow for collaboration and helpful advice and

direction as challenges present themselves. Dennis really appreciates the protection the Electrical Association provides when compliance issues arise. When DLI approached Klein with a licensing issue, the Electrical Association stepped in and challenged the allegations. The investigation was closed as a nonissue.

Klein Electric specializes in residential, commercial, and industrial electrical. Recent projects include the New Hope City Hall and New Hope City Pool.

When they are taking a break from business you can find Dan on the lake. He loves the water. Dennis is a Certified Firearm Instructor and teaches Permit to Carry courses and instructs people on how to properly defend themselves.

Thank you Klein Electric Inc. for 50 years of partnership!





Tim Pass, Accountant,
Smith Schafer CPAs

Construction Industry Cash Flow Strategies

With the potential loss of work, change in timing for contracts, and fewer bid opportunities available, many companies have begun to experience tighter cash flow. We discuss three strategies that will help prioritize and improve cash flow in your construction business.

1) Renegotiate Terms

Banks—We recommend renegotiating the terms of your line of credit agreements or other long-term debt agreements. Interest rates have dropped significantly in 2020. If you have a minimum interest rate on any variable debt agreements, it may be an excellent time to review and renew.

Helpful Tips:

- Go into the renegotiations with a plan.
- Do not be afraid to ask for a fee reduction.
- Make the banker aware that you are monitoring the fees and will continue to do so.
- Consider extending the length of your renewals. Many bankers prefer to freeze pricing for 3-5 yrs as it is less likely for the client to switch banks.

Vendors—Renegotiate terms with your vendors, but do not only focus on price. We recommend negotiating a discount related to early payments, requesting extended payment terms, or paying with a credit card. These may help improve cash flow while maintaining a relationship with key vendors.

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

only when performing the specific hazardous task or tasks. **Q: Executive Order 20-81 says face coverings may be temporarily removed when a person is "alone." What does "alone" mean?**
A: Workers may temporarily remove a face covering when they are alone. These conditions may include when a worker is alone in: an office, room, or cubicle*; a vehicle; inside the cab of heavy equipment or machinery; an enclosed work area. A worker is not alone when more than one person is present in the workspace or area, even if separated by a plexiglass barrier or by 6 ft or more of distance. *Details & more FAQs: www.health.state.mn.us/diseases/coronavirus/facecoverfaq.html.



Graybar
works to your advantage

Wire Pulls Have Never Been This Easy!

Graybar SmartReel™

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.

2) Accelerate Receipts & Defer Payments

Accelerate Receipts—Bill early and often, as the contract terms allow. The sooner you can get invoices out, the sooner you are likely to receive payment. This includes timely billing and tracking retention. The collection of retention receivables is often not seen as a priority, as many take the “we will get paid when they get paid” approach. However, making retention a priority and taking the time to follow-up with outstanding balances can significantly improve cash flow.

Helpful Tips:

- Ask for payment when invoices become due.
- Do not allow unpaid invoices to accumulate and grow old.
- Consider adopting new policies and letting your clients know about it.
 - Invoices due on receipt or charge a penalty.
 - Interest for invoices unpaid within 30 days.
 - Discontinue work on a project if payment is not received within 60-90 days.

Defer Payments—Consider asking vendors if they would allow your company to defer payments until a later date. Review your upcoming expenses and determine whether these items are required considering the current pandemic environment.

Review your insurance policies, phone plans, health care plans, and any other plans to try to find savings, especially if you have not done so recently.

3) Bring in New Money

Excess Inventory—Improved inventory management is an easy way to increase cash flow. Liquidate excess or slow-moving inventory by finding a single large bulk purchaser or asking the distributor you originally purchased from to repurchase it all. You will likely be charged a fee to do so, but this removes the inventory and can improve cash flow.

Sell Assets—Review your listing of fixed assets. Determine if any non-productive assets can be sold: old items that have not been used for a while, items no longer being used due to the pandemic's reduced workload.

Investors—Consider bringing in new investors to help with cash flow needs. This may be an excellent time to consider succession planning for your construction company, and you may consider offering key employees the opportunity to purchase ownership.

Another way to bring in investment is through loans from the owners. This can be done through low interest and low-risk loans which can be paid back once business returns to normal. Loans from ownership may be required to be subordinated to any banks debt. However, this can be negotiated with your bank.

NOW WHAT?

The construction industry should be reevaluating their cash flow and formulating a plan to get business back in operation. This process starts with a cash flow analysis. The above recommendations have only skimmed the surface of what construction companies can do to manage their cash flow.

Governor Walz Opens Application Process to Select Commissioner of the MN DLI... An individual wishing to apply should submit a cover letter and resume to gov.appointments@state.mn.us. Application materials are due by Sept 9, at 11:59pm and should be addressed to Gov. Walz. Applicants can contact Madelyn Nelson at 651-368-3080 or madelyn.nelson@state.mn.us with questions about the application process or to request reasonable accommodations.

CONSTRUCTION

US Building Permits... Privately-owned housing units in July were at a seasonally adjusted annual rate 18.8% above the revised June rate. Single-family permits were 17% above the June figure.

US Housing Starts... Privately-owned housing starts in July were 22.6% above the June estimate and 23.4% above the July 2019 rate. Single-family housing starts in July were 8.2% above the revised June figure. (Census.gov)

ECONOMY

Consumer Price Index... The CPI for All Urban Consumers increased 0.6% in July on a seasonally adjusted basis. Over the last 12 mos, the all-items index increased 1% before seasonal adjustment. The gasoline index continued to rise in July after increasing sharply in June and accounted for about one quarter of the monthly increase in the seasonally adjusted all items index. The energy index increased 2.5% in July as the gasoline index rose 5.6%. This was partially offset by the food index, which decreased 0.4% in July, with the index for food at home declining 1.1%. (www.bls.gov)

Interest Rates... the average 30-year fixed rate fell to 3.14%; the 15-yr fixed mortgage rate fell to 2.64%. (www.bankrate.com)

MN Businesses to Receive Federal Support to Help Rebuild After Civil Unrest... MN businesses that sustained extensive property damage in the civil unrest following the death of George Floyd are now able to apply for disaster assistance through the U.S. SBA.

LABOR

MN's Unemployment Rate Falls to 7.7% in July... 32,500 payroll jobs added, led by leisure and hospitality gains. Minnesota's seasonally adjusted unemployment rate fell to 7.7% in July down from 8.6% in June. Four supersectors lost jobs in July: Professional and Business Services lost 900 jobs, down 0.2%; Information lost 900 jobs, down 2.2%; Construction lost 400 jobs, down 0.3%; Mining and Logging lost 100 jobs, down 1.9%. (MN DEED).

RECALLS

Consumer Product Safety Commission... *Name of product:* CFMK Surface Mount Brackets; *Hazard:* The brackets can fail to securely surface mount the CPANL LED and fall unexpectedly, posing a risk of injury from impact; *Remedy:* Repair; *Recall date:* August 19; *Units:* About 318,500. (cpsc.gov)



Cooper Lighting Recalls Light Fixtures Due to Injury Hazard (Recall Alert)... *Name of product:* All Field and Prism RGBA light fixtures; *Hazard:* The lenses on the fixture can loosen, separate from the fixture and fall, posing a risk of injury to people below; *Remedy:* Repair; *Recall date:* July 9, 2020; *Units:* 39,000 (cpsc)



WELCOME NEW MEMBERS

Lyons ElectricWaverly, MN
Hoffman Electric Hutchinson, MN
Dan NagorskiSt Michael, MN

CONGRATULATIONS



Congratulations to Alex Hyatt and Erin Anderson... They welcomed a son, Augustus "Gus" Dale Hyatt to the family on August 6. Big brother Toby is excited to share the spotlight. The entire family is doing well and are healthy. Alex is the National Sales Manager for the Electrical Association and has been on the team for the last 11 years.

Congratulations to Sam & Alicia Klein of Klein Electric... They welcomed their second son into the world on August 14. Levi Benedict Klein was born at 10:23AM at St. Cloud Hospital. He weighed 8 lbs, 11 oz and measured 20½" long. Congratulations Sam & Alicia!

Greg Dapper, Cedar Lake Electric... Congratulations to Greg for 30 Years of Service at Cedar Lake Electric! Loyalty like that is hard to come by!



DSG Announces Seven New Regional Sales Managers...

Dakota Supply Group (DSG) recently names new Regional Sales Managers. This newly created role brings dedicated focus to providing a world-class customer experience across all our customer groups throughout each of DSG's regions.

Jared Winterboer will focus on the electrical segment throughout the South Dakota region, including branches in Aberdeen, Mitchell, Pierre, Rapid City and Sioux Falls.



Cameron Pederson has been a member of DSG's team for 19 years and will now oversee sales activities across ND including Bismarck, Dickinson, Fargo, Grand Forks, Minot and Williston.



Brian Eubanks has held a variety of progressive roles within DSG for 29 years and will now lead sales activities throughout WI with branches in La Crosse, Plover, Rice Lake, Sheboygan and Winona, MN.



Brandon Messer has held a variety of DSG roles since starting as an intern 17 yrs ago and will now lead the electrical sales activities throughout MN including Alexandria, Austin, Bemidji, Grand Rapids, Ham Lake, Monticello, Oakdale, Plymouth, Rochester, St Paul.



Jason Hammers has been with DSG for 7 years, and prior to that held a variety of roles with mechanical contractors. He will now focus on sales activities for the mechanical segment throughout SD including branches in Aberdeen, Mitchell, Pierre, Rapid City and Sioux Falls.



Justin Nelson is a new addition to DSG's team and will now lead sales activities for MT including Billings, Bozeman, Helena, Kalispell and Missoula.



Ernie Companion is new to DSG and will now lead mechanical selling activities throughout MN including Alexandria, Austin, Bemidji, Grand Rapids, Ham Lake, Monticello, Oakdale, Plymouth, Rochester, St Paul.



Rouzer Group VP Role Announcement!

Rouzer Group's team is greatly poised for many years of growth and success. We would also like to express our sincere appreciation to all our stakeholders including our co-workers, customers, and manufacturers.

Pete Deeg VP of Electrical Division, Managing Partner...

Pete was acting as Account Manager as well as VP of Operations but will now lead the Electrical Division of the Rouzer Group with all the division's Account Managers and Specification Specialist reporting to him. Pete and the Electrical Account Managers are charged with growing our business in the very mature electrical segment within our territory as well as working closely with our manufacturers on business planning and development



Heather McNulty VP of Operations, Managing Partner... Heather was previously Manager of Operations and Marketing but will take over all operations responsibilities. Heather will continue to lead the Inside Sales, Marketing, and Warehouse team but will also take a more active role interfacing with both customers and manufacturers of all divisions to ensure the best possible customer experience on behalf of Rouzer Group.



Gary Monn VP of Tool & Fastener Division... Gary has been leading the Rouzer Tool Division since he and his wife Donni merged Berton Sales into the business July of 2011 and has profitably grown market share and sales via the STAFDA and other professional tool channels.



Don Edgar VP of Utility Division, Managing Partner... Don has been leading the Rouzer Utility Division, since the acquisition of Lee-Noon Company July of 2018. Don and his team spend a great deal of time creating demand for represented manufacturer's products to ensure profitable sales for our distributors.



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... Thank you for being a **2020 Yearlong Sponsor*!**

Werner Electric... Thank you for sponsoring our Code class in Plymouth on Sept 17-18 and our Code class in Rochester on Nov 12-13.

**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!

If you have products or services for electrical contractors and want to get your business noticed, for ONE investment now, get ONE year's worth of visibility.

Contact Erica to learn more: 763-497-1778 or at erica@pierreproductions.com.

the Classifieds

Carlson...

- 48 – Carlson UA7AN (4" 45° no bell)
- 72 – Carlson UA9DL (3" 90°)
- 1200 – Carlson UA9DG (1¼" 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.

Boom Truck

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

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



Wood Poles... PRICE DROP

- 40-45' wood poles
- Asking \$100 each. Call Gerry Maine at (320) 290-2329.



Brady BBP31 Label Printing System & Supplies

- 1 refurbished BBP31 label printer
- 2 unopened boxes of labels
- 1 unopened ribbon cartridge
- 6 various sizes labels; some unused
- **PRICE DROP** \$1000 OBO

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



Bucket Truck for Sale...

2001 Chevy C7500 Bucket Truck. 179,000 miles Excellent condition. Always maintained. Clear title.

- Air conditioning, cruise control
- Caterpillar 3126 6cyl Turbo Diesel engine 210 h.p. w/ Allison automatic transmission
- Full air brakes, trailer air supply
- Electric brake controller
- Altec AO442-MH Aerial device 47'w.h. -11'4" travel height
- 1,500 lb material handling jib
- Boom & truck are same age
- Fully insulated boom w/insulated bucket liner & bucket cover
- Nice service body w/curbside entrance
- Hydraulic tool outlets to run a pole or chain saw
- Pistol grip upper controls for smooth operation
- Upper & lower controls
- 4 Hydraulic outriggers for stability
- Rear end differential lock; Receiver hitch
- 22.5" tires in good condition

\$13,495 obo. Call (507) 285-9658

Seeking to Acquire...

Are you a business owner seeking an exit strategy that is best for you, your team and clients? We are a local electrical contractor seeking to acquire commercial/light industrial electrical contracting businesses. Email inquires to [Rennell](mailto:rbrunclik@electricalassociation.com): rbrunclik@electricalassociation.com

Postings are a free benefit of membership! Members should email your listing to Rennell at (rbrunclik@electricalassociation.com).

Find the posts online at www.electricalassociation.com/classifieds.



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

Worker's Comp Claims in the Electrical Contractor Industry (part 2)



Specifics on the claim characteristics from 2015 through the first six months of 2019. Overall number of claims was 557.

quent injury type, at 225 or 45% of the claims. Fractures were next with 75 or 15% of the claims. Pain (52/11%), open wounds (50/10%), contusions (26/5%), multiple traumatic injuries (15/3%), dislocations (14/3%), traumatic hernia (14/3%), burns (11/2%), cumulative disorders (9/2%), and diseases (3/1%).

Contact with objects/equipment was third with 101 or 18% of the claims. Transportation incidents (10/5%), exposure (24/4%), fire (4/1%), workplace violence (4/1%) were other causes. 29 claims (5%) were non-classifiable.

Part of Body Injured

Upper extremity injuries had the highest number of claims (183) making up 34% of the total claims. This was followed by lower extremity injuries (147/27%), back (87/16%), trunk/internal/body systems (50/9%), multiple parts (50/9%), and head/neck injuries (27/5%). Body parts injured has remained steady, but only 3 cases so far in 2019.

The number of sprain/strain injuries steadily dropped from 58 cases, in 2015, down to 45 cases, in 2018. Fracture injuries have not shown a steady decline, with a high 23 cases, in 2015, and low 9 cases, in 2016.

Source of Injury

Injury during use of tools was the most frequent source of injury with 133 or 24% of the claims. Injured worker was next with 116 or 21% of the claims. This was followed by parts & materials (94/17%), structures & surfaces (82/15%) among others. Injury involving vehicles made up 31 or 6% of the claims.

Nature of Injury or Illness

Sprains, strains, and tears were the most fre-

Event or Exposure Causing Injury

Falls, slips, trips were the most frequent injury cause with 188 or 34% of the claims. Overexertion was close behind at 181 or 33% of the claims.

Occupation

Electricians were involved in 333 or 60% of the total claims, for the industry sector. Electricians helpers had 65 or 12% of the claims. Electrical power line installers and repairers had 10 or 2% of the claims. Other occupations involved in electrical contracting work made up the remaining 557 total claims.

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

Code Book Philosophy

In some cases, the publication of the 2020 NEC® (NFPA 70) created a contentious atmosphere between code makers and the rest of the electrical industry. Opinions varied on the prudence

through the mental and financial stress of a home fire. For these reasons and many others, most of the country puts their trust in the National Electrical Code. This standard, since 1897, has provided a guideline for the installation of equipment and wiring.

of many changes based on need and "excessive protection."

There is no doubt the changes the code making panels implemented are adding cost to projects. Builders and developers will be footing the cost of these changes and passing them down to the consumer. Many are asking, "When will this foolishness stop?"

The code has been widely accused of being an extremely poor design manual and even admits it is a minimum standard. But the NEC has survived the test of time. The beauty of its foundation is similar to democracy where everyone participating in the process has the right to introduce changes and be heard when voicing opposition to changes. When considering its scope, I am sure we could site events we have seen that could have been catastrophic had the code rules not been in place. So truly there is immeasurable value in the articles and sections that dictate wiring methods and installation standards.

But I think we must look past the cost of change and focus on the practical value. No one would ever want to see a child receive a severe electrical burn or shock. People become furious when electronic equipment fails. And, no one would ever want to go

Love it or hate it, its standards protect us.

DSG
DAKOTA SUPPLY GROUP
DSGSupply.com

EXPRESSWAY
Curbside Pickup

To get you to your job site faster, DSG has added a new "curbside" pickup service with **EXPRESSWAY**.

ORDER
Place your order with DSG and request **EXPRESSWAY** Curbside Pickup service.

CALL OR TEXT
Use our local branch phone number to let us know when you have arrived.

LOAD
Stay in the comfort of your vehicle while we load your product and get you on your way.

DSG TalkNText Line

APPS We Like!

Not an App, but a great online search tool...

Electrical Inspectors in MN--

Search DLI's database for any specific city, township or county!

<http://workplace.doli.state.mn.us/jurisdiction/>

We Want to Know What APPS You're Using!

Business • Fuel & Fleet
Electrical Calculations
Line Diagrams
Lighting Formulas
Safety...

Email your tips to
rbrunclik@electricalassociation.com
We'll print them in the next issue.

Bonus Rebates for Lighting Projects Available Until December

Submitted by CEE

The One-Stop Efficiency Shop® 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 been in years. **To qualify for rebate bonuses, equipment must be purchased and installed by Dec 1, with invoices submitted to CEE by Dec 11, 2020.**

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

- A free assessment with cost savings and pay-back details to help you sell jobs
- Significant rebates to help offset customers' project costs
- Convenient financing options
- Completion of all program and rebate paperwork

For more information about One-Stop visit: mncee.org/onestop. Contact: Cindy Kelly at 612.244.2427 or ckelly@mncee.org. Rebates are also available for customers looking to improve the efficiency of their RTUs.

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



Updates on Limited-Time LED Bonus Rebates—Helping customers reduce project costs.

Submitted by Xcel Energy

If you're working with businesses in our Minnesota electric service territory, let them know they have a great opportunity to earn bonus rebates on many types of energy-efficient LEDs. Don't let them miss the chance to earn more cash back on their lighting improvement project.

Bonus rebates for LED upgrades extended
Customers can earn double rebates on select LED tubes, and 25% bonus rebates on various LED fixtures. We've extended the purchase deadline to give our customers more time to take advantage of bonus rebate savings.

Qualifying equipment needs to be purchased between **March 1, 2020 and December 1, 2020** (extended from August 1). And keep in mind the project needs to be installed and rebate applications need to be submitted no later than December 15, 2020.

More types of LED bonus savings
Customers can also earn 20% bonus through Instant Rebates on qualifying LED screw-in bulbs and LED downlight retrofit kits when purchased from one of our participating distributors. Purchases must be made between August 1, 2020 and December 1, 2020.

Next steps
Connect with customers soon to help them take advantage of these offers while they last. These LED bonus rebates provide them with a great opportunity to reduce their project costs.

Visit xcelenergy.com/LightingEfficiency to view full offer details, or contact our team of energy advisors at 855.839.8862 with any questions.



Electrical Contractors!

Rebates are much higher than the usual rates!

Call these companies to learn how to take full advantage!



3100 Humboldt Ave S
Minneapolis, MN 55408
(612) 827-6117
www.electricalassociation.com

BOARD OF DIRECTORS

Chair, Clayton Schenck
Magnum Electric, West Fargo

Vice Chair, Jeff Kunkel
Kunkel Electric, Mapleton

Treasurer, Shawn Hasskamp
Dutch's Electric, Aitkin

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

Past Chair Advisor, Joel Gatewood
Gatewood Electric, Willmar

Directors

Pat Vlamincik, Vlamincik Electric

Nick Bischoff, Design Electric

Dale Jackson, Jackson Electric

Jayson Oswald, Landmark Electric

ASSOCIATION STAFF

Clara Albert, CAE, Executive Director

Mike Miller, Director of Education

Michelle Dreier, Membership/Gov't Affairs Mgr

Jamie Quenzer, Program Manager

Kelly Kristo, Education Coordinator

Alex Hyatt, National Sales Manager

Kirsten Marcus, Business Coordinator

Katie Grams, Administrative Assistant

Rennell Brunclik, Publications

Advertising

Erica Nelson, Advertising Rep
erica@pierreproductions.com
763-497-1778

Betsy Pierre, Advertising Manager
betsy@pierreproductions.com
763-295-5420

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.

ADVERTISERS' INDEX

Border States Electric Supply.....	10
Center for Energy and Environment (CEE) ...	16
Dakota Supply Group	14
Federated Insurance/Assoc Risk Mgmt.....	2
Federated Insurance/Assoc Risk Mgmt.....	insert
Generator Power Systems	3
Graybar.....	12
Holiday Stationstores.....	16
Peters, Revnew, Kappenman & Anderson	3
Protection Systems Inc.....	16
Speedway.....	5
Thrive Law & Consulting.....	4
Viking Electric.....	16
Werner Electric.....	4
WESCO.....	5

10% DISCOUNT ON ADVERTISING

Members receive a 10% discount. Book today!

Advertise your product or service to 3,500 Electrical Contractors and Industry Leaders call Erica at 763-497-1778

\$7 Million Available in Lighting Rebates for 2020

Get substantial rebates for your customers through the Center for Energy and Environment's One-Stop Efficiency Shop® lighting program. Sponsored by Xcel Energy, the program offers business owners:

- Rebates up to 60% of installed cost.
- Below market-rate financing.
- Completion and submittal of all rebate & financing paperwork.

For more information or to see if your customers qualify contact:

Cindy Kelly
ckelly@mncee.org
612-244-2427



Protection Systems Inc.
Fire & Life
Safety Systems
Contractor



Fire Alarm
Nurse Call
Security
CCTV
Card Access
Intercom
Sound
Extinguishers
Suppression Systems
Emergency &
Exit Lighting

701-280-2144
www.protectionsys.com

Honeywell
THE POWER OF CONNECTED
Elite Partner



**Saving
you time
and money!**

- Fuel rebates
- No fees
- Security features
- Convenient locations
- Pay at the pump
- Detailed tracking
- Car wash discounts

**Now 6¢
gallon!**

Learn more:

www.HolidayStationstores.com

or email

fleetsales@holidaycompanies.com



A Sonepar Company

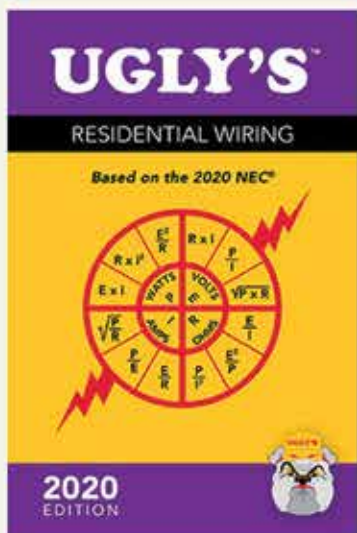
services and solutions

FOR EVERY CUSTOMER

vikingelectric.com



2020 UGLY's—Residential Wiring



You will save precious time and money with instant access to specific rules, symbols and code requirements for wiring dwellings that ensure your job stays on task and passes inspection the first time.

- Allowable Ampacities
- Services and Service Points
- Conduit Fill
- Wiring Diagrams and Rules
- Ohm's Law
- Grounding
- Parallel Circuits
- Series Circuits

\$19 Nonmembers • \$18 Members



We stock these Ugly's too...



Visit our online store to order all of your 2020 NEC® & 2017 NEC® books!

www.electricalassociation.com