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Clayton Schenck,
Chair of the
Board of Directors

As we wrapped up the Electrical Association's fiscal year in December, it looks like the Association weathered the pandemic storm and is sitting in a stable position. We are pleased to continue providing you service and benefits in any way we can to ensure you and your business come out on top as well. Your continued support of the Electrical Association is very much appreciated and we thank you.



Jeff Anderson,
ATEK Distribution
President/Co-Founder

Additionally, there are many products out there to help us get through this period. One company that comes to my mind is ATEK Distribution. They have been a product service member of the Electrical Association since Day 1. They've also been a strong supporter of the electrical industry and specifically the Electrical Association as a Year-long Sponsor. We put those advertising dollars to good use and they really make a difference to the success of the organization. A big Thank You to Jeff Anderson, President and Co-Founder of ATEK Distribution.



ATEK Distribution is a US-based company with operations experience in the USA, China, and Europe. Due to Covid-19, they decided to focus their global resources in an effort to remove borders and deliver fast and fair solutions to worldwide customers. They offer essentials to maintain a safe and healthy environment in schools for students, staff & faculty; in healthcare facilities; and in other general office spaces.

Industry Report

Dealing with COVID and Our Members to the Rescue!

Have your customers been asking you how to protect their offices and facilities from COVID-19?

ATEK has recently highlighted a line of products that you will find useful! They have a holistic approach that includes air quality, occupant screening, and PPE.

They address air purification concerns by incorporating Bi-Polar Ionization and Ultraviolet Light throughout the facility HVAC system.



Bi-Polar Ionization
Air Purifier



Ultraviolet Light Air
Purifier

They have a fully automated kiosk that allows for unattended screening of occupants at entry points, and they have a full line of PPE to protect your customers and your employees.



Fully-Automated Kiosk

I'm a big believer in supporting the people who support the industry! To learn more about these COVID-Killer products, contact Jeff Anderson at jeff.anderson@atekdistribution.com or 612-454-0042 or visit his website at www.atekdistribution.com.

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Clara Albert, CAE, Executive Director



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

I am here to help you.

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Executive Director

Why Recruit New Members?

Members, think back when you first started up your contracting business. Where would you have been without the support of an association like the Electrical Association? Would you still be in business? It is that exact support that we have, to offer to the younger contractors in the industry today.

Not only does adding new and younger members maintain the continued strength of the association, it allows us to pass on our experience and training so that the next generation of contractors maintain the same standards for the electrical industry that we've built. You know the contractors in your area.

Please, take a moment give one a call and ask them if they want to help improve their business and the electrical industry. Offer them a chance to join the Association!

Remember each additional member gives the Electrical Association a louder voice at the legislature and maintains the bar for an industry that you've helped build.

There have been a number of new benefits added to the membership package that they may be unaware of:

- Consulting services on Prevailing Wage, Fair Labor Standard Act, Workforce Development and Registered Apprenticeship,
- Association Health Care Plans,
- 401k Employer Plans,
- Free 8 Hours of Electrical Association's Continuing Education for you or an employee
- and More!

Being a business owner in today's world is hard. We are here to make it a bit easier. If anyone you talk with has more questions about the Association and what we are all about, have them give us a call.

You Hold the Keys

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



Scan to learn how to help your company drivers make it home safe today.



Please make it home safe today.



Federated Insurance—HR Question

Masks in the Workplace - What is Acceptable?

Q When wearing masks in the workplace, what is deemed "inappropriate?" Some employees are using their masks to show their affiliation for or against political or social causes (i.e. #BLM, Back the Blue, or "MAGA," etc.). How can the employer differentiate how to determine what is and is not acceptable?

A Outside of any messages on masks that are harassing, threatening, or unlawfully discriminatory (i.e., based upon any protected characteristics such as race, sex, color, religion, age, etc.), what is appropriate or inappropriate for the workplace is largely determined by the employer. For example, if the employer wishes to prohibit employees from wearing "#BLM, Back the Blue, or 'MAGA'" masks (note that an employer is not required to do this), it must then uniformly and consistently apply a clear rule on what types of masks are permitted in the workplace, to all employees, and which would likely include prohibiting employees from wearing any masks (you may wish to also include attire generally) that conveys messages on matters employees care about, or perhaps prohibiting any attire that conveys a message whether it contain text, a picture, or a symbol....

Typically to effectively meet its objective of prohibiting certain "controversial" messaging on attire, including face masks, the employer may find that only an "all or none" approach will ensure that all employees are treated fairly and in a non-discriminatory manner....

To this end, the employer is within its rights to revise its dress code to specifically reference face masks and other articles of clothing that may include direct or indirect messaging. We recommend having counsel review or draft any revised policy on this topic to ensure it meets your objectives while remaining compliant with applicable law....

The employer should ensure that any new policy language is clearly communicated to all personnel, and then uniformly applied and enforced. The policy should stipulate the consequences for noncompliance.

The employer has an obligation to ensure that the workplace is free from discrimination and harassment based on protected class status (race, color, religion, gender, national origin, and disability, to name a few). If the employer becomes aware of workplace misconduct, then it absolutely should take prompt action to correct whatever impropriety it knows or discovers to be occurring....

Read the full article at:
www.electricalassociation.com/news

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



Government

Session Update

The 2021 Legislative Session has been a very busy one. As can be expected, the Governor's Emergency Powers are a top topic as well as COVID-19 legislation.

Michelle Dreier
Member Engagemt/
Gov't Affairs Manager

Several of our initiatives have received hearings.

Mike Miller, our Director of Education, testified regarding **exempting replacement load management receivers (SF181)** from the permitting and inspection process in the Senate Labor & Industry Policy Committee. DLI dropped the inspection fee for these installations to \$20; however, inspectors are still being paid \$36. The inspection fund is taking the loss.

I testified on behalf of **Energy Conservation Optimization Act ECO (SF227)** in the Senate Committee on Energy & Utilities Finance and Policy. The bill passed out of committee. Next stop Senate and House floors!

Duty to Defend (HF 803) was introduced in the House & Senate and has yet to be afforded a hearing.

SF419, a bill protecting the Contractor Recovery Fund (CRF), passed the Senate Labor & Industry Policy Committee unanimously! This is important to protect the dollars paid by residential contractors into the fund. In 2003, \$2.3 million was transferred out of the CRF and never repaid. This language protects current funds from being similarly used this year to balance the budget.

Other bills of note included the following:

- **mandatory paid sick leave**,
- **making OSHA violations public** prior to the investigation to being completed, and
- the **Clean Energy Act**, which has required prevailing wage and registered apprenticeship provisions on wind and solar energy generation.

The financial forecast on which the budget will be balanced should be announced within the week. Preliminary numbers look like dollars will be greater than expected, but we will still have a budget deficit to balance. Policy discussions will be more difficult to move forward after these numbers are released.

Governor Walz's newly released budget increases spending by \$1.3 billion and taxes by \$1.6 billion over the FY 2022-23 biennium. There will surely be a spirited debate about the mix and amount of tax and spending increases in the coming months. The Senate is very opposed to any tax increases.

Please support our work at the Capitol. Send a personal check to the **EA PAC**. Your campaign investment will be spent wisely to support legislators who are friendly to our business interests.

**Electrical Association
Political Action Committee**

We need funds to support changes in the law to improve the industry and your business!

**Questions?
Call Michelle at 612-827-6117.**



Compliance

Employment Bills to be Aware of in 2021

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

Tom Revnew
Attorney, PRK&A

Submitted by Tom Revnew & Jennell Shannon

Given recent political transitions, employers can expect to see a number of bills introduced in front of the 117th Congress, which create additional obligations for employers and potentially more remedies for workers. Below are three bills, which have been introduced in Congress in previous years, that employers should have on their radar.

Family and Medical Insurance Leave Act ("FAMILY Act")

The Family and Medical Insurance Leave Act ("FAMILY Act") seeks to establish paid leave, up to 66% of a worker's wages, to allow individuals to care for children, parents, spouses, or themselves. Paid leave under the FAMILY Act is not immediate or automatic; the Act first requires the prospective recipient to, among other things, file an application for benefits, have earned income for one year, and undergo a waiting period.

Protecting Older Workers Against Discrimination Act ("POWADA")

The Protecting Older Workers Against Discrimination Act ("POWADA") aims to lower the burden plaintiffs must meet to establish an unlawful age discrimination claim. While complainants currently must prove their age was the only reason they suffered an adverse employment action, under the POWADA this standard would be lowered to merely require the complaint prove that his or her age was one merely one factor which contributed to an adverse employment action.

Raise the Wage Act ("RWA")

The Raise the Wage Act ("RWA") aims to raise federal minimum and subminimum wages over the course of six years. Specifically, starting on the Act's effective date, the federal minimum wage would initially increase to \$8.40 per hour and continue to increase at a rate of \$1.10 each year for six years until reaching \$15.00 per hour. After the initial six-year escalation is over, the federal

minimum wage would then have an inflationary increase. The RWA also seeks to phase out subminimum wages for certain groups of employees, such as tipped employees, newly-hired youth employees, and disabled workers, over the course of six years.

Each of these bills could have a significant impact upon employers in their businesses and should be closely watched.

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Government Action—We've Been Busy Working for YOU

We know how important Government Action issues are to our members! Michelle Dreier and Mike Miller on the Electrical Association staff testified at the State on February 10 and 11 on two important issues. They each did a great job communicating to the committees the concerns our members have, and we are proud of their efforts!

Minnesota Senate SF 181— State Building Code Inspection Exemptions Clarifications

On February 10, Mike did a fantastic job in front of the Minnesota Senate's Labor & Industry Policy Committee. He testified regarding exempting replacement load management receivers from the permitting and inspection process. DLI dropped the inspection fee for these installations to \$20; however, inspectors are still being paid \$36. The inspection fund is taking the loss. There were a handful of people testifying in support of the bill (like us) and a few testifying in opposition of it. The discussion was very interesting and is far from over.



You can watch a recording of the hearing here www.youtube.com/watch?v=x92VuyHnvC0. The issue starts at 17:25 in the recording. Mike starts speaking at 24:17.

Minnesota Senate SF 227— Energy Conservation and Optimization Act (ECO)

On February 11, Michelle testified in front of the Minnesota Senate's Energy and Utilities Finance & Policy Committee. She did a great job, and ECO passed through the Senate Energy Committee! It is done moving through committees and next stops are the House and Senate floor for potential adoption.



You can watch the hearing here: www.youtube.com/watch?v=c3SB9q5dODo. Michelle starts speaking at 38:02.

It is very rewarding to watch how together we can affect the industry by discussing these issues with people who can make the changes.



March is Ladder Safety Month!

Register for FREE Safety Training!

The ladder safety training is 100% free. If you are a Training Manager you can register employees within your organization as well.

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You Need to Know

COMPLIANCE

MINNESOTA

Service Disconnects... On April 5, 2021, DLI will begin enforcing the 250-volt GFCI receptacle and outlet requirements found in NEC 210.8(A) and 210.8(F). Industry circuit breaker manufacturers have confirmed that supply-chain challenges will be resolved in March 2021. Electrical work authorized by permits issued on or after April 5, 2021, must comply with the 2020 NEC. (MN DLI)

Renew master electrician licenses... All current master electrician licenses expired Feb. 28. The renewal fee is \$73, but late renewals will be assessed a \$30 late fee. Renew your license at <https://secure.doli.state.mn.us/license>.

2020 Minnesota State Building Codes... The 2020 Minnesota State Building Code is effective March 31, 2020, except for the Minnesota Mechanical Fuel Gas Code, which is effective April 6, 2020. (MN DLI)

Municipalities that issue permits must report unlicensed contractors... To assist with enforcement of MN's residential building contractor licensing laws, municipalities that issue building, zoning or land use permits are required to submit details to DLI about unlicensed contractors who attempt to pull permits and those purporting to be an owner acting as their own general contractor for new construction. (CCLD Review. Winter 2020)

Enforcement Action—Supervision of Registered Unlicensed Individuals... A licensed Wisconsin electrical contractor failed to ensure its registered unlicensed individuals were properly supervised by licensed electricians at the required

supervision ratio. The contractor was censured and fined \$20,000, the amount stayed in a previous consent order against the contractor based on similar violations. (CCLD Review. Winter 2020)

OSHA Injury Reporting... Employers must post their Summary of Work-Related Injuries and Illnesses (Form 300A) from February 1 through April 30. Specific employers must submit the required 2020 injury and illness data by March 2. Reporting COVID-19: Employers are only required to report in-patient hospitalizations due to COVID-19 if the hospitalization occurs within twenty-four (24) hours of an exposure to SARS-CoV-2 in the workplace. The employer must report such hospitalization within 24 hours of knowing both that the employee has been in-patient hospitalized and that the reason for the hospitalization was a work-related case of COVID-19.

OSHA Debt Collection Initiative... If you owe money to OSHA, listen up. OSHA is implementing a series of 3 penalty payment letters to be sent 7, 30 and 60 days after an establishment fails to timely pay a penalty based on a final order. In addition, OSHA will contact establishments by phone 14 days after the payment comes due. Establishments that pay their penalties by their due date will not receive the new letters or phone call. If an establishment fails to make a civil monetary penalty payment from an inspection resulting in a citation, and is not on an affordable payment plan, OSHA will place the establishment on a priority list for further inspection. In addition, OSHA will gather EINs as part of the pre-inspection preparation. (osha.gov. Dec 22, 2021)

2020 S corporation tax returns... Tax returns for S Corps for calendar-year filers are due March 15. You must file a return even if you are reporting no tax due. Call 651-556-3075 for filing assistance. (MN Dept of Revenue. Feb 2021)

CONSTRUCTION TRENDS

NATIONAL

US Residential Construction... Building Permits Privately-owned housing units authorized by building permits in January were at a seasonally adjusted annual rate of 10.4% above the revised December rate and is 22.5% the January 2020 rate. Single-family authorizations in January were 3.8% above the revised December figure. (Census.gov. Feb 2021)

US Residential Sales... Sales of new single-family houses in December 2020 were at a seasonally adjusted annual rate 1.6% above the revised November rate and is 15.2% above the December 2019 estimate. An estimated 811,000 new homes were sold in 2020. This is 18.8% above the 2019 figure. The average sales price of new houses sold in December 2020 was \$394,900. (Census.gov. Feb 2021)

ECONOMY

US Consumer Price Index... In January, the Consumer Price Index for All Urban Consumers rose 0.3 percent on a seasonally adjusted basis; rising 1.4% over the last 12 months, not seasonally adjusted. (bls.gov. Feb 2021)

MN Interest Rates... 30-Year Fixed Rate: 3.050%; 15-Year Fixed Rate: 2.450%; 5/1 ARM Rate: 2.860%; 30-Year Jumbo Rates: 3.410%. (bankrate.com. 2/17/2021)

Electrical Association QUICK RESOURCE GUIDE

Easy access when you need it now! When purchasing products or services, refer to this list of our Product Service members who specialize in the electrical industry and who support the Electrical Association with their membership & advertising dollars.

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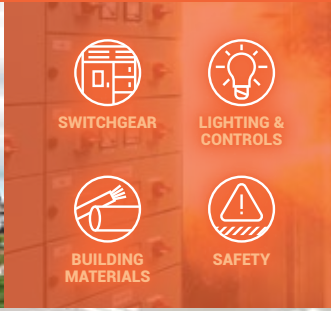
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Contractor Business Webinars



COVID, VACCINES, AND RETURNING TO WORK

March 4 • Thursday (Noon)
Presented by Kate Bischoff, tHRive Law & Consulting

A vaccine! CDC regulations! OSHA enforcement! There is a lot happening for employers related to the pandemic and returning to workplaces. Kate Bischoff will go over some of the changes contractors will need to start considering.

45 minutes +
15 minutes Q&A

\$20/members;
\$35/nonmembers



COBRA MOBILE

March 10 • Wednesday (8am)
Presented by Jim Crabbe, COBRA-USA

Processing jobs involves many tasks. And while COBRA gives you the tools to manage these tasks, COBRA Mobile cuts these tasks by an average of 72.5%. If it's been a while since you've seen COBRA Mobile, visit the website below to watch a quick video and to register!



WWW.ELECTRICALASSOCIATION.COM/WEBINARS

Rebates

Have You Joined Our Trade Network?

Submitted by Xcel Energy



Get connected, stay informed

Join our trade partner network and we'll send you updates on topics that can help you provide added value to your customers. There's no cost to join, and it's easy to sign up.

- Stay informed about our rebates which can reduce your customers' project costs. Our wide range of LED rebates are available to businesses in our Minnesota electric service territory
- Get notified about promotions that can benefit your customers
- Receive invites to our free training workshops to learn about new rebates, other energy efficiency rebate programs and more

Help deliver savings

Now more than ever, businesses are looking for ways to reduce costs, and upgrading to energy-efficient LEDs can help reduce energy use and save money for the long term. Share information about our rebates with your eligible customers. They'll appreciate learning how they can make the switch to LEDs at a lower cost, and it could help encourage them to move forward with an energy-saving project when they're ready.

Get started

Join over 700 other trade partners who have already signed up to receive information about our lighting rebates. Connect with Jeff Kosak, commercial trade relations manager at 612-330-5940 or jeffery.p.kosak@xcelenergy.com to learn more. Visit xcelenergy.com/TradePartners to find out how you can sign up. View our full line of LED rebates at xcelenergy.com/LightingEfficiency.

Throwback Corner

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



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



Michelle Dreier
Member Engagement/
Gov't Affairs Manager

Workforce Development

Post-Pandemic Economy

The COVID 19 Recession is very different than the financial recession of 2008. Unlike 2008, where we saw massive retractions in construction, in 2020, construction grew slightly throughout the year.

While construction was not unaffected by the pandemic downturn, our sector managed better than others.

US Real GDP Growth declined by 3.6% in 2020. The forecast is for GDP to grow 4% this year, 3.9% in 2022, 2.5% in years 2023-2025. That is 5 years of forecasted growth. This assumes inoculation of the majority of the population by mid-year 2020. Consumer spending is also forecasted to increase in 2021. These forecasts depend on the path of the pandemic, timing of vaccine and the lifting of restrictions. Unknown factors include economic risk, consumer and business confidence, and business survival. We care about GDP because it is directly correlated with improved well being.

The pandemic downturn has shown an uneven impact across sectors. In March 2020 at the beginning of the pandemic, the Electrical Association with other industry partners strongly advocated to deem construction employees essential. In general, construction allows for social distancing and much of the work is performed outdoors. This meant while job creation may have slowed in the construction sector, there was no net loss of employment in construction in 2020. Manufacturing and Construction workforces have already bounced back to pre-pandemic numbers.

In stark contrast, the service industry is still in recovery. Hotels and event centers were hardest hit, followed by bars and restaurants. Minnesota lost 49,800 jobs in December, erasing gains from August through October. Half of these losses were in the Hospitality sector.

2020 Quarter 4 average earnings rose by 3.4% to \$32.24 per hour. This wage gain is most likely due to the fact that the pandemic downturn is affecting Minnesota's low wage earners much more substantially than the middle and upper class.

Currently construction is doing well especially in the residential sector. Dwindling housing supply has pushed up housing prices. Residents stuck at home are looking to upgrade either their current homes, or purchasing newer homes. Residential starts are up 4%, single-family starts were up 11%. The residential construction sector shows no side of slowing. Commercial construction is a little different. Nationally nonresidential building starts fell 11% from November to December 2020. Nonresidential building starts over the 2020 year lost 24%, the lowest level since 2015. Architect business is down, which also proceeds a downturn in construction starts. Business might be re-evaluating their needs as a large percentage of workforce continues to work at home. We may see investments in building resiliency of existing buildings to meet new needs once the path forward is better known.

Moving into 2021, things look optimistic for greater MN while the metro area might struggle a bit more. Counties that have a disproportionate level of employment in leisure and hospitality might take a bit

longer to bounce back. The economy is expected to return to "normal" by the end of 2022 or beginning of 2023. Normal doesn't necessarily mean just like pre-pandemic conditions. COVID 19 has been a massive disruptor, which will mean lasting change.

Let us know how the Electrical Association can best help your business navigate change.

Have you submitted your 2021 Wage & Benefit Survey yet?

Return your survey by March 31 and receive a free report in early April.

Access the survey:
www.electricalassociation.com

Scroll down to **Latest News**—



Business Conditions in the Construction Sector

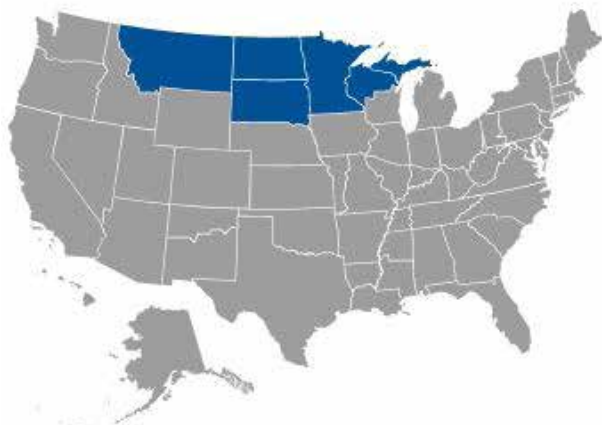
As the COVID-19 outbreak began and evolved, the



Federal Reserve Bank of Minneapolis gathered data to gauge economic effects on the construction sector, a bellwether for the broader Ninth District economy, which includes Minnesota, the Dakotas, Montana, western Wisconsin and Michigan's Upper Peninsula.

COVID-19 & the 9th District Economy

<http://tiny.cc/bijotz>



The Electrical Association partnered with construction/trade groups to collect feedback from you and other firms in the construction sector. Thank you to everyone who participated in their survey. The responses received were plentiful and rich with good data. Your input will help the Federal Reserve System shape monetary policy to help businesses survive the pandemic.

They will share findings in a timely fashion with partnering organizations so survey results can be shared with you as well. You can visit their website to view data collected so far (<http://tiny.cc/bijotz>).

The Minneapolis Fed greatly appreciates your time and insights, and hopes 2021 is off to good start for you and others in the construction sector.



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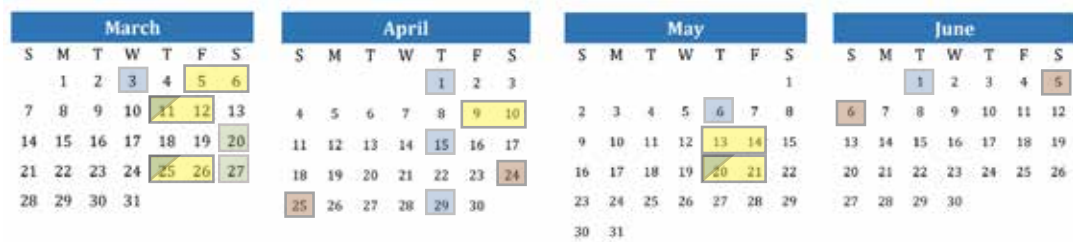
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Education Calendar



16 Continuing Education Credits (Classroom)

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

- Mar 5-6 (8am-5pm) **Prior Lake*** - Code Highlights; You Be The Inspector
- Mar 11-12 (8am-5pm) **Plymouth*** - Code Highlights; Motor Instal; NFPA 70E
- Mar 25-26 (8am-5pm) **Owatonna*** - 2020 NEC® Code Updates
- Apr 9-10 (8am-5pm) **Vadnais Hgts*** - Code Highlights; You Be The Inspector
- May 13-14 (8am-5pm) **Coon Rapids*** - Grounding & Bonding; Motor Install; Overcurrent Protection
- May 20-21 (8am-5pm) **Roseville*** - Code Highlights; Motor Install; NFPA 70E

» Both Days—Non-Member: \$335 / Member: \$309
 » One Day—Non-Member: \$195 / Member: \$165

8 Continuing Education Credits (NEW! South Dakota Tour)

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

- Mar 20 Mitchell
- Mar 27 Yankton



» Non-Member Price: \$155 / Member: \$130

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

4 Continuing Education Credits (Self-Paced Online)

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

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

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

2 Continuing Education Credits (Online)

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

- Self-Paced Any Time! 2020 NEC® Grounding & Bonding for Unlic Personnel
- Self-Paced Any Time! 2020 NEC® Overcurrent Protection for Unlic Personnel
- Self-Paced Any Time! 2020 NEC® You Be the Inspector, Pt 1
- Self-Paced Any Time! 2020 NEC® You Be the Inspector, Pt 2
- Mar 3 (8:00am-10:00am) 2020 NEC® Motors, Controls, GFCI Requirements
- Mar 11 (8:00am-10:00am) 2020 NEC® Branch Circuit, Feeder & Service Calcs
- Mar 25 (6:30pm-8:30pm) 2020 NEC® Grounding & Bonding for Unlic Personnel
- Apr 1 (6:30pm-8:30pm) 2020 NEC® Power Limited, Part 1
- Apr 15 (8:00am-10:00am) 2020 NEC® Power Limited, Part 2
- Apr 29 (6:30pm-8:30pm) 2020 NEC® Overcurrent Protection for Unlic Personnel
- May 6 (8:00am-10:00am) 2020 NEC® Grounding & Bonding for Unlic Personnel
- May 20 (6:30pm-8:30pm) 2020 NEC® Motors and Transformers

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

Exam Prep Training: Classroom

- Apr 24-25 (8am-5pm) Bloomington, Renaissance Mpls Hotel
- June 5-6 (8am-5pm) Bloomington, Renaissance Mpls Hotel

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

Thank you to our Class Sponsor:

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

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

CE Requirements

This is your guide to staying in compliance.

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



Minnesota

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



Iowa

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



Montana

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



Nebraska

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



North Dakota

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



South Dakota

- 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

Conductor Protection



- A 40-ampere continuous load shall be supplied by what size XHHW copper conductor?
 - (a) 4 (c) 8
 - (b) 6 (d) 10
- What is the minimum size copper conductor permitted from the required outdoor service disconnect to a 150-amp main breaker panel in a dwelling unit?
 - (a) 1 (c) 3
 - (b) 1/0 (d) 2/0
- The minimum size of conductors for voltage ratings up to 2000 volts shall be ___ copper except as permitted elsewhere in the code.
 - (a) 12 (c) 16
 - (b) 14 (d) 18
- The minimum copper wire size for SPD's rated at 1000 volts or less line and grounding conductors is _____.
 - (a) #8 AWG
 - (b) #10 AWG
 - (c) #12 AWG
 - (d) #14 AWG
- You note that a building wire is marked THWN-2. What does the "-2" mean?
 - (a) It can be used in either wet or dry locations.
 - (b) A specific marking provided by the manufacturing.
 - (c) The NEC does not identify the meaning.
 - (d) It is rated 90°C when used in wet or dry locations.
- Conductors supplying an air conditioner are installed in a conduit located 1½" above the roof.
 - (a) SPD's may be installed at any point on a circuit
 - (b) the SPD shall be marked with a short circuit current rating
 - (c) S.C.C.R. marking requirements for SPD type receptacles apply
 - (d) All rules apply.

Answers: 1. (c) Ref: Article 210.19(A)(1) & Article 310.16; 2. (a) Ref: Table 310.12; 3. (b) Ref: Article 310.3(A); 4. (d) Ref: 242.28; 5. (d) Ref: Table 310.4(A); 6. (b) Ref: 242.10

Toolbox Talks

Site Safety & Security



Lighting

- Building openings, docks, yards, and alleys will be brightly lighted.
- Interior lighting will be provided.
- Security lighting will be controlled by a timer or photo-electric cell.

Locks

- All outside doors will have dead bolt locks.
- A bar extension lock will be used on overhead doors along with a hardened padlock.
- Door hinges will not be accessible from the outside.
- All windows and skylights will have locks, bars, or wire mesh.
- Metal locking bars may be added on outside doors to provide extra security if needed.
- Emergency locking devices that restrict exit from the building _____ (are/are not) in-stalled.
- Single cylinder locks, panic bars, or alarmed releasing bars are provided on outside doors for life safety purposes.

Fencing

- A "man proof" type of fencing will be provided for the entire lot.
- Fencing will be checked _____ (daily/weekly/monthly)

- and any needed maintenance will be performed immediately.
- Fence gates will have hardened padlocks.

Notes:

Check manufacturers guidelines, contact a competent professional or the OSHA Consultation Office.

These rules are samples only. Each employer is responsible for working with his or her employees to write rules that meet specific needs of their individual company and type of work.

Each employer is responsible for assessing the accuracy of their rules and keeping them current.

OSHA requires a minimum of an update and employee retraining annually.



Download printables for your safety meetings at www.electricalassociation.com/TOOLBOXTALKS

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What makes you happy? Send us a photo and we'll use it on an upcoming safety poster! (send to rbrunclik@electricalassociation.com)

PRINT and POST in your breakroom!

Find this poster and more at:
www.electricalassociation.com/NEWS

Submitted by Border States

Keep Your Crew Working, Not Waiting



Light fixture carts are an innovative solution to keep material moving to the point of use, saving you time and money, and completing a successful job. By now, most of us know material handling is the single most common cause of unproductive time on the job site, consuming nearly 40 percent of a crew's time. Light fixtures delivered safely from Border States will keep your team installing and not waiting.

Border States unpacks and delivers to point of install. Keep in mind, carts are designed specifically for easy job site drop-off and pickup. Carts can be delivered by room,



floor, hallway or stage per your work instructions. Multiple carts a day will keep the job moving, and installation will be done faster than ever.

Border States handles all the cardboard, packing materials and garbage. This not only helps keep job sites cleaner and safer, we take care of the mess for you! Not only do you reduce time spent

unpacking fixtures, but you save time not having to inspect for unseen internal damage or the hassle of returning a product.

Features of the fixture cart include:

- 1,000-pound capacity
- Two locking swivel casters and two rigid swivel casters
- Removable locking bar on each side
- Vinyl edging on shelves to protect light fixtures
- Heavy-duty formed steel construction
- 29.5" long x 51" wide

To learn how you can easily move material throughout your project site, contact your Border States Account Manager or find a location near you at borderstates.com.



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01498 (2021-02)



ENCORE WIRE CORPORATION – 7 New Products!

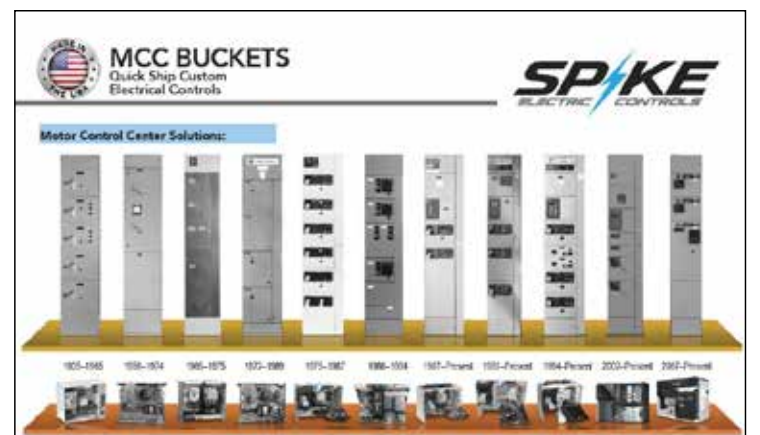
	Type NM-B PLUS, Copper Conductor
	Flexcore THW-2 / MTW / AWM / TEW, Copper Cond. Superslick Elite, 600V
	Type TC-ER SE-R Hybrid Cable THHN/THWN-2 Inners
	Type TC-ER SE-R Hybrid Cable THHN/THWN-2 Inners
	Type MC, Vertical Run, Copper Conductor, Alum. Armor, 600V THHN/THWN-2 Inners
	Type MC - Vertical Run, Steel Conductor, 600V THHN/THWN-2 Inners
	MC-LED Ultra Multi-Signal (2-3) Lighting Cable, Copper Conductor THHN/THWN-2 Inners

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Alex Hyatt
National Sales Manager

Member Benefits

Private Group Training Services

The Electrical Association has a long history of providing onsite training for private groups. Whether you are an electrical contractor looking to simplify your company's training schedule, or a maintenance supervisor who oversees a staff of unlicensed electrical workers, there are several advantages to Private Group Training Services.

- Our All-Star Trainers have the most extensive history of NEC expertise and industry experience.
- Flexibility - we work with your schedule and preferences. You choose the date, time and topic focused on your company's scope of work.
- If 10 or more people, why not have a private group class and save? We come to your location or host your own online sessions just for your team; a great benefit during COVID.
- As always, members save on all training.

Code Training

Stop wasting consecutive workdays in a classroom and maximize efficiency in your training schedule. Many contractors are now booking an annual 8 hour code class. By doing so, you satisfy the continuing education requirements for both licensed and unlicensed electricians in Minnesota. Maintenance supervisors take advantage of our flexible 2, 4, 8 and 16 hour formats, eliminating scheduling conflicts for shift workers. Best of all, you chose the class topics best suited to your scope of work.

70E Electrical Safety Training

Reduce electrical workplace incidents and create a culture where safe electrical practices are the norm. MN OSHA uses 70E requirements for electrical safety and the 70E stipulates retraining is required at least every three years. Our 4 hour 70E refresher course meets this requirement and is now approved in MN for 4 non-code CE credits!

Hands-On Training for Electrical Motors & Controls Troubleshooting

Avoid shutdowns and increase productivity. Class format is a combination of lecture and hands-on interactive training, performed on your actual equipment. A must have for industrial electricians in preventative maintenance and troubleshooting.

Exam Prep – Your first step towards passing the Minnesota Journeymen or Master Electrician's Exam and we bring the class right to your door. For maximum results, schedule the week prior to your test date.

If you think that Private Group Training may be a good fit for you and your team, call me today at 612-252-2190. I'm happy to go over course options with you based on your specific needs and provide you with a quote and available dates for your training.

Member Spotlight:

Greg Dapper—Cedar Lake Electric, Faribault

Cedar Lake Electric's First Employee Punches Out for the Final Time

By Misty Schwab, Faribault Daily News

"He's the first one to get here and the last one to leave." That is how Cedar Lake Electric founder Jerry Valentyn describes electrician Greg Dapper.

Forty-five years after Dapper stepped in as the business's first employee, he was the "last to leave" for the final time Thursday, when he began his retirement.

"I've never dreaded coming to work," Dapper said. "It's been a great company to me and my family. I just had great people to work with. They take good care of their employees."

A Faribault High School electronics class taught by Steve Temple played a role in Dapper's decided career path. One of his most vivid memories of the class was when he was asked to fix the outlets under the table. He laughed as he remembered thinking, as a high school student, that electric work didn't involve so much math.

Dapper's career as an electrician began after he graduated from Dunwoody College in May 1974. He worked for a contractor in the Twin Cities as his first job after college, and after being laid off, the timing was right for a new opportunity.

Back in Faribault, Valentyn launched Cedar Lake Electric in April 1975. Valentyn had worked for Dapper's uncle, who put in the good word about his nephew. The job opening brought Dapper back to his hometown and opened the door for a pair of significant life changes.

July 12, 1975, has dual meaning for Dapper. He not only began his long-term employment with Cedar Lake Electric on that day but also met his wife, Susie, at a wedding dance that evening. Reflecting on years gone by within the business, Dapper remembers paying the bills in the kitchen instead of an office and working on projects

before the advent of battery drills. Electric work has become easier with technological advancements, and wireless and LEDs (light-emitting diodes) have become the norm.

It was just Valentyn and Dapper working together in the business' early years. Dapper wasn't employed by Cedar Lake Electric every year since he started, but all together, he said he's spent 37 years with the company. It was a big deal when the business acquired two vans and a trencher, and he noted another turning point was when Valentyn's son, Jay, entered the scene in 1980.

"You couldn't ask for a better company man and customer man," said Jay Valentyn, now the company president. "Greg goes to bat for the company and the customer.... He's been a great mentor to all of his apprentices, including me. Greg made work fun."

One of Jay Valentyn's favorite stories about Dapper involves "van number 99," the company vehicle that has the same number as Wayne Gretzky, a favorite hockey player of Dapper's. While inspecting the dividers in the van one day, Jay Valentyn noticed a picture of professional baseball player Mickey Mantle in the back of the vehicle. He realized Dapper had strategically placed the picture so he could see



Greg Dapper, right, was the first employee Cedar Lake Electric founder Jerome Valentyn, left, hired after starting his business in 1975. On Thursday, Dapper began his retirement. (Credit: Misty Schwab/southernminn.com)

Mantle in the rear view mirror.

Cedar Lake Electric Vice President Nate Sevcik also expressed appreciation for Dapper's commitment and hard work within the company.

"He's our No. 1 requested electrician, 10 times more than the next guy, and that's not an opinion, that's a fact," Sevcik said.

Said Jay Valentyn: "We all are truly grateful for what Greg has taught us. I can't say enough good things about Greg, and I know Jerry and Nate can't either. We're sad to see him go but hope he enjoys retirement."

Dapper joked that he's never been retired before, so he isn't quite sure.



Tim Pass, Accountant, Smith Schafer CPAs

Construction Industry: 21 Things to Focus on in 2021



The construction industry began 2020 on a relatively high note until the pandemic hit. According to IBIS World, industry revenue is expected to decline by 6.3 percent due to COVID-19. Some projects scheduled in 2020 will likely be delayed into 2021, when economic activity is anticipated to stabilize.

2020 forced the construction industry to reset and revisit efficiencies, planning, and much more. The year ahead is only expected to accelerate these changes. This article discusses 21 things the construction industry should focus on in 2021 and items that will be impacted in the coming year.

- 1. **Project Delays & Cancellations:** Numerous construction industry customers were forced to delay or cancel their plans in 2020. Construction companies should have a plan regarding future delays and address how they will be handled. If a large number of delayed projects intend to start up around the same time, it could lead to additional headaches.
- 2. **Material & Equipment Costs:** Prices for material and equipment have seen large fluctuations over the previous year related to the pandemic. Management and estimators must remain up to date on current prices for these items, along with expected future changes. With the large number of delays on projects, the costs used to estimate the project now may not be the actual costs when the project begins.

- 3. **Difficulty Obtaining Permits:** Due to COVID-19 restrictions for site visits, a majority of people working from home, and the overall government slowdown, many companies are seeing increased difficulty in obtaining permits. Companies should focus on staying out in front and not waiting for the last minute to obtain permits.
- 4. **Modularization & Prefabrication:** This is the process in which a building is constructed off-site, under controlled plant conditions. Structures are produced in modules or components that are transported and put together on-site once complete. This method may allow projects to be completed faster, safer, and more cost-effective than their site-built alternatives.
- 5. **Advanced Construction Material:** Consider moving to more advanced construction material such as durable or high-strength concrete, geosynthetics, geotextiles, fire-resistant timber, and self-healing materials. Making a move to these more advanced materials may improve the quality of your product and differentiate your company from others in the industry.
- 6. **Expanded Specialization:** If time is available, research specializations like those the company currently works in. If barriers are low, there may be potential for growth into new specializations that can benefit your company.
- 7. **Integrated Technology:** Consider making a move to a fully integrated technology system where all aspects of your company are linked together.

- 8. **Internal Processes:** As many construction industry companies find themselves less busy, it may be an excellent time to improve and adequately document all internal processes. This is a task generally left on the back burner when a company is thriving. If time is available, this is a project that can finally get tackled.
- 9. **Paperless:** With the shift to more people working from home, now may be the time to consider moving away from maintaining paper files and moving to keep documents digitally where they can be accessed remotely. If a proper system is put into place, maintaining documents digitally can help speed up digging through paper job files when looking for a record.
- 10. **Alliances:** An alliance can be formed with another business, in which both may benefit from the expertise the other offers. These alliances may be used to gain market share, improve efficiencies, pool resources for large projects, establish economies of scale, or gain access to compl

This article has been shortened for space. For more items related to Workforce, Succession Planning, Government Assistance, and Accounting Matters, read the full article at <https://blog.smith-schafer.com/construction-industry-21-things-to-focus-on-in-2021>

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

LABOR & WORKFORCE

NATIONAL

US Unemployment Rate... The unemployment rate fell by 0.4% 6.3% in January, while nonfarm payroll employment changed little. The labor market continued to reflect the impact of the coronavirus (COVID-19) pandemic and efforts to contain it. (bls.gov. Feb 2020)

Union Members Summary... The number of wage and salary workers belonging to unions declined by 321,000 to 14.3 million in 2020. The union membership rate was 10.8%, up by 0.5% from 2019, reflecting the much larger decline in employment among nonunion workers. (bls.gov. Feb 2020)

MINNESOTA

Unemployment Insurance Experience Rate for Minnesota Employers will be Carried Over from 2020... On Jan 30, Governor Walz signs a new law to "carry over" UI tax rates from 2020 into 2021. This new law will help ensure that pandemic-related unemployment in 2020 does not affect 2021 tax rates. Employers should check their employer UI accounts immediately. For the most updated information, please visit www.uimn.org, select Employers & Agents, then select Information for employers affected by COVID-19. (MN DEED. Feb 2021)

RECALL NOTICES

Recalled DeWalt cordless kerosene forced-air heater (DXH90CFAK & DXH90CFAKM)... The heaters can re-start unexpectedly while in standby mode if the room temperature falls below the thermostat set point, posing fire and carbon monoxide poisoning hazards. Remedy: Replace. Recall date: February 3, 2021. (800) 964-4328



Hampton Bay Mara Ceiling Fans; Sold Exclusively at Home Depot... Hampton Bay 54" Mara Indoor/Outdoor Ceiling Fan. The blades can detach from the fan while in use. Remedy: Replace. Recall date: Dec 23, 2020. Units: About 182,000 (866) 443-1291



LG Energy Solution Michigan Recalls Home Energy Storage Batteries... Name of product: LG Chem "RESU 10H" Lithium-Ion Residential Energy Storage System. Can overheat, posing a risk of fire and emission of harmful smoke. Remedy: Replace. Recall date: December 16, 2020. Units: About 1,815. (866) 263-0301



Recalled Muscle Rack Heavy Duty Steel Shelving Unit... The shelves can fail to support the 800-pound weight load as stated on the packaging, posing an injury hazard to the consumer. Remedy: Refund; Recall date: February 10, 2021. Units: About 2,200,000. Edsal toll-free at 833-232-5287



(www.cpsc.gov)

NORTH DAKOTA

North Dakota Annual License Renewals... Licensed electricians must renew their license every year. Online renewal at www.ndseb.com started January 1, 2021 as Journeyman licenses expire on March 31, 2021 and Master / Class B licenses expire on April 30, 2021. ND Laws, Rules & Wiring Standards 24.1-03-01-01(5) states effective November 1, 2020, annual renewals must be submitted electronically through the board's website: www.ndseb.com. (NDSEB Connections. Jan 2021)

SOUTH DAKOTA

8 hrs CE Coming to SD... The Electrical Association has 8-hr classes coming to Mitchell on March 20 and another coming to Yankton on March 27. Credits are approved in MN, SD, ND, NE, IA, WY, MT, CO.

WELCOME NEW MEMBERS

LeBrun Electric, LLC Big Lake, MN
Dustin Beisell Chaska, MN
SignArt Co Inc St Paul, MN
Mears Electric Inc Slayton, MN
Nilles Builders, Inc St Paul, MN
Current Electric Systems Minneapolis, MN
Prime Electric LLC Pine River, MN
Energy Concepts LLC Hudson, WI
Blue Steel Technologies Minneapolis, MN

CONGRATULATIONS

Dale Jackson, Jackson Electric...

Dale and Cindy Jackson are happy to announce the birth of two more grandchildren in 2020 and one more on the way for 2021. Left to right: Dale, Drake, Evelyn, Paisley, Cindy, and Keaton.



Dale Yohnke & Abby Andvik, NCEL...

Congratulations to Dale Yohnke, who made the decision to retire effective Dec. 31, 2021. Dale has been leading the NCEL since 1994 and his leadership will be missed.

Also congratulations to Abby Andvik on her promotion! She will be named Associate Director as of February 1, 2021. Abby has been heavily engaged in all aspects of the NCEL, and she's excited to take on this new responsibility. Dale and Abby will spend the remainder of this year working together to ensure a smooth transition.



MOVES & NEW LOCATIONS

Eaton recently signed an agreement to acquire Tripp Lite...

Tripp Lite is a leading supplier of power quality products and connectivity solutions, including single-phase uninterruptible power supply systems, rack power distribution units, surge protectors, and enclosures for data centers, industrial, medical, and communications markets. Under the terms of the agreement, Eaton will pay \$1.65 billion. The acquisition, which is subject to customary closing conditions, is expected to close mid-2021. (EC&M Magazine, Feb 2021)



SAVE THE DATE

Electrical Association Summer Conference...

We're holding our Summer Conference in person!! **August 13-14 at Breezy Point.** We'll be sending out more information in the upcoming May issue.

THANK YOU! THANK YOU! THANK YOU!

Federated Insurance... Thank you for being a 2021 Yearlong Sponsor* and for hosting our Exam Prep classes in Edina!



Viking Electric...

Thank you for being a 2021 Yearlong Sponsor*!



ATEK Distribution...

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Border States...

Thank you for being a 2021 Yearlong Sponsor*!



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

The Classifieds

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

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

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

ATEK Distribution Seeking Customer Service Rep...

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

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

2012 Canon Prograf iPF750 Plotter...

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

Contact Kahler Electric at 507-235-6334.



Case 60 Trencher...

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



Carlson...

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

Seeking a Contractor Electrical Inspector...

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

Boom Truck...

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



Boom Truck...

2001 Chevy C7500 179,000 miles. Excellent condition. \$13,495 obo. Call (507) 285-9658

Maintained. Clear title.

- Air conditioning, cruise control, upper & lower controls
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- 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
- Fully insulated boom w/insul 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
- 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: rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com)

FREE 3M Crimp-On Terminals...

A large quantity of 3M crimp-on terminals has been donated to us. If you can use these terminals, we will give them to the first interested party who can stop by the office to pick them up. Call us to arrange a pick up and to learn if we have any left! (612) 827-6117



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

www.electricalassociation.com/classifieds



Dave Ferkul, CIH, CSP
Supervisor, Workplace
Safety Consultation

Safety Compliance

Multi-Employer Worksites (MNOSHA ADM 3.2A)



All employers and employees are expected to comply with existing OSHA standards and MN Statutes and Rules when performing work at a worksite.

- The **controlling** employer who exercises authority, at the worksite, to abate the hazard or direct the creating employer to abate the hazard. Known hazards must be abated and exposed employees removed until the hazard is abated.

- Minimize the hazard through physical distancing, barriers, improving ventilation, face coverings and other applicable PPE, supplies for necessary good hygiene, routine cleaning/disinfection...
- Communicate the plan

Under the current MNOSHA multi-employer worksite, enforcement directive, more than one employer may be cited for the presence of a hazardous condition, based on the following criteria.

- The **creating** employer that creates the hazard. Employers cannot create a hazardous condition and must take appropriate action to correct the condition, when workers are exposed, regardless of their employer.
- The **exposing** employer that has employees who are exposed or have access to the hazard. An employer cannot knowingly expose their employees to a hazardous condition nor fail to take appropriate steps to protect employees.
- The **correcting** employer who has specific responsibility to prevent or correct the hazardous condition. They will typically have greater knowledge and expertise of the standards and necessary safety and health equipment to adequately control hazards.

It is anticipated the current MNOSHA directive will soon be revised to correspond more with OSHA CPL 02-00-124, to clarify decision-making on assessing each criteria and issuance of citations.

COVID-19

Under the Biden administration, added emphasis has been placed on OSHA, to protect workers from exposure to COVID-19. The administration tasked OSHA to up-date their COVID guidance and to issue an emergency standard, by March, if deemed necessary.

The OSHA and Minnesota's StaySafe guidance stress some common points to managing COVID risk at work.

- Assign a coordinator to administer the preparedness plan
- Stay home if sick and isolate workers who show symptoms at work

The StaySafe guidance includes general business and venue-specific guidance that is up-dated to the State's COVID situation. Visit each site periodically to stay current with up-dates.



<https://staysafe.mn.gov/industry-guidance/index.jsp>

www.osha.gov/coronavirus/safework

.....
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

Good to Know

2-Pole GFCI Protection

The DLI waiving the requirement for installing 2-pole GFCI protection for dwelling units as required in the new 2020 NEC, 210.8(A) and (F).

This dispensation will run out effective **April 5**. That means that all work for permits pulled on or after that date must have the required 2-pole GFCI protection for dwelling units called for in the new 2020 NEC.

We all know that the COVID-19 pandemic had a significant impact and caused manufacturing shortfalls. I've been visiting with people at the DLI, and they tell me that electrical manufacturers and their respective supply chains have given their assurance that they will have enough time to meet contractor demands.

Electrical Exam Prep

I would like to offer a word of encouragement to those preparing for the journeyworker or master exam. We have a tremendous exam prep presentation that has received great reviews by those who have taken the class before testing.

The class provides spot-on training that is extremely helpful in passing the exam. We explore virtually every calculation as well as provide an

in-depth view of every chapter of the NEC. And of course, it is based on the 2020 NEC.

To see how you can help yourself step up in life, learn more about the exam prep offerings: www.electricalassociation.com/ExamPrep

Safety in Our Classes

On a final note, I would like to thank all attendees of our recent onsite private and public classes for their willingness to wear a mask for their safety and that of others. In some cases, it is quite easy to assume the attitude that "I have had enough of this mandatory mask rule." But it may be the act that saved your life or that of people around you. Keep up the great work and get vaccinated (twice!!) when it is your turn.

Kate Bischoff, employment lawyer and a product service member of the Electrical Association, is presenting a 1-hr webinar on Wedn, March 4 on the topic of COVID, Vaccines and Returning to work safely. A lot is happening that employers will need to consider.

COVID, VACCINES, AND RETURNING TO WORK

March 4 • Thursday (noon-1pm)

By Kate Bischoff, tHRive Law & Consulting

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We'll print them in the next issue.



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ONE-STOP EFFICIENCY SHOP®



\$10 Million in Lighting Rebates Available for 2021

Below are the 2021 interior and exterior lighting rebates for Center for Energy and Environment's One-Stop Efficiency Shop, sponsored by Xcel Energy. Please note that a new tier has been added for interior DLC Premium fixtures and kits. Contact your One-Stop lighting consultant or our support team at onestop@mncee.org with questions.

Interior Rebates	Equipment	kW	kWh	Cap*
	Screw-in lamps and LED tubes	\$160	\$0.08	50%
	Non-DLC luminaires/retrofit kits and LED High Bays (replacing HID's)	\$200	\$0.10	60%
	DLC-listed luminaires/retrofit kits	\$240	\$0.12	60%
	DLC Premium-listed luminaires/retrofit kits	\$300	\$0.15	60%
	DLC Premium-listed High Bay luminaires/retrofit kits (replacing existing T8/T5 High Bays)**	\$480	\$0.24	60%

Exterior Rebates	Equipment	kWh	Cap*
	Screw-in lamps and LED tubes	\$0.05	40%
	Non-DLC luminaires/retrofit kits	\$0.05	60%
	DLC-listed luminaires/retrofit kits	\$0.06	60%

*Rebate will not exceed designated cap as a percentage of the project cost.
 **For qualifying one-for-one replacements only. One-Stop staff will review rebate calculations for non-one-for-one projects.

Visit mncee.org/onestop to learn more about the One-Stop Efficiency Shop®.

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

1,550 Businesses Earned Rebates in 2020 Thanks to YOU!

2020 was a challenging year for Minnesota businesses. But with the help of our contractor partners, the One-Stop Efficiency Shop®, sponsored by Xcel Energy, was able to make a big impact:

- 1,550 businesses upgraded their lighting and earned rebates
- 2.3 years average project payback period
- \$7.6 million in rebates awarded
- 12,541 kW / 48,866,725 kWh in energy savings

This year the One-Stop Efficiency Shop has \$10 million in rebates available. Your customers may be eligible for rebates covering up to 60% of their total lighting project costs. Our lighting consultants will help you maximize your customers' energy savings and project rebates, and when a project is completed, we'll process all the rebate paperwork.

Visit mncee.org/onestop or contact us at onestop@mncee.org to get started.



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MISSION STATEMENT

The Association provides leadership in partnering between contractors, government employees and consumers to promote quality construction built safely, on time, on budget and at a fair price and profit. We provide a strong commitment to quality in education, communication, government relations and ethics.

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

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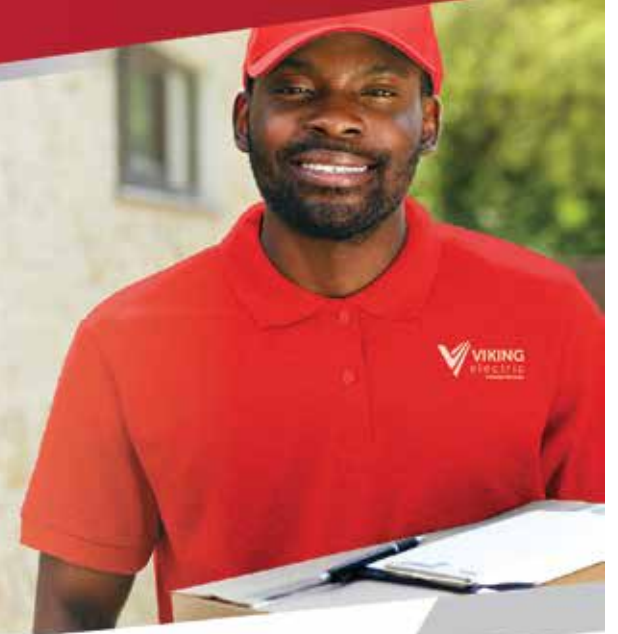
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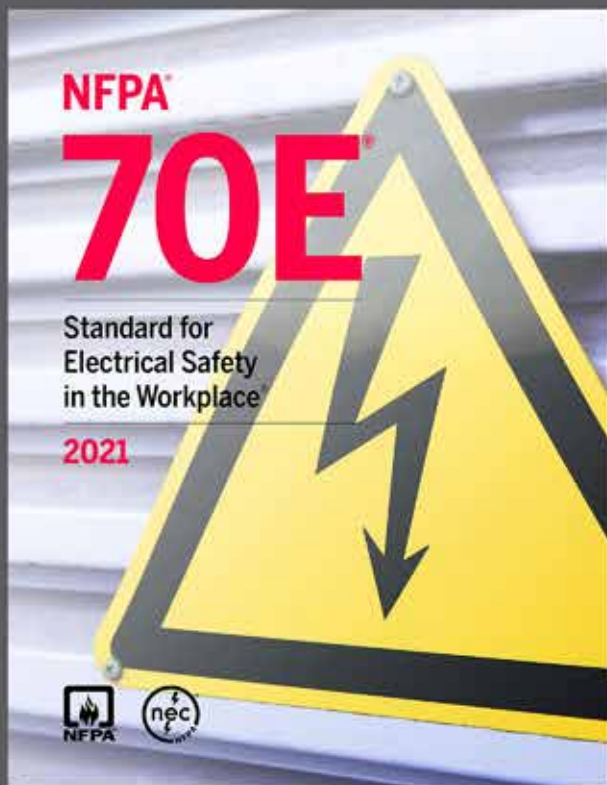
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