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Jeff Kunkel,
Chair of the
Board of Directors

Industry Report

**Viking Electric's New Digital Job Center:
A Turn-Key Project Management Solution**



Electrical contractors are under more pressure than ever to efficiently manage complex electrical projects and meet strict project deadlines. Over the course of any electrical project, project managers are expected to continuously track down disparate project information – from a variety of sources – to obtain a clear snapshot of the project status on any given day.

This time-consuming effort includes countless phone calls and emails to electrical distributors; searching online for inventory, pricing, and materials availability; communicating with electricians about project status; obtaining proof of materials deliveries; and hunting for project documentation (drawings, installation instructions, and O&M manuals). Managing projects in this manner requires a great deal of time and attention, especially when there are several overlapping projects running in parallel.

With this in mind, Viking Electric has developed a proprietary online tool called the Digital Job Center (DJC). The DJC is the ultimate turn-key solution that provides all your project-related information in one place, so you can more efficiently manage your projects and increase your profits. More specifically, the new online DJC tool includes the following capabilities:

- 24/7 access to your project details
- Real-time, on-hand inventory balances for project material
- Easily release material for shipment
- View material release history
- Allow more than one person to release project material
- View materials that were ordered - to confirm order accuracy and/or to make any adjustments to quantity and/or finish
- View real-time tracking updates and proof of deliveries

- Access project-related documents including submittals, verification sheets, installation instructions, and O&M manuals
- Customized project notifications (coming soon)
- Access to project financials
- Access to all (or some) of this information from your computer or mobile device

Best of all, the DJC allows you to free-up the time otherwise spent gathering this information from a variety of sources, so you can spend more time focusing on other important aspects of your projects.

Are you ready to enjoy complete project transparency and 24/7 access to all your project information in one central location? Contact your Viking Electric Account Manager or eBusiness Specialist to discuss whether the DJC is right for you!



*View a 90-second DJC video on YouTube:
www.youtube.com/watch?v=M4AmToT9Zs8

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Online CEs! Live or Self-Paced

Live May 10 (8-10am) 2020 NEC Overcurrent Protection (2 CE)
June 14 (8-10am) 2020 NEC Motor, Controls, GFCI (2 CE)
July 13 (8-10am) 2020 NEC Power Limited, Part 1 (2 CE)

Self-Paced Power Limited, Parts 1-2 (2 CE each)
Motor, Controls & GFCI (2 CE)
Motors & Transformers (2 CE)
You Be the Inspector, Parts 1-2 (2 CE each)
Grounding & Bonding (2 CE)
Overcurrent Protection (2 CE)
Code Highlights, Parts 1-2 (4 CE each)
NFPA 70E Safety Training (4 CE non-code credits)



Accessible on your smartphone or tablet using Chrome, Safari, Firefox, or Microsoft Edge!

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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.

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

Executive Director

National Electrical Safety Month

May is National Electrical Safety Month! The Electrical Association has some tools to help you stay safe.

AWAIR

The Association has produced (in cooperation with MNOSHA) an amazing AWAIR safety manual customized for electrical contractors. All policies and procedures necessary to comply are included and are easy to edit with your information. The editable word document forms are provided on the website. Edit, print - done!

Sections include Introduction; Company Commitment to the AWAIR Program; Goals and Objectives; Roles and Responsibilities; Hazard Identification, Analysis and Control; Safety Communication and Training; Accident Investigation; Enforcement; Program Review; Safety Committees; Safety Training Topics and Forms. There are amendments that include sample policies for Crystalline Silica Rule (Sept 2017) and COVID-19 Preparedness Plan (June 2020).

Free for members at
www.electricalassociation.com/awair

Toolbox Talks

The Association's Safety Committee, MNOSHA Workplace Consultation, and Federated Insurance created a set of 50 Electrical Toolbox Talks. This is a series of short, concise, industry-specific topics that can be used as a topic for your short safety meetings, as a salary stuffer for your employees, or as a handout at your safety meetings.

Free for members at
www.electricalassociation.com/toolboxtalks

NFPA 70E Safety Training

Self-Paced, Online—The 70E self-paced class provides the student with an in depth study of OSHA's standard for establishing an electrically safe work place. Here you will become acquainted with the knowledge of performing an arc flash and shock hazard risk assessment. Choosing the correct PPE for energized work conditions will be reviewed and learning approach boundaries when working near energized equipment. This is an excellent class to review OSHA Arc flash prevention standards for electrical workers and safety

Executive Director—Cont. on pg 4

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Federated Insurance



Risk Management Webinars

Create a culture of risk management in your business with our Risk Management Webinars. Below are a list of upcoming webinars through the end of 2022.

- Cyber- What's Trending?**May 17
- Marijuana in the Workplace**June 12
- Workers Comp Mod 101** July 19
- Discrimination/Harassment Prevention**Aug 22
- Family/Succession Planning** Sept 20
- Employment Handbook Dos and Don'ts**Oct 22
- Disaster Planning** Nov 15

There are also recorded webinars you can access at any time:

- **Hiring Practices**
- **Fall Prevention - Common OSHA Violations**
- **OSHA Top 10**
- **HR: Workplace Controversies**



www.federatedinsurance.com/services/risk-management-webinars

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

Legislative Update

Michelle Dreier
Government Affairs Mgr

The biggest news on the legislative front is the MN House of Representatives Ways and Means Committee approved

a budget to spend the entire \$9.3 billion projected budget surplus. The bill omitted any funding for the repayment of the **Unemployment Insurance (UI) Trust Fund**. Just a reminder, Minnesota is paying \$50,000 in interest daily to the Federal Government until the UI issue is resolved.

Walz has proposed a \$2.73 billion **Bonding** plan but the House and Senate bonding chairs have yet to release their plans. Typically the House will release their proposal first and the Senate will respond to it. Bonding requires a 60 percent majority vote to pass, so this is one bill that requires bipartisan support and compromise from both bodies and both parties.

Really the priorities of the Legislature are focusing on six big issues:

Budget and Taxes

Believe it or not, it is easier to manage a deficit than it is a surplus. People have been lining up for additional funds for their particular initiatives. Differing priorities makes agreement difficult.

Public Safety

Reducing violent crime is a top priority for both parties, but again ideas between the major political parties differ. Both House and Senate agree that more funding for officer recruiting and police body cameras are necessary. Interesting side note, my hometown just bought flock cameras to post on the outside of town. The cameras alert law enforcement to stolen cars or cars flagged with an Amber Alert as they enter town. Probably not a metro solution, but for smaller communities, I think that is pretty cool.

Drought Relief

Both House and Senate want to help crop and livestock farmers. House wants to invest dollars in replace lost tree seedlings. Senate wants funding for animal disease testing. They don't seem that far apart, so hopefully agreement can be reached.

Alcohol and Gambling Reform

Could legalized sports betting be achieved? We will see. Unemployment Insurance (UI) and essential worker bonuses—I don't know why these two issues continue to be tied together, but they do. UI was not funded in the recent House Ways and Means Omnibus.

Bonding Bill

Is it happening this year? So much energy has been put into figuring how to react to the \$9.3 billion surplus, that bonding has not been addressed in committee yet.



Compliance

NLRB General Counsel Jennifer Abruzzo Aims to Disarm Employers by Prohibiting Captive Audience Meetings

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.

On April 7, 2022, National Labor Relations Board (the "Board") General Counsel

Jennifer Abruzzo ("Abruzzo") issued her latest memorandum announcing that she will ask that the Board to find employers' captive audience meetings as a violation of the National Labor Relations Act ("NLRA").

Captive audience meetings are mandatory meetings employers may hold during unionization campaigns for the purpose of educating employees as to the effects of unionization on their employment and the business. Historically, these meetings constitute an employers' best opportunity for discussing unionization implications with employees, and research shows they are the best weapon for defeating unionization efforts. While these meetings are traditionally thought of as large group meetings, Abruzzo is clear that she is also seeking to eliminate situations where management approaches employees in the middle of conducting their job duties.

Employers are already heavily restricted during unionization campaigns. They must proceed with extreme caution in terms of what they discuss with employees and even how they discuss it with them. In this move, Abruzzo asks the Board to reconsider well-established law and overturn over decades-long precedent. She argues that the NLRA provides employees with the right to engage in or refrain from engaging in protected activities at work, and that forcing employees to attend such mandatory meetings is against their rights to freedom of expression.

This is Abruzzo's ninth memorandum since her swearing in on July 22, 2021. While her other memoranda are similarly pro-union, her latest solidifies her intent to make large, sweeping changes to the Board and labor law as we know it. The memorandum also ignores Section 8(c) of the NLRB which provides employers with "free speech" rights to express their views, arguments, and opinions on unionization provided they don't contain threats of reprisal or promises of benefits.

Managing labor issues can lead to some difficult legal scenarios for employers to address. As

such, employers should consult with legal counsel to determine the best approach for their respective business.

For additional information, please feel free to contact me at (952) 921-4622 or email me at trevnew@prkalaw.com.



Check out Episode 5 of our Spark'n Conversations podcast with Tom Revnew on the topic:

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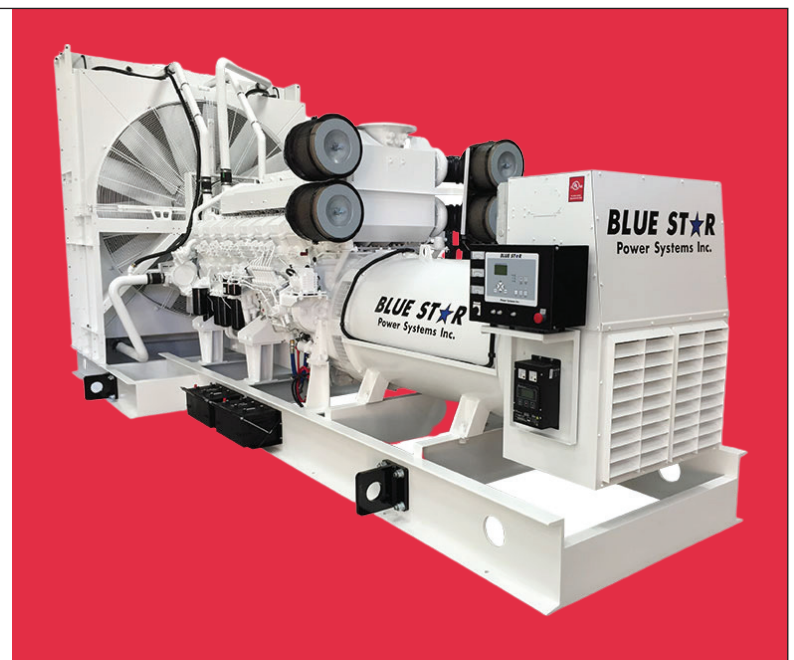
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Dean Hunter
Chief Electrical
Inspector

Electrical Inspection

Change is Ahead: New Articles Proposed to the 2023 NEC

Can you believe the time has come to start discussing the 2023 NEC?!

The NFPA received just under 4000 public inputs and over 1900 public comments to revise the current edition. At this stage in the process, the 2nd-draft technical committee ballots are in, the Correlating Committee has completed their review, and now the public can submit NIT-MAM's (Notice of Intent to Amend a Motion), which will be debated on the floor at the Annual Meeting in June. After the dust settles, the Standards Council will sign off, and we'll be off to the publishers.

This code cycle, like others, will find some significant changes, with many being made to the structure of the document, and the expansion of Articles to include new technologies. In this issue, I mainly focus on the new articles being introduced in the 2023 NEC. In the next issue, I will cover some of the significant proposed changes.

Definitions

To begin, a noteworthy change is that all the definitions in the NEC will be relocated to Article 100. The .2 sections of all the Articles, which contained many of the definitions related to the specific article, will move to Article 100 to help streamline and correlate the same and similar definitions. In addition, the parts of the Article will be eliminated, so the parts that included the over 1000-volt defi-

nitions, and the hazardous location definitions, will not be separated from the other general definitions. The total number of definitions in Article 100 will now be well over 700!

New 2023 NEC Articles

Medium Voltage (MV): New articles were introduced to separate the Medium Voltage (MV) requirements throughout the first four chapters. The new articles mainly resulted from extracted text from existing articles. The idea was to separate and create articles to cover the requirements for premise wiring systems over 1000 volts AC and/or 1,500 volts DC. The advantage of the new change will lead to the eventual combining of these articles under one code-making panel. With one technical committee reviewing the MV requirements, the installation and safety standards will better align.

Article 369: Insulated Bus Pipes (IBP) / Tubular Covered Conductors (TCC)

Article 371: Flexible Bus System

Article 512: Cannabis Oil Equipment & Cannabis Oil Systems Using Flammable Materials

Covers cannabis oil preparatory equipment, extraction equipment, booths, post processing equipment in commercial and industrial facilities.

Article 722: Cables for Power-Limited Circuits

Combines common cabling requirements currently found in Articles 725, 760, and 770 of the 2020 NEC.

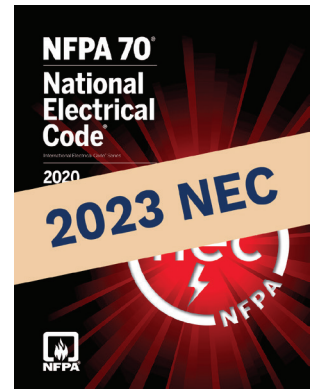
Article 724: Class 1 Circuits

Relocates these requirements for Class 1 power limited from Article 725, as they were in the same article as power limited Class 2 and Class 3 circuits.

Article 726: Class 4 Power Systems

Class 4 power systems are different from Class 2 and class 3 circuits. Class 4 systems do not limit the output of the power source, but rather the systems limit the energy and power available in a fault condition. This technology has been referred to as: Packet Energy Transfer (PET), Digital Electricity (DE), Pulse Power, Smart Transfer Systems, and Fault Management Power.

When you only consider the changes to the structure, definitions, and new articles, one can only imagine there will be many changes on the horizon. In the next issue, I'll cover some of the significant changes that have been proposed.



.....

**Hear more from Dean at
EA's Summer Conference - Earn 4 CEs!**

June 19 in New Ulm

www.electricalassociation.com/conferences

.....

Executive Director - Cont. from page 2

You Need to Know

COMPLIANCE

NATIONAL

OSHA initiated an enforcement program... to identify employers who failed to submit workplace injury and illness data to the agency's Injury Tracking Application. Read the full OSHA release: www.osha.gov/news/newsreleases/trade/04052022. (osha.gov. April 2022)

CONSTRUCTION TRENDS

NATIONAL

US Building Permits... Privately-owned housing units authorized by building permits in March were at a seasonally adjusted annual rate of 1,873,000. This is 0.4% above the revised February rate and is 6.7% above the March 2021 rate. Single-family authorizations in March were 4.8% below the revised February figure. (census.gov. April 2022)

US Residential Sales... Sales of new single-family houses in February 2022 were at a seasonally adjusted annual rate of 772,000. This is 2% below the revised January 2022 estimate of 788,000. (census.gov. April 2022)

ECONOMY

NATIONAL

Consumer Price Index... The Consumer Price Index for All Urban Consumers (CPI-U) increased 1.2 percent in March on a seasonally adjusted basis after rising 0.8 percent in February, the U.S. Bureau of Labor Statistics reported today. Over

the last 12 months, the all items index increased 8.5 percent before seasonal adjustment. (BLS.gov. April 2022)

MINNESOTA

Interest Rates... As of Wednesday, April 20, current rates in Minnesota were 5.25% for a 30-year fixed, 4.45% for a 15-year fixed, and 3.94% for a 5/1 adjustable-rate mortgage (ARM). (bankrate.com. April 2022)

You Need to Know - Cont. on page 12

Important Dates	
• 5/6	EA's Building Day
• 5/8	Mother's Day
• 5/14	MN Fishing Opener
• 5/14	EA's Summer Conference Hotel Deadline
• 6/17	EA's Summer Conference (6/16-6/18)
• 6/19	Father's Day
• 6/19	Juneteenth National Holiday
To Do	
☐ 5/15	MN monthly filers tax return due for April
☐ 5/20	MN monthly sales & use tax return for April
☐ 6/15	MN monthly filers tax return due for May
☐ 6/15	S Corp & Partnerships qtrly tax return due
☐ 6/21	MN monthly sales & use tax return for May

managers. The class is approved for 4CEs in MN (Non-Code Technical Training).

Register at www.electricalassociation.com/70E

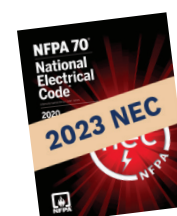
Private Group Training—If you would like to learn about how we can come to your office for private NFPA 70E Safety Training, call Alex at (612) 252-2190.

Read more about our safety training in Alex's article on page 11.

MNOSHA Workplace Safety Consultation

The professionals at MNOSHA Workplace Safety Consultation submit an article for every issue of this newsletter that addresses safety compliance. See page 14 for their articles.

They also provide free consultation services upon request to employers to assist you in your safety and health efforts without citations or penalties. Priority is given to small employers, especially those in high hazard industries. The only obligation is a commitment to correct serious hazards in a timely manner. Your company's name and file are confidential and not available to MNOSHA Compliance. You can reach MNOSHA Workplace Safety Consultation at osha.consultation@state.mn.us, or 651-284-5060 / 800-657-3776.



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2023 NEC Update from the Minnesota Electrical Inspectors plus 2-hr Q&A (4 CEs)

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CODE CONTINUING EDUCATION

Joe Gatewood is a big reason that our Association provides some of the best code training available. He has 20 years of experience in the industry. He's an excellent contractor with experience as an estimator, designer and project manager. He has national and international construction experience. Joe is a self-made man who credits good mentors for his success, putting himself through college, becoming an electrician, and starting his own business. His excitement about making the code easy to understand makes him a popular trainer!

Electrical credentials: **Journeyman, Master, and Contractor licenses. MN certified CE trainer since 2002**

Educational background: **St. Cloud Technical Institute, Willmar Community College, Mount Scenario University-Wisconsin, member of first graduating class of Association of Builders & Contractors (ABC) Wheels of Learning Electrical program**

Experience information: **Worked for a large Electrical Contractor (200+ electricians) in 7 states, Mexico, and Asia**

Contractor, owner, or principle of: **Owner of Gatewood Electric, Inc., starting the business in 1999**

Experience as a trainer with the Electrical Association: **Continuing education, private and public groups ranging in size from 6 to 125 people**

Experience as a teacher: **Taught ABC and Electrical Association apprentice courses.**

Professional Organization affiliations: **Past Chair of the Board of Directors, Electrical Association; West Central Builders Association; IAEI.**

Publications, awards, certifications: **Received the Good for the Industry Award from the Electrical Association.**

So, with a contracting business, a beautiful, smart wife, and two great kids, what is it that makes Joe want to spend his free time instructing for the Electrical Association? Joe said it's because there is nothing as satisfying as seeing electricians light up when they understand a new idea or concept. It's great to see electricians advancing in a career that supports their goals, dreams, and families.

Board of Electricity - April Meeting Summarized

On April 4, 2022, the Board of Electricity met. The following is a summary of items you might find interesting. Summarized by Michelle Dreier.

The board discussed the 2023 NEC update. The NITMAM (Notice of Intent to Motion) date was April 11, 2022. The NITMAM will be received and certified 5/2/2022. A committee will be appointed to discuss the upcoming changes at 2022 NFPA Technical meeting. Board members were asked to volunteer if they have an interest to meet and review the rules. This technical committee will be formalized at the July Board of Electricity meeting on July 12, 2022. The committee will meet publicly to review the changes. The public is welcome to attend and contribute to the committee deliberations. The committee is limited to current board members.

Construction Code Advisory Council met on January 20, 2022. They got quite a bit of stuff done at that meeting, content of which is viewable on the website. Items mentioned did not pertain to electrical

A complaint was filed and addressed by the Board. Alan Roebke in Alexandria MN addressed MN DLI regarding wiring done in the duplex he has rented for the last 4.5 years. The landlord had her unlicensed handyman perform wiring without inspection and the job has never been completed and inspected and brought up to code. He wants the landlord fined for directing the nonlegal work.

According to Mr. Roebke, the city, township, and county would not come out and inspect electrical work. Based on Mr. Roebke's testimony, he is looking for legislative representation for the rental community from the BOE. Mr. Roebke asked that the BOE advocate at the legislature to allow for all renters to qualify the same protections short-term renters have. If a renter could pay \$100, a check could be

performed on plumbing, electrical, and mechanical. The renter would be protected by state law. Roebke cites this is the same rental inspection protection vacationers get. The Board's response – BOE is not an advocacy entity.

There is an open investigation based on his initial concerns of unlicensed work. This investigation is being conducted by the investigation team under Charlie Durenberger in regards to electrical investigations not electrical inspections.

There is a defined process for complaints on the CCLD page. Individuals are encouraged to file a complaint. Additionally, AG's office looks out for tenants rights. Roebke was directed to approach the AG consumers division for assistance. Nobody has come out to view the mechanical problems in his unit.

Open Forum – no requests
Board Discussion – no new discussion
Next BOE meeting July 12, 2022 (9 a.m.)

PROS NEED PROS

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Introducing our New Product Service Members

We are asking our new product service members to introduce themselves. Please take a minute to get to know them below. They are ready to help you!

Voyageur Capital Advisors

Voyageur Capital Advisors is an Eden Prairie-based financial planning and investment management firm. Voyageur works with business owners on selecting and operating a retirement plan (401k, SEP-IRA, SIMPLE IRA, Profit-Sharing, etc...) for their business. Employer-sponsored retirement plans help attract and retain great employees, may reduce taxes, and provides an effective tool for employees and business owners alike to plan for their future. We aim to make operating a retirement plan transparent, cost-effective and headache-free. In addition, we believe in the value of relying on professionals, so we offer one-on-one planning services to employees, providing everyone with access to professional advice.

Outside of employer-based plans, Voyageur also works with individuals in helping them accomplish their financial objectives through thoughtful planning, prudent investment management and ongoing guidance when financial decisions arise. Whether you are just starting out, trying to manage a growing business, or considering retirement, we can help you make informed, intelligent decisions.

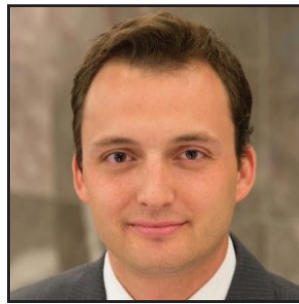
You shouldn't ever have to wonder if your financial advisor is truly on your side. Our work is performed on a highly transparent, FLAT-FEE basis. No more hidden fees, sales pitches or pressure to manage assets. We focus on providing expert advice and excellent service; not selling products.

CONTACT:

www.voyageurcapital.com
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THANK YOU to our product service members for supporting the electrical industry and this Association with their membership and advertising dollars!



Matthew Paulson
President/Advisor
Voyageur Capital Advisors

Labor Challenges? Consider Another Tool in Your Toolbox

It's an all too well-known problem. Finding and keeping good employees has been a persistent challenge, and the pandemic has only made things worse. And now, roaring inflation and a tight labor market has put additional pressure on employers to increase wages. But what if business slows down? Are you going to cut wages? Probably not. Will you have to lay people off? Perhaps it's time to consider an alternative to simply paying higher wages—an employer-sponsored retirement plan.

Structured properly, employer-sponsored retirement plans such as a 401k, SEP-IRA, or Profit-Sharing Plan can be an effective way to reward employees, while still allowing for financial flexibility and maintaining a certain level of control.

Let's look at a quick example:

Say an employer decides to establish a profit-sharing plan in 2022 and settles on contributing 10% of each employee's pay. An employee making \$70,000 per year would receive a \$7,000 contribution to their profit-sharing account. Yet, through the use of a vesting schedule, the employer could claw back some, or all, of those contributions if the employee leaves before becoming vested. How the vesting schedule works is up to the employer and can be designed to fit their business.

Now, let's say 2023 is another great year for the business, but the economy takes a turn for the worse in 2024. With the flexibility of a profit-sharing plan, the business owner can choose to make another generous contribution in 2023, but reduce their contribution, or forgo a contribution altogether, in 2024.

There is no obligation to make a contribution each year and, contrary to the name, a profit-sharing plan does not require the company to show a profit.

And while the above example utilizes a very basic allocation formula, it should be mentioned that plans such as profit-sharing plans allow for more customized contribution formulas that can reward employees differently.

It's not a silver bullet, but a well-designed retirement plan can accomplish multiple objectives. It can lower taxes, incentivize workers to save for their own future, and reward those who stick around, without the same financial commitment of a pay increase.

QUESTIONS? Our goal is to be your financial strategist, navigator and teacher. While you are busy living life and making it on work on a daily basis, we stand back and look at the big picture. This means not only recommending adjustments or strategies to implement now, but also watching the road ahead and identifying potential opportunities to take advantage of, or pitfalls to avoid.
Contact: [612-638-2816](tel:612-638-2816) • matt@voyageurcapital.com



Business Webinar:
**Retirement Savings
Plan Options**

Hear more from Matt Paulson from Voyageur Capital Advisors in this webinar (recorded March 17). You will learn how to save money, attract and retain key employees, and potentially lower your tax bill with the right retirement plan for your business.

Register:
www.electricalassociation.com/webinars



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Michelle Dreier
Member Engagemt/
Gov't Affairs Manager

Workforce Development

The 916 Project—A Great Sign!

In March, **Jay Lewis, Lewis Electrical Contracting & Consulting Services Inc.**, mentored multiple youth in the Independent School District 916's Construction program.

Of the 54 students, 15 have identified electrical as their trade of choice. Many have secured spots in electrical technical school programs.

The 916 Construction program could easily double to meet the needs of interested students; however, staff and one house site limit it to its current levels. The home will be sold this summer, and 916 will start a new property next fall.

If your community has a similar construction program, please let me know. The Electrical Association understands the workforce shortages within the electrical industry and the Association looks to provide additional support to these programs to help deliver members a skilled workforce.

The students are well on their way to successfully building a home!

This is a great sign of what's coming up the job pipeline!



Every year students in this program build a home from foundation to roof. This program is very much a community effort and the result is a home that is sold on the open market.

The City of North St. Paul provides the lot that the home sits on every year. This year's home sits

on a lot of a former blighted property that bothered neighbors to the extent that legislators were called about it and a squad car often monitored it. The problem property was torn down and a new 2500-square-foot home is being built in its place. This is the smallest home 916 has constructed, but the home needed to be scaled to fit the lot.

The students that cycle through the home throughout the day hail from 14 different school districts. Seventy percent of them have specialized IEPs.



Timothy O'Neill, Regional
Labor Market Analyst
MN DEED

MN Dept of Employment & Economic Development

Building Equipment Contractors in Minnesota: Employment Trends by Race and Ethnicity

Recent workforce blogs have focused on total employment within Electrical Contractors and the larger Building Equipment Contractors industry sectors

in Minnesota. Data from the U.S. Census Bureau's Quarterly Workforce Indicators (QWI) tool allows one to analyze employment by age, gender, educational attainment, and race and ethnicity. This time around, we'll take a quick look at Building Equipment Contractors employment in Minnesota by race and ethnicity.

According to QWI estimates, there were approximately 39,022 Building Equipment Contractors jobs in Minnesota in 2021. Those persons reporting as a race other than white held 4.1% of these jobs, or just over 1,600 jobs. Broken down by specific race, Asian or other Pacific Islanders held 516 jobs (1.3%), Black or African Americans held 484 jobs (1.2%), those reporting Two or More Races held 450 jobs (1.2%), and American Indian or Alaska Natives held 168 jobs (0.4%). Those reporting Hispanic or Latino origins (of any race) held 1,098 Building Equipment Contractors jobs in 2021 (2.8%).

Employment in Building Equipment Contractors is not as diverse as total state employment. Those persons reporting as a race other than white held 15.8% of Minnesota's total jobs in 2021. By specific race, Black or African Americans held 7.0% of total jobs, Asian or other Pacific Islanders held 6.0%, those reporting Two or More Races held 2.0%, and American Indian or Alaska Natives held 0.8%.

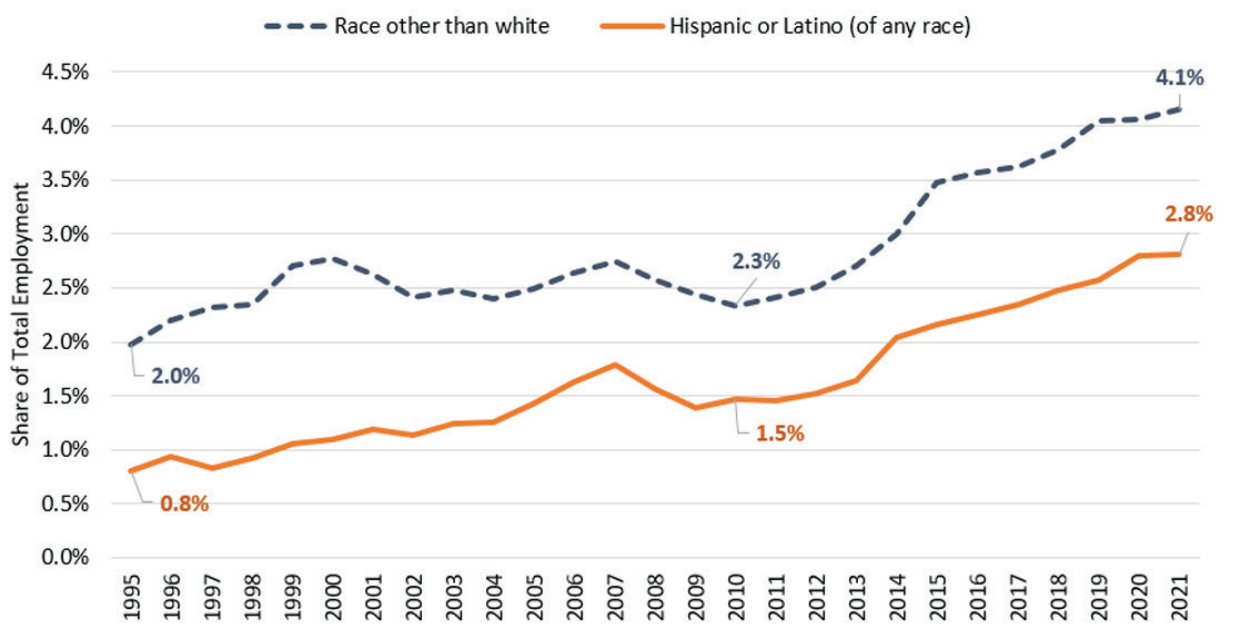
Those reporting Hispanic or Latino origins (of any race) held 5.5% of the state's total jobs.

While not as diverse as Minnesota's total workforce, employment in Building Equipment Contractors is becoming more diverse with time. This is especially so in the past decade. Where the num-

ber of jobs held by white workers in the industry increased by 46.0% between 2010 and 2021, the number of jobs held by workers reporting as a race other than white increased by 164.1%. Meanwhile, the number of jobs held by Hispanic or Latino workers increased by 184.5% (Figure 1).

¹Current 2021 data is an average of Q1 and Q2.

Figure 1. Building Equipment Contractors Employment in Minnesota by Race and Ethnicity, 1995-2021



Source: Quarterly Workforce Indicators

Tim O'Neill is DEED's labor market analyst for the 7-county Twin Cities region. He focuses on labor force and industry trends, regional demographics, hiring demand, and educational outcomes. He has a bachelor's degree in history and political science from St. Olaf College and a master's degree in public policy from the Humphrey School of Public Affairs at the U of M.

Develop Your Career

Education Calendar

MAY							JUNE							JULY						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7				1	2	3	4						1	2
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30
														31						

16 Continuing Education Credits (Classroom)

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

- May 5-6 (8am-5pm) **Plymouth** Grounding & Bonding, Motor Installation & Overcurrent Protection
 - Aug 11-12 (8am-5pm) **St Cloud** Code Highlights, Motor Installations, 70E
- » Both Days—Non-Member: \$335 / Member: \$309
 » One Day—Non-Member: \$195 / Member: \$165

4 Continuing Education Credits (Self-Paced Online)

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

- Self-Paced Anytime! 2020 NEC® Code Highlights Pt 1, 2 (4 CE each)
 - Self-Paced Anytime! 2021 NFPA 70E Safety Training (non-code technical credits)
- » Non-Members Price: \$96 / Member: \$88

4 Continuing Education Credits (Summer Conference)

June 17 (8am-12:15pm) **New Ulm** 2023 NEC with MN Electrical Inspections

Attendees will receive a free bonus registration for an additional 4 CEs in our Self-Paced 2020 NEC® Code Highlights course! www.electricalassociation.com/conferences

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
 - Self-Paced Anytime! 2020 NEC® You Be the Inspector Pt 1, 2 (2 CE each)
 - Self-Paced Anytime! 2020 NEC® Motors, Controls & GFCI
 - Self-Paced Anytime! 2020 NEC® Motors & Transformers
 - Self-Paced Anytime! 2020 NEC® Power Limited Pt 1, 2 (2 CE each)
 - May 10 (8:00-10:00am) 2020 NEC® Overcurrent Protection for Unlic Personnel
 - June 14 (8:00-10:00am) 2020 NEC® Motors, Controls & GFCI
 - July 13 (8:00-10:00am) 2020 NEC® Power Limited Pt 1
 - Aug 16 (8:00-10:00am) 2020 NEC® Motors & Transformers
- » Non-Member Price: \$49 / Member: \$44


Exam Prep Training

- June 4-5 (8am-5pm) **Bloomington** Two-Day Crash Course
 - Aug 6-7 (8am-5pm) **Bloomington** Two-Day Crash Course
- » Non-Member Price: \$570, Member: \$460

Also Available—

<p>Exam Prep Pre-Test</p> <p>55 questions test your knowledge: Are you ready to take the Journeyworker Exam?</p> <p>Do you need an Exam Prep class?</p>	<p>Self-Paced Exam Prep Course</p> <p>280 questions give you the opportunity to check your answers and get explanations</p> <p>Covers NEC and MN Laws & Rules.</p>
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www.ElectricalAssociation.com/ExamPrep

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


ACCREDITED 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.

IACET PROVIDER

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*)
- Journeyworker A, B..... 16 biennially (12 Code/4 Non-Code*)
- Maintenance 16 biennially (12 Code/4 Non-Code*)
- Installer A, B..... 16 biennially (12 Code/4 Non-Code*)
- Power limited tech 16 biennially (4 Code/12 Non-Code*)
- Satellite installer 4 biennially (4 Code*)
- Unlicensed 2 annually (2 Code*)

www.dli.mn.gov *can take all Code

 **Iowa**

- Master A, B..... 18* every 3-yr Code Cycle
- Residential Master 18* every 3-yr Code Cycle
- Residential Electrician..... 18* every 3-yr Code Cycle
- Inactive Master..... 18* every 3-yr Code Cycle
- Journeyworker A, B..... 18* every 3-yr Code Cycle

<https://iowaelectrical.gov/> *6 on the most recent Code

 **Montana**


- Residential Electrician 16* per 2-yr cycle
- Journeyworker Electrician 16* per 2-yr cycle
- Master Electrician..... 16* per 2-yr 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 Licenses Expire June 2022**

- Electrical Inspector 16* even-numbered years
- Electrical Contractor 16* even-numbered years
- Journeyworker Electrician 16* even-numbered years
- Class B Electrician..... 16* even-numbered years
- Apprentice Electrician..... 16* even-numbered years

<http://dlr.sd.gov/> *8 must be Code

 **Wisconsin**


- Master Electrician 24 every 4 yrs
- Residential Master Electrician..... 18 every 4 yrs
- Journeyworker Electrician 24 every 4 yrs
- Industrial Journeyworker Elect..... 18 every 4 yrs
- Residential Journeyworker Elect... 18 every 4 yrs
- Registered Electrician..... 24 annually

<https://dsps.wi.gov>

 **Wyoming**

- Master 16 every 3 yrs
- Journeyworker 16 every 3 yrs

<http://wsfm.wyo.gov> *8 must be Code

 **Colorado**

- Master 24 every 3 yrs
- Journeyworker 24 every 3 yrs
- Residential Wireman 24 every 3 yrs

<https://dpo.colorado.gov/> *4 must be Code

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

r & Enjoy Life More!

Quiz on the Code

Wiring Office Furnishings



- A conference room table in a meeting room is wired for power, communication, and data is not covered in office furnishings.
 - true
 - false
- The smallest cord permitted for connection of lighting accessories for office furnishing shall be _____.
 - 12 AWG
 - 14 AWG
 - 16 AWG
 - 18 AWG
- When interconnecting wired-office furnishings with flexible cord, the code requires _____.
 - no more than 2 ft of flexible cord when positioning of office furnishings
 - an extra hard usage cord be used
 - that cords be a minimum 12-gauge conductor with an insulated equipment grounding conductor
 - all the above
- Multewire branch circuits are _____ permitted for connection of individual office furnishings.
 - not
 - under certain exceptions
 - always
 - frequently
- Office furnishings that are fixed (secured to building surfaces) may be permanently connected to the building electrical system by _____.
 - a flexible cord that is extra-hard usage type with 12-AWG or larger conductors.
 - type P cable in lengths of 24" or less.
 - type EMT raceway.
 - none of the above.
- Receptacle outlets installed in lighting equipment for office furnishings shall _____.
 - not be used
 - not be connected to a circuit that supplies lighting equipment.
 - be GFCI protected.
 - be rated at 20 amperes.

Answers: 1. (a) Ref: Art 605.6(B)(2); 2. (d) Ref: Art 605.6(B)(2); 3. (d) Ref: Art 605.6(1)+3; 4. (a) Ref: Art 605.9(D); 5. (c) Ref: Art 605.7; 6. (a) Ref: Art 605.6(C)

Toolbox Talks

Fall Protection

An electrical worker in California died after falling 40 feet through a skylight while carrying solar panels. The electrician was walking backwards, tripped on a raised edge and landed on the skylight. The glaze didn't withstand the impact, and the electrician fell 40 feet. Although the skylight label indicated that it was tested in accordance with OSHA fall protection standards, there are currently no uniform test criteria to determine material strength to withstand worker impact. The OSHA investigation recommended the contractor "develop, implement, and enforce a fall protection program to prevent falls through skylights." (NIOSH)



(NIOSH: <https://go.usa.gov/xM9Qz>)

We can help prevent tragedies by remembering how to work safely regarding elevations, fall hazard awareness, and fall protection. Review the Association's Toolbox Talk on **Fall Protection**:

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, storerooms, 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...

Download this complete topic and others 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

Solutions for Your Customers

Submitted by Van Meter

Electrical Vehicle Charging Stations from Van Meter

With the increased awareness around the demand for electrical vehicles we are seeing a significant uptick in quoting around electric vehicle charging stations.

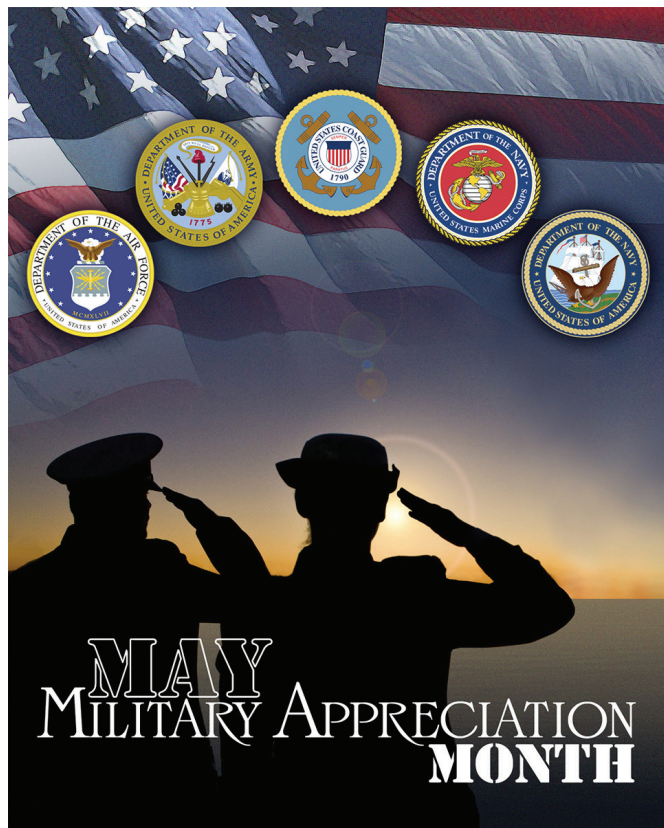
Van Meter provides expert support for your customers' EV charging station needs. Our product portfolio covers a broad range of applications include Level 2 residential and Levels 2 & 3 Commercial/ Fleet. Our main EV Charging partner, ChargePoint, is a premiere supplier throughout the country. Van Meter, working through use cases, will find the right type of charger for the application you are quoting or working on. ChargePoint can be shipped to site and current Advertised lead times are 4-6 weeks – which they often beat.

We are the channel who can connect you to engineers and designers so you can assure your customers that they are receiving the best support and guidance available.

Through Van Meter, ChargePoint also offers free training and certification for any contractor or installer interested in becoming a partner. Let us help you be in front the EV Charge!

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ENERGY

With the fast pace of technology development and supply chain challenges we are your partner for all your solar +, Balance of System and electrical vehicle charging stations and carport projects and needs.

SERVICES

With a team of technical experts on staff and partnered with the best manufacturers in the industry, we have the knowledge and insight to help you power operational efficiency.



Leviton Car Chargers

Leviton is proud to offer a complete line of electric vehicle supply equipment (EVSE) and support services. Whether you are the owner of an electric vehicle, a commercial business owner, public utility company, homeowner, or governmental body, there's an Evr-Green solution for you from the brand you can trust. Learn more about this product—scan the QR Code below!
(AJB Sales • 612-378-1468)

Check out this video to learn more!



RAB – NEW H17 High Bay

Compact, powerful, and priced to move! The H17 high bay is incredibly compact (less than a foot in diameter) but delivers incredibly high output, replacing up to (8) T5HO or 750W MH, and boasts ultra-high efficacy...all at an affordable price. Available in two sizes the H17 and H17XL each offer three selectable lumen outputs and two CCTs, making it versatile enough to handle countless applications. (rouzer.com/rab)



Harger – NEW Video instructions at your fingertips!

Harger's innovative, patent pending, mold tag now displays a QR Code for easy access to all helpful installation videos and support materials. Just scan, watch the video and install! Every mold tag includes mold part number, conductor info, weld metal size, handle clamp and all other required materials will be listed. (rouzer.com/harger)





Alex Hyatt
National Sales Manager

Member Benefits

Electrical Safety Training – NFPA 70E

Hundreds of people every year experience severe electrical injuries on the job. These injuries occur from contact with live power, burns from Arc Flash, injuries from Arc Blast, and shocks or electrocution. Many of these incidents involve people with little or no experience working with or around electricity. People who work on or near live parts, as well as people responsible for employee safety, need to be up to date on electrical safety in the workplace.

The NFPA 70E is used as a descriptive manual to meet the prescriptive requirements of OSHA for safety in the workplace. 70E training provides the vital information you need to reduce injuries and comply with OSHA regulations CFR29-1910 for general industry and 1926 for construction. Retraining is required at least every three years. Our Electrical Safety Training for NFPA 70E meets these requirements.

With the new 2021 standard in effect, it is a perfect time to get your crew trained on the recent updates. As an added bonus, our 70E training is now worth 4 non-code CE credit hours!

ONSITE TRAINING

Taught onsite at your facility in a private group setting, or as a group webinar, we bring the training to you in a concise, four-hour format. You chose the date and time that work best for your schedule and members automatically save \$300 per group training session.

ONLINE TRAINING

If an onsite class is not within your budget, this training is also available in an online self-paced format. From our website, select [Education](#) >

NFPA 70E Safety Training to register. The class will be available to you for 60 days, and a completion certificate is automatically emailed to you upon completion of the course.

Upon completion of this course, you will be able to:

- Identify electrical safety hazards and plan protective schemes and techniques to address each hazard
- Explain what safety requirements employers are legally required to provide for their workers
- Recognize the steps needed to work safely on or near live parts
- Analyze work tasks, select the appropriate PPE
- Determine the hazard risk category classification of a given task
- Identify specific requirements for energizing and de-energizing power circuits
- Explain the intent and limitations of personal protective equipment
- Use an appropriate approach to assure adequate PPE for diverse tasks
- Determine the specific steps to be taken to ensure an electrically safe work condition
- Implement Lockout/Tagout procedures applicable to any given facility or activity
- Determine the training and re-training requirements
- Explain components of warning labels and used proper techniques to reduce injury
- Identify boundaries for different electrical hazards
- Certificates of completion will be provided for your personnel files *

Take the next step towards saving lives and avoiding loss due to electrical incidents.



Call me today at 612-252-2190 to book a group session for your shop.

NFPA 70E Private Training



Recognize what you can and can't work on and why

2

Understand why it's critical to follow company safety rules

3

See what can happen if safety protocols are not followed

Online Option Also!
Call Alex Today! 612-252-2190

Member Spotlight:

Christopher Boe, BOE Electrical Contractors, Nisswa

BOE Electrical Contractors will be celebrating 20 years of business this year! Founded in 2002 by Christopher Boe, they have been serving homeowners and businesses in the Twin Cities Metro and Brainerd Lakes Area ever since.

Chris grew up in southern Minnesota where his father was a business owner. There, he went to a local community college but soon decided to move to the Metro and pursue the a career in the electrical industry at Dunwoody Community College (with our very own Jeff Keljik). He enjoyed the variety of work that was involved with electrical. Staying busy, not working in the same place day in and day out, always learning new things is what he wanted in his career.

Chris started Boe Electrical Contractors in the Spring of 2002 and has been performing all types of work including residential, industrial a bit of solar and EV charging stations but primarily commercial work. They are always working on a variety of projects at a time such as business additions and remodels, new and remodeled homes as well as schools. COVID-19 encouraged their team to be extra cautious about safety and sanitation but it has not impacted their business in a significantly negative way. Being overly cautious and meeting their customers where they are has been the key.

Success for Chris and his business has been staying steady. Owning a large business was not the original thought when Boe Electrical Contractors began. Chris always assumed it would be him

and maybe one apprentice. The shop grew upwards to 10 electricians. They are now down to 5, which is his sweet spot. This allows for good work-life balance and limited stress.

When asked what he would tell a newer electrical contractor just starting in the business Chris said to put in the hard work and do it right. Don't take shortcuts. Once you get up and running, figure out what you want out of this business and then don't get too ahead of yourself. The work will follow. The future of the electrical industry is looking prosperous. With renewable energy as well as the current housing market, the amount of projects seems endless.

The biggest hurdles that Chris has faced in the business is retaining good employees. Chris has had 4 electricians who have branched off and started their own electrical contracting company. This is a huge testament to the training and leadership that Chris has provided his team. These individuals are still friends of his to this day, and they rely on each other as peers who give each other work when able and talk through business issues together.

Boe joined the Electrical Association in 2009 for the resources and connections. Chris finds value in having a community of people to reach out to who can make business that much easier. Boe also



uses the Association's apprenticeship program and continuing education courses, and they were an early adopter of the newly created Association Health Care Plan.

Chris and his wife Donna recently moved up to beautiful Nisswa. He enjoys golfing, fishing, hunting and just hanging out with his family. Donna and Chris have 2 children. Their son works in the business, and their daughter attends college at NDSU.

The Association is grateful to have Boe Electrical Contractors as a member!



<https://boeelectrical.com>



Tim Pass, Accountant,
Smith Schafer CPAs

Compliance

Understanding Sales Tax for Construction Industry Business

MATERIALS & SUPPLIES

Contractors must pay sales tax on the cost of all materials, supplies, and equipment to complete a construction contract.

Tax Tip: You may pass this tax onto your customers as part of the materials cost. Do not itemize it separately on customer invoices.

If you sell repair parts or materials to your customers WITHOUT installation, you have made a retail sale.

Tax Tip: Charge sales tax on the total selling price of retail sales and itemize on your customer's invoice.

If you are a contractor and also make retail sales, the rules for when and how you pay tax on your purchases depend on:

- Whether you know how the items will be used when you buy them
- Whether they will be used in a construction contract or sold at retail
- In some cases, whether you are "primarily a retailer" or "primarily a contractor"

You are **primarily a contractor** if at least 50% of your business purchases are used for construction activity.

- Pay sales tax on all purchases.
- If you sell any items at retail, deduct cost of materials you already paid sales tax on.

You are **primarily a retailer** if at least 50 percent of your business purchases are for retail sales.

- Do not pay sales tax on your purchase.
- Give supplier completed Certificate of Exemption.

CONTRACTS WITH EXEMPT ORGANIZATIONS

You owe sales tax when you contract with exempt organizations such as churches, schools, and government agencies. In order to buy materials tax-exempt, the exempt organization must designate you as its purchasing agent. The written contract must include all of the following:

- The appointment has been made.
- The exempt organization takes title to all materials and supplies at the point of delivery.
- The risk of loss for all materials and supplies is that of the exempt organization.
- The exempt organization has responsibility for all defective materials and supplies including those incorporated into realty.

You are responsible to keep documentation to show the purchasing agent relationship exists, such as a letter indicating the above information, copies of written contract including all four items noted above, and evidence of the organization's exempt status. You must also keep records of all materials and supplies purchased for the exempt project.

An exempt organization cannot appoint a contractor as its purchasing agent for the purchase or lease of equipment used by the contractor in completing the construction contract. The exemption only applies to building materials, equipment, and supplies that become part of the improvement to real property.



Condensed from <https://blog.smithschafer.com>
Read more about the "Physically present standard" and MN's "Small Seller Exemption"

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 952-920-1455; Rochester 507-288-3277

You Need to Know - Cont from page 4

ENERGY

Minneapolis program aims to grow and diversify clean energy workforce... The city's Green Career Exploratory Program, launched in the early days of the pandemic, is open to all and offers free and convenient training opportunities, hoping to inspire more people to join the clean energy workforce. There are plans to expand the program into energy efficiency in the future through a collaboration with a recently launched Xcel Energy training program delivered by the Center for Energy and Environment. (MinnPost. April 2022)

LABOR & MANAGEMENT

US Unemployment Rate... The national unemployment rate, 3.6%, declined by 0.2% over the month and was 2.4 points lower than in March 2021. (BLS. April 2022)

MN Chamber of Commerce Webinar: Workforce Solutions Series—Overlooked Talent, Second Chance Hiring... May 19 (noon) Register: www.mnchamber.com

MN Unemployment Rate... dipped slightly to 2.5% in March, on a seasonally adjusted basis. The number of unemployed fell by 7,403 to 75,536 workers, and the number of employed increased by 19,504 to 2,996,058 workers. The labor force grew by 12,101 to 3,071,594 workers, and the labor force participation rate increased to 68.1%. (BLS. April 2022)

SAFETY

MNOSHA WSC: Safety Grant Program... The Safety Grant Program awards funds up to \$10,000 to qualifying employers for projects designed to reduce the risk of injury and illness to their workers. Read the program qualifications and employer conditions and apply: <https://secure.doli.state.mn.us/grants/>. Questions? Contact MNOSHA Workplace Safety Consultation at dli.grants@state.mn.us, 651-284-5060 or 800-731-7232. (MNOSHA. April 2022)

RECALL NOTICES

Universal Security Instruments Recalls Combination Photoelectric Smoke & Carbon Monoxide Alarms Due to Risk of Failure to Alert Consumers to Hazardous Levels of

Carbon Monoxide...

Hazard: The alarms can fail to alert consumers to the presence of a hazardous level of carbon monoxide, posing a risk of carbon monoxide poisoning or death. Carbon monoxide is an odorless, colorless, poisonous gas. **Remedy:** Consumers should immediately contact Universal Security Instruments for a free replacement alarm. Consumers should keep using the recalled alarms until they install replacement alarms. **Units:** About 8,000. <https://www.universalsecurity.com/register-2022/alert/>. Ph: (877) 220-0046 (CPSC.gov)



DeWALT Recalls 18-inch Corded Chain Saws Due to Injury Hazard...

Hazard: The chain saw can remain running when the switch is on the off position or turn on when plugged in, posing an injury hazard to the user. **Remedy:** Consumers should immediately stop using the recalled chain saws and contact DEWALT to receive a pre-paid shipping label to return the product directly to DEWALT in order to receive a free replacement chain saw. **Units:** About 8,500. www.dewalt.com/support/safety-notices-and-recalls. E-mail: recall@sbdinc.com. Phone: (855) 474-5875 (CPSC.gov)



Big Game Treestands Recalls 2021 The Captain Hang-on Treestands Due to Fall and Injury Hazards...

Hazard: The crimps of the plastic-coated cables can slip during use causing the standing platform to release, posing fall and injury hazards to users. **Remedy:** Consumers should immediately stop using the recalled treestands and contact Big Game Treestands to receive either replacement cables or to return the treestand for a full refund. Big Game Treestands is contacting all known consumers directly. To receive replacement cables, the company will set up pick-up of the original cables and delivery of the replacement cables to the consumers address. If a full refund is requested, the consumer will be asked to mail back the entire treestand using a pre-paid label at no cost to the consumer. **Units:** About 1,030. www.biggametreestands.com/safety-recall-notice/. (877) 343-8211 (CPSC.gov)



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

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

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

WELCOME NEW MEMBERS

Med City ElectricRochester
SolarPodBurnsville
Boyd ElectricAitken
LaCanne ElectricFaribault

CONGRATULATIONS

Jay and Kari Lewis...

Jay and Kari are excited to welcome a new grandbaby—Noelle Victoria Otto!



ASSOCIATION LEADERSHIP

Thank you to these individuals who have volunteered to lead the Electrical Association with their service on the Board of Directors. Normally we have one-year terms, but this rotation was unusual in that these individuals served a two-year term, so we especially thank them for their generosity for their time! The new Board started their service in April.

Out-Going Board Members

- Joe Gatewood, Gatewood Electric (Chair Advisor)
- Jayson Oswald, Landmark Electric (Board)

In-Coming Board Members

- Jason Seanger, Melrose Electric (Board)
- Megan Henkemeyer, J-Berd Companies (Board)
- Matt Bergmann, Laketown Electric Corp. (Board)
- Nick Bischoff, Design Electric (Secretary, Executive Board)

EDUCATION & EVENTS

Electrical Association Building Day—May 6...

We'll be doing some very light projects around the property, and we are excited to show you the new basement space. Stay for lunch! Friday, May 6 (8am-1:30pm) 3100 Humboldt Ave S, Mpls.

THANK YOU! THANK YOU!

Federated Insurance...

- 2022 Yearlong Sponsor



Viking Electric...

- 2022 Yearlong Sponsor
- Membership Video Sponsor



ATEK Distribution...

- 2022 Yearlong Sponsor



Border States...

- 2022 Yearlong Sponsor
- Membership Video Sponsor



Van Meter...

- Membership Video Sponsor!
- Code class host Cottage Grove (April 7-8)



the Classifieds

AUCTION!! Inventory! Equipment! Tools for Sale...

Former electrical contractor retired and closed business in 2014 still has a lot of inventory, equipment and tools left. Holding an online auction **ending May 21**.

- Case 560 Cable Plow (1996; 1817 hrs)
- Case 125 Backhoe Attachment
- Case 125 Backhoe Bucket (12.5" wide)
- Pull plugs (4", 3", 2.5")
- Pull fingers (3", 2", 1.5")
- Case Plow Tooth total length 56"
- Case Plow Tooth total length 46"
- Hilti Core Drill DD 130
- Hilti PR 25 IF rotary laser & tripod + stick
- Ensley 666 Electric conduit bender for 1/2"-2" EMT; 1/2" - 2" rigid; and 1/2"-2" PVC coated rigid
- Blackhawk S347 1"-4" rigid conduit bender
- Republic 1-1/4" ratchet style conduit bender
- 3M 2273 Dynatel cable locating set with fault finding
- 2-1/2"-4" pipe threader Rigid gear threader (hogshead) #141
- Pipe tripod Rigid #450
- Pipe threader 700 power head
- Rigid # 775 support arm
- Rigid # 418 oiler
- Rigid hand threader 1/2"-2" #12-R
- Rigid hand threader 3/8"-1" #00R
- Greenlee 909 wire dispenser
- And much more!
- * Plus many more items will be added to the online auction the week of May 16.



Inspect items in person at the Isanti County Fairgrounds in Cambridge next to Mills Fleet Farm on May 20 (12PM-6PM) and on May 21 (9AM-11AM).

View the auction at <https://smithsauctiononline.com>.

Select **CURRENT Auctions**.

Questions? Please email Dave Vander Vegt at v_v_electric@q.com or call (763) 286-6105 (noon-6pm weekdays or any time Saturday).



Weg Variable Frequency Drives... The Association has several new, overstock Weg VFD-CFW300 for sale: .25/.33hp, Single Phase, 110-127VAC, 1.6A, 6.3x2.8x5.9", No Brake, IP20. \$110/ea or BO. Email info@electricalassociation.com

Rouzer Career Opportunity! Account Manager...

Full-time employee. Must live within the Western North or South Dakota territory. Full-time employee. Read the full job description at www.Rouzer.com/careers.

Seeking to Purchase Merit-Shop Electrical Contracting Shops...

A mid-size commercial and industrial electrical contractor with three locations is looking to purchase merit-shop electrical contractors in both the greater Hudson and Lacrosse, Wisconsin areas, Northern Iowa and Northern Minnesota. For an introduction to this company, contact Rennell at rbrunlik@electricalassociation.com.

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. Helping schedule daily activities, organizing projects, help preparing proposals and building the businesses. Some phone calls and marketing is required.

Estimator Residential: A full-time key position estimator, 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 represent the company as a professional and idealistic organization.

Email your resumes to rbrunlik@electricalassociation.com.

ATEK Distribution Seeking Customer Service Rep...

ATEK Distribution is a veteran-owned, small-business 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.

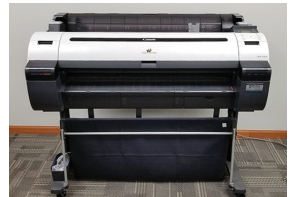
As a relatively new distributor, joining us on the ground floor can present future advancement opportunities as we grow. Our goal is to build trust and empower employees to achieve their best. At ATEK, you will have the opportunity to develop professionally, grow personally and have the flexibility to 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.



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

Boom Truck...

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



Bucket Truck...

2001 Chevy C7500 179,000 miles. Excellent condition. Maintained. Clear title. Air conditioning, cruise control, upper & lower controls. 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. 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. (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: rbrunlik@electricalassociation.com](mailto:rbrunlik@electricalassociation.com)

Postings are a free benefit of membership! Email your listing to Rennell (rbrunlik@electricalassociation.com).

www.electricalassociation.com/classifieds

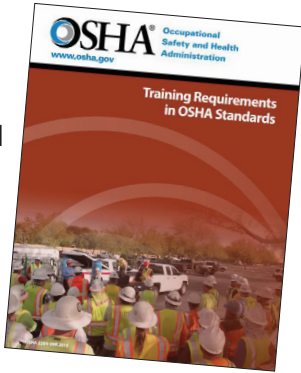
Submitted by the professionals at MNOSHA Workplace Safety Consultation

Training Standards Overview



There are numerous OSHA regulations that contain a specific training component built into the standards an employer must follow. There are also best practices employers can follow to ensure employees are equipped with knowledge and the ability to perform their work functions in a safe and healthful manner.

Federal OSHA has published the **Training Requirements in OSHA standards Guide**. With the information provided in the guide, employers are able to get a better understanding of what training requirements have been established for the industry they are working in. Find the guide at www.osha.gov/Publications/osha2254.pdf



In addition to the training requirements established by federal OSHA, Minnesota OSHA (MNOSHA), a state-plan program, also has specific training requirements employers must provide to employees. Often, one of the most frequently cited standards is the Minnesota-specific, Employee Right-to-know (ERTK) standard (Minnesota Rules Chapter 5206). Hazard communication/GHS (29 CFR 1910.1200) was adopted in Minnesota on Sept. 10, 2012.

However, MNOSHA did not adopt the federal exceptions in Part 1910.1200 (b)(6)(xi) and (xii) – ionizing and nonionizing radiation and biological agents – because they are covered under the Minnesota ERTK standard requirements. In addition, while Part 1910.1200 requires one-time retraining, MNOSHA retained its annual training requirements for all chemicals, physical and infectious agents, as well as the three-year recordkeeping requirement. A list of the difference between Minnesota OSHA and federal OSHA is online at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-differences-between-minnesota-and-federal.

Several employers, as well as some states and other organizations, may require employees or contractors to participate in and obtain a 10-hour or 30-hour certification to work on certain projects. MNOSHA does not mandate where these certification courses are required. These courses can provide individuals with awareness to commonly foreseeable job-related safety and health hazards, but do not necessarily meet specific standard training requirements federal OSHA and MNOSHA enforce.

A great way for employers to supplement required trainings is the use of toolbox talks. Having a short, pre-determined safety meeting before work begins will bring a level of awareness to the hazards

employees may face and reinforce training topics already provided. Toolbox talks are another opportunity to provide safety and health education to employees.

MNOSHA Workplace Safety Consultation:

We provide free consultation services upon request to employers to assist them in their safety and health efforts without citations or penalties. Priority is given to small employers, especially those in high hazard industries. The only obligation is a commitment to correct serious hazards in a timely manner. Your company's name and file are confidential and not available to MNOSHA Compliance. You can reach MNOSHA Workplace Safety Consultation at osha.consultation@state.mn.us, 651-284-5060 or 800-657-3776. And get more information at www.dli.mn.gov/about-department/our-areas-service/minnesota-osha-workplace-safety-consultation.



Members of the Electrical Association have access to 50 topics to help you conduct your safety meetings. www.electricalassociation.com/toolboxtalks



Mike Miller
Director of Education

Word on the Street

Center for Energy & Environment

For those of you who may not have had the opportunity to listen in on the Electrical Association's February podcast of **Spark'n Conversations**, I would like to share a few of the highlights.

I had the pleasure of interviewing Mr. Mike Verhulst, a lighting consultant with Center for Energy and Environment (CEE). This is a non-profit Minnesota organization offering practical energy solutions so homes, buildings, and communities can reduce energy usage.

Mike serves on a team of experts that provides a wealth of information to developers, builders, and owners on conservation improvement programs, assessments of existing lighting systems, and development of viable strategies to save the cost of operation and installation of lighting equipment.

As we approach an unsure economical horizon, there is a great deal to gain from the benefits that such an organization offer as well as an opportunity to protect our fragile environment.

Toward the end of the program, I asked Mike: "If you had a crystal ball and were able to see into the future, what would you tell electrical contractors that they might be looking at in lighting concepts and systems?"

His answers were most interesting:

"A time will come that windows in homes, offices, and other buildings where we enjoy natural sunlight from during the day will eventually provide the same level of light during hours of darkness. We will be able to very tightly control the brilliance and color to match natural sunlight.

At a point in time, walls will be the source of room illumination by a covering that creates an adjustable level of task, mood, or general lighting."

As the Electrical Association is striving to provide our membership with helpful information, we encourage all to listen in our podcasts for great Spark'n Conversations.

Please check us out at any source you use for podcasts.

Have you been listening to our podcasts?

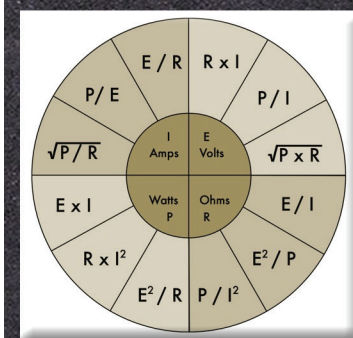
- Episode 1: Material Shortages**
Jeff Anderson, ATEK Distribution
- Episode 2: Retirement Plans**
Dan Gardner, FSC Securities Corp.
- Episode 3: Design Lighting Consortium**
Mike Verhulst, CEE
- Episode 4: Prevailing Wage**
Michelle Dreier, Electrical Association
- Episode 5: Project Labor Agreements**
Tom Renew, PRK&A Law



Apps We Like

Master Electrician Reference

A one-stop-shop for a host of electrical information, with extensive facts on simple circuits, electrical formulas, color codes, motors, wiring and electrical symbols and more!



Android (paid)

iOS (free)

We Want to Know What APPS You're using!

Email your tips to rbrunclik@electricalassociation.com

Bonus Rebates for DLC & DLC Premium-Listed Fixtures Now Available

For a limited time, lighting projects including DLC and DLC Premium-listed fixtures and retrofit kits are eligible for an **additional 25% in rebates** when completed through the One-Stop Efficiency Shop, sponsored by Xcel Energy. View our updated 2022 interior lighting rebates below.

Equipment	kW	kWh	Cap*
Screw-in Lamps and LED tubes	\$160	\$0.08	50%
Non-DLC luminaires/retrofit kits & LED High Bays (replacing HIDs)	\$200	\$0.10	60%
DLC-listed luminaires/retrofit kits	\$300	\$0.15	75%
DLC Premium-listed luminaires/retrofit kits	\$375	\$0.19	75%
DLC Premium-listed High Bay luminaires/retrofit kits (replacing existing T8/T5 High Bays)**	\$600	\$0.30	75%

*Rebate will not exceed the 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.

What equipment is included?

Interior DLC and DLC Premium-listed fixtures and retrofit kits are eligible. Exterior DLC and DLC Premium-listed fixtures and retrofit kits are not eligible.

How much more will my customers earn?

DLC and DLC Premium-listed fixtures and retrofit kits will receive 25% more in rebates.

What deadlines do I need to meet?

For projects to qualify for bonus rebates you must:

- purchase and install equipment between April 15 and November 15, 2022,
- submit invoices to One-Stop staff by Nov 15, 2022.

Contact us at onestop@mncee.org with questions about bonus rebates. mncee.org/onestop.

Xcel Energy Turbocharges LED Rebates for Business Customers

If your customers have not yet upgraded to energy-saving LEDs, then now is the time. Xcel Energy's Minnesota commercial electric customers can earn bonus rebate dollars on select LED lamps and fixtures. Don't miss out on these limited time bonus dollars on top of our standard rebates.

Minnesota businesses can receive 25% bonus rebates on qualified:

- Exit signs
- LED direct linear ambient fixtures
- LED downlight fixtures
- LED high/low bay fixtures and retrofit kits
- LED mogul-based lamps
- LED parking garage fixtures
- LED PL/G pin-based lamps
- LED refrigerated case lighting for 5- and 6-foot doors
- LED stairwell fixtures
- LED troffer fixtures

To earn the bonus rebates:

- Purchase qualifying equipment between April 15, 2022 and November 15, 2022.
- Install equipment and submit your rebate application no later than December 1, 2022.
- Visit xcelenergy.com/LightingEfficiency to access rebate forms and additional information.



Subscribe

Don't miss out on valuable information from us.

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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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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



Bonus Rebates for DLC and DLC Premium-listed fixtures

For a limited time, lighting projects including DLC and DLC Premium-listed fixtures and retrofit kits are eligible for an **additional 25% in rebates** when completed through the One-Stop Efficiency Shop.

Visit mncee.org/onestop to learn more about the One-Stop Efficiency Shop®, sponsored by Xcel Energy.

For projects to qualify, equipment must be purchased and installed between 4/15/2022 and 11/15/2022, and invoices must be submitted to the One-Stop team by 11/15/2022. Contact us at onestop@mncee.org with questions.

DSG TWO NEW METRO LOCATIONS!

Dakota Supply Group is opening two new locations to serve the HVAC, Plumbing, and Electrical needs in the Twin Cities



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2023 NEC® Code Books!

Pre-Sale is COMING SOON!

Watch our website for updates:

www.electricalassociation.com/STORE

