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**Jeff Kunkel,**  
Chair of the  
Board of Directors

**Industry Report**

**Manage Your Job Site with Services Customized For You**

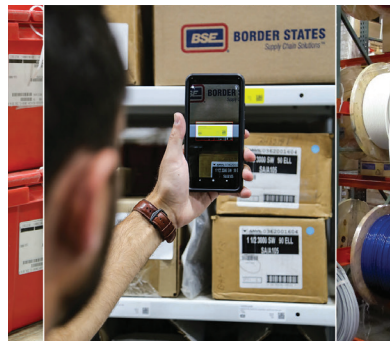
As electrical contractors, we're juggling a lot of responsibilities while worrying also about the bottom line. Keep reading to learn how Border States, one of our amazing Yearlong Sponsors, can help us save time and money.

*Submitted by Border States*

We know every step counts, so whether you're wrapping up the last 30 feet on the job or the last mile, Border States' services can be customized, so you have what you need, when and where you need it. By customizing a service for you and your job, we remove the guess work of completing a job effectively and efficiently, and you reduce time looking for material, eliminate unwanted travel time to locate and purchase material and cut back the amount of waste on your job site.

**Material management**

Whether it is with our free mobile app, SupplyTrax, or one of our vending machines, Border States can create a mobile solution for you to use on the go. Install it on the job site or at your warehouse to manage material, or pair it with our services equipment to maximize space and keep you organized. We also offer fixture carts—which are versatile and can be used for more than just lights—and a variety of job boxes, job trailers and Conex boxes that can be customized based on the needs of your job.



**Wire and cable management**

Wherever and whenever you have wire and cable needs, Border States can customize your order and deliver it.



Have a tight space? We have a tool for that! Limited on delivery times? We deliver at the time you need it, so you don't miss a beat on the job. Ask us about wire and cable management items we offer.

**Storage and staging**

Time is money, so what is space? Space is key in managing a job site effectively, and sometimes there isn't enough of it. Let us help! We will store materials for your job until you need them on site. By delivering in phases, we eliminate clutter and keep the job moving smoothly.



Bypass the mess at your next job site by using Border States' services, where we will customize a solution just for you! Learn more at [borderstates.com/services](https://borderstates.com/services) or email us at [bse-services@borderstates.com](mailto:bse-services@borderstates.com).

**The Electrical Association is proud to have Border States as a Yearlong Sponsor.**

With help from our sponsors, we are able to provide valuable programs and resources to help our electrical contractors succeed. Please remember to call them first when you purchase products and services.

**Masters – 16 hours needed by Feb. 28th!**  
**We are coming to a city near you.**  
Check out our newly released Jan/Feb classes on pg 8.

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## Need to Build a Registered Apprenticeship Program? EA has the solution for you.

**Why a Registered Apprenticeship program?**

- Inflation Reduction Act projects require registered apprenticeship and prevailing wage payment to receive credits.
- Compensate apprentices based on wages set in standards rather than full journeyworker prevailing wage rate.

Members have access to ETN of MN, our registered program. Nonmembers can make use of our related technical instruction and become their own sponsor.

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

## Executive Director



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

## Opportunities to Learn & Gather

The staff at the Association is constantly scanning the environment and our membership to determine if our current programs are meeting the needs of those we serve. With guidance from volunteer leadership, we shift and adjust. One of the areas that will be seeing a facelift this year is our event schedule. You will see less events than normal, and more time, energy and resources poured into a large main event for all with the addition of a couple of smaller regional events throughout the state. Our goals for providing these opportunities to the industry:

1. Deliver relevant content to electrical contractors to help them thrive in the industry.
2. Provide an environment for electrical contractors to make connections with peers and business solution providers.

### Networking Event (December 1)

A regional event will be taking place in Cottage Grove on Dec 1 (5:30–8:00pm). Attendees will get information on the new NEC 2023 Fault Power Management Systems associated with new class 4 circuits, designing power distribution system EVCS and its impact on the main service utility transformer size and information about the

Scan to Register



Inflation Reduction Act and how Registered Apprenticeship is required for compliance. Thank you to our event sponsors: Van Meter, Federated Insurance and Sunbelt Business Advisors.

### 2023 Annual Conference (February 2-3)

Our next annual conference will be a new and improved EA event for electrical contractors. Topics will include tech school perspectives on the workforce, economic outlook, Inflation Reduction Act, NEC article re-org, best practices and more.



Joe Schmitt from KSTP will be our Emcee and moderator for this informative and fun event. The event will be held at Treasure Island Resort and Casino. Please save the dates and we will send out more information and registration details soon. As I mentioned, this will be the Association's big event of the year, then we will evaluate success and put together another one in February of 2024. That will be our new schedule moving forward while we continually evaluate the needs from the industry.

We look forward to seeing you all in the near future!



[www.electricalassociation.com](http://www.electricalassociation.com) > Events

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## Federated Insurance



### Risk Management Webinars

#### Disaster Planning

November 15, 2022

What you will learn:

- Identify and evaluate your business' vulnerability to disruptions
- Identify your key business functions, processes and develop alternative operational strategies
- Develop "best practices" that should be conducted five days before, 72 hours before, 24-48 hours before, during and immediately after, and during the recovery process for weather events with advanced warning

#### Cyber Security - Back to Basics

Dec 20, 2022

What you will learn:

- How to prepare for a cyber incident
- The basic cyber security controls everyone needs to implement
- The top 3 things you can do today to significantly increase your security

#### OSHA Top 10

January 17, 2023

What you will learn:

- Quick overview of the OSHA Top 10 violations
- Training resources, programs, and policies to implement in your business
- How to positively impact workplace productivity and culture through accident prevention

Register:

[www.federatedinsurance.com/services/risk-management-webinars](http://www.federatedinsurance.com/services/risk-management-webinars)



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## Government

### Pre-Election Update

Michelle Dreier  
Government Affairs Mgr

If you take anything from this article, I hope your greatest takeaway is to remember to vote November 8. There is a portal on the Secretary of State's webpage (<https://myballotmn.sos.state.mn.us>)

to help you research candidates and select individuals that best represent your ideals.

It seems everyone is up for election this year. Senate, House of Representatives, Governor, Attorney General, Secretary of State, State Auditor. Of the 201 legislators, 59 positions are open seats guaranteed to be new due to incumbents choosing not to run for re-election. Not all incumbents will win their election. There are going to be a lot of new decision makers to meet in 2023.

Inflation, crime, women's reproductive rights, education...there are lots of serious issues represented on your ballot this year. The Secretary of State helps you research local candidates that might be running for your city council or school board as well. Judges that might be up for re-election are often very difficult to unseat. They are appointed initially, but must win that seat when their initial term is up.

Often you will see campaign literature from state representatives, but the portal allows you a glimpse into your local candidates' policy passions so you can make an educated decision when you fill in the dot on your ballot. Even at the most local level, these decision makers affect your life and the lives of your children or grandchildren.

The Electrical Association will pursue Duty to Defend again in 2023. We will also look to ease workforce and skills shortages with targeted legislation. Potential authors will be selected after November 9. A lot of this hinges on who wins majority lead in both bodies of the legislature and the governor's office.

So again, please vote this year. Many races will be close. Your vote does matter.



## Compliance

### New Rule Proposed for Independent Contractors vs. Employee Status

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.

Contributor: Patrick D. Busch

On October 13, the US Department of Labor formally proposed a new rule, which would alter the existing test and factors to be used nationwide in determining whether a worker is an employee or an independent contractor under the Fair Labor Standards Act ("FLSA"), resulting in more independent contractors being classified as employees.

Once the new rule is finalized, it will become the nationwide standard. The rule does not alter the existing FLSA exemptions for executive, administrative, and professional employees, and does not alter state laws (such as California's ABC test) which may have more stringent requirements for independent contractor status. The summary of the proposed rule says that the DOL considered adopting the stringent ABC test for independent contractor status, but chose not to because it did not believe it had the authority under the FLSA.

**Economic Reality Test**—Both the existing rule and the new proposed rule use the "economic reality" test as the basis for whether a worker is an employee or an independent contractor. Specifically, the economic reality test considers whether a worker is: (1) in business for him/herself (thus, an independent contractor); or (2) economically dependent on an employer for work (thus, an employee).

The DOL's new proposed rule uses six factors, all of which have equal weight: (1) opportunity for profit or loss depending on managerial skill; (2) investments by the worker and the employer; (3) degree of permanence of the work relationship; (4) nature and degree of control; (5) extent to which the work performed is an integral part of the employer's business; and (6) skill and initiative. Whether a worker is an employee or an independent contractor is based on the "totality of the circumstances," after consideration of these six factors. The new proposed rule would result in turning more workers in the gig economy that have been viewed as independent contractors under existing law into employees.

The IRS has its own test regarding whether a worker is an independent contractor or an employee, and the proposed new rule will not change this. Thus, employers should not only analyze a worker's status based on the DOL test above, but under the IRS test also.

In its summary of the January 2021 rule, the DOL explained it was possible for employers to provide access to fringe benefits to independent contractors without changing the worker's status to an employee. That was a change from historical practices. The DOL's proposed new rule does not prohibit providing fringe benefits to independent contractors; however, the summary of the proposed rule notes that because a higher percentage of employees receive fringe benefits than do independent contractors, the rule is likely to increase the overall number of workers who receive fringe benefits by reducing the number of workers classified as independent contractors.

### Deadline to submit: **March 31** **WAGE & BENEFIT SURVEY**

We are gathering  
2023 Wage & Benefit Surveys!

NEW! Power Limited Technicians  
are included this year.

Respondents receive a FREE 2023 report.

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Scan for a mobile link:



Electrical Association  
2021 Wage & Benefit



YoL  
• Salaries for Journeyworkers  
• Salaries for Apprentices  
• Retirement Plans  
• Vacation / Sick Leave / PTO Benefits

2021 Wage & Benefit Report (Open Shops)

Company	Line	Low	High	Sample Size	%	Notes
Co. A	1	\$40.00	\$40.00	1	100%	
Co. B	2	\$24.00	\$18.00	1	100%	
Co. C	3	\$24.00	\$18.00	1	100%	
Co. D	4	\$24.00	\$18.00	1	100%	
Co. E	5	\$24.00	\$18.00	1	100%	
Co. F	6	\$24.00	\$18.00	1	100%	
Co. G	7	\$24.00	\$18.00	1	100%	
Co. H	8	\$24.00	\$18.00	1	100%	
Co. I	9	\$24.00	\$18.00	1	100%	
Co. J	10	\$24.00	\$18.00	1	100%	
Co. K	11	\$24.00	\$18.00	1	100%	
Co. L	12	\$24.00	\$18.00	1	100%	
Co. M	13	\$24.00	\$18.00	1	100%	
Co. N	14	\$24.00	\$18.00	1	100%	
Co. O	15	\$24.00	\$18.00	1	100%	
Co. P	16	\$24.00	\$18.00	1	100%	
Co. Q	17	\$24.00	\$18.00	1	100%	
Co. R	18	\$24.00	\$18.00	1	100%	
Co. S	19	\$24.00	\$18.00	1	100%	
Co. T	20	\$24.00	\$18.00	1	100%	
Co. U	21	\$24.00	\$18.00	1	100%	
Co. V	22	\$24.00	\$18.00	1	100%	
Co. W	23	\$24.00	\$18.00	1	100%	
Co. X	24	\$24.00	\$18.00	1	100%	
Co. Y	25	\$24.00	\$18.00	1	100%	
Co. Z	26	\$24.00	\$18.00	1	100%	

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# Electrical Industry Outlook—Trends and Opportunities

by Better Business Bureau

Beyond 2022: Trends to watch the next few years

The industry is poised to benefit from the continued demand for new construction and remodeling services for residential and commercial markets across the country.

## New home growth driving demand.

Many electrical contractors are awash in new business as low-interest rates fueled the housing boom. To help battle inflation, the Feds are now slowly raising interest rates, which could shrink the pool of eligible buyers.

## Finding (and keeping) talent remains a challenge.

The number of tradespeople retiring each year is greater than the number of new apprentices coming into the trades.

## Supply chain issues will continue

For the foreseeable future, material shortages and volatile pricing will continue to be the norm for most

electrical contractors. However, many contractors can minimize these effects by over-communicating with their suppliers regarding signed projects, schedules, and projects coming up for bid.

While the situation is improving daily, there will be potential bumps in the road that could impact growth and continued recovery at the local or regional level. One possible option is to purchase materials and store them until the project is ready. This strategy has two benefits for contractors.

- + Storage fees (if applicable) will be substantially less than potential price increases and additional sales tax costs.
- + Materials are at-the-ready if the schedule is expedited. Inflation, supply issues, fuel costs, and wage growth leads to price increases. Due to inflation, lingering supply chain issues, fuel costs, and rising wages affecting every contractor's bottom line, residential and commercial customers can expect increased costs.

## Inflation, supply issues, fuel costs, and wage growth leads to price increases

And while there is currently a strong demand for electrical services, these factors could result in a short-term cooling-off period as customers begin

to delay or forego new construction or remodels due to the increased overall cost. Once supply levels exceed demand, the material and wage increases should finally subside.

The government is raising interest rates to slow down inflation to provide some consumer relief. But inflation remains the great variable because it results from global events and policies beyond our control.

## Technology embraced, but not fully deployed

Unlike many other business models that quickly went digital during the pandemic, many contractors have yet to implement these technologies across their operations. Many electrical contractors do utilize some level of technology in their business. However, many don't venture beyond some software for estimating and billing, email, and their smartphone.



Condensed from [www.bbb.org/content/dam/iabbb/marcom-assets/industry-reports/Industry%20Report\\_Electrical-US.pdf](http://www.bbb.org/content/dam/iabbb/marcom-assets/industry-reports/Industry%20Report_Electrical-US.pdf)

## You Need to Know

### 2023 NEC Concerns in Minnesota...

The Board of Electricity has been challenged the last couple of code cycles by Housing First MN. Housing First MN requests that the Board considers housing affordability in concert with safety and durability, as state law requires when adopting the next cycle of the NEC. They request the body to carefully consider any and all changes presented by the NFPA in the 2023 NEC and do its part to lower construction costs and increase homeowners affordability and access in Minnesota.

**ACT** **Deadline: November 10!** The Board of Electricity is taking public comment until November 10. The Board wants to hear your comments! Email: [dli.electricity@state.mn.us](mailto:dli.electricity@state.mn.us). The subcommittee will meet again on November 17 to discuss additional input as well as present cost summaries on the 2023 changes.

Visit the DLI's website at <http://tiny.cc/o3c0vz> to view the details (or scan the QR code):

- View Housing First MN's letter
- Find details on the upcoming meeting once it is posted
- View the NEC 2023 Adoption change summary



## COMPLIANCE

**Tampering with Metering Equipment...** *Message from Xcel Energy:* It has recently come to our attention that some solar installers/developers or third-party electricians are tampering with our equipment by removing the electric meters or cutting through meter seals. This violates state law. No persons, other than Xcel Energy employees or agents of the Company, may relocate, remove, or cut the seal of meters or other equipment owned by the Company. The Company shall be notified when it is necessary to cut the meter seal due to situations where the electric service must be disconnected during an emergency or where it necessary to access the meter socket by

a licensed electrician. Please see our Standard for Electronic Installation and Use and MN 325E.026. We are authorized to disconnect service without notice in the event of tampering with our equipment. See, Minn. R. 7820.1100. (XcelEnergy. Sept 2022)

### Minimum Wage in Minnesota...

Effective Jan. 1, 2023, Minnesota's minimum-wage rates will increase from \$10.33 to \$10.59 an hour for large employers and from \$8.42 to \$8.63 an hour for other state minimum wages. There are different minimum wage rates, including the large-employer wage and the small-employer wage. There is also a 90-day training wage for workers 18 and 19 years old and the youth wage for workers 17 years old or younger, both of which are the same as the small-employer wage.

- Large employers are companies with annual gross revenues of \$500,000+ and small employers make <\$500,000. Neither distinction includes the number of workers they employ.
- The training wage may be paid to employees under the age of 20 for the first 90 consecutive days of employment while the youth wage may be paid to employees younger than 18.

Essentially, minimum wage raises by either 2.5% or the percentage increase in the rate of inflation, whichever is lower, rounded to the nearest cent. Find additional resources regarding Minnesota's minimum-wage rates, including a fact sheet, a video and more at [dli.mn.gov/minwage](http://dli.mn.gov/minwage). (DLI. Sept 2022)

**Required! Minimum-wage poster updated, available...** The state's free, mandatory minimum-wage poster has been updated and is available to print or order at [www.dli.mn.gov/posters](http://www.dli.mn.gov/posters). MN law requires employers to display required workplace posters in a location where employees can easily see them. Ph: 651-284-5075 or 800-342-5354. Email: [dli.laborstandards@state.mn.us](mailto:dli.laborstandards@state.mn.us)

**MN DLI (CCLD) Licensing System...** A new web-based portal will make it easier for licensees to update information, apply for and renew licenses. The new platform will allow for easier and more accessible interaction with DLI's construction

licensing system. It will also send email reminders about license and registration expirations and the need for other updates, in addition to the postcards currently sent prior to license renewal deadlines. (CCLD. Fall 2022)

## CONSTRUCTION TRENDS

**US Housing Starts Decline...** Privately-owned housing starts in September were 8.1% below August and 7.7% below the September 2021 rate. Single-family housing starts in September were 4.7% below August. (census.gov. Oct 2022)

**MN Home Sales Decline...** Home sales in MN declined 18.2% in September. Rising interest

*You Need to Know - Cont. on page 12*

Important Dates	
• 11/1	Board of Electricity Meeting
• 11/8	National General Election Day
• 11/11	Veteran's Day
• 11/24	Thanksgiving
• 12/1	Electrical Association Regional Event (pg 2)
• 12/25	Christmas
To Do	
□ 11/15	MN monthly filers: tax return due for Oct
□ 11/21	MN monthly Sales & Use tax return for Oct
□ 12/15	S-Corp & Partnership Qtly Tax payment due
□ 12/15	MN monthly filers: tax return due for Nov
□ 12/20	MN monthly Sales & Use tax return for Nov
□ 12/31	Deadline for tax moves for current year
□ 12/31	Deadline to set up a solo 401k (for the self-employed)
□ 1/20	MN qtlly filers: tax return due for Oct-Dec

# Our All-Star Trainers

## Polly Friendshuh

### APPRENTICE

Polly Friendshuh was recently named the new Academic Dean of Construction Sciences & Building Technology, as well as the Business program. In her new role, Friendshuh will oversee the College's Construction, Electrical, HVAC, Civil and Surveying, and Business Management programs, with an enrollment of more than 400 students.

"I'm honored to lead Dunwoody's Construction and Business departments," Friendshuh said. "The College has a long legacy of helping leaders and entrepreneurs enter the construction field, and I'm looking forward to seeing the next generation of professionals be just as successful. Being part of the industry, you see the impact these careers can have on the community."

Polly started her career at Dunwoody as an electrical construction faculty member in 2004. A master electrician, she had spent nearly 15 years working in industry as a project manager, foreman, Master and Journeyworker electrician. After her first year in the electrical program at Minneapolis Technical College, she applied to the Union and was accepted, becoming the 11th woman in an industry with 2,500 members. In fact, it wasn't until five years into her career that she encountered another woman working on the same job site. She later went on to earn her Bachelor of Science in Career & Technical Education from the University of Minnesota and then her Master of Business Administration from Concordia University.

*Adapted from Dunwoody.edu/news. (Sept 2022)*



**Electrical credentials:** Master Electrician "A" and Journeyworker "A" Minnesota.

**Educational background:** U of Minnesota Bachelor's degree in Career & Technical Education, Masters in Business Administration MBA, Concordia

**Experience information:** Working as an electrician for IBEW for 16 years, Light Rail, City of Minneapolis Traffic, U of M Construction

**Experience as trainer:** 15 years teaching and management experience at Dunwoody College, currently Associate Professor and Program Manager of Electrical Construction & Maintenance and Electrical Construction, Design & Management. Polly has taught in the electrical programs, construction management, and automated systems and robotics as well as taught the 2-hr unlicensed classes and 16-hr classes

**Professional, Awards, Certifications:** In 2022, Polly was named the Academic Dean of Construction Sciences & Building Technology, as well as the Business Program. Dunwoody College Deans Award, Instructor of the Year, Academic innovation, building community awards. City of Bloomington Hall of Fame award. Stories in anthology books: "After the Diagnosis, Medullary Thyroid Cancer Memoirs" and "The Butterfly Sings: After the Diagnosis, Medullary Thyroid Cancer Memoirs" Custom book for basic electricity; Electrical Association Certified Trainer

**Family, Hobby, Interests:** Travel to a beautiful lake, playing in the garden, creating artwork

## Costs are Increasing

*Submitted by Eveline Meidt, Risk Advisor  
North Risk Partners*

**Costs are increasing in \_\_\_\_\_ (fill in the blank with literally anything you can think of).**

The theme of these past months has seemed to be rising costs and inflation in about every single industry and market. This, of course, includes health insurance. Being an insurance broker, we have seen several common trends that have helped us better understand this, one being the importance of preventive care.

COVID kickstarted the movement of individuals not seeking preventive care check-ups, like their annual physical. This, in turn, has led to late-stage diagnosis of high-claim items such as cancer that could have been detected earlier had preventive care been an option. Outside of monetary costs, a diagnosis like late-stage cancer costs you as the employer an employee that is sick, devastated, and most likely absent from work.

### What Is Preventive Care?

Preventive care is a type of health care whose purpose is to shift the focus of health care from treating sickness to maintaining wellness and good health. Preventive care occurs before you feel sick or notice any symptoms and is designed to prevent or delay the onset of illness and disease. Treatment for chronic diseases works best when they are detected early.

### Why Use Preventive Care?

Preventive care is important because it helps you stay healthy and access prompt treatment when necessary, and it can also help reduce your overall medical expenses.

- Stay healthier and get more effective treatment – Many types of screenings and tests can catch a disease before it starts; for example, diabetes screenings can tell you whether you're pre-diabetic, or whether you already have diabetes without being aware of it. Starting treatment or lifestyle changes before a disease starts or while it is still in its early stages will help you stay healthier or recover more quickly.
- Pay less for medical expenses – Preventive care saves you money in two ways.
  - First, preventive care helps lower the long-term cost of managing disease because it helps catch problems in the early stages when most diseases are more readily treatable. The cost of early treatment or diet or lifestyle changes is less than the cost of treating and managing a full-blown chronic disease or serious illness.
  - Second, many preventive services are now covered in full by insurance due to the Affordable Care Act (ACA), which means they are free for you if you have health insurance. The ACA requires certain preventive services to be covered with no cost-sharing—this means that for many preventive care services, you will not have to pay a deductible, copay, coinsurance or other out-of-pocket expenses.

## HEALTH SPARK

Electrical Association Health Plan



The cost of something like a late-stage cancer diagnosis is high in many different realms: the cost of treatment, medication, hospitalization, time away from family, absence from work, and a tough road to recovery. Understanding that diagnosis could have been prevented or avoided entirely if care was sought after and available earlier is something you as the employer can assist with. Giving employees access to preventive care through a group health plan is a great way to keep your employees healthy, and it re-humanizes the idea of what your employees mean to you.

If you do not currently offer a group health plan and are interested in receiving a quote specifically designed for members of the Electrical Association, please contact me at [Eveline.meidt@northriskpartners.com](mailto:Eveline.meidt@northriskpartners.com) or via phone at 651-379-7859. I would be happy to explain the plan designs, quoting process, and to find a solution that fits both you and your employees.



**One thing we LOVE about the Association's health plan is that you can keep your own broker/agent! Just tell them to include our program in the options they present to you. No broken relationships! Work with the people you already trust.**

## IMPORTANT NOTICE!



The Board of Electricity has 5 open seats, and they have just opened up the portal to apply. We would love to have an EA representative in one of those seats.

- 1) Visit the DLI's website: <http://tiny.cc/b8b0vz>
- 2) Type "Board of Electricity" in the 2<sup>nd</sup> filter

- 3) Let Michelle or Clara know if you apply; we are happy to supply a letter of recommendation.
- 4) Let us know if you think someone else might be interested, and we'll reach out to them too.

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Our team of Industrial experts understand all facets of your digital transformation journey and can help assess your challenges and determine the path forward to help you achieve your business goals.

### CONSTRUCTION

Rely on our Solutions experts and innovative array of electrical building solutions and services that are designed to help you improve safety, save time and money on the most complex of projects.

### 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.



## Get Your Business Noticed by Electrical Contractors & Decision Makers!

Respond by **DECEMBER 10** to receive a full year of value!

As you are preparing your 2023 budget, think about marketing with the Electrical Association.

For one investment now, receive **ONE YEAR'S WORTH** of visibility!

The **YEARLONG** Sponsor package is built to maximize your marketing dollars! Advertise your products & services to contractors—

It's a great way to show your support to the electrical industry & to be seen as a leader!

**AD HOC** opportunities are also available for classes, conferences, and events!

Logo recognition as "Proudly Supported by" throughout the year in these areas:

- Electrical Association's Website
- Online Educational Offerings
- Self-Paced Online Continuing Education
- Online 4-Year Apprenticeship Program
- Conference
- Email Campaign Communications:
  - New Connections (Series of 6 emails to new members)
  - Workforce Development (Career Fairs, Job Boards, Resume Center)
  - Government Action Updates (Weekly in session or monthly)
  - Education & Events Calendar
- Social Media Platforms
- Newsletter
- Self-Paced Exam Prep



**Reply by December 10 to receive a FULL YEAR of recognition!**  
Contact Erica Nelson at (763) 497-1778 or [erica@pierreproductions.com](mailto:erica@pierreproductions.com)



## Workforce Development

### Retention of Electrical Talent

**Michelle Dreier**  
Member Engagemt/  
Gov't Affairs Manager

Even though recession and inflation are in the news on a daily basis, according to the Associated General Contractor's economist, construction is still looking

good for 2023. Weaker parts of the construction sector include new office construction and new single-family homes. Housing First is reporting that building of luxury homes is still going strong.

In a recent article about Mortenson construction, the Bureau of Labor Statistics was quoted as saying 40% of the construction workforce will retire by 2030.

All of this feels really odd as we feel pressures from a shrinking economy, rising prices, and lack of access to the material supplies needed to do business. Recessions typically result in lay-offs, but many of you are reportedly turning away work because you don't have the workforce to meet the need. It is a perfect storm, but Electrical Association is here to help you work through it.

The Electrical Association is considering ways the association could capture laid off journeyworkers and apprentices for rehire for membership. Retirements of electricians are happening right now. They aren't going to wait until a massive retirement in 2030. Contractors spend a lot of resources in training apprentices. We must do our best to keep those resources within the industry. For every licensed electrician we lose, we lose the capacity to train two more apprentices. Losing a year-3 apprentice, is like tossing 3 years of education out the window. Any ideas would be appreciated.

Aside from the community-based organizations (CBOs) we have been working with for years, there have been some new CBOs that have reached out. Graduates of programs can be found on our resume page.

- Avivo is looking for volunteers to mentor their new Telecom/ PLT program for adult learners in Osseo.
- The tribes continue to be interested in Electrical Association's apprenticeship curriculum to build electrical skills within their nations.
- Go Solar Kidz is looking to partner with the Electrical Association.

- unCommon Construction recently expanded to the Minneapolis area.

Additionally, the Inflation Reduction Act, a huge clean energy jobs bill, is requiring registered apprenticeship and prevailing wage in order to take advantage of some of the tax credits. The Electrical Association has a members-only registered apprenticeship program and the required related technical instruction to meet these needs.

We'll talk about it more at our next regional event in Cottage Grove on December 1.

## Win a Fenway Park Experience

Visit a **ROUZER ROW** manufacturer at NCEL's *Upper Midwest Electrical Expo* April 19th & 20th, 2023 and be entered to win a Fenway Park experience!

Post a picture while you are at the UMEE and tag Rouzer Group to be entered for a chance to win a \$50 Visa Gift Card!

\*Scan to view full promotional details



## MN Dept of Employment & Economic Development

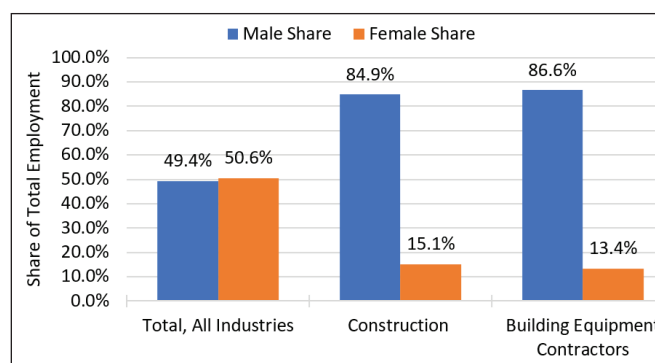
### Building Equipment Contractors in Minnesota: Employment Trends by Gender

**Timothy O'Neill,**  
Regional Labor Market  
Analyst, MN DEED

Recent workforce blogs have focused on total employment within Electrical Contractors and the larger Building Equipment Contractors industry sectors in Minnesota. Data from the US 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 gender.

As of annual 2021, there were approximately 41,077 Building Equipment Contractors jobs in the State of Minnesota. Of these total jobs, 35,566 (86.6%) were held by males and 5,510 (13.4%) were held by females. A slightly higher share of total Construction jobs were held by female workers (15.1%). For reference, 50.6% of total jobs across all industries were held by female workers (*Figure 1*).

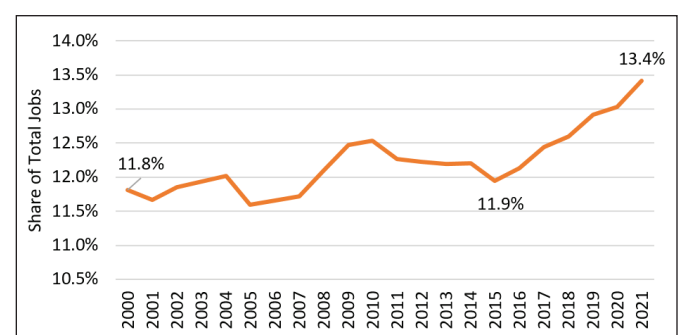


*Figure 1. MN Employment Share by Gender, 2021. Source: Quarterly Workforce Indicators.*

While female workers make up smaller shares of Construction jobs and Building Equipment Contractors jobs in Minnesota, recent trends do show more and more female workers entering these industries. For example, between 2011 and 2021, Building Equipment Contractors' employment in Minnesota expanded by 49.7% (+13,631 jobs). Female-held jobs in this industry expanded by 63.7% during this time (+2,144 jobs). More recently, between 2016 and 2021, Building Equipment Contractors' employment in Minnesota expanded by 18.4% (+6,372 jobs). Female-held jobs

in this industry expanded by 30.9% during this time (+1,301 jobs). Where women in this industry accounted for 15.7% of total job growth over the last ten years, they accounted for 20.4% of total job growth over the last five years. This only accelerated over the last year of available data. Between 2020 and 2021, women accounted for 23.2% of total job growth in Building Equipment Contractors.

*Figure 2 reveals that the female share of employment in Building Equipment Contractors has accelerated since 2015.*



*Fig 2. Female share of building equipment contractors jobs in MN, 2000-2021. 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, U of M.

# Develop Your Career

## Education Calendar

## CE Requirements

### NOVEMBER 2022

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

### DECEMBER 2022

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

### JANUARY 2023

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

### 16 Continuing Education Credits (Classroom)

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

- Nov 4-5 (8am-5pm)
- Nov 10-11 (8am-5pm)
- Dec 1-2 (8am-5pm)
- Dec 8-9 (8am-5pm)
- Jan 12-13 (8am-5pm)\*
- Jan 13-14 (8am-5pm)\*
- Jan 19-20 (8am-5pm)\*
- Jan 28-29 (8am-5pm)\*
- Feb 9-10 (8am-5pm)\*
- Feb 10-11 (8am-5pm)\*
- Feb 16-17 (8am-5pm)\*
- Feb 24-25 (8am-5pm)\*
- Feb 24-25 (8am-5pm)\*

- Brooklyn Center** Code Highlights, Motor Installations, 70E
- Rochester** Code Highlights, You Be the Inspector
- Cottage Grove** Code Highlights, Motor Installations, 70E
- Rogers** Code Highlights, Motor Installations, 70E
- Mankato** 2023 Code Updates, Parts 1-4
- Bloomington** 2023 Code Updates, Parts 1-4
- Woodbury** 2023 Code Updates, Parts 1-4
- Brooklyn Center** 2023 Code Updates, Parts 1-4
- Worthington** 2023 Code Updates, Parts 1-4
- Rochester** 2023 Code Updates, Parts 1-4
- Baxter** 2023 Code Updates, Parts 1-4
- Marshall** 2023 Code Updates, Parts 1-4
- Plymouth** 2023 Code Updates, Parts 1-4

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

Thank you to our Class Host:



\*2023 Class Pricing:

- » Both Days—Non-Member: \$340 / Member: \$314
- » One Day—Non-Member: \$200 / Member: \$170

### 8 Continuing Education Credits (South Dakota Tour 2023)

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

- Jan 14 **Sioux Falls**
- Jan 21 **Yankton**
- Jan 28 **Watertown**
- Feb 11 **Aberdeen**
- Feb 18 **Sioux Falls**
- Feb 25 **Brookings**
- Mar 4 **Mitchell**
- Mar 11 **Yankton**

Licenses Expire  
June 2023

- » Non-Members Price: \$160 / Member: \$135

### 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

### 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)
- Nov 2 (6:30-8:30pm) 2020 NEC® Motor Installations Req, Pt 1
- Nov 9 (6:30-8:30pm) 2020 NEC® Motor Installations Req, Pt 2

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

### Exam Prep Training

- Dec 10-11 **Bloomington**

- » Non-Member Price: \$690, Member: \$590



Register! [www.electricalassociation.com](http://www.electricalassociation.com)  
800-829-6117 • 612-827-6117



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.

### 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

#### Masters renew before Feb 28

- 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](http://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

#### Renew licenses before Dec 31

- 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](http://www.electrical.nebraska.gov) \*6 Code; or all Code



#### North Dakota

- Master Electrician..... 8\* due April 30 annually
  - Journeyman Electrician..... 8\* due March 31 annually
  - Class B Electrician ..... 8\* due April 30 annually
- [www.ndseb.com](http://www.ndseb.com) \*4 must be Code



#### South Dakota

- 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.



# Work & Enjoy Life More!

## Quiz on the Code

### Solar Voltaic Systems



- The NEC state that an "AC Module System" is \_\_\_\_\_.
  - PV material that is automatically listed when sold as a system.
  - A component of a PV system that provides equipment cooling in control cabinets
  - An assembly of ac modules, wiring methods, materials, and subassemblies that are evaluated, identified, and defined as a system.
  - None of the above.
- Photovoltaic systems with PV system dc circuits operating at \_\_\_\_\_ volts dc or greater between any two conductors shall be protected by a listed PV arc-fault circuit interrupter or other system components listed to provide equivalent protection.
  - 80
  - 90
  - 100
  - 1000
- PV system dc circuits and Class 1 remote control, signaling, and power-limited circuits of a PV system \_\_\_\_\_ permitted to occupy the same equipment wiring enclosure
  - shall not be
  - shall be with permission of the AHJ
  - shall be
  - has always been
- Grounding electrodes shall be permitted to be connected directly to the PV module frame(s) or \_\_\_\_\_.
  - support structure
  - any metallic surface present in the system
  - All the above.
  - None of the above.
- PV system circuits installed on or in buildings shall include a \_\_\_\_\_ to reduce shock hazard for firefighters.
  - an "on pilot light" to indicate equipment is in operation
  - rapid shutdown function
  - audible indicator for power presence
  - All the above.
- Which of the following equipment used in a photovoltaic system must be listed based on the NEC Article 690.4(B)?
  - rapid shutdown equipment
  - dc circuit controllers
  - dc combiners
  - All the above

**Answers:** 1. (c) Ref: 690.47(B); 2. (a) Ref: 690.12; 3. (c) Ref: 690.31(B); 4. (a) Ref: 690.47(B); 5. (b) Ref: 690.11; 6. (d) Ref: 690.4(B)

## Toolbox Talks

### Cold Stress

- Emergencies from cold temperatures can be the result of both local cooling (affecting one area of the body) or general cooling (affecting the entire body).
- The first line of defense to eliminate problems from the cold is setting guidelines for what temperature is too cold for employees. Remember, the effect of cold is greatly increased by wind chill. (See the wind chill chart on the next page). In addition, the Cold Stress card located at <https://osha.oregon.gov/OSHPubs/3336.pdf> can be copied and given to your employees to use as a guide.
- The second line of defense is to dress in layers and wear clothing that wicks moisture from the body, including a hat. It is estimated 40% of heat loss occurs from a person's head. Note: if you must work outside in extreme temperatures, never work alone.

Frostbite and hypothermia are cold-related emergencies.



### FROSTBITE - Signs and Symptoms:

Stages of overexposure to cold for body extremities:

- Frostnip: Affected area is red, then white. Upon entering a warm environment, the person may complain of a burning or tingling sensation. Many of us may have experienced this feeling after spending too much time outside in cold weather. If symptoms do not improve after a short time, seek emergency care for frostbite.
- Frostbite: Skin surface is hard. Tissue under the skin is soft. The skin color will appear white and waxy. This person should be treated by emergency personnel. Note: warming an area that is already frozen may further injure the area if done inappropriately. Follow instructions from emergency personnel.
- Freezing: Skin surface and tissue under skin is hard. Skin color will be blotchy white, grey, or blue. Again, this person should be treated by emergency personnel. Follow instructions from emergency personnel.

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Find this poster and more at:  
[www.electricalassociation.com/NEWS](http://www.electricalassociation.com/NEWS)

Submitted by Graybar

## Is Jobsite Productivity Hurting Project Profitability?

The Graybar Minneapolis Customer Solution Center has been expanded to focus on labor saving solutions for our customers in the Twin Cities area.

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

We have seen an increase in customer requests for services such as fixture carts, job carts, kitting services, and Graybar SmartReels. These services can help our customers manage materials in multiple ways. Fixture carts deliver unpackaged fixtures directly from Graybar to the point of installation, saving time and money and cutting down waste on any jobsite. Meanwhile, job carts can be mobilized with or without Graybar vendor management to stay stocked with the parts needed for each phase of a project. Job carts are available in a variety of styles to accommodate any type of materials.

Finally, Graybar SmartReels offer a portable payout system that makes it simple and safe for one person to move reels weighing up to 5,000 pounds – without the use of a forklift or pallet jack.

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

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



[www.graybar.com](http://www.graybar.com)



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

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**Lutron Caseta Diva Smart Dimmer**

The new Lutron Caseta Diva Smart dimmer features a simple intuitive design that matches existing paddle switches, provides easy precise dimming with a soft-glow light bar, works with existing wiring, and has a flexible 3-way/multi-location control capability for wired and wireless applications. It is available in six colors and is perfect for use in kitchens, dining rooms, and bedrooms. Available at all Viking Electric locations [vikingelectric.com](http://vikingelectric.com).



**New ABB PowerMark PRO Load Centers**

The new ABB PowerMark PRO load centers enable you to work faster and perform more efficient circuit breaker installations, with advanced PowerMark PRO plug-on neutral electronic circuit breakers that attach to the neutral bus using ABB's unique ReliaLock™ connection and round plug-on neutral bars. Plus, the elevated factory-installed neutral and ground bars simplify wiring, and help reduce labor time and project costs. Available at Viking Electric's Twin Cities and Northern Minnesota locations where ABB products are sold – or visit [vikingelectric.com](http://vikingelectric.com).



### PRODUCT/SERVICE MEMBERS!

If you would like to highlight your new products, email us at [rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com).



Alex Hyatt  
National Sales Manager

## Member Benefits

### Receive Your Code Hours for Master Renewal

A reminder to all Minnesota master electricians: The deadline for license renewal is February 28th, 2023 and you must meet the 16 hour Continuing Education requirement before renewing.

Winter will be upon us soon and is the perfect time to receive your code hours. The Electrical Association offers a wide variety of courses, both classroom and online based, to fulfill this requirement. Our instructors are highly regarded, knowledgeable and well respected within the electrical industry. You can receive your training in three formats.

**Classroom Training** – From November through the end of February, there will be over a dozen opportunities to receive your hours in a traditional two-day format here in the state of Minnesota. For those of you in South Dakota or near the border, we will offering 6 one-day classes through the end of February as part of our South Dakota Tour, taught by our Director of Education, Mike Miller. All of our classes from January on will be covering the 2023 NEC Updates.

**Live Online Training** – If you prefer to attend training online, these classes are an easy and convenient way to receive your code hours without having to leave the comfort of your own home. Taught in 2 hour blocks, these online classes are a great option for out of state

license holders looking to receive additional hours. Our online courses are approved in MN, IA, SD, NE, WY and CO. Training is live and interactive with an instructor and additional tests or quizzes are not required. It's simple: Pay for 2 hours and receive 2 hours.

**Self-Paced Online Training** – For those of you who prefer to take online training at your own pace, our self-paced courses are the perfect option. These

courses offer the convenience of online learning at your own pace, while still providing the exceptional training the Electrical Association is known for.

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

**REGISTER EARLY!**

**Masters! Your Licenses Expire Feb 28!**

*Are we coming to your city?*

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Cottage Grove • Mankato • Marshall • Plymouth  
Rochester • Rogers • Woodbury • Worthington**

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**NEW! 2023 NEC content starting in January!**

**Questions? [education@electricalassociation.com](mailto:education@electricalassociation.com) • 612-827-6117**

## Member Spotlight:

### Warren Olson—Olson & Sons Electric, Monticello

#### Happy 60th membership anniversary to Olson and Sons Electric!

The business first started in 1959 by Milton Olson. When the business grew too large to operate out of the home and the city would not allow them to build an adjoining warehouse, the Olson's built a second home to house the business opting for an open floor-plan without walls. Eventually the business grew large enough to move to its current location on 5 acres of land off of I94 in Monticello.

Milton had 5 sons; 4 of them worked in the business. The company incorporated in the late 70s, when the 3 oldest sons, all master electricians, bought interest in the business. A fourth brother bought into ownership in the late 80s. The company is currently owned by Warren Olson, the primary shareholder, and his son Daniel Olson. Warren attributes the company's success to a great TEAM of employee's and the good relationships they have with the community; bankers; vendors; and their customers. Warren added that the new leadership skills that Daniel brings to the table, has made a big difference in their success today and is confident that Olson and Sons Electric (OSE) will be in good hands for many years to come.

Part of the *customers-first* philosophy Olson & Sons employs is to be a one-stop shop for "all their electrical and related mechanical needs. Services include electrical contracting, field service, and the addition of an electrical service center that houses a retail store and Motor Shop USA, which offers specialized electrical mechanical services across the nation such as electric motor, pump, generator repairs and rewinding.



When asked what challenging projects OSE has done recently:

- "Fair Oaks School renovation in the Metro Area was challenging because the project of this size was normally done in two summer breaks. We did it in one. The project consisted of gutting all the ceilings which included the lighting and wiring from classrooms, hallways, district offices, penthouses, and rooftop units. We replaced all wiring which included data cabling to every fixture and setting up hubs and lighting controls throughout the building. We provided all new wiring and controls to all new rooftop units and replaced old main gear feeding the building. We installed and wired VFD drives on all pumps and related equipment. We updated the fire alarm, security, clock, phone, and intercom systems. The challenge on this project was the short time timeframe.
- Minneapolis Fire Station remodel and addition, which include the 911 system. The control wiring, programming and the many systems involved, made this project challenging. Thanks to my son Dan, OSE pulled this off.
- Renovation Projects with Centra Care Hospital... it is sometimes challenging to maintain power to all systems, while wiring and replacing equipment."

When asked about what particular aspect of the Electrical Association they find most helpful, Warren mentioned the Association is a good place to get the latest information. He appreciated the ability to buy code books from our organization. He likes to bounce ideas off other contractors at meetings. Meetings also allow him to receive a better understanding from vendors regarding insurance, training and products. The networking that happens at meetings helps grows friendships within the industry. Warren loves how the Association provides direct access to OSHA reps and other compliance issues.



While Warren grew up in the electrical industry, his start was not traditional. Warren loved music and played in a rock & roll band in high school. As a senior in high school, he was called to his Christian faith and realized the rock lifestyle was not consistent with his values.

He went to a Christian college in Canada. After his freshmen year and his mom's diagnosis with cancer, he decided not to return for his sophomore year in order to help out at home. Instead, he enrolled in tech school and learned the skills in engineering and design that helped to grow the services in the motor shop including rewinding motors, motor controls & repair, and dynamic balancing of equipment. Years later, the Christian college reached out and offered Warren a position on their board where he advised for 16 years. Warren's faith and volunteerism is obviously very important to him. He still devotes time to his music playing stringed instruments such as lead guitar, bass guitar, banjo, and ukulele. He has provided volunteer entertainment at Monticello's Art in the Park, community fundraising events and has organized community jam sessions.

We are so proud to have a member like Warren in our community!



Tim Pass, Accountant,  
Smith Schafer CPAs

## Compliance

### Business Valuation Insights Post COVID-19

More than two years after COVID-19 changed the world, business valuations are still challenging.

#### Risks & Market Conditions

COVID-19 created significant market risk for companies during and after the height of the pandemic. Ongoing risks that need to be considered range from the larger economic environment in which a company operates to credit, liquidity, and forecasting risks. For example, businesses in some industries may never see the same level of economic demand or production. The same can be said for companies whose demand surged as for those who saw revenue drop substantially. The resulting impact to future cash flows can be unstable and is a significant risk that needs to be considered in a valuation.

And even now, short-term financial and economic forecasts are still uncertain. Some regions continue to experience COVID spikes. Rising energy and material prices are affecting the bottom line and further straining company budgets.

#### Inflation and the Rising Interest Rates

Since January 2022, markets have become increasingly volatile, reversing a trend that appeared to mark overall economic growth and recovery. Rising interest rates and the threat of inflation are causing the cost of capital to go even higher. Long-term inflation estimates in the US increased from 2% at the height of COVID to 2.6% as of May 2022. For valuations,

inflation expectations play heavily into the discounted cash flow method. It also means that businesses may find it harder to create and preserve value. And with a predicted recession in 2023, business owners with an eye on an upcoming transition will need to do their best to stay ahead of inflation. McKinsey data suggests that to do this, earnings need to grow faster than the rate of inflation, which can be hard for most companies to achieve.

#### Business Transitions

It's estimated that three-quarters of current business owners will plan their exit in the next 10 years. As the process unfolds, some of the traditional paths are already going by the wayside.

In business sales, finding strategic buyers isn't the main priority for most sellers anymore. A Deloitte study found that only 37% of potential sellers identified strategic buyers, compared to 52% pre-COVID. Additionally, new business combinations and alternative transactions are beginning to replace traditional buy-sell agreements. More businesses are restructuring, which includes reorganizations, changes to working capital, cost reduction, and legal entity changes.

For buyers, access to labor and technology are two driving factors. It's becoming more common to see buyers snap up companies not for assets or market share but for talent. Strategic partnerships that result in new capabilities are also happening more.

In all these transitions, an accurate, reliable, and current valuation is necessary.

The message here is that what was once a typical valuation transaction is far from guaranteed. Business owners will need to consider their goals for the transaction more than ever. Depending on the outcome, there may be multiple ways for a valuation to support that goal. Talking with a business valuation advisor first can help to ensure the valuation process and methodology aligns with the result.

#### Valuation Multiples

Overall, the focus now seems to be more on forecasts and budgets and less on past results. Consideration needs to be paid to more than just the entity. It's important now to evaluate all inputs and variables affecting output. The more inputs that the company can control, the more exact and reliable the valuation. A cost or asset valuation approach may be a better indicator of performance in the current environment, though each situation is unique.

#### Contact Us

A single approach does not work for all transactions, and especially now there is an even greater need for careful, objective analysis. If you have questions about the information outlined above or need assistance with an asset of business valuation, Smith Schafer can help. We look forward to speaking with you soon.

Condensed from the full article:  
[www.smithschafer.com/blog/2022-business-valuation-considerations/](http://www.smithschafer.com/blog/2022-business-valuation-considerations/)



**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

rates and other factors are having a chilling effect on home sales in Minnesota, even as prices of new and existing homes continue to rise. (Finance & Commerce. Oct 2022)

## ECONOMY

**US worsening inflation will pressure Fed to keep raising rates...** Inflation in the US accelerated in September, with the cost of housing and other necessities intensifying pressure on households, wiping out pay gains

and ensuring that the Federal Reserve will keep raising interest rates aggressively. (AP. Oct 2022)

**MN Inflation...** Inflation in Twin Cities, like the nation as a whole, remains uncomfortably high. New data released Thursday showed that the year-over-year prices consumers paid for services and goods in September climbed 7.4% in the Minneapolis-St. Paul region. They rose 8.2% in the U.S. as a whole. (Star Tribune. Oct 2022)

**MN Interest Rates...** As of Tuesday, October 25, current rates in MN are 7.25% for a 30-year fixed and 6.48% for a 15-year fixed. ([www.bankrate.com](http://www.bankrate.com))

## ENERGY

**Minnesota Power launches new solar projects...** Energy from the site will feed Minnesota Power's overall system, adding renewable solar energy to the grid that serves the company's 145,000 customers. Its output is expected to be about 2,500 MWh of electricity each year, or enough energy to power nearly 300 homes. (Business North. Oct 2022)

## LABOR & MANAGEMENT

**US Unemployment Rate...** The national unemployment fell to 3.5% and was 1.2% lower than in September 2021. <http://www.bls.gov/cps/>

**MN Unemployment Rate...** The unemployment rate increased to 2% in MN in September, on a seasonally adjusted basis. It was the second consecutive monthly increase, after over two years of steady decline. (MN DEED. Oct 2022)

## SAFETY

**E-Bikes...** distributed by Ancheer. Recalled due to batteries igniting, causing fire, explosion and burn hazards. Contact: [www.ancheer.shop/pages/recalls](http://www.ancheer.shop/pages/recalls). Phone: (888) 661-1330. Email: [service@ancheer.shop](mailto:service@ancheer.shop). (CPSC.gov. Oct 2022)



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## WELCOME NEW MEMBERS

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<b>Electrical Production Services Inc</b> .....	Chaska
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<b>EME LLC</b> .....	Scandia
<b>Loosbrock Electrical Constr. LLC</b> .....	Luverne
<b>McQuillan Home Services LLC</b> .....	St Paul
<b>Sun Badger Solar LLC</b> .....	Bloomington

## CONGRATULATIONS

**Samantha Kunkel...** daughter of Jeff and Vicki Kunkel, graduated this spring from South Dakota School of Mines and Technology with a degree in Civil Engineering. She is currently living in Denver, CO and working for Kiewit Construction as a Civil/Environmental Engineer.



**New staff members in CCLD, Electrical Inspections...** Ronald Ditsch – state electrical inspector (Kittson, Roseau, Pennington and Marshall); Austin Kurtz – state electrical inspector (Rock, Nobles, Pipestone); Jason Ekholm – state virtual inspector to support our new state inspection areas.

## EVENTS & EDUCATION

**Welcome Megan Schroeder to the Electrical Association...** Megan will be administrating the Apprenticeship program and eventually the continuing education self-paced program. If you have questions in these areas, please reach out to Megan (mschroeder@electricalassociation.com).



**Electrical Association's regional event...** December 1, Cottage Grove (5:30PM-8:30PM). 20-minute mini sessions. Read more in Clara's article on page 2.

**Electrical Association's Annual Conference...** February 2-3, 2023. Read more in Clara's article on page 2.

## THANK YOU! THANK YOU!

### Federated Insurance...

- 2022 Yearlong Sponsor
- Sponsor of Electrical Association's regional event in Cottage Grove Dec 1



### Viking Electric...

- 2022 Yearlong Sponsor



### ATEK Distribution...

- 2022 Yearlong Sponsor



### Border States...

- 2022 Yearlong Sponsor



### Van Meter...

- Host of our 16-hr code class Dec 1-2.
- Sponsor of Electrical Association's regional event in Cottage Grove December 1



### Sunbelt Business Advisors...

- Sponsor of Electrical Association's regional event in Cottage Grove, December 1



# the Classifieds

**The State of Iowa Electrical Examining Board is now hiring...** Filling 3 electrical inspector positions: SW Iowa, Central/NW Iowa, NW Iowa. Complete an application for each posting that you are interested in. Link to the job postings: [www.governmentjobs.com/careers/iowa](http://www.governmentjobs.com/careers/iowa). Use the keyword "inspector" in the search field. If you have any questions please feel free to reach out at: [byoung@dps.state.ia.us](mailto:byoung@dps.state.ia.us).

### Rouzer Career Opportunities!

- **Account Manager, Electrical Division...** Full-time employee. Location: Twin Cities. Salary based on skills & experience.
- **Commodity Sales Representative, Electrical Division...** Full-Time. Salary based on skills & experience. Location: St Louis Park, MN.
- **Business Development Manager, Electrical Division...** Full-Time. Salary based on skills & experience. Location: MN, ND, SD, and Western WI.

Read the full job descriptions at [www.Rouzer.com/careers](http://www.Rouzer.com/careers).

### Youth Instruction Needed, Minneapolis...

Lake Street Works is looking for a youth instructor. No current license or certification necessary. Just an in-depth understanding of electricity and a desire to mold the next generation of electricians. \$100/hour. Call or email Jess at (612) 210-9160 or [jess@lakestreetworks.org](mailto:jess@lakestreetworks.org).

### 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 [rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com).

### Greenlee 686 Tugger with Gang Box...

- Motor 4000lb capacity
- Very good condition with a storage box.
- \$3200 negotiable
- Delivery is possible



Email Jayson Oswald at Landmark Electric:

[j@Landmarkelectricinc.com](mailto:j@Landmarkelectricinc.com).

See Facebook Marketplace for more info: [www.facebook.com/marketplace/item/1053545308839442/](https://www.facebook.com/marketplace/item/1053545308839442/)

### 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 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 represent the company as a professional and idealistic organization.

Email your resumes to [rbrunclik@electricalassociation.com](mailto:rbrunclik@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](mailto: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.



### 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)

Postings are a free benefit of membership! Email your listing to Rennell ([rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com)).

[www.electricalassociation.com/classifieds](http://www.electricalassociation.com/classifieds)

Submitted by the professionals at MNOSHA Workplace Safety Consultation

## The Importance of Worksite Pre-Planning



From Oct. 1, 2016, through Sept. 30, 2021, the annual average number of fatalities under Minnesota OSHA jurisdiction was 26. The two most-common types of workplace fatalities were contact with an object or equipment, and falls. Oftentimes, fatalities can be avoided through the simple task of pre-planning.

Every employer should take the time to assess routine and non-routine tasks and pre-plan strategies to help control adverse effects. Complacency is often prevalent when dealing with routine tasks. Consistent evaluation of these tasks and identification of potentially hazardous conditions can help employers improve effectiveness and avoid injuries. Pre-planning non-routine tasks is extremely important because it allows the employer to identify potentially hazardous conditions, evaluate and eliminate hazardous situations before accidents occur.

Construction, especially, is an ever-changing environment where no two days are the same. Planning the work before it occurs places employee safety at the forefront. Some examples of pre-planning include:

- establishing traffic patterns in yards and delivery areas;
- positioning workers outside of areas where objects could potentially fall on them

- identifying areas where the possibility of falls is present and implementing employee protections;
- having the appropriate protections (fall protection, trench boxes, lockout devices) available before any work commences.

Taking the time to familiarize new and existing employees with their worksites, fixed or mobile, has proven beneficial. Simply explaining to an employee where they park, eat, break, use the restroom, and how to get there, can reduce the risk of injury.

Previous accident investigations can also be a useful tool when determining how to pre-plan and what things to look for. Through the course of accident investigations, employers often conclude the victim simply made a mistake or was in the wrong place at the wrong time. Bad decisions can certainly lead to serious injuries and fatalities, but to fully understand the root cause, an employer needs to consider everything that led to the event and what could have been done to prevent it.

Communication is crucial when it comes to accident prevention. Pre-shift meetings and regular communication between leadership and workers allows a time for everyone to reflect on the tasks in front of them and address any concerns.

Pre-planning work can prevent injuries and save lives.

About MNOSHA Workplace Safety Consultation Minnesota OSHA (MNOSHA) Workplace Safety Consultation provides 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 employer 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.

### MNOSHA Workplace Safety Consultation:

Minnesota OSHA (MNOSHA) Workplace Safety Consultation provides 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](mailto: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](http://www.dli.mn.gov/about-department/our-areas-service/minnesota-osha-workplace-safety-consultation).



Mike Miller  
Director of Education

## Word on the Street

### Conference Season

#### IAEI Western Section

The big one was the IAEI (International Association of Electrical Inspectors), Western Section held in Sioux Falls in September 17-21.

The Western Section is comprised of 17 states. Over 200 people were in attendance and were able to hear about changes to the 2023 NEC presented by members of many Code Making Panels. Participant were able to directly ask questions about the changes as they were presented.

By now you have probably heard about a few changes, and just to let you know, the Association

now has **2023 NEC code books available for immediate shipping**. Significant changes include:

- GFCI additional requirements
- Cannabis Extraction Equipment Wiring
- PV Installations on Bodies of Water
- Ground Fault Protective Equipment Changes
- Definitions and Reconditioning

We also see the 2023 NEC looking to ensure the safety of equipment and wiring when it comes to PoE wiring, fault managed power systems, and cybersecurity. Plan on attending one of the many **2023 Code Update classes** we feature throughout the Winter and Spring months. Check our website for dates and locations.

#### Minnesota Solar Energy Industries

The October conference was the Minnesota Solar Energy Industries Association MnSEIA annual conference in Minneapolis on October 17-18. This organization promotes all phases of solar energy and has a membership of 146 members, which include installers, developers, manufacturers, and supporters. The organization promotes education, advocacy and networking events as well as a strong solar and storage market. Numerous vendors lined the halls of the Regency Hyatt Hotel to display the latest equipment, components, and technology for conference attendees.

Until we meet again, wire carefully and be safe!



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## Last Call for TLED Bonus Rebates

The One-Stop Efficiency Shop, sponsored by Xcel Energy, is offering **25% more in rebates for LED tubes** alongside our existing bonus rebates for interior DLC and DLC Premium fixtures. LED tubes were previously rebated at \$160 kW/\$.08 kWh and will now receive \$200 kW/\$0.10 kWh. Signed and dated customer participation agreements must be submitted to the One-Stop team by **November 15, 2022**, for projects to qualify.

### 2022 Interior Lighting Rebates

Equipment	kW	kWh	Cap*
Screw-in lamps	\$160	\$0.08	50%
Non-DLC luminaires/retrofit kits, LED High Bays (replacing HID), and LED tubes	\$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.

**Q: What equipment is included?** Interior LED tubes and DLC and DLC Premium-listed fixtures and retrofit kits are eligible. Exterior LED tubes and DLC and DLC Premium-listed fixtures retrofit kits are not eligible.

**Q: How much more will my customers earn?** LED tubes and DLC and DLC Premium-listed fixtures and retrofit kits will receive 25% more in rebates.

**Q: What deadlines do I need to meet?**

- Fixture bonus rebates: purchase & install equipment between April 15 and November 15, 2022
- LED tube bonus rebates: purchase & install equipment between July 1 and November 15, 2022
- Submit invoices to One-Stop staff by November 15, 2022.

Contact us at [onestop@mncee.org](mailto:onestop@mncee.org) with questions about bonus rebates. [mncee.org/onestop](http://mncee.org/onestop).

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.

## Make Sure Lighting Efficiency is a Priority for Your Customers in 2023

As your customers begin to plan for 2023, make sure upgrading their lighting efficiency is high atop their annual goals.



Over the past few years, many larger businesses and industrial operations have upgraded their lighting equipment to high-efficiency LED lighting. However, many smaller and mid-sized businesses are still using less efficient fluorescent lights, primarily due to the upfront cost to upgrade.

### Xcel Energy Bonus Rebate through 11/15/22

Xcel Energy provides incentives to help entice businesses to enhance their lighting equipment. For customers who can act now, Xcel Energy currently offers bonus rebates that help to off-set the cost to upgrade.

### Benefits of LED Lighting

Once installed, businesses will see significant improvements in their lighting efficiency and lower energy bills:

1. Reduced energy use – By as much as 50-90%, which can lead to significant savings. Eartheasy reports that LEDs can save a business \$3,700 a year (based on 25 bulbs).
2. Longer-lasting – Many LEDs have a life of up to 50,000 hours, about 50 times longer than incandescent lights, 25 times longer than halogen, and 10 times longer than a typical CFL.
3. Better light quality – LED bulbs improve light quality by approximately 20%.
4. Work conditions – LED lights have been proven to help reduce the risk of migraines, and studies show they enhance employees' mood, productivity, and performance.
5. Better for the environment – LED bulbs do not contain toxic mercury, they can be recycled, and they emit less heat.

For more information about Xcel Energy's Programs and Rebates visit: [XcelEnergy.com](http://XcelEnergy.com) or contact their team of energy advisors at **855.839.8862** with any questions.



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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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We're now offering **25% more** in rebates for LED tubes

cee  
ONE-STOP EFFICIENCY SHOP®

For a limited time, the One-Stop Efficiency Shop, sponsored by Xcel Energy, is offering **25% more in rebates for LED tubes** alongside our existing bonus rebates for interior DLC and DLC Premium fixtures.

Visit [mncee.org/onestop](http://mncee.org/onestop) to learn more about the One-Stop Efficiency Shop®.

For projects to qualify, equipment must be purchased and installed between 7/1/2022 and 11/15/2022, and invoices must be submitted to the One-Stop team by 11/15/2022. Contact us at [onestop@mncee.org](mailto:onestop@mncee.org) with questions.

# DSG TWO NEW METRO LOCATIONS!

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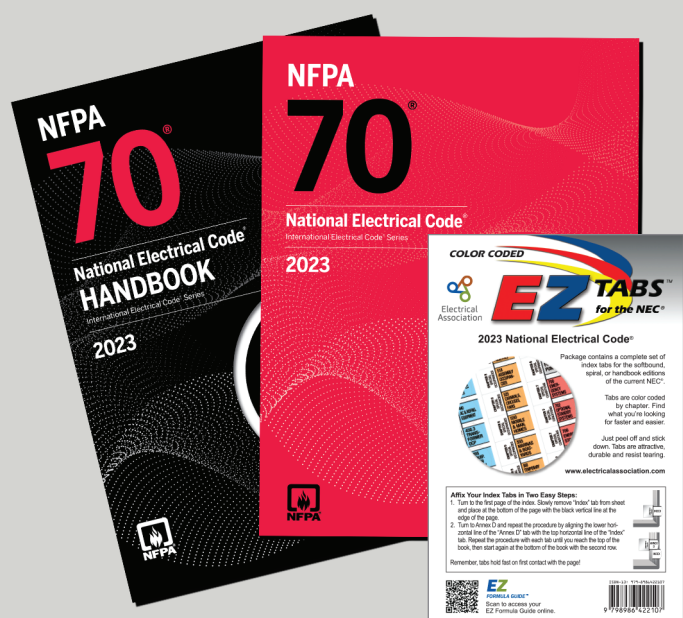
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