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Industry Report



Jeff Kunkel,
Chair of the
Board of Directors

Supporting a Risk Management Culture at Your Business

As electrical contractors, we are responsible for the safety of many people every single day. Every accident can have any number of consequences, and we need to do everything in our power to stay safe. Federated Insurance, one of our generous yearlong sponsors, submitted the information below to help us be aware of what we should be doing to lower the risk of injuries.

By: Association Risk Management Services (ARMS) Field Manager Jack West, Federated Mutual Insurance Company

Establishing and promoting a culture of risk management can have a significant impact for electrical contractors. Emphasis on workplace safety and loss prevention — from senior management to front line employees — can help businesses run more efficiently and avoid errors that could dent or break your bottom line.

Every injury, lawsuit, poor hire, and missed opportunity to plan ahead can lead to losses. Insurance can help pay for some of the direct costs of a loss, such as property damage, medical bills, and legal expenses. But electrical contractors are responsible for some related expenses such as: hiring and training new employees, lost productivity, low morale, damaged reputation, and potentially higher insurance premiums. With this in mind, prioritizing safety, good judgment, and a solid risk management plan can help protect your people and your profits.

It Starts at the Top

A risk management culture is more than just documented policies on a piece of paper. Management should be committed to upholding safety and risk mitigation across the board, and that commitment should have a ripple effect on everyone — from the most senior veteran employee to the newest hire. You can lead by example, by:

- Encouraging open communication
- Enforcing and reinforcing safety policies

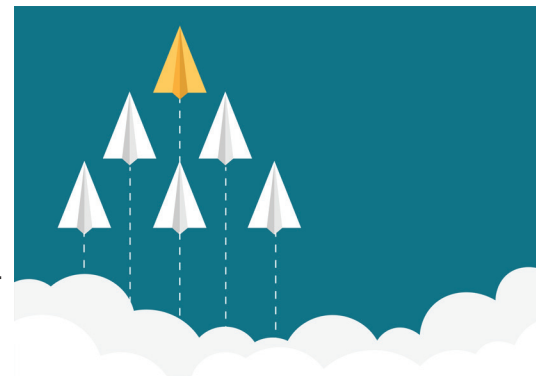
- Introducing new employees to your risk management culture and company expectations
- Investing in risk management resources

Take Control and Enforce Safety Policies

With the knowledge that many claims are preventable, it's important to create and enforce policies related to safety, conduct, and hiring. Designating a risk manager to address these critical practices is one way to take the reins. Consider the risks of not enforcing a risk management plan. It may be tempting to disregard certain infractions with the hope that an incident won't occur, but that could lead to serious repercussions down the road. A single individual failing to follow your safety practices could be costly, lead to long-lasting effects, and could lead to low morale among employees who must deal with the consequences.

As electrical contractors, it is important to continue fostering a risk management culture — both for the safety of your employees, and the well-being of your company as a whole.

For more risk management culture resources, and other risk management topics to explore, reach out to your local Federated Insurance® marketing representative today.



Masters - 16 hours needed by Feb. 28th!
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Check out our newly released Jan/Feb classes on pg 8.

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- Sept 27 First Night of Class

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Executive Director

EA Exists for One Reason Only—to Serve You!



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

Members are active at different levels: some pay dues only, others attend classes, and a few commit the time to serve on committees, boards and as officers. The Association that I belong to is Associations North, and for years we have used their educational classes for the EA staff. Recently, I was asked to serve as an officer and this year as Chair, and I realized what I had been missing! I am getting far more out of this than I am giving and I'm learning more than I ever did in a class. The more we put into our associations – the more we get out!

So, please get involved and stay involved. We are a better Association when we hear from you all and when we have an active membership. Getting to know what you need for your business allows us to pivot and serve you best.

I also wanted to take a moment to thank our industry partners. These organizations support the work that EA does for you and they are there for you as you need resources and partners to run your shop. It takes a village, and having the right partners is critical for success. This newsletter includes an insert called our **Quick Resource Guide** where you can easily find

organizations who understand Electrical Contracting and can support you and your needs. Please consider giving your business to these partners.

And if you are not currently a member of the Electrical Association, we would love to have you! We strive to be the voice of the electrical industry. The more voices that we represent and are hearing from, the better. Take a look at our website to get familiar with the benefits that we offer members. Health Care, Registered Apprenticeship, 8 hours of free CE, Discounts on CE, Consulting Services and much, much more.

 www.electricalassociation.com/benefits

Get in touch with me at (612) 252-2188 or email me at calbert@electricalassociation.com.

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

You Hold the Keys

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

Federated Insurance

Revisions to Company Policies

Q When we revise a company policy, can we just send the updated policy to our employees, or should we also have employees sign some type of acknowledgement form? If the latter, what do we do if an employee refuses to sign the acknowledgement form?

A As a best practice, employers should give employees an opportunity to review any revised policy and to ask questions about the policy's terms. Employees should sign and date a statement acknowledging receipt of the updated policy and agreeing to comply with it. The acknowledgement statement should make clear that the revised policy supersedes any prior ones. The employer should retain the signed acknowledgement form in each employee's respective personnel file so that there is a record of receipt and agreement to comply.

Depending on the circumstances, an employer may be able to condition continued employment upon each employee's agreement to comply with the updated policy. In general, any employee who, without justification, refuses to comply with the updated policy can be disciplined, up to and including dismissal, if employment is otherwise at-will and if consistent with the employer's policies and past practices.

That said, an employee may have a legitimate reason for refusing to comply with a particular policy. For example, the employee's sincerely-held religious belief might prevent compliance, or the employee might perceive the policy to compromise safety or violate public policy. The employer should evaluate the employee's individual concern and take responsive measures as the situation may warrant. Certainly, if there is merit to the employee's objection, the employer should take appropriate steps to remediate, depending upon the applicable facts. If, however, the employee lacks legitimate justification for refusing to comply with any revised policy statement, the employer may be able to take disciplinary action, as noted above.



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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.

We are so excited to announce that HealthSpark has taken off, and boy, is it electric!

Submitted by North Risk Partners

Upon the arrival of many new enrollees, we have discovered several things: people are satisfied with their monthly rates, their rates are guaranteed until January of 2024, their plan designs are rich in benefits, and their network through BlueCross is expansive. The Electrical Association is here to support you, and now in more ways than previous years. They're here to support you through one of your biggest overhead costs as an employer: health insurance.

The Problem:

Most of you fall into the small-group category in Minnesota, which means you employ under 50 people. In the small-group segment, rates (your monthly costs) through different insurance carriers are filed through the state based on age of employees and zip codes in which your business is headquartered out of. These rates change quarterly, and based on trend, rates are increasing. With age and zip code being the only factors, cost-savings are limited.

In a market where hiring is nearly impossible and retention is the golden ticket, benefits are a must. But how? This seems like a daunting task at hand. On top of that, options feel less like options and more like something you're forced to do with no means to do it.

The Solution:

All this to say, you as an employer are put in a tough position but due to the hard work and diligence of the Electrical Association, our partners at BlueCross and MetLife, and brokers, the famous quote of "where there's a will there's a way" rings true. Drum roll please.... Introducing HealthSpark!

The process to receive a quote for you and your group is simple, no commitment is needed, and obtaining a quote is free. Instead of viewing your groups as individuals, we look at all the members of the association. This gives us the freedom and flexibility to rate you based on experience versus just age and zip code. In this, we can reduce your premium costs without minimizing your plan richness and benefit. HealthSpark is a health plan offered just for you members through BlueCross BlueShield. On top of this, HealthSpark offers eight different plan designs. We've partnered with another carrier, MetLife, in providing you with lines of ancillary such as dental, vision, life, and disability.

The Results:

Upon shifting groups out of the traditional small-group market, one group alone has had \$13,000 of annual savings. Along with that, their deductible has decreased, and their out-of-pocket costs are more contained. You have a dedicated service team to help with any questions in the health insurance realm, and an implementation specialist that will ensure the paperwork and starting process runs smoothly.

Thank you all for being members of the association! Without you, this wouldn't be possible. We are grateful for your participation and dedication to this association, and we are excited to see you reap the benefits.

Get started. Call Charlie at (651) 379-7855.



Tom Revnew
Attorney, PRK&A

Compliance

Legalized THC Edibles & Drug Testing in MN

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 July 1, a new law took effect in Minnesota legalizing the sale and consumption of "edible cannabinoid products" to anyone 21 or older. The law explains that "edible cannabinoid products" are edible products (typically gummies or beverages) consisting of no more than 0.3% of any tetrahydrocannabinol (the psychoactive chemical found in marijuana, also known as "THC") derived from hemp. Most commonly, these products contain either delta-8 or delta-9 THC. The products can contain up to 5mg of THC per serving and 50mg per package. While this law does not legalize marijuana, the THC contained in these products will produce the same effects in consumers as if they had consumed marijuana, including testing positive on a drug test.

Since 1992, Minnesota prohibits employers from disciplining or discharging employees or refusing to hire applicants for consuming "lawful consumable products" (notably, food, alcoholic or non-alcoholic beverages, or tobacco) while off duty. See Minn. Stat. § 181.938. While this decades old law assuredly does not specifically reference "edible cannabinoid products", the most likely interpretation is that these THC edibles qualify as "food" or "nonalcoholic beverages" and are therefore qualified. As such, an employee or applicant's use of these products outside of work is protected under the law, and employers cannot take action against employees or applicants based solely on their use of "edible cannabinoid products".

Employers might consider reevaluating their approach to drug testing. Employees and applicants can now test positive for THC after consuming a legal product, and it is currently impossible to tell whether an employee tests positive because of a legal or illegal substance. Because of this hurdle and any potential risk of violating the lawful consumable products law referenced above, employers should weigh whether testing for THC is worthwhile.

However, no law allows employees to consume THC (medical or otherwise) during their shift or report to work under the influence. Employers should continue to enforce related work rules to address those situations accordingly, whether through rea-

sonable suspicion tests or other appropriate methods. Likewise, employers should continue testing those safety-sensitive position employees subject to federal DOT laws, as the DOT requires testing for THC, regardless of state legalization laws.

Managing testing issues can lead to some difficult legal scenarios. 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 trevnew@prkalaw.com.

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

See their ad below to get started!

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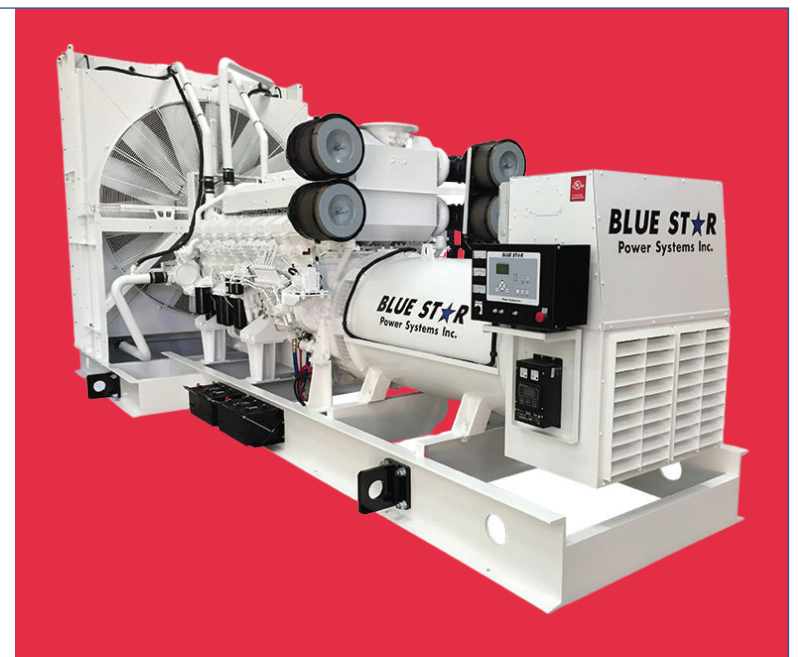
Ask for the Electrical Association discount.

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Members! Are You Using These Apps?

We've been gathering apps we think you'll like. Let us know if you are using any great apps that we shouldn't be missing out on! Educate us! Send your ideas to rbrunclik@electricalassociation.com.

www.electricalassociation.com/resources



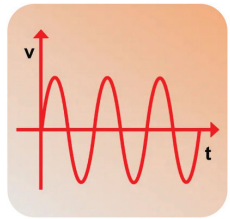
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Electrical Calculations

Electrical Calculations is the best app in the electrical sector, it has many calculations that can help you in your work.



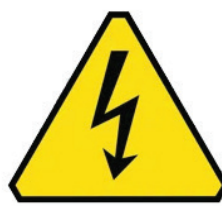
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The smart and efficient mobile data collection choice. A tablet-based, touch-friendly app that assists with electrical power system data collection in the field.



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Calculate incident energy and arc flash boundary, determine limited, restricted, prohibited approach boundaries and hazard risk category when work is to be performed on or near the energized equipment.



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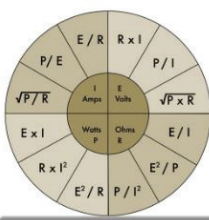
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Electronics Engineering. Loaded with tons of features. From an electronics enthusiast with a master's degree in Electronics Engineering. For engineers, students and hobbyists and anyone interested in Electronics Engineering.



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Easily calculate available fault current anytime, anywhere! Makes point-to-point fault current calculations easy. Calculate three-phase and single-phase faults & much more!



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!



CamScanner

CamScanner is one of the better-known mobile scanner apps available for Android devices. It uses your mobile's camera to scan documents. You can then apply filters and save them as a variety of file types, export, and more.

You Need to Know

COMPLIANCE

MN State Tax Treatment of Federal Relief Programs...

Over the past two years, federal programs such as Targeted Economic Injury Disaster Loan Advances, SBA forgivable loan assistance, and the Shuttered Venue Operators Grant, provided critical support to small businesses, nonprofits, and venues in Minnesota and across the country during the COVID-19 pandemic. If taxpayers excluded the grant or forgivable loan income mentioned above from their federal tax returns, they must add it back to their Minnesota tax returns on the year the income was received. As amended in the American Rescue Plan Act, the federal government excluded the relief programs mentioned above from federal taxable income. Minnesota has not conformed to these sections of the Internal Revenue Code. The funds are considered income for Minnesota tax purposes. Because Minnesota has not conformed to the federal exclusion, taxpayers will need to add it back on their nonconformity schedules on their returns. **Individual Income Tax:** Phone: 651-296-3781 or 800-652-9094; **Business Income Tax:** Phone: 651-556-3075 (Dept of Revenue. Aug 2022)

CONSTRUCTION TRENDS

US Residential Construction... Privately-owned housing starts in July were at a seasonally adjusted annual rate 9.6% below the revised June estimate and is 8.1% below the July 2021 rate. Single-family housing starts in July were at a rate 10.1% below the revised June figure. (Census.gov. Aug 2022)

ECONOMY

US Import... US import prices decreased 1.4% in July, after advancing 0.3% in June. Lower fuel and nonfuel prices in July contributed to the decline in U.S. import prices. The price index for U.S. exports fell 3.3 percent in July following a 0.7-percent advance the previous month. (US BLS. Aug 2022)

Consumer Price Index... The Consumer Price Index for All Urban Consumers was unchanged in July on a seasonally adjusted basis after rising 1.3% in June. Over the last 12 months, the all items index increased 8.5% before seasonal adjustment. (US BLS. Aug 2022)

MINNESOTA

St. Paul mayor proposes 15% property tax levy increase for 2023... The levy — which would total \$202.3 million for 2023 — would amount

to a \$231 property tax increase for the owner of a median-value home, which is \$261,800, according to Ramsey County. The property tax levy is the amount of money the city collects in property taxes, not the amount that individual property owners pay. The hike will be partly offset by a reduction in what residents pay for street maintenance. (Star Tribune. Aug 2022)

Rising mortgage rates put the squeeze on Twin Cities renters... The cost of renting is on the rise in the Twin Cities, and those gains are

You Need to Know - Cont. on page 12

Important Dates

- **9/5** Labor Day
- **9/8-9** Entrepreneur Conference (Red Wing) Register: z.umn.edu/CEC_Conference2022
- **9/14** MN Sales & Use Tax Seminar www.revenue.state.mn.us
- **9/15** Blue Steel Technologies Networking Event (see ad on page 13)
- **9/27** Apprentice Course begins
- **10/10** Columbus Day
- **10/13** MN Chamber of Commerce Manufacturer's Summit
- **11/1** Board of Electricity Meeting

To Do

- ☐ **9/15** MN monthly filers: tax return due for Aug
- ☐ **9/15** S-Corp & Partnership Qtly Tax payment due
- ☐ **9/20** MN monthly Sales & Use tax return for June
- ☐ **10/15** MN monthly filers: tax return due for Sept
- ☐ **10/31** MN qly filers: tax return due for July-Sept
- ☐ **10/15** Income tax return due for C corps that filed for an extension
- ☐ **10/20** MN monthly Sales & Use tax return for Sept



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JEFF KELJIK

EXAM PREP | APPRENTICE

Jeff is technically retired, but we are lucky he happily agreed to teach our Exam Prep course this fall. He just can't stay away from teaching...it's in his blood! If you need more than our 2-day crash course to help you pass the licensing exam, consider taking our live, online 11-week series. The course is a deep dive into what you need to know to help you pass the State exam.

 www.electricalassociation.com/examprep (See "Stop Suffering" ad on page 7.)

There isn't enough room on this page to cover all of Jeff's accomplishments, but the highlights are below:

Electrical credentials: 40+ years licensed in Minnesota; Master "A" and former Journeyworker "A"

Educational background: Dunwoody College electrical program, Bachelor's degree in Business Communications

Electrical experience: Working as an electrician for Federal government; Dunwoody college as Master of Record Contractor; Master of Record for Solar PV contractor; Owner of Keljik Writing Co.

Experience as a trainer: 35 years teaching and management experience at Dunwoody, including Department Head, Director of New Programs, and Coordinator for International Training operations

Experience as a trainer with the Electrical Association: 20-25 years teaching exam prep, apprentice classes, continuing education in class or online, writing lesson material

Professional organization affiliations: IAEI; NFPA; former member and Chair of the Executive Board of the North Central Electrical League (NCEL)

Publications, awards, certifications: Written multiple electrical textbooks, written NEC updates and Exam Preparatory courses; Award for International Technical Teacher Education; Former Executive Board member and Chairman of North Central Electrical League; have written answers to reader's electrical questions for a Minneapolis newspaper, Management and Leadership certificate from Carlson School of Management at U of Minn. Written textbooks for National IBEW. EA Certified Trainer

Family, hobbies, interests: Retired, travel to foreign lands, enjoy live theater, sharing time with family



Jeff and a young student at a career fair working through some experiments.



Jeff and his wife, Susan, at Jeff's retirement dinner.

Jeff Anderson, ATEK Distribution, Named to NSBA Leadership Council



We are proud to announce that one of our members, Jeff Anderson, ATEK Distribution, was recently named to the National Small Business Association Leadership Council.



Joining NSBA's Leadership Council will enable me to take our collective small-business message to the people that need to hear it most: Congress.

The priorities during this Congressional session include the following:

1. Bolster SBA lending
2. Support robust small-business contracting
3. Improve access to credit
4. Rein in costs of health care
5. Enact tax reform that prioritizes simplification
6. Close the partisan divide and reform politics
7. Improve workforce training
8. Regulatory reform and paperwork reduction
9. Strengthen federal innovation programs
10. Oppose counter-productive minimum wage increases
11. Support fair and simple capital gains taxes

Jeff will be focusing specifically on the cost of health care for small businesses.

ATEK is a certified Service-Disabled Veteran Owned Small Business (SDVOSB) and Jeff is proud to have served our country as an officer of Marines in the United States Marine Corps.

They provide green solutions such as EV chargers and solar panels, and Jeff plans on bringing these solutions to Washington, and a message to our legislative body that private enterprise needs Congress's help in finding sustainable, environmentally friendly sources of energy.

— Jeff Anderson, President and co-founder of ATEK Distribution

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



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. They are ready to help you!

Project 2 Payment

The digital age has transformed the way business is done. It's changed the way customers find your business, how we communicate with each other, and how we pay the bills. Heck, it's even created new currencies! Electrical contractors have worked hard to transform many homes and businesses to comply with modern standards, but many contractors don't carry that same modern efficiency into the customer experience they provide.

According to Allan Thomas Chiulli, a guest contributor for TheStreet, there are five factors of the digital age: reduce friction, enhance the user experience, create collaboration, build community, and generate a two-sided network effect. To paraphrase his article "5 Things You Need to Know for the Digital Age," every aspect of your service should be easy for your customers. Reducing friction enhances the customer experience and creates collaboration between you and your customers, which builds community, and ultimately creates a two-sided network effect. If you can provide great service at a low price with all the comforts of the digital age (the customer experience), you have the perfect trifecta to generate demand for your services.

How to improve customer experience

Customer experience starts when a customer finds your services to get pricing on an electrical project and typically ends after the customer pays for service or reviews your company online. Efficiency and removing points of friction is at the core of a good customer experience, which is where Project 2 Payment comes in.

Project 2 Payment is a simple and easy-to-use tool to help contractors streamline projects—from project creation to payment. With fast project bidding, versatile billing options, and simple tracking and reporting for projects and invoices, Project 2 Payment provides a smooth experi-

ence for your customers while you get to spend less time at a desk and more time in the field.

There's no need to spend nights and weekends catching up on estimates and invoices. With Project 2 Payment, electrical contractors create the estimate right on the spot and email it to the customer for approval before leaving the job site. This starts the collaboration process; the customer isn't waiting for further communication and has all the information needed to make the decision right at their fingertips.

Did you know that 85% of customers prefer to pay by credit card? To make the customer experience easy and efficient, Project 2 Payment converts the estimate into an invoice with a link for the customer to make a down payment or pay in full via a secure payment portal. Once you receive payment, it's tracked under the customer and the project to make reporting easy.

For a limited time through the Electrical Association, you can get Project 2 Payment for free!

To learn more visit: www.project2payment.com/electrical-association.

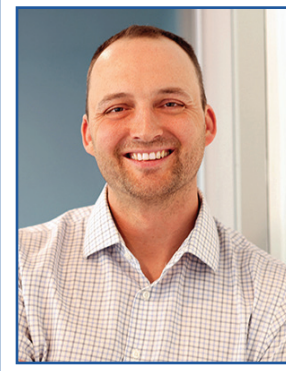
Want to know if your company is providing a digital age-worthy customer experience? Take this 2-minute quiz to find out: www.project2payment.com/cx-quiz.

Simplify your customer experience with a project estimation and invoicing tool that works as hard as you do.

To learn more, visit: www.project2payment.com

Or contact
Ryan Beck
ryan.beck@project2payment.com
855.447.7541

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 Adv.

Pay Raises? How About Something Better

This will come as no surprise, but do you know what a large majority of Americans consistently list as one of their main sources of stress? Money. This is not pandemic-induced; money stress has consistently topped the list from year-to-year as far back as the survey goes. In a world of such abundance, how can so many people be so stressed about money?

I know how most people feel – if they just earned a bit more than they currently earn, then things would be better. For a certain number of people really struggling to make ends meet, that may absolutely be true. But for many, "more" is not the solution. When we get a pay raise or windfall, we quickly adjust our lifestyle, even if it doesn't feel obvious. A 10% raise can easily be absorbed by ever-so-slightly nicer groceries, restaurants, vehicles, clothes, vacations, etc. The "stuff" gets nicer, but the problems remain the same.

Don't get me wrong; more money can be a great thing, but after a certain level you're just chasing the horizon. For most, changing the way they manage, interact and think about money will be more impactful to their quality of life than a pay raise could ever provide. This is where employers can really help: **Offer financial planning services as an employee benefit.**

Financial planning is not just for the wealthy or those about to retire. Paying down unwanted debt, not feeling stretched from month-to-month, or just generally feeling more in control of your finances are all things that can measurably improve feelings about money and are not directly related to wealth or retirement. One-on-one guidance and accountability from a professional can give employees the tools they need to finally reduce their stress over money.

The next time you are considering a pay raise, consider financial planning services as a more cost-effective, more impactful alternative.

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Workforce Development



Michelle Dreier
Member Engagemt/
Gov't Affairs Manager

Lake Street Works

Recently I had an opportunity to speak to the participants of **Lake Street Works**. Lake Street Works is an after-school program for Junior and Senior High School students in South Minneapolis. It's a rough neighborhood and most of the students are coming from a place of poverty.

I was very impressed by the students. They greeted me immediately and introduced themselves. Then they invited me to a game of Uno. I had arrived early and programming was not set to start for another 30 minutes.

There were 18 youth in attendance. I was asked to provide a construction overview and explain the difference between merit shop and union employment.

Many of these participants know very little about construction and the terms. They asked many questions as they start to learn about the varied employment options available to them in the construction industry.

Lake Street Works is a very new two-year workforce development program. They have been providing services for about a month now. A student enters the program as a junior and exits as a senior. Counselors check in with the participants daily and provide guidance regarding financial literacy and life coaching.

The program is a mixture of guest speakers and hands-on learning in the Lake Street Works lab. Participants will receive training in HVAC, Electrical, Carpentry, and Plumbing with a goal of either moving on to a technical college education or apprenticeship by high school graduation.

The first graduates should be available for hire next spring. If you would like to get involved, there are opportunities for mentorship and guest speakers.

The program also lost their electrical instructor. If you would like to spend a couple of hours a day teaching this fantastic group of eager learners, please contact Jess Coykendall. The advertisement for the your instructor is listed below.



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No current license or certification necessary. Just an in-depth understanding of electricity, and a desire to mold the next generation of electricians.

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Jess Coykendall
(612) 210-9160 • Jess@LakeStreetWorks.org

Lake Street Works is a construction skills training center in South Minneapolis, preparing high school Juniors & Seniors for life after graduation.

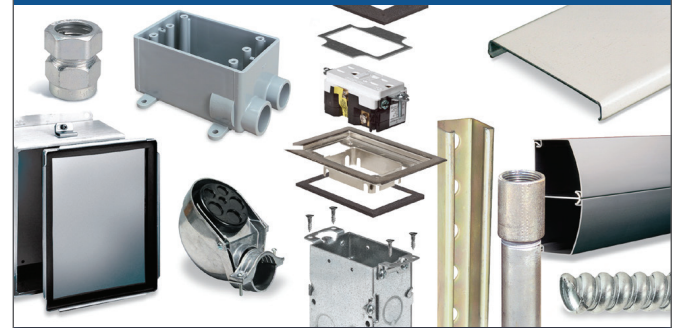
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To begin, just call EA, explain your situation to our consultant, Michelle Dreier, for a quote. She will let you know how we can help you!

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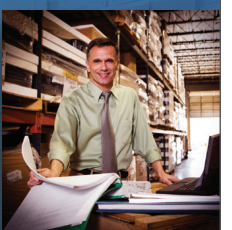
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Develop Your Career

Education Calendar

CE Requirements

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

16 Continuing Education Credits (Classroom)

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

- Sept 15-16 (8am-5pm) **St Louis Park (ROUZER GROUP)** Code Highlights, You Be the Inspector
- Oct 6-7 (8am-5pm) **Duluth** Grounding & Bonding, Motor Installions, Overcurrent Protection
- Nov 4-5 (8am-5pm) **Brooklyn Center** Code Highlights, Motor Installations, 70E
- Nov 10-11 (8am-5pm) **Rochester** Code Highlights, You Be the Inspector

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

2023 Schedule Announced*

- Jan 12-13 (8am-5pm) **Mankato**
- Jan 13-14 (8am-5pm) **Bloomington** *More January/February classes for the Marshall, Shakopee, and North-western Metro area—dates TBA soon!
- Jan 19-20 (8am-5pm) **Woodbury**
- Feb 9-10 (8am-5pm) **Worthington**
- Feb 10-11 (8am-5pm) **Rochester**
- Feb 17-18 (8am-5pm) **Baxter**
- Mar 9-10 (8am-5pm) **Cottage Grove (Van Meter)**

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



Thank you to our Class Host:



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)
- Sept 8 (6:30-8:30pm) 2020 NEC® Overcurrent Protection for Unlic Personnel
- Oct 19 (6:30-8:30pm) 2020 NEC® Motors, Controls & GFCI
- 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

- Oct 1-2 (8am-5pm) **Bloomington** Two-Day Crash Course
- Sept 27 - Dec 20 **Online** 11-Week, Tuesday Evenings (6:30-9:30pm)

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

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

NEW COURSE!



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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 *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 *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 *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

Fire Alarm Systems



- The power supply output voltage for a non-power limited fire alarm system shall not be more than _____ volts nominal.
 - 600
 - 250
 - 125
 - 30
- Where Type CI (circuit integrity) cable is used for fire alarm systems and installed within _____ of the floor, it must be fastened at intervals of not more than _____.
 - 12 ft; 24"
 - 10 ft; 30"
 - 7 ft; 18"
 - 14 ft; 60"
- Power-supply and fire alarm circuit conductors shall be permitted in the same cable, enclosure, or raceway _____.
 - only when not connected to the same equipment
 - only where all conductors are insulated for the same voltage level
 - only with permission of the AHJ
 - only where connected to the same equipment
- Which wiring method is not permitted for installation of PLFA cables in a hoistway?
 - Type EMT
 - Type RMC
 - Type IMC
 - All the above are permitted for this installation.
- When considering the branch circuit for a fire alarm system, which statement is true?
 - The branch circuit supplying the fire alarm equipment(s) may supply other emergency equipment.
 - It shall be identified as "EMERGENCY ALARM CIRCUIT."
 - The circuit disconnecting means shall have red identification.
 - All the above apply.
- A _____ shall be installed where fire alarm cables emerge from raceway used for mechanical support or protection.
 - bushing
 - conduit seal
 - cable connector
 - seal off fitting

Answers: 1. (a) 460.41(A); 2. (c) 460.24(B); 3. (d) 460.48(B); 4. (d) 460.130(B)(3); 5. (c) 460.41(B); 6. (a) 460.3(K)

Toolbox Talks

Lockout/Tagout Tips



In early August, three workers at the Google data center in Council Bluffs, Iowa, sustained burn injuries at what was reported as an arc flash "electrical incident." The electricians were working on a substation close to the data center buildings when an arc flash occurred. Thankfully, as of Aug. 9, the workers were in stable condition.

Read the tips below to help you work safely.

- Lockout the panels during remodeling/renovation work. Many contractors fail to perform this important task beyond "flipping the switch."
- Lockout switches or breakers when installing new fixtures on an existing circuit.
- 1926.405(j)(1)(l) Live parts - Fixtures, lamp holders, lamps, rosettes, and receptacles shall have no live parts normally exposed to employee contact.
- 416(a)(1) No employer shall permit an employee to work in such proximity to any power circuit in any part of an elec-

tric power circuit that the employee could contact in the course of work, unless the employee is protected against electric shock by de-energizing the circuit and grounding it or by guarding it effectively or by other means.

- During service work, live electrical circuits should be de-energized before the employee works on or near them, unless the employer/employee can demonstrate that de-energizing introduces additional, or increased hazards or is not feasible due to equipment design or operational limitations.
- 1926.417(a) Controls that are to be deactivated during the course of work on energized or de-energized equipment or circuits shall be tagged.
- 1926.417(b) Equipment or circuits that are de-energized shall be rendered inoperative and shall have tags attached at all points where such equipment or circuits can be energized.
- 1926.417(c) Tags shall be placed to identify plainly the equipment or circuits being worked on...

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Your Reward for Working SAFELY... is at HOME!

Submitted by Viking Electric, A Sonepar Company



Capturing the Voice of Your Customer Is More Important than Ever

As the electrical industry gets more complex, many customers are looking for electrical distributors who are interested in understanding their customers' needs and improving the overall customer experience. With this in mind, it is vitally important that distributors endeavor to capture the voice of their customers.

The voice of the customer can be defined as the process of soliciting and gathering the wants, needs, expectations, and performance standards directly from its customers. This is especially important for electrical distributors, given the wide variety of products and services that they provide to customers. Unless a distributor and its customers can understand each other and define what is important to them, the distributor may not be providing the products and services, nor the value, that its customers need.

This year, Viking Electric introduced an online customer feedback tool that customers can use to provide feedback directly to the company. The information is housed in a database that allows the company to sort, manage, and analyze the data received directly from its customers. Once this data is received, Viking Electric can:

- Better understand its customers' wants, needs, criticisms, and expectations
- Prioritize the data - to improve its customer service and performance
- Fully understand its customers' perception of the value that its products and/or services bring
- Identify the company's strengths and weaknesses - to capitalize on positive experiences or make adjustments to underperforming service levels
- Identify opportunities to further solidify customer partnerships and improve customer retention
- Customize products, services, and add-ons to better match customer needs

- Develop and evaluate new concepts, ideas, services, and solutions that help customers become more efficient and grow their business
- Develop a deeper understanding of the mutual benefits of its business partnerships

As the electrical industry grows more complex, successful distributors must demonstrate a commitment to the success of their customer's business by listening carefully to their comments, responding to feedback and concerns, identifying solutions to address their feedback, and providing solutions to help improve customer service. While this is not an easy task; capturing the voice of customer is vitally important to the future success

of electrical distributors, electrical contractors, and the electrical industry.

Tell us how we're doing! Viking Electric invites its existing customers, supply partners, and electrical contractors of all sizes to share their feedback via its new voice of customer portal. The customer feedback form can be accessed here: https://soneparusa.formstack.com/forms/viking_electric_voc or scan the attached QR code using the camera on your smart phone.



VOICE OF CUSTOMER FEEDBACK FORM



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Check out this video to learn more!

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Alex Hyatt
National Sales Manager

Member Benefits

Electrical Association Online Apprentice Training is Federally Accepted

Contractors in others states now have affordable electrical training available for their apprentices just a mouse click away. For over five years, our Online

Apprentice Training has been accepted by the Federal Department of Labor. The four-year training course meets the requirement of 144 hours per year of Related Technical Instruction for use in Registered Apprenticeship Programs*.

Apprentices can now login from home, on the road or anywhere in the country to attend class with our top instructors. Students dedicate 6 hours a week outside of work to related electrical training, with 3 hours of online instruction and 3 hours of additional coursework.

Our Online Apprentice Training is preferred by electrical contractors for the following reasons:

- Use of live instructors in a convenient online format held in the evenings. Apprentices can attend class right from the comfort of their own home or while on the road with no additional travel required, all while working full time.
- Time provided during every class for questions and answers, as well as comments from other students.

- Proper training helps you avoid code violations and expensive rework on jobs.
- A great career development tool. Helps contractors determine who is motivated and likely to become a licensed electrician.
- There is a greater chance that the apprentice will remain employed with the company and are less likely to go to a competitor.

Investing in training for your employees means investing in the future of your business. Trained employees are more productive, make fewer mistakes and have increased job satisfaction. As a member of the Electrical Association, you receive a 15% discount on tuition and save on textbooks.

To find out more about our Online Apprentice Training or on becoming a member, go to www.electricalassociation.com or call us today at 612-827-6117.

*Please check if your state has additional requirements.



Classes Start
Tuesday, September 27!

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: Electrical Apprenticeship**
Jeff Kunkel, Kunkel Electric Inc.
- Episode 6: Association Health Plan**
Gary Helm, North Risk Partners
- Episode 7: Project Labor Agreements**
Tom Revnew, PRK&A
- Episode 8: Inflation**
Ron Wirtz, Federal Reserve Bank Mpls



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- 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/monthly otherwise)
 - Education and 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





Tim Pass, Accountant, Smith Schafer CPAs

Prepare Your Business Against Potential Threats

The Association of Certified Fraud Examiners (ACFE) recently published its 2022 Report to the Nations, a global study on occupational fraud. They surveyed 7890 examiners and reported that internal fraud drains more than **\$3.8 billion** annually from global businesses. The median internal fraud loss for construction companies is **\$203,000**.

Although construction companies can experience pilferage from clients, vendors, and other sources, employees account for the highest losses when considering offenses such as fraudulent insurance claims, unauthorized time off, and theft of proprietary information. Crimes can be as simple as stealing company supplies or as complex as sophisticated financial statement fraud. Fraud by managers and key executives generates the highest dollar losses because these employees are in an excellent position to falsify financial, credential, work-related, or test-related documents for personal gain. In today's competitive environment, construction companies need sound systems to monitor all phases of their operations.

HOW IS OCCUPATIONAL FRAUD COMMITTED?

Occupational fraud involves using one's position to commit intentional wrongdoing against one's employer. Occupational fraud has three primary categories as follows:

(1) Asset Misappropriation – Involves an employee stealing or misusing resources. Included in 86% of the reported cases, with a median loss of \$100,000. The most common asset misappropriation schemes are billing schemes, noncash schemes, expense reimbursements, and check and payment tampering.

(2) Financial Statement Fraud – Intentionally causing a material misstatement or omission in the company's financial statements. It is only included in 9% of the

reported cases, but those cases have a median loss of \$593,000 per case.

(3) Corruption – Typically perpetrated by executive or management personnel and includes bribery, conflicts of interest, and extortion. Included in 50% of the reported cases, with a median loss of \$150,000 per case. (32% of cases had both corruption and asset misappropriation) Research indicates the median duration of fraud is typically 12 months before detection occurs. However, there is a significant increase in losses for cases that go beyond two years before detection. Research also shows that the more perpetrators involved in the fraud, the greater the loss per month to the organization.

The main methods used by fraudsters to conceal their fraud include:

- Creating fraudulent documents (39%)
- Altering physical documents (32%)
- Creating fraudulent electronic documents or files (28%)
- Altering electronic documents (25%)
- Destroying or withholding physical documents (23%)

DETECTION OF FRAUD

Detection is an essential step in fraud investigations, since the speed with which detection occurs can significantly impact the overall magnitude of the fraud. Having proper detection procedures in place is important, as this may increase staff's perception that fraud will be detected and could prevent future misconduct.

As has been the case in every ACFE report, tips continue to be the most common method used to detect fraud (42%). For example, more than half of fraud tips came from employees, while a third came from outside parties, such as customers, vendors, and competitors.

There are both passive methods of detection and active methods: **Passive** methods include a notification from law enforcement, a fraudster's confession, or even accidental detection. **Active** methods include internal audit functions,

management review, account reconciliations, surveillance and monitoring, and automated transactions.

PERPETRATORS

As part of the survey, respondents were asked about the fraud perpetrator's job details, basic demographics, prior misconduct, and behavioral warning signs that may have indicated fraud. Data shows the largest median loss occurs when fraud is perpetrated by owners or executives at \$337,000 per case. However, these owner and executive frauds only comprised 23% of the cases. Fraud committed by managers had a median loss of \$125,000 per case, and fraud by employees had a median loss of \$50,000 per case. This shows that fraud losses tend to be larger in schemes committed by higher-level fraudsters. The time to detect the fraud also varies based on who is perpetrating it, with owners and executives taking around 18 months to catch and staff-level employees typically only around eight months.

WHAT CAN YOUR CONSTRUCTION COMPANY DO TO PREVENT THEFT?

- Improve internal controls
- Conduct background checks
- Arrange for fraud audits
- Prosecute perpetrators
- Ethics training
- Anonymous fraud reporting mechanisms
- Install workplace surveillance devices
- Look for behavioral red flags



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

expected to accelerate in coming months. During July, rents in the metro were up 4.2% compared with a year ago, according to Yardi, a national research firm. In an end-of-year forecast, the group said that although rent increases in the Twin Cities have been the lowest of more than 30 large metros in the nation, annual rent increases are expected to accelerate by the end of the year to nearly 5%. (Star Tribune. Aug. 2022)

Interest Rates... As of Aug 22, current rates in Minnesota are 5.74% for a 30-year fixed,

4.94% for a 15-year fixed, and 4.25% for a 5/1 adjustable-rate mortgage (ARM). (bankrate.com)

LABOR & MANAGEMENT

US Unemployment Rate... the U.S. unemployment rate ticked down one-tenth of a point to 3.5% and the size of the labor force shrank by 63,000 workers, with the labor force participation rate down one-tenth of a point to 62.1%. This was due to fewer employed as well as

unemployed people nationally. (MN DEED. Aug 2022)

Minnesota's Unemployment Rate Holds at All-Time Low: 1.8%... Job growth strong, more than double the national rate. The unemployment rate held steady at 1.8% in July 2022 – tying the record low since the metric has been tracked in 1976. This was also the all-time lowest state rate on record in the United States as of June. (MN DEED. Aug. 2022)

RECALL NOTICES

Schneider Electric has issued a product recall safety notice for their QO™ Plug-On-Neutral Load Center... the wire binding screw within the lug body could potentially not be torqued properly to the Plug-on-Neutral bar. Over time, this unsecured electrical joint could result in losing the neutral connection and potentially lead to overheating at the load. Schneider has issued instructions for inspecting the affected devices, which were installed in 2020 and after. Learn more: <http://tiny.cc/bpmxuz>.



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A portable payout system that makes it simple and safe for one person* to move reels up to 5,000 lbs. when and where you need them. To learn more, visit graybar.com/smartreel

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

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Community news

WELCOME NEW MEMBERS

2 Phase Electric LLC Barnesville, MN
Project 2 Payment St Paul Park, MN
Lightinghouse USA Minneapolis, MN
Rooster Tech Inc St Hilare, MN
Further Solutions LLC Minneapolis, MN
Radtke Service LLC Brainerd, MN
Top Line Electric Lakeville, MN

CONGRATULATIONS



Jeff Anderson, ATEK Distribution... Jeff was recently named to the National Small Business Association (NSBA) Leadership Council. He'll be meeting with local representatives Tina Smith, Ihlam Omar, Tammy Baldwin,

Amy Klobuchar and Tom Tiffany to discuss NSBA priorities, specifically health care costs for small businesses. Read more on page 5.

Roslyn Robertson... Governor Walz announced the retirement of DLI Commissioner Roslyn Robertson, who has served for over 34 years at DLI. Robertson began at DLI as a student worker, moved to a labor standards investigator, then became manager of labor standards. She then worked as the director of Minnesota OSHA Workplace Safety Consultation for three years. Robertson initially retired in October 2015, but she returned to DLI in 2019 as deputy commissioner, where she oversaw the agency operation areas of apprenticeship, construction codes and licensing, labor standards, occupational safety and health, and workers' compensation. Governor Walz appointed Robertson as commissioner on January 22, 2021. Commissioner Robertson's last day was August 12. Deputy Commissioner Nicole Blissenbach will serve as temporary commissioner through the remainder of Governor Walz and Lieutenant Governor Flanagan's first term. Roslyn has been an ally of the Electrical Association throughout all of her roles at the DLI.

EVENTS & EDUCATION

Blue Steel Networking Event... Blue Steel Technologies invites you to join them in Roseville, September 15! They will be grilling hotdogs & hamburgers with all the fixings. North Risk Partners will be there too to answer your questions about the Association's health care plan! Plus they are holding a raffle! FREE FOOD AND GIFTS! Join us! RSVP: <http://tiny.cc/prmxuz>

Blue Steel Technologies is hosting a **NETWORKING EVENT!**
 Rosebrook Park - 2590 Fry Street, Roseville
 September 15 (3-6pm)
 HOT DOGS AND COLD BEVERAGES

THANK YOU! THANK YOU!

Federated Insurance...

- 2022 Yearlong Sponsor



Viking Electric...

- 2022 Yearlong Sponsor



ATEK Distribution...

- 2022 Yearlong Sponsor



Border States...

- 2022 Yearlong Sponsor



Rouzer Group...

- Host of our 16-hr code class Sept 15-16



the Classifieds

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.

Case 560 Cable Plow with Accessories...

- Case 560 cable plow with 125 backhoe, backfill blade, 2-speed transmission, crab steering
- 1818 hours
- New in 1996
- **Inspection:** Equipment is located at Minnesota's Equipment lot (233 Cajime St NE, Isanti; 763-444-8873)



Benders...

Large variety of sizes, brands and types of handles priced \$10-\$100.



Contact Dave Vander Vegt (v_v_electric@q.com) or call (763) 286-6105 (noon-6PM weekdays or any time Saturday).

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.

See Facebook Marketplace for more info: www.facebook.com/marketplace/item/1053545308839442/

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 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 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.



Carlton...

48 Carlton UA7AN (4" 45° no bell); 72 Carlton UA9DL (3" 90°); 1200 Carlton UA9DG (1 1/4" 90°); 32 Carlton 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: 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

Working Safely in or Near Excavations

Every year in Minnesota there are reports of trench cave-ins that result in the serious injury or death of an employee. Trench hazards are well-known, yet many employers fail to provide appropriate protections. With proper planning, training and application of existing standards, excavation hazards are preventable.

Minnesota law requires employers to provide a workplace free of recognized hazards that may cause serious injury or death. This includes the trenching and excavation requirements of 29 CFR 1926.651 and 1926.652.

An excavation is any man-made cut, cavity, trench or depression in an earth surface, formed by earth removal. A trench – or a trench excavation – is a narrow excavation (in relation to its length) made below the surface of the ground; in general, the depth is greater than the width of a trench excavation, but the width of the trench (measured at the bottom) is not greater than 15 feet.

In addition to cave-ins, other potential hazards include falls, falling loads, hazardous atmospheres and incidents involving mobile equipment. Two cubic yards of soil can weigh about 3,000 pounds or as much as a small car – never enter an unprotected trench.

Trenches five feet deep or greater require a protective system unless the excavation is made entirely in stable rock. Protective systems include sloping, shoring and shielding. Trenches 20 feet deep or greater require that the protective system be designed by a registered professional engineer or be based on tabulated data prepared and/or approved by a registered professional engineer in accordance with 1926.652(b) and (c).

OSHA standards require employers ensure trenches – before worker entry – are inspected by a competent person daily and as conditions change, to ensure elimination of excavation hazards. A competent person is an individual who: can identify existing and predictable hazards or working conditions that are hazardous, unsanitary or dangerous to workers; understands soil types and the protective systems required; and is authorized to take prompt corrective measures to eliminate these hazards and conditions.

In addition, safe access and egress to all excavations must be provided, including ladders, steps, ramps or other safe means of exit for employees working in trench excavations four feet or deeper. These devices must be located within 25 feet of all workers.

To learn more about excavation safety, view the standards at www.osha.gov.

**PROTECT WORKERS
IN TRENCHES**

Prevent trench collapses and save lives:

- SLOPE** or bench trench walls,
- SHORE** trench walls with supports, or
- SHIELD** trench walls with trench boxes





WWW.OSHA.GOV/TRENCHING • 800.321.OSHA (6742) • TTY 877.889.5627

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, 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.



Mike Miller
Director of Education

Word on the Street

2023 NEC Changes and Your Opinion. Take Our Survey

As you know, the NEC 2023 is soon to be released by the printers for distribution. It is no surprise that many significant changes have occurred in this version.

We thought we would check in with our readers and offer you the opportunity to weigh in with your opinion of certain changes that have occurred.

This is very simple to let us know anonymously if you agree or disagree with the changes. Just turn on your phone camera and scan the QR Code below. It will take you directly to the survey. It's that easy.

In a future publications we'll share the tabulated the results with you. We want to be a hub to gather your opinions and bring them to the NFPA en masse.

Do you AGREE or DISAGREE with the following?

1. A new requirement in Article 210.8(A) requires all receptacles for dwelling units that are 125-250 volts other than weight supporting ceiling receptacles installed in kitchens, shall be GFCI protected. The 2020 NEC required kitchens with receptacles serving kitchen counters had to be GFCI protected and ranges receptacles within 6 feet of the inside edge of a kitchen sink.
2. Article 215.18 is a new Article that requires that when a feeder supplies a: dwelling unit, dormitory units, guest rooms and guest suites of hotels and motels and areas of nursing homes and limited-care facilities that are used exclusively as patient sleeping rooms, a surge protective device will have to be installed.

3. Article 100 now contains all definitions. Those found in individual articles have been moved here. Additionally, there are no separate parts for over 1000 volts nor hazardous locations definitions.
4. Article 110.17 is a new article that restricts the performance of maintenance and servicing of equipment to only qualified persons who are specifically trained to accomplish these tasks and performs the work based on the OEM's instruction and information. Also required is the use of identified replacement parts verified under applicable product standards.
5. A revision occurred in Article 440.8 that states refrigeration of air conditioning systems (mini splits) may not be placed in a bathroom where it is closer than 3' horizontally and 8 feet vertically of the rim of the tub or shower threshold.
6. The requirement for physical protection of conductors was enhanced in new Article 547.26 that now prohibits the installation of type NM cable that is concealed in walls or ceilings of buildings that are contiguous or joined to physically livestock confinement buildings. This is due to the damage to the cable by rodents and other pests.
7. The requirements for installation tamper resistant receptacles has been revised in Article 406.12.
 - Part (1) All dwelling units, boathouses, mobile homes, and manufactured homes, including their attached and detached garages, accessory buildings to dwelling units, and their common areas.
 - Part (5) Spaces of nursing homes and limited care facilities covered in 517.10(B)(2).
 - Part (8) Residential care/assisted living facilities,

- social and substance abuse rehabilitation facilities, convents, and group homes.
- Part (9) Foster care facilities, nursing homes, and psychiatric hospitals.
- Part (10) Areas of agricultural buildings accessible to the public and any common areas.

8. Article 406.9 (A)&(B) All receptacles 125-250 volts in damp and wet locations are now required to be weather resistant. This change does not limit the ampere rating to 15 or 20 amperes.
9. A new article was introduced that allows the use of a ten (10) ampere branch circuit for protection of lighting outlets and dwelling unit exhaust fans on bathroom or laundry room lighting circuits and a gas fireplace supplied by an individual branch circuit.
10. Requirements for AFCI branch circuit protection was extended in Article 210.12(D) to areas designed for use exclusively as sleeping quarters in fire stations, police stations, ambulance stations, rescue stations, ranger stations, and similar locations.

Take the survey from your desktop:

<https://forms.gle/YHbLdcZZKtwaRvTXA>

Take the survey from your phone:



ONE-STOP EFFICIENCY SHOP®



Bonus Rebates for TLEDS Now Available

The One-Stop Efficiency Shop, sponsored by Xcel Energy, is now 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. View our updated 2022 interior lighting rebates below.

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

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.

What deadlines do I need to meet?

- Fixture bonus rebates: purchase and install equipment between **April 15 and Nov 15, 2022**
- LED tube bonus rebates: purchase and install equipment between **July 1 and Nov 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.

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.

Xcel Energy's Lighting Bonuses Help to Conserve Energy

As a professional electrician, you are no doubt aware that energy companies provide rebates for businesses that upgrade their electric equipment. There are several reasons why power companies such as Xcel Energy provide these rebates. The two most important reasons are simple: **energy efficiency** to help customers reduce their energy bills; and **energy conservation** to help reduce the need to build additional power plants and meet clean energy goals.

The U.S. Energy Information Administration reports that nationwide power consumption is on track to surpass record highs in 2022 and 2023. They project 2022 power sales hitting 1,486 billion kWh for residential consumers, 1,367 billion kWh for commercial customers, and 1,026 billion kWh for industrial businesses. In addition, the Department of Energy expects power demand will hit a record 4,022 billion kilowatt-hours (kWh) in 2022. The previous all-time high was 4,003 billion kWh in 2018. One more fun fact: The U.S. business sector accounts for 40% of energy produced in the U.S. each year.

Minnesota is one of 32 states that offer financial incentives to utilities for enhancing energy efficiency in businesses. It is important that electricians make their customers aware of these rebates to help off-set the cost of upgrading to more energy-efficient equipment.

Xcel Energy wants to help customers reduce energy costs and enhance energy efficiency. In addition, demand response programs benefit all facilities within their service area, with the goal of reducing energy demand during peak times and helping to ease the capacity burden.



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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



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 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 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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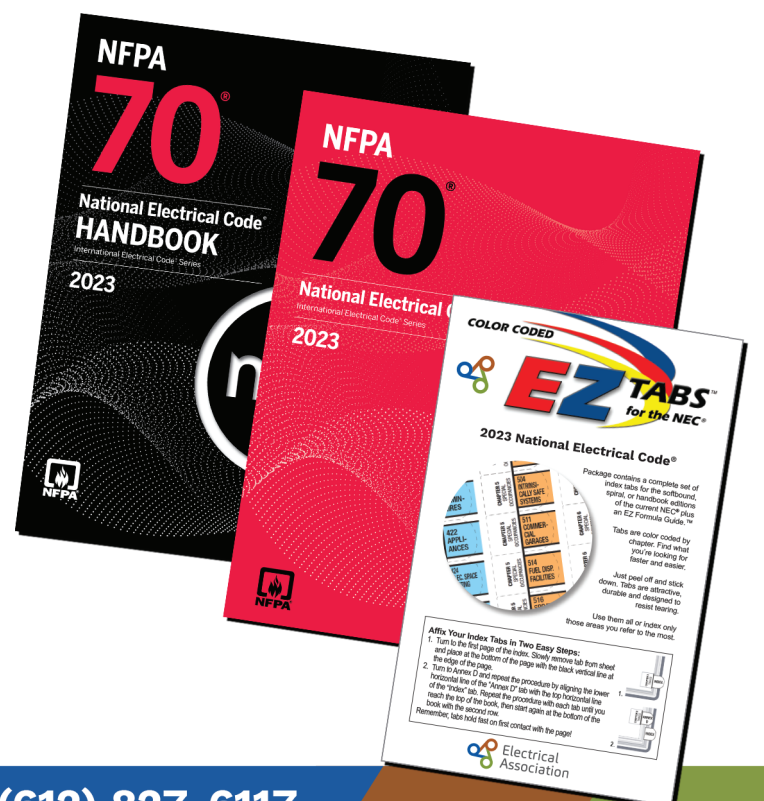
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