

**In this Issue**

**You Can't Afford Not to Use Wire Reels** ..... 1  
Jeff Kunkel, Chair

**Evolving Our Newsletter** ..... 2  
Clara Albert, CAE, Executive Director

**Risk Management Academy** ..... 2  
Federated Insurance

**Board of Electricity Meeting** ..... 3  
Michelle Dreier, Director Member/Gov't Affairs

**End-of-Year Reminders** ..... 3  
Martin Kappenman, PRK&A Law

**You Need to Know** ..... 4

**A Strong Outlook** ..... 5  
Michelle Dreier, Director Member/Gov't Affairs

Professional Development Section

**Education Calendar** ..... 7-8

**Quiz on the Code** ..... 9

**Toolbox Talks** ..... 9

**Is Jobsite Productivity Hurting Project Profitability?** ..... 10  
Submitted by Graybar

**Healthcare & Retirement Plans** ..... 11  
Alex Hyatt, National Sales Manager

Member Spotlight

**Helm Electric, Farmington** ..... 11

**Employee Retention Credit Claims** ..... 12  
Tim Pass; Smith Schafer

**Community News & Classified Ads** ..... 13

**Minnesota OSHA 2023 Legislative Session Summary** ..... 14  
MNOSHA Workplace Safety Consultation

**The Outlook for Solar in Minnesota** ..... 14  
Mike Miller, Director of Education

**Rebates** ..... 15



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

**Industry Report**

## Why You Can't Afford Not to Use Parallel Wire Reels

Submitted by Border States

Parallel reels are a no-brainer for electrical contractors who want to increase profitability.

Wire paralleling significantly reduces the amount of labor and time needed to install a run of power and control cable. If you're not using parallel reels yet, here are three reasons you can't afford to ignore them any longer.

**1 The labor savings are huge.**

Compared to a traditional pull, wire paralleling services can help you complete runs in 50%–70% less time. These savings result from the combination of cutting, paralleling and pre-installing pulling heads. Since every minute of your electricians' time is valuable, outsourcing these tasks saves money and helps you increase profits.

**2 Parallel reels help you stay on schedule.**

Saving time with parallel reels is great for profitability and client satisfaction. Parallel reels help you complete jobs faster and more efficiently.

**3 Working in tight spaces is easier.**

Combining multiple pulls of wire onto one reel helps you navigate in narrow areas of a job site, reduce waste and improve safety. Instead of four reels and four stands, you can have a single reel and stand. With this setup, you can often complete the pull closer to the point of install.

**Frequently Asked Questions**

**Q: When should I use a parallel reel?**

A: Parallel reels are primarily used for longer runs of power and control cable. If you're running wire that's 1/0 MCM or larger and 100 feet or longer, wire paralleling is almost certainly a smart choice.

**Q: What's the benefit of layering versus using a specialty parallel reel?**

A: There isn't one! They do the same job. Layering combines wire for you on a reel. Compartmentalized reels keep it separate but safe for a clean payout.

**Q: How much wire fits on a parallel reel?**

A: Reels come in different sizes, so it depends on the reel. Compartmentalized reels hold four legs or conductors.

**Q: How else can I save time on wire pulls?**

A: If you're planning to use parallel reels, pre-installed pulling heads are an easy way to save even more time. We can crimp the pulling head onto the wire for you, so it's ready to pull immediately.

**Explore your wire paralleling options**

Contact your local Border States location to talk about wire paralleling and other services that could benefit you.

<https://locations.borderstates.com>



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## 2024 Class Schedule Announced

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See page 7 for full calendar. [www.electricalassociation.com](http://www.electricalassociation.com)

## Contractors Prefer Online Apprenticeship Training

- Apprentices can maintain a full work schedule
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## Executive Director

### Evolving Our Newsletter: Introducing Our Modern Magazine

I get it – change is hard. But I heard something recently that really resonated with me. We don't dislike change, we actually are just afraid of losing something. We fear that change means something we like is no longer going to be there for us. However, quite the opposite can be true at times. The thing that we like might be getting that much better.

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

With that, we are thrilled to share some exciting news with you all! Over the years, our newsletter has been a vital part of our communication with you, providing updates, stories, and insights into our world. Today, we're embarking on a journey of transformation as we evolve our trusted newsletter into a more dynamic and visually engaging modern magazine. Why the change?

The decision to transition from our traditional newsletter format to a magazine-style publication is a reflection of the ever-evolving landscape of content consumption and, most importantly, your preferences. We understand that in an era marked by information overload, visual content

and diverse storytelling formats are key to capturing and holding your attention.

#### What's New?

Our revamped magazine will bring a fresh approach to content delivery. Here's what you can expect:



1. **Enhanced Visual Appeal:** The new magazine format will dazzle you with captivating visuals. Expect stunning imagery, infographics, and illustrations that will not only grab your attention but also enhance your reading experience.
2. **Diverse Content Types:** We'll be introducing a wide variety of content, including feature articles, interviews, profiles, and in-depth reports. This diversity will provide you with a richer and more informative experience.

Executive Director - Cont. on page 4

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## Government

### Board of Electricity Meeting

Michelle Dreier  
Director Membership & Government Affairs

The latest Board of Electricity meeting on October 19, addressed multiple different industry trends.

#### The Topic of the Day

The board took action on class 4 systems. By a unanimous vote, the board decided to consider Class 4 systems as technology circuits. Going forward, class 4 systems will require inspections and licensing along the same lines as other technology systems. (PLT license, 3 to 1 supervision, permit requirements, etc.) This is a very logical approach to address new technology that blurs the delineation between power limited technician and electrician.

#### Other Action Items

1. The board looked at solar shingle installations and after a long, long, long discussion, took action to consider solar shingle wiring as electrical work. The attaching of them to the roof can be by roofing contractors, but all electrical connections to be by licensed electricians.. Vote was split 8 to 3.
2. Dean Hunter asked the board to consider deleting the definition of process control circuit. The board took action to leave the definition as is, but asked Dean to better define the term. Vote was 8 to 3.
3. The BOE was asked to support a letter written by Dean Hunter to the NEC correlating committee supporting the proposed revision of the NEC into 30 chapters for 2029. The board voted to support the letter unanimously.

**ACT** The State needs input from electrical contractors! Take their survey on pg 4 (use the QR Code to access the online survey). Your responses will help determine funding!



Martin Kappenman  
Attorney, PRK&A

## Compliance

### End-of-Year Reminder for Updated Minnesota Employment Laws

Martin 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.

As the year draws to a close, it's important for Minnesota employers to review and update their policies in response to recent legislative changes. Here's a reminder of critical updates to be aware of:

#### Ban on Non-Compete Agreements

- As of July 1, 2023, non-compete agreements entered into on and after that date are banned. However, this ban does not retroactively affect existing agreements.
- Pivot to non-solicitation agreements and non-disclosure provisions. However, ensure that these terms are reasonable and not overly broad.

#### Earned Sick and Safe Time (ESST)

- Effective January 1, 2024, employees gain 1 hour of ESST for every 30 hours worked, capped at a total of 48 hours of ESST per year.
- If you already have paid sick time or PTO policies, revisit them to ensure compliance.
- Engage with payroll providers to guarantee that earnings statements adhere to ESST guidelines.
- Employees must be informed about their ESST rights, both in English and their primary language. A notification template will be provided by the MN DLI
- Although Minnesota's ESST law sets the minimum standard, several cities like Bloomington, Duluth, Minneapolis, and St. Paul have passed their own ESST ordinances. Familiarize yourself with both state and local requirements where your employees operate.

#### Legalization of Marijuana

- Minnesota joined the growing list of states legalizing marijuana on August 1, 2023. Accordingly, Minnesota's Consumable Products Act (CPA) and Drug and Alcohol Testing in the Workplace Act (DATWA) have been amended.
- Consult legal counsel to ensure your cannabis and drug testing policies are aligned with the CPA and DATWA amendments.

#### Parenting Leave

- As of July 1, 2023, all employers in Minnesota are required to grant leave for reasons including pregnancy, childbirth, adoption, school conferences, and related activities.
- Ensure these reasons are covered in your company's leave policy.

#### Accommodating Lactating, Nursing, and Pregnant Employees

- Employers are required to provide reasonable accommodations for employees who are lactating, nursing, or pregnant. These protections have expanded as of July 1, 2023.
- Establish clear policies that reflect the expanded protections for lactating, nursing, and pregnant employees.
- Employees must be notified of their lactation, nursing, and pregnancy rights at the time of hiring, during parental leave inquiries, and within the employee handbook. This notification should be in both English and the employee's primary language. The MN Department of Labor and Industry will be publishing the required notice.

In summary, employers should be sure to dot their i's and cross their t's as they navigate these new laws. When in doubt, consult legal guidance. If you have questions regarding the above or any other employment-related concerns, please contact Martin at 952.921.4603 or mkappenman@prkalaw.com.



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Executive Director - Cont. from page 2

3. Improved Readability: Our cleaner layouts, larger fonts, and refined typography will make navigating the magazine a breeze. We want to ensure that you find it easier to access and enjoy our content.
4. Interactive Elements: Look forward to interactive features that will take your engagement to the next level. From clickable links to videos and interactive graphics, our magazine will be a truly immersive experience.
5. Regular Publishing Schedule: Rest assured, our commitment to keeping you informed remains unchanged. The magazine will be paired with a monthly electronic communication, ensuring you stay up-to-date with our latest news and insights.

### Your Voice Matters

As we make this transition, your feedback is invaluable to us. We encourage you to share your thoughts, suggestions, and expectations for the new magazine. Your input will help us shape the content and design to better serve your needs.

### What's Next?

We are working diligently to bring you the first issue of our modern magazine which will launch in January of 2024.

### Acknowledging Our Tradition

While we are embracing this transformation, we want to acknowledge the history and value of our previous newsletter format. This transition is not a farewell but an evolution that builds upon the foundation we've established.

We want to express our gratitude for your unwavering support throughout the years. We are genuinely excited about this change and believe it will bring more value and excitement to your reading experience.

Thank you for being part of our journey. We can't wait to share our modern magazine with you!

—Clara Albert

# WE WANT YOUR FEEDBACK!

The state is working together with the Electrical Association to understand the needs of contractors. Results will help inform funding priorities.



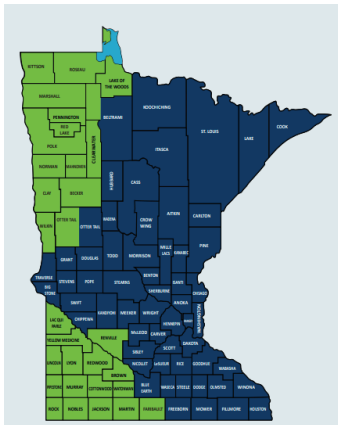
## Contractor Network Needs Survey



## You Need to Know

### COMPLIANCE

**Remote Virtual Inspections...** Reminder that electrical remote virtual inspections has greatly expanded their working areas. If you are working in the green areas and meet certain criteria, your electrical permit may be flagged as being eligible for a remote virtual inspection. Setting up an account is a simple process. Learn more: [www.dli.mn.gov/ERVI](https://www.dli.mn.gov/ERVI).



### CONSTRUCTION TRENDS

**US Residential Sales...** Sales of new single-family houses in September 2023 were at a seasonally adjusted annual rate of 759,000. This is 12.3 percent (+/- 16.6%)\* above the revised

August 2023 estimate of 676,000. (census.gov. Oct 2023)

**US Construction Constriction...** Less construction these days. The Architectural Billing Index slid to 44.8, the lowest reading since 12/20. The Index is a 9-to-12-month leading indicator of construction activity. Reduced billings were reported in all regions. Multifamily billings are the weakest, followed by commercial/industrial billings while institutional billings are flat. Moreover, there appears to be rising client hesitation to commit to new projects, with backlogs falling to 6.5 months from their peak of 7.2 months during 3/22.

### ECONOMY

**US Import...** Prices for US imports ticked up 0.1% in September following a 0.6% advance the previous month. US export prices rose 0.7% in September, after advancing 1.1% in August. (BLS.gov. Oct 2023)

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

### Important Dates



- **11/1** Review Year-End Tax Planning
- **11/7** Election Day
- **11/10** Veterans' Day observed
- **11/23** Thanksgiving Day
- **12/25** Christmas Day

### To Do

- 11/15** MN withholding monthly filers: tax return due for Oct
- 11/15** Form 990 Series - Tax-Exempt Organization Extended Return
- 11/20** MN Sales & Use monthly & qtrly tax return for October
- 12/15** MN withholding monthly filers: tax return due for Nov
- 12/20** MN Sales & Use monthly & qtrly tax return for Nov

These are general reminders. Always confirm with your accountant and tax professionals.



# Our All-Star Trainers

## Jim Schoon



### APPRENTICE | CONTINUING EDUCATION

We are proud to have Jim Schoon on the EA team. He's been in the electrical industry for over 30 years. Currently he works full time as an Vice President at Design Electric in St Cloud. He's been instructing apprentice and continuing education classes since 1997 for the Electrical Association. We rely on Jim's knowledge and experience, and his students (and the Association) are lucky to have him!

- **Electrical Credentials:** Minnesota Journeyman & Master "A" electrician
- **Educational background:** AAS Degree from U of M with a double major in Small Business Management and Sales and Marketing.
- **Experience information:** Working as an electrician since 1991 and started as a project manager/estimator in 2007, and in 2016 became Vice President of Design Electric.
- **Experience as a trainer:** Teaching apprentice electrician classes and 16-hour continuing education classes since 1997.
- **Family, hobbies, interests, etc. that you would like to share:** Hunting, working in his shop (currently restoring a 1979 Chevy Truck) and riding motorcycle

### Insider INFO

#### This is interesting! What childhood job did Jim NOT want?

I was about 12 years old, an electrician was running a feeder for a new panel in a shed at our house, he was struggling. It was very hot and he was not overly happy with how it was going. I now know he was fighting with some service entrance cable by himself (looking back, I can relate because I have been there myself) but I very vividly recall telling myself "that is the last job in the world I would ever want to do". Then through life's twist and turns, I started as an apprentice and ended up with the career that I never thought I wanted to do! Nothing like eating your own words.

#### What advice does Jim have for someone new to the trade?

Ask questions and then ask the "why" questions. Do not be discouraged when people can't or won't answer your question(s). Sooner or later you will find that person or the right time for the person you are asking and when you do you have the opportunity to gain a wealth of information. I was very fortunate to work with several people at different times in my career who took that time, answered my pestering questions, and I can honestly say that I could not have made it this far without them. It is one of the reasons I enjoy teaching, I can take the experience of having someone willing to help me learn my craft and do my best to pass that on.



Michelle Dreier  
Director Membership & Government Affairs

## Workforce Development

### A Strong Outlook

It has been a very productive couple of months for workforce development. The need is great and also growing. The electrical industry is competing with every other industry to find good talent.

The good news is we are competitive. We offer a great career with excellent wages and benefits. The legislature, state agencies, and community-based organizations are taking notice and offering up resources to help.

Over the past month, I learned that the governor wants 1,000,000 electrical vehicles on the road by 2030. We currently have 40,000. EV Charging stations anyone? Also 100% by 2040 has been signed into law. This means 100% of our energy generation must be from carbonless sources. Solar projects are expected to double over the next 5-6 years. Can we grow our electrical workforce to meet these lofty goals?

Several new technical colleges are exploring developing electrical programs. Our existing technical schools deliver great talent, but lab space is often the limiting factor in the number of students they can graduate.

I visited the RATC new solar program for the first time. They offer an 8-day NACEP certification in north Minneapolis. The same center also provides EVITP certification for electrical vehicle charging installations.

I've also met with the City of Minneapolis who informed me about an upcoming RFP that will

supplement apprentices wages at \$19 per hour for 160 days if contractors provide work opportunities to their participants.

I've spoken with multiple organizations looking to provide career readiness in the clean energy space. Interest in becoming an electrician is growing. Interest in providing these pathways is also growing. Members can look for these resumes on our career page ([link below](#)).

We are seeing the outcomes of our legislative wins this session. With increased YouthBuild funding, we're seeing new partners in The Man Up Club, and Workforce Development Inc., and seeing current programs grow such as Goodwill-Easter Seals and their new focus on green trades.

Additionally Minnesota Housing Finance Agency is rolling out grant support to high school construction programs who build homes as part of their curriculum. High school programs can be awarded grants of up to \$100,000 if the program creates housing for low-income families. Applications should be accepted early next year.

The Association is supporting four high school home building projects now with a potential 5th.

I always have potential mentoring opportunities, which you can find on our career page below. Please consider giving back and helping to grow our workforce. Also, we'd love members to join our workforce committee to help direct our work.

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Reach members and non-members, reinforce your marketing message. Visitors log on to learn about upcoming association events, discover ways to maximize their membership, and receive the latest news. The website offers several cost-effective opportunities to position your company as a leader in front of an influential group of industry professionals.

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## 2024 Training Calendar

### January

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			

### February

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		

### March

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						

### April

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				

### May

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	

### June

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						

Based on the 2023 NEC®

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

### 16 Continuing Education Credits (Classroom)

(8am-4:30pm)

- Jan 11-12 **Mankato** 2023 Code Updates, Pt 1-4
- Jan 19-20 **Bloomington** 2023 Code Updates, Pt 1-4
- Feb 1-2 **Brooklyn Park** 2023 Code Updates, Pt 1-4
- Feb 8-9 **Worthington** 2023 Code Updates, Pt 1-4
- Mar 22-23 **Rogers** 2023 Code Updates, Pt 1-4
- Apr 11-12 **Cottage Grove (Van Meter)** 2023 Code Updates, 1-4
- Sept 13-14 **St Cloud** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2
- Sept 19-20 **Rochester** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2
- Oct 10-11 **Duluth** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2
- Oct 18-19 **St Louis Park (Rouzer)** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2
- Nov 7-8 **Plymouth** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2
- Dec 6-7 **Brooklyn Park** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2
- Dec 12-13 **Cottage Grove (Van Meter)** 2023 You Be the Inspector, Pt 1-2; Code Highlights, Pt 1-2

» Both Days—Non-Member: \$375 / Member: \$350

» One Day—Non-Member: \$220 / Member: \$185

### 2 Continuing Education Credits (Online Live)

- Jan 17 (6:30pm) Overcurrent Protection for Unlic Personnel
- Feb 21 (8:00am) Grounding & Bonding for Unlic Personnel
- Mar 13 (6:30pm) Motors & Transformers
- Apr 17 (8:00am) Motors, Controls and GFCI
- June 12 (8:00am) Overcurrent Protection for Unlic Personnel
- Sept 11 (6:30pm) Branch Circuit, Feeder, Service Calcs
- Oct 23 (6:30pm) Grounding & Bonding for Unlic Personnel
- Nov 6 (8:00am) Motors & Transformers
- Dec 4 (6:30pm) Motors, Controls and GFCI
- Dec 18 (8:00am) Overcurrent Protection for Unlic Personnel

» Non-Member Price: \$55 / Member: \$49

### Exam Prep 2-Day Crash Course in Bloomington

- Feb 3-4
- Apr 6-7
- June 1-2
- Aug 3-4
- Oct 5-6
- Dec 7-8

» Non-Member Price: \$640, Member: \$520

### July

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			

### August

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

### September

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					

### October

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		

### November

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

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				

...PLUS tons of self-paced, online options that you can do whenever it fits your schedule!

### Mike Miller is returning to South Dakota! (8 CEs)

Sioux Falls ..... Jan 20 • Feb 24  
 Yankton..... Jan 27 • May 18  
 Aberdeen ..... Feb 17  
 Mitchell ..... Feb 10

## REGISTER



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CODE



PREP



S.Dakota





# Develop Your Career

## Education Calendar

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

### 16 Continuing Education Credits (Classroom)

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

- Nov 2-3 (8am-4:30pm) **Lakeville** 2023 Code Updates, Pt 1-4
- Nov 17-18 (8am-4:30pm) **Plymouth** 2023 Code Updates, Pt 1-4
- Dec 7-8 (8am-4:30pm) **Cottage Grove (Van Meter)** 2023 Code Updates, Pt 1-4
- Dec 8-9 (8am-4:30pm) **Brooklyn Center** 2023 Code Updates, Pt 1-4
- Jan 11-12 (8am-4:30pm) **Mankato** 2023 Code Updates, Pt 1-4
- Jan 19-20 (8am-4:30pm) **Bloomington** 2023 Code Updates, Pt 1-4

Thank you to our Class Host:



- » Both Days—Non-Member: \$375 / Member: \$350
- » One Day—Non-Member: \$220 / Member: \$185

### 4 Continuing Education Credits (Self-Paced Online)

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

- Self-Paced Anytime! **2023 NEC® Code Update Pts 1-4 (16 CEs total)**  
**BUNDLE all 4 parts of 2023 Code Updates to save \$\$\$**
- Self-Paced Anytime! 2023 NEC® Code Updates Pts 1-2 (4 CE)
- Self-Paced Anytime! 2023 NEC® Code Power Limited Pts 1-2 (4 CE)
- Self-Paced Anytime! **2024 NFPA 70E** Safety Training (4 CE non-code technical)
- » Non-Members Price: \$96 / Member: \$88

### 2 Continuing Education Credits (Online)

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

- Nov 8 (6:30-8:30pm) 2023 NEC® Overcurrent Protection, Pt 1
- Nov 15 (6:30-8:30pm) 2023 NEC® Overcurrent Protection, Pt 2
- Dec 7 (8:00-10:00am) 2023 NEC® Motors, Controls, GFCI Reqs
- Dec 14 (8:00-10:00am) 2023 NEC® Motors and Transformers
- Jan 17 (6:30-8:30pm) 2023 NEC® Overcurrent Protection for Unlic Personnel
- » Non-Member Price: \$55 / Member: \$49
- Self-Paced Anytime! 2023 NEC® Grounding & Bonding for Unlic Personnel
- Self-Paced Anytime! 2023 NEC® Overcurrent Protection for Unlic Personnel
- Self-Paced Anytime! 2023 NEC® You Be the Inspector Pt 1, 2 (2 CE each)
- Self-Paced Anytime! 2023 NEC® Motors, Controls & GFCI
- Self-Paced Anytime! 2023 NEC® Motors & Transformers
- Self-Paced Anytime! **NEW! 2024 NFPA 70E** Safety Training (non-code credits)
- » Non-Member Price: \$49 / Member: \$44

### Exam Prep Training (2023 NEC)

- Dec 2-3 **Bloomington** » Non-Member Price: \$640, Member: \$520

### Exam Prep Training - Online Course

- Sept 26 - Dec 19 **Online 11 weeks, Tuesday Evenings (6:30-9:30pm)**
- » Non-Member Price: \$690, Member: \$590 -- Taking late registrations!

#### Exam Prep Practice Exam

42 questions test your knowledge:  
Are you ready to take the Journeyworker Exam?

#### Self-Paced Exam Prep Course

13 sessions - over 13 hours of videos & quizzes per session to test your knowledge and prepare you for the exam.

or **BUNDLE both options!**

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

## CE Requirements

### This is your guide to staying in compliance.

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



#### Minnesota

- Master A, B..... 16 biennially (12 Code/4 Non-Code\*)
- Journeyworker A, B..... 16 biennially (12 Code/4 Non-Code\*)
- Maintenance ..... 16 biennially (12 Code/4 Non-Code\*)
- Installer A, B..... 16 biennially (12 Code/4 Non-Code\*)
- Power limited tech ..... 16 biennially (4 Code/12 Non-Code\*)
- Satellite installer ..... 4 biennially (4 Code\*)
- Unlicensed ..... 2 annually (2 Code\*)
- [www.dli.mn.gov](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

- 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.



Electrical Association

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PROVIDER

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.



# r & Enjoy Life More!

## Quiz on the Code

### Article 110



- Which one of these pieces of electrical equipment do not need a marking that warns qualified persons of potential electric arc flash hazards?
  - motor control centers
  - enclosed panelboards
  - meter socket enclosures
  - All of the above requires such a marking.
- Which marking item below is required to be applied on all electrical equipment where others may be specified elsewhere in the code?
  - manufacturer's name
  - voltage
  - listing
  - rating
- Connection by means of wire-binding screws or studs and nuts that have upturned lugs or the equivalent shall be permitted for \_\_\_\_\_ AWG or smaller conductors.
  - 8
  - 10
  - 12
  - 14
- Termination provisions of equipment for circuits rated over 100 amperes, or marked for conductors larger than 1 AWG, must be used only for conductors rated \_\_\_\_\_ C.
  - 90°
  - 75°
  - 60°
  - None of the above.
- Servicing and maintenance of equipment and shall comply with the following: The servicing and electrical preventive maintenance must be performed using identified parts \_\_\_\_\_.
  - that are verified under applicable product standards.
  - that are certified
  - that are OEM only
  - that are listed
- Access or egress is impeded if one or more simultaneously opened equipment doors restrict working space access to be less than \_\_\_ in. wide and \_\_\_ ft high.
  - 24, 7
  - 30, 7
  - 24, 6½
  - 30, 6½

**Answers:** 1. (d) 110.16(A); 2. (a) 110.21(A)(1); 3. (b) 110.14(A); 4. (b) 110.14(C)(1)(b)(1); 5. (a) 110.17(2); 6. (c) 110.26

## Toolbox Talks

### Extension Cords



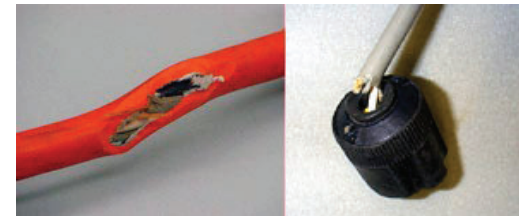
Unless necessary for wiring of fixtures, connection of portable lamps or appliances, or connection of stationary equipment, extension cords may not be used:

- as a substitute for fixed wiring.
- where run through holes in walls, ceilings, or floors.
- where attached to the building surface.
- where concealed.

If it is necessary to use an extension cord in a manner similar to the above descriptions, make sure that bushings are used to protect against sharp corners, edges, etc. Don't use metallic fasteners to hold up cords; use plastic tie straps or plastic staples instead.

#### Extension Cord Do's & Don't's

- Must be rated for hard or extra hard service.
- Must be 3-wire types only.
- Handle properly (don't tie in knots).
- Visual inspections performed daily before use.
- Must have a ground pin.
- Must have strain relief.
- Don't leave them coiled up in a pile while in use.



The outer insulation is damaged and the cord end has no strain relief.

This can create a heating effect on the cord which can cause damage over a period of time.

- Avoid crushing extension cord conductors. This means keeping them out of the path of scissor lifts, carts, gang boxes, etc.

**Tip: Test extension cords** by first testing the receptacle with your outlet tester. Next, plug in the extension cord to the outlet that has been shown to be good. Then, use your tester on the extension cord to ensure proper wiring, grounding, etc.

Note: all 15- and 20-amp circuits must be protected with GFCI on construction jobsites, or an Assured Equipment Grounding Conductor program is used. More information on extension cords can be found at [www.osha.gov](http://www.osha.gov) and throughout subpart K.



Download this complete topic and others for your safety meetings at [www.electricalassociation.com/TOOLBOXTALKS](http://www.electricalassociation.com/TOOLBOXTALKS)

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 (send to [rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com))

**PRINT and POST in your breakroom!**

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

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



## Is Jobsite Productivity Hurting Project Profitability?

Submitted by Graybar



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.

**GraybaR**  
works to your advantage

**Wire Pulls Have Never Been This Easy!**

Graybar SmartReel<sup>SM</sup>

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](http://graybar.com/smartreel)

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



### Viking Electric Online & Mobile Delivery Notifications

Whether you're working in the office, remotely, or on-site; Viking Electric provides delivery notifications for our customers - to let you know exactly when you'll receive your delivery. You can receive text and/or email alerts and a link in the notification will allow you to monitor your delivery's progress in real-time. Notifications include; out for delivery, next stop, "x" minutes away, package has been delivered, and a PDF version of your packing slip. For more information, please email our eBusiness Specialists at [viking.online@vikingelectric.com](mailto:viking.online@vikingelectric.com).



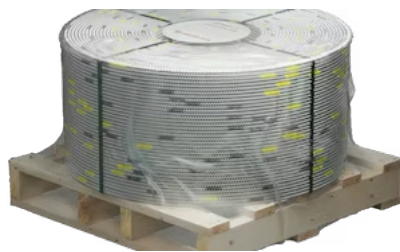
### Viking Electric Monthly Featured Products

Each month, Viking Electric highlights a variety of featured products for our customers including new products, special pricing, bonus offers, and much more. These monthly featured products are the best way to stay informed about our current product offerings, limited time deals, and top supply partner lines. Visit [www.vikingelectric.com/promotions](http://www.vikingelectric.com/promotions) to view our featured products for November (and every month). You can also sign up for email notifications to receive exclusive discounts, new product information, customer appreciation events, and more - delivered right to your inbox!



### Encore Wire Mega Coil™

Designed with pre-fabrication operations in mind, Encore Wire's new Mega Coil™ pulls clean and easy while keeping its shape throughout its use. With even longer, continual metal-clad runs, processes are streamlined and scrap is reduced. The Mega Coil™ is portable, easy to set up and saves valuable floor space. (AJB Sales • 612-378-1468)



*Learn more about this product!*

### Federal Signal

Federal Signal is excited to announce the addition of the FT Series Telephones to our industrial telephony product line. FT100C-A Weather Resistant Industrial Telephone is designed for rough-service areas and special communication needs, that ensure high-quality communications under extreme working conditions. FT100C-A is designed for moderately harsh indoor/outdoor environments where standard phones are not suitable. Resists moisture, dust and harmful corrosive chemicals. (AJB Sales • 612-378-1468)



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[WWW.ELECTRICALASSOCIATION.COM/NEWPRODUCTS](http://WWW.ELECTRICALASSOCIATION.COM/NEWPRODUCTS)





Alex Hyatt  
National Sales Manager

## Member Benefits

### Help Recruit and Retain Employees with our Association Health Care and Retirement Plans

#### Health Spark Electrical Association Health Plan

As an Electrical Association member, you have the opportunity to offer your employees health insurance. Health Spark, our Association Health Plan, is a pre-tax plan through Blue Cross Blue Shield of MN that can reduce your FICA costs and employee's state and federal tax amounts.

With this plan, it's possible that you could offer your employees more flexibility and coverage while simplifying the paperwork! Members of similar Association Health Plans have seen health premiums drop anywhere from 8% to 15%.

Other highlights include:

- Two network options with statewide accessibility (Aware Network; Advance Health, High Value Network)
- Large group rates for small employers
- Eight plan design options available

LEARN MORE

Contact Charlie Seivert at (651) 379-7906 or [charlie.seivert@northriskpartners.com](mailto:charlie.seivert@northriskpartners.com)

#### HEALTH SPARK

Electrical Association Health Plan

In Partnership with North Risk Partners



#### Contractor 401(k) Retirement Plan

Members also have the opportunity to offer their employees a 401(k) retirement plan at a fraction of the cost and hassle of operating a single-company-sponsored plan. Fiduciary liability, plan expenses and many administrative activities, including audits, will be managed by the program!

LEARN MORE

Contact Dan Gardner, FSC Advisor at (612) 743-4961 or [dgardner@fscadvisor.com](mailto:dgardner@fscadvisor.com)



Electrical Association's

#### Retirement 401(k) Plan

In Partnership with FSC Advisors

To participate in either plan, you must be a licensed electrical contractor in the state of Minnesota with more than one employee and must be an Electrical Association member in good standing. If you're not a member, you can Join Here on our website.



[www.ElectricalAssociation.com/JOIN](http://www.ElectricalAssociation.com/JOIN)

## NFPA 70E Private Training

Electrical Association  
**Updated for 2024**



**1**  
Recognize what you can and can't work on and why

**2**  
Understand why it's critical to follow company safety rules

**3**  
See what can happen if safety protocols are not followed

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

## Member Spotlight:

### Helm Electric, Farmington MN

Helm Electric Inc. is celebrating 45 years of membership with the Electrical Association this month! Rick Martinson and his team have been helping people in the Lakeville/Farmington area with their commercial and industrial electrical needs for decades. Helm Electric Inc. is a family-owned business and they want it to be that way for generations to come.

The company was started by Rick Martinson's father, Dave, and it became incorporated in 1984. Growing up in the industry, Rick knew he wanted to follow in his father's footsteps and become an electrician. He went to Dunwoody in 1988 and then took his apprenticeship course at IBEW 292. After Rick finished his apprenticeship in the mid-1990s, he went back and worked for Helm Electric.

Dave retired in 2019, and Rick decided to keep the business in the family. Rick and his two brothers, Josh and Scott, and his cousin Glen Seurer became the new owners of Helm Electric Inc. Eventually the owners are hoping to turn the company over to Glen's son who is currently in training to join his family in the electrical industry.

Rick acknowledges that their local community is a big part of their business' success. The positive word of mouth from people in the area has given Helm Electric Inc a lot of their business. Their great reputation speaks for itself with a lot of customers coming back time and time again for assistance on their electrical needs. It is nice for Rick to know that he doesn't need to rely on advertising to get business.

The advice that Rick has for contractors that are just starting out in the business is very simple. Don't expect to be successful right away and watch your dollar. New contractors need to understand that it takes time to grow the business and to make a profit.

It was Dave Martinson who originally became a member of the Electrical Association back in 1978. When Rick and his brother's and cousin took over the company, they knew that keeping the relationship with the association was important so they continued their membership. They see the value in the training programs and code update classes that the association offers and didn't want to lose the support.

Rick's busy schedule keeps him working most of the time, but he doesn't forget to take a break from time to time to have some fun. On his days off, you can find Rick enjoying time on the lake at his dad's place or working on street rod or attending a street rod show.

We want to express our thanks and gratitude to Rick and his team at Helm Electric Inc for their 45 years of association membership.

Your dedication is appreciated!







## Employee Retention Credit Claims Update



**Tim Pass, Accountant, Smith Schafer CPAs**

The IRS has released notice that they will be suspending the processing of new claims for the Employee Retention Credit (ERC) for the remainder of 2023. The announcement comes ahead of their plans to ramp up enforcement action. In addition, the IRS will launch a settlement offer program to allow taxpayers to withdraw or repay improper claims.

The IRS will continue to process pending claims filed prior to the moratorium but at a slower pace which is the result of a more detailed and comprehensive review of each claim. Taxpayers may be requested for additional supporting information prior to processing the claim.

The primary cited reason for the pause is due to the increased number of questionable claims. IRS

has determined a large portion of the recent claim filings are from aggressive promoters pushing businesses to file for ERC credits who may not be eligible. These promoters are also charging substantial fees for their service.

The IRS has indicated they will be providing additional information on the settlement offer program, this fall, and more information is to be released on how processing will resume on new claims in the coming months.

Also, in the announcement the IRS emphasized that the ERC is an incredibly complex credit with very specific eligibility requirements and urged businesses to consult with a trusted tax professional that understands the complex ERC rules and not a promoter or marketer seeking a contingency fee.

In the meantime, we will continue to work on ERC filings for those who meet the eligibility requirements and determine the best time to file as the IRS provides additional guidance. Extended processing delays are expected as new claims are filed with the IRS.

**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*

**US Consumer Price Index...** The CPI for All Urban Consumers rose 0.4% in September on a seasonally adjusted basis, after increasing 0.6% in August. Over the last 12 months, the all items index increased 3.7% before seasonal adjustment. (BLS.gov. Oct 2023)

**US Interest Rates...** As of Oct 25, the national average 30-year fixed mortgage APR is 8.06%. The national average 30-year fixed refinance APR is 8.19% (bankrate.com. Oct 2023)

**MN Interest Rates...** After a decade of low rates, mortgage interest rates have climbed to their highest levels since 2000. As of Wednesday, October 25, 2023, current interest rates in Minnesota are 7.94% for a 30-year fixed mortgage and 7.28% for a 15-year fixed mortgage. (bankrate.com. Oct 2023)

### LABOR & MANAGEMENT

**US Unemployment Rate...** Rate stayed at 3.8% and the labor force participation rate held at 62.8%. (BLS.gov. Oct 2023)

**MN Unemployment Rate...** Remained at 3.1% in September; the labor force participation rate held steady for the third month at 68.5%. Both numbers continue to beat U.S. averages (DEED. Oct 2023)

### RECALLS

**Generac Recalls Portable Generators Due to Serious Fire and Burn Hazards...** The recalled generators' fuel tank can fail to vent adequately from the rollover valve, causing the gas tank to build up excess pressure and expel fuel when opened, posing fire and burn hazards. Remedy: Consumers should immediately stop using the recalled generators and contact Generac for a free repair kit. Consumer Contact: [www.generac.com/GPenhancements](http://www.generac.com/GPenhancements); Phone: (888) 391-0503 (cpsc.gov. Oct 2023)



**STIHL Recalls MSA 300 Chain Saws Due to Laceration Hazard...** The chain saw can take longer to brake than expected, posing a laceration hazard. Remedy: Consumers should immediately stop using the recalled STIHL MSA 300 chain saw and bring it to an authorized STIHL servicing dealer for the free replacement of the brake drum and brake band. Consumer Contact: [www.stihlusa.com/safety/recalls/msa300](http://www.stihlusa.com/safety/recalls/msa300); Phone: (800) 233-4729. (cpsc.gov. Oct 2023)



**Emporia Recalls North America Smart Plugs Due to Electric Shock Hazard...** The recalled smart plugs are not adequately grounded and can pose an electric shock to the user. Consumers should immediately stop using and contact Emporia to receive a full refund or a free replacement smart plug. Emporia will remotely disable the smart plug and consumers should discard the smart plug. Contact: [www.emporiaenergy.com/recall](http://www.emporiaenergy.com/recall); [support@emporiaenergy.com](mailto:support@emporiaenergy.com); (844) 367-6742.



## Career Fairs Hiring Opportunities



### Dec 1 • Summit Academy - Electrical Mock Interviews

Employers are invited to volunteer to help students experience a realistic scenario of the interview process. Summit will provide general interview questions and you are encouraged to ask any questions you might normally ask candidates.

### Dec 6 • Summit Academy - Construction Hiring Fair (1:00-3:00pm)

(Minneapolis) This opportunity will allow you direct access to Summit's construction students and Alumni. These driven and determined candidates are ready and prepared to bring their best self to your company, whatever position it may be. Whether you're looking for 1 or 50 candidates, we are ready to provide an abundant and experienced workforce of individuals ready for you.

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

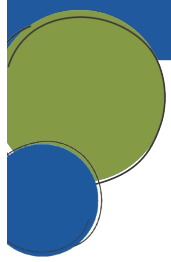
### How to Get Involved

**Educators!** Let's work together to make great connections for your students. Contact us to get your event on our calendar ([rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com))

**Contractors!** Contact your local schools and ask them about upcoming career fairs. Reserve a booth. EA can help you prep with materials and advice. We might even be able to attend with you! Questions? Contact Michelle 612-827-6117.

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





# Community news

## WELCOME NEW MEMBERS

- Spartan Electric LLC**..... St Augusta, MN
- CentraCare Health**..... Wilmar, MN
- Kyle Loubser** ..... Chanhassen, MN
- Native Energy Solutions LLC** ..... Albuquerque, NM
- Greenway Solar Services**..... Minneapolis, MN
- 507 Electric** ..... Lewisville, MN
- Nathan Zona** ..... Mandan, ND
- Advantage Electric Inc** ..... Minneapolis, MN
- Always On MN** ..... Minneapolis, MN
- WESCOM Inc** ..... Duluth, MN
- Genuine Electric LLC**..... Andover, MN
- BlazingStar Energy LLC**..... Minneapolis, MN
- AM Electrical Systems Inc** ..... Kerkhoven, MN

## CONGRATULATIONS

### Nick Bischoff, Design Electric...

Congratulations to Nick Bischoff being named to the St Cloud Chamber of Commerce Board of Directors.



**Knobelsdorff...** Knobelsdorff recently celebrated their 35<sup>th</sup> anniversary and launch of their new Power Services division. The new division complements the

Automation, Electric and Energy divisions by providing electrical acceptance and preventative maintenance testing needs from 480-volt distribution systems to high voltage substations. KE now also provides in-house infrared scanning services, electrical preventive maintenance programs (EMP), and arc flash and coordination studies to keep electrical systems compliant, safe, and efficient. We also have some of the best power engineers in the industry to help diagnose and mitigate power quality issues that may be causing unwanted facility downtime.



### Electrical Association, Megan Fink (Schroeder)...

Congratulations to Megan and John! They were married at her family's beautiful barn venue "The Schroeder Farm" in Lake Crystal, MN. They spent about two weeks traveling to Iceland and Italy on their honeymoon. Megan is the Education Coordination for the Electrical Association.



### Viking Electric, Gin DeVries...

Viking Electric, announced that Virginia "Gin" DeVries has joined the company as its new Commodity Sales Specialist. Gin brings 15 years of industry experience to Viking Electric, and solid working relationships with many of the company's existing customers and supply partners. In her new role, Gin will work closely with the sales team to identify, quote, and manage large-scale commodity opportunities. She will also work with the company's marketing and materials team to drive the growth of commodities.



### Spring Lake Park High School...

Congratulations to the high school's construction team, who built a home that was just moved off of the school's grounds and into its new location in Mounds View! A lucky family will be moving in soon!



## EVENTS

**Feb 1-2, 2024—Electrical Association's Annual Partner & Profit Event...** February 1 (speakers & panel discussions) - Feb 2 (Board of Directors meeting). Treasure Island, Welch MN. Save the date. Lots of information to follow!

## THANK YOU

**Federated Insurance...**  
• 2023 Yearlong Sponsor



**Viking Electric...**  
• 2023 Yearlong Sponsor



**Border States...**  
• 2023 Yearlong Sponsor



**Sunbelt Business Advisors...**

• Thank you for generously providing lunch for the staff! We love to see you in the office.



**Rouzer Group...**

• Hosting our Code class Oct 12-13, St Louis Park



**Van Meter...**

• Hosting our Code class Dec 7-8 in Cottage Grove



*\*Yearlong Sponsors are contributing to every single class, event, communication piece, and program that the Association offers throughout the entire year! Their generosity makes a huge difference. Please help us thank them whenever you can! Learn about how to become a Yearlong Sponsor. Contact Katie at (612) 827-6117 or kgrams@electricalassociation.com*

# the Classifieds

### Electrical Contracting Business for Sale...

Large service area in N. Dakota. Ag, Industrial, Commercial. Nonunion, but wages are in line. Small shop with long history of success. Owner is happy to stay on part-time or to come to any arrangement to make the transition a smooth one. Contact Rennell at [rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com) if you are interested.

### Rouzer Career Opportunities!

**Account Manager, Tool Division...** Full-Time. Salary based on skills & experience. Location: South Dakota and southern Minnesota. Read the full job description at [www.Rouzer.com/careers](http://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 [rbrunclik@electricalassociation.com](mailto:rbrunclik@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 resumes: [rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com).

### 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 Svc. (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. Inquires to Rennell: [rbrunclik@electricalassociation.com](mailto:rbrunclik@electricalassociation.com)

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

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



Submitted by the professionals at MNOSHA Workplace Safety Consultation



## Minnesota OSHA 2023 Legislative Session Summary

The following updates were made as part of the 2023 Minnesota legislative session that could affect your business. All legislation is effective July 1, 2023, unless otherwise noted.

### Federal OSHA penalty conformity

Penalties under Minnesota Statutes § 182.666 are increased to conform with federal OSHA penalty levels. Penalties for willful and repeat violations are increased to a maximum of \$156,259 for each violation, while penalties for serious violations, non-serious violations, failure to correct violations and posting violations are increased to a maximum of \$15,625 for each violation. Future increases are now tied to inflation, ensuring continued conformity to federal penalty levels, and protecting the state-plan status of Minnesota OSHA (MNOSHA).

### MNOSHA policy and technical changes

Additional policy and technical changes include making MNOSHA Compliance citations public, clarifying

employee interviews conducted by MNOSHA Compliance are private and free from employer representatives, updating language to clarify when a small employer needs to have a safety committee, providing MNOSHA with an expedited hearing process through which employers could be required to abate serious workplace hazards even when a citation is contested and clarifying former MNOSHA employees are not subject to subpoena.

### Safety committees

Every public or private employer of 25 or fewer employees is required to establish and administer a safety committee if it is subject to the requirement of Minn. Stat. § 182.653, subdivision 8, Work place programs or AWAIR. See Minnesota Rules 5208.1500, Standard industrial classification list for AWAIR.

Additional information is available on the Minnesota OSHA rulemaking webpage at [dli.mn.gov/about-department/rulemaking/minnesota-osha-rulemaking](http://dli.mn.gov/about-department/rulemaking/minnesota-osha-rulemaking).

### 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 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

### The Outlook for Solar in MN

As the challenge to produce clean, safe electrical energy continues, solar energy was recently celebrated, discussed, explained, and promoted by over 500 attendees at the 2023 Minnesota Solar Energy Industries Association (MnSEIA) 10th Annual Conference.

The conference was held at InterContinental Airport Hotel at the Minneapolis-St. Paul Airport October 9-10. Those in attendance were treated to an expansive host of vendors displaying anything from switchgear to PV cells, but more importantly, solar industry experts and government leadership in Minnesota provided an unobstructed vision of the achievements of the industry as well as what was planned into the future. Obstacles to achieving these goals were also discussed.

I walked away after the first days' discussions with one clear thought: The state of Minnesota is absolutely committed to clean energy and is behind it 100%. Their support of research and development and legislation that promotes future expansion of solar energy growth is outstanding. During a break between sessions, I had an opportunity to visit briefly with Mr. Joseph Sullivan, the Vice Chair of the Minnesota Public Utilities Commission and commended him and the Commissions' outstanding effort to promote solar energy development. He agreed it brought many jobs to the state and his concern, like others, was the ability to staff them. He is an interesting gentleman and very well informed on the challenges ahead for all of Minnesota's energy production.

Another interesting round table discussion I attended discussed the challenge of residential solar installations. All members of the panel were solar contractors. One of the concerns that was echoed

from the panelists was the significant rise in interest rates. The perception was that this adds more years to the payback schedule or increases down payment values which could be an obstacle to going ahead with solar projects. Some contractors voiced the concern of the apprentice ratio to JWs & MEs but were not overly optimistic about any pending discussion on change from the DOLI.

Another concept worth sharing was a consensus from many of the speakers that solar installations and use will likely double in the next 5-6 years.

I feel MnSEIA is to be commended for an outstanding conference. Every detail was executed perfectly (even parking) from the time you arrived until you left. Thank You!



### Don't miss our latest podcasts

- Mike Miller, Director of Education, interviews industry leaders on hot topics relevant to the business needs of Minnesota electrical contractors.

**Ep 21: Employee Handbooks**  
Kate Bischoff, k8bisch LLC

**Ep 22: EV Charging Station Certification**  
Beth Kallestad, MN DOT

**Ep 23: Summit Academy's School & Workforce Development**  
Amanda Hardy, Employment Engagement

# APPRENTICESHIP



## National Apprenticeship Week is November 13-19.

In honor of National Apprenticeship Week we would like to offer **20% off** a 2-hour self-paced course purchased November 13-19.

Please use promo code **Apprentice** at check out!

Select your class:

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



## Last Call for Bonus Lighting Rebates

The One-Stop Efficiency Shop, sponsored by Xcel Energy, is offering an additional **25%-50%** in rebates for a limited time on lighting projects that include LED tubes, fixtures, retrofit kits, and screw-ins. Signed and dated customer participation agreements must be submitted to the One-Stop team by **November 15** for projects to qualify.

Equipment	kW	kWh	Cap*
Non-DLC Fixtures-Kits/High Bay (replacing HID's)	\$200	\$0.10	60%
LED Tubes	\$200	\$0.10	75%
Screw-Ins/Mogul Screw-ins	\$240	\$0.12	75%
DLC Fixtures-Kits/PLs/Downlights	\$300	\$0.15	75%
Premium DLC Fixtures-Kits	\$375	\$0.1875	75%
High Bay Premium Fixtures - replacing fluorescents	\$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.

### FAQs

#### Q: What equipment is included?

Interior: Screw-ins, LED tubes, DLC and DLC Premium fixtures and retrofit kits, and High Bay Premium Fixtures replacing fluorescents  
 Exterior: Screw-ins, LED tubes, and DLC fixtures and retrofit kits

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

For projects to qualify for bonus rebates you must:

- purchase and install equipment between April 1 and November 15, 2023,
- and submit invoices to One-Stop staff by November 15, 2023.

Contact us at [onestop@mncee.org](mailto:onestop@mncee.org) with questions about 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. CEE, a local nonprofit and EA member, implements the One-Stop Efficiency Shop® on behalf of Xcel Energy.



## When Should Your Customers Consider Lighting Upgrades?

By Kim Lidbeck, senior product portfolio manager, Xcel Energy

While many businesses have already upgraded to LED lighting to capitalize on the enhanced energy efficiency and long-term savings, it is important to remind business managers of the signs of when to seek new and improved lighting equipment.

- Rising expenses are putting the squeeze on the bottom line. A company's utility bills are often among the more glaring cost factors. Even if the business has upgraded its lighting, HVAC, or other equipment within the past decade, it could not hurt to get an assessment to see what new efficiencies might help cut energy expenses.
- Is the company keeping up with technology advances? Technology is changing at a turbocharged pace. Innovations in lighting controls, motion-detection sensors, and other creative solutions could help improve a business's bottom line and enhance the aesthetic environment for employees and customers.
- Is all the lighting up to date? Some business will piecemeal their lighting upgrades, replacing specific fixtures, bulbs, tubes, and ballasts only as needed. Your customers should streamline all their lighting equipment – interior and exterior – which will not only improve the look of the office, but it will save money on maintenance costs.
- There are still some fluorescent stragglers out there. For more than a decade, business leaders have been told LEDs are far more energy efficient than fluorescent lighting. Alas, there are some old school business managers who have not read the memo.
- Are your customers hoarding their paperwork? Some businesses have completed their lighting upgrades, but they have not submitted the paperwork needed to take advantage of rebates offered by energy companies. Many of these rebates have paperwork time limits, so make sure your customers do not miss out on rebate opportunities.
- Office space demands have transformed. Over the past couple of years, the shift to remote workers, and then back again to either full-time or hybrid (a combo of in-office/remote) work locations has significantly impacted the business world. Many companies have downsized their physical presence to account for this transformation. This has created an opportunity for you to properly equip new office locations with the latest, most energy-efficient lighting.

For more information about Xcel Energy's Programs, Rebates and business lighting efficiency program 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.

### ADVERTISERS' INDEX

Center for Energy and Environment (CEE) ...	16
Federated Insurance .....	2
Generator Power Systems .....	3
Graybar.....	10
J H Larson .....	16
Peters, Revnew, Kappenman & Anderson .....	3
Van Meter Inc .....	16
Viking Electric, A Sonepar Company .....	4
Ziegler Power Systems.....	6

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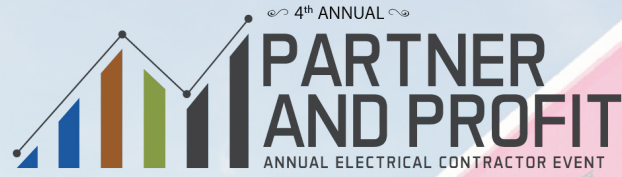
# Bonus Rebates

Earn 25% – 50% more on select LED products

For a limited time, lighting projects that include LED tubes, fixtures, retrofit kits, and screw-ins are eligible for an **additional 25% – 50% in rebates** when completed through the One-Stop Efficiency Shop, sponsored by Xcel Energy.

Visit [mncee.org/lighting-bonus](http://mncee.org/lighting-bonus) to learn more.

For projects to qualify, equipment must be purchased and installed between 4/1/2023 and 11/15/2023, and invoices must be submitted to the One-Stop team by 11/15/2023. Contact us at [onestop@mncee.org](mailto:onestop@mncee.org) with questions.



Save the Date • Feb 1-2, 2024

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Details to follow.

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