

April 2024/
May 2024

MINNESOTA LICA NEWS

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SEE PAGE TWO FOR MORE INFORMATION!!!



GREETINGS

From Your PRESIDENT

Well, it's a wrap. Winter is done. Well, maybe we should say that in August! After all, we do live in Minnesota.

I'm sure that, like all of you, we look forward to the beginning of the season which draws near. I find myself wanting to get out of the shop and start the spring off strong.

I took the opportunity with this quiet winter to take our first winter family vacation. My wife Nicole and our daughters Addison & Alexis went to Virginia Beach to the National LICA meeting in February. We loaded up the F-150 and headed southeast. We took our time driving there but still made it in 2 1/2 days. On our way back it took just 2 days. Let's just say we caught up on family quality time.

This was very well needed for me and was filled with lots of laughter with family along with meeting new faces at National. We took in a few tours in Virginia. Addison and myself even took part of the fundraising opportunity by doing a Polar Plunge into the Atlantic Ocean for the LICA Veterans Program. Let's say it was NOT WARM!

I hope all have had a chance to take a moment and relax somewhere this winter.

May there be dirt between your finders and diesel smoke in the air as we start off 2024.

Dallas Loken
MN LICA President

LUNCH & LEARN WEBINAR

Join LICA Region 4 members for the webinar by David Bandre. Learn important information about how to protect your Business. There will also be Q & A. You must register for the webinar. This is available only to LICA members.

To get the information to register online, please contact me at mnlica2@gmail.com. Registration information will also be sent to your email address on file. Make sure to get your registration done before April 17th!

MN LICA BOARD MEETING

WILL BE HELD

JUNE 13, 2024, 6:00 PM

BEST WESTERN PLUS

NEW ULM, MN

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Fatality Alert

MINE FATALITY – On December 14, 2023, a contractor died while delivering parts to the mine when an all-terrain telehandler pulling cable, tipped over, striking him.



Best Practices

- Do not exceed the load radius and load limits of lifting equipment.
- Ensure miners position themselves in a safe manner while working around equipment.
- Barricade and sign affected areas in case equipment or loads fail or tip.
- Ensure visitors entering the mine receive site specific hazard awareness training.
- Maintain good communication between co-workers.

This is the 40th fatality reported in 2023, and the 16th classified as “Machinery.”

The information provided in this notice is based on preliminary information only and does not represent final determinations regarding the nature of the accident or conclusions regarding the cause of the fatality.

Report accidents and hazardous conditions: 1-800-746-1553

[msha.gov](https://www.msha.gov) | askmsha@dol.gov | [@MSHA_DOL](https://twitter.com/MSHA_DOL)

NATIONAL LICA WINTER CONVENTION VIRGINIA BEACH, VA

Minnesota LICA was well represented at the National LICA Convention held in Virginia Beach, VA, February 13-17th. The tours that were held before the meetings and education session started were well attended. Thursday the attendees settled in for the education sessions, the committee meetings and the business of the delegate meeting and the LICA annual meeting.

The persons attending were given the news that long time LICA executive director, Eileen Levy, will be retiring later this summer. Eileen has spent 40 years serving the association. Lovingly, Eileen has become known as "Mother LICA." She has witnessed many changes in the organization and in the industry. She will be greatly missed for her voice of reason, her contributions, and her friendship. We wish her the very best in the next chapter of retirement and future endeavors!

In other news coming out of the Convention, it was announced that LICA Chapters had just been developed in the States of Tennessee and Texas. Jimmy Bynum and Janna Eggenschwiler with Garde Solutions who bring experience with risk management solutions for the equipment manufacturing sector. Both were attending the convention, so many members got to meet them. We welcome them and look forward to working with them as the newest state chapters!

More exciting news was the announcement that a \$14,000 donation to LICA was presented by Big Iron Auctions from the LICA Focus Auctions. Big Iron's representatives were on hand not only to present the check, but facilitated the Live Auction held Friday Evening.

In true LICA fashion, an impromptu challenge arose out the Auction activities. Over \$8,000 was raised on challenges of participating in a Polar Plunge in the Atlantic Ocean. These proceeds went to the LICA Education for Veterans Program. The challenge grew and the next day, everyone met in the lobby of the hotel then proceeded out to the beach on a sunny but very cold and windy day, wind chill was said to be 30 degrees. At last count, 30 associates, members and family members lined up and plunged into the Atlantic Ocean. Those brave souls representing Minnesota were Dallas Loken and his daughter Addison, and Nordis Estrem!

The Region meeting was also held during the convention. Minnesota is part of Region 4. Discussion on loss of members, how to keep members and how to find new members was a big topic during this meeting. Also, how to revitalize our Chapters and how social media has to play a bigger part. As a result, the Executive Director's were tasked with coming up with a webinar for Region 4 members. This practice has been going on in New Jersey for a while. Work began and we now have a webinar scheduled. (See Front Cover and further instructions on Pg. 2) A new VP for Region 4 was elected at this meeting. Russ Peters, from Iowa, will be the new VP for Region 4. Congratulations Russ. A huge thank you goes to outgoing VP Chris Brauer, from Missouri. Chris has served his position well and will be missed at our Conventions and Events.

We want to Congratulate Dallas Loken for being the 1st place prize winner in the Draw Down Raffle that was held for the Education Foundation for Veterans. The first place winner was awarded \$5,000! Congratulations Dallas!

Looking forward; the Summer Meeting for LICA will be held July 9-13th, in Pittsburg, PA. Again, I encourage any MN LICA members to look into attending one or more of the National LICA events.

On the horizon, Summer of 2025, Minnesota LICA will host the LICA Summer meeting!! It would be great to see a large number of MN LICA members at this meeting. Please watch for details coming out in the next year.

Please see more pictures from the 2024 Winter Convention in this Newsletter!

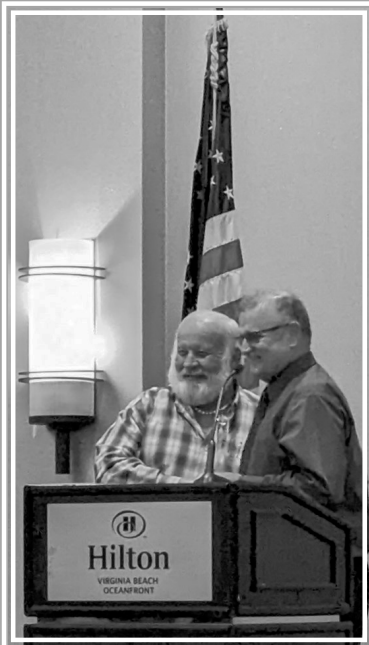




Above: Top State Awarded to Kansas

Right: Award presented to outgoing President Dave Gallahan

**Left: Contractor of the Year, Steve Gerten, Ohio
Not Pictured: Newly elected LICA President Jeff Schell, Kansas**



Below: Polar Plunge Right: Dallas & Addison Loken before the Polar Plunge





Above: Minnesota LICA and John and Blanche Peterson

Below: Region IV Members





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HR Insights

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8 Tips for Modernizing Hiring in 2024

As talent acquisition continues to evolve, staying ahead of the curve is crucial for organizations aiming to attract and retain top-tier talent. Last year highlighted labor shortages, looming retirements and a demand for evolving skills. As 2024 begins, the traditional hiring approaches are being reshaped by technology, remote work dynamics and shifting employee expectations.

This article explores strategies for employers to modernize their hiring practices in 2024.

Navigating the Future of Hiring

Modernizing hiring practices enhances an organization's ability to attract, recruit and retain top talent in a competitive environment. As job seeker's expectations shift and many leverage technology to find their next job, employers can consider these eight tips for modernizing their hiring process this year:

1. **Evaluate diversity, equity, inclusion and belonging (DEIB).** DEIB programs are increasingly shifting to support the acceptance of individuals and focus on fostering a sense of belonging in the workplace. A diverse and inclusive hiring strategy—and overall employer brand—can help attract candidates. To be impactful, DEIB has to be a part of an organization's foundation, including hiring practices—not just initiatives or programs.
2. **Emphasize skills over educational degrees.** Skills-based hiring isn't just an aspirational idea; some employers are already taking note and prioritizing finding the right fit for open positions based on skills rather than education or experience. Organizations can take time to review which positions have a legitimate need for a four-year degree or certification and which ones need the appropriate skills. This hiring practice can help expand the talent pool, improve workplace diversity and decrease hiring time.
3. **Embrace artificial intelligence (AI).** Employers can leverage the power of AI to streamline their hiring process. AI-driven tools can analyze resumes, assess candidate fit and even conduct initial interviews. By automating routine tasks, HR professionals can focus on strategic aspects of recruitment, fostering a more efficient and insightful hiring process. AI can also help personalize candidate engagement by sending tailored messages and recommended or relevant job openings. While AI has its advantages, it's also important to be aware of the technology's risks and dangers (e.g., bias and discrimination).
4. **Leverage data-driven decision-making.** Employers can harness the power of people analytics to inform their hiring decisions. Analyze recruitment data to identify trends, optimize sourcing strategies and enhance the candidate experience. By leveraging data-driven insights, hiring teams can make informed decisions that better contribute to the overall success of their hiring efforts.
5. **Incorporate gamification into skills assessment processes.** Gamified assessments provide a more engaging and interactive experience for candidates, allowing hiring teams to assess candidate skills in a dynamic and real-world context. This can enhance the evaluation process and showcase the organization as forward-thinking and innovative.

HR Insights

6. **Enhance the candidate experience with technology.** Technology can help streamline communication, provide timely feedback and offer transparency throughout the hiring process. A positive candidate experience not only attracts top talent but also enhances the employer brand, creating a ripple effect in the talent market.
7. **Leverage the right online portals.** Virtual recruiting can help employers find the applicants they're looking for. Furthermore, online platforms—such as LinkedIn, Indeed, Handshake and more—can make it easy for applicants to apply directly.
8. **Offer incentives with employee referral programs.** Employers can empower their current employees to become brand ambassadors. Millennial and Generation Z candidates generally trust and value word-of-mouth referrals, whether for employment or shopping, so employers could amp up referral efforts to attract this demographic.

Employee referral program incentives aren't new, but they can be modernized to appeal to millennial and Generation Z candidates. As such, employers may consider offering monetary bonuses, paid time off, learning and development opportunities (e.g., covering the cost of attending a conference or training), or charity donations that may motivate younger workers.

While maybe not applicable to every open role, these strategies can give employers new tools to revamp their hiring processes. It comes down to building a competitive advantage to stand out to job candidates.

Summary

As the digital age progresses, staying ahead of the latest HR trends and technologies is imperative for modernizing the hiring process. By embracing AI and other technologies, prioritizing DEIB and leveraging data-driven insights, employers can attract top talent in 2024 and build a future-ready workforce.

Contact us today for more workplace guidance.



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Date of Birth _____ If you're new, how did you hear about LICA? _____

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| <input type="checkbox"/> LS - Landscaping/Seeding/Sod | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> OD - Open Ditch Work/Dredging | |

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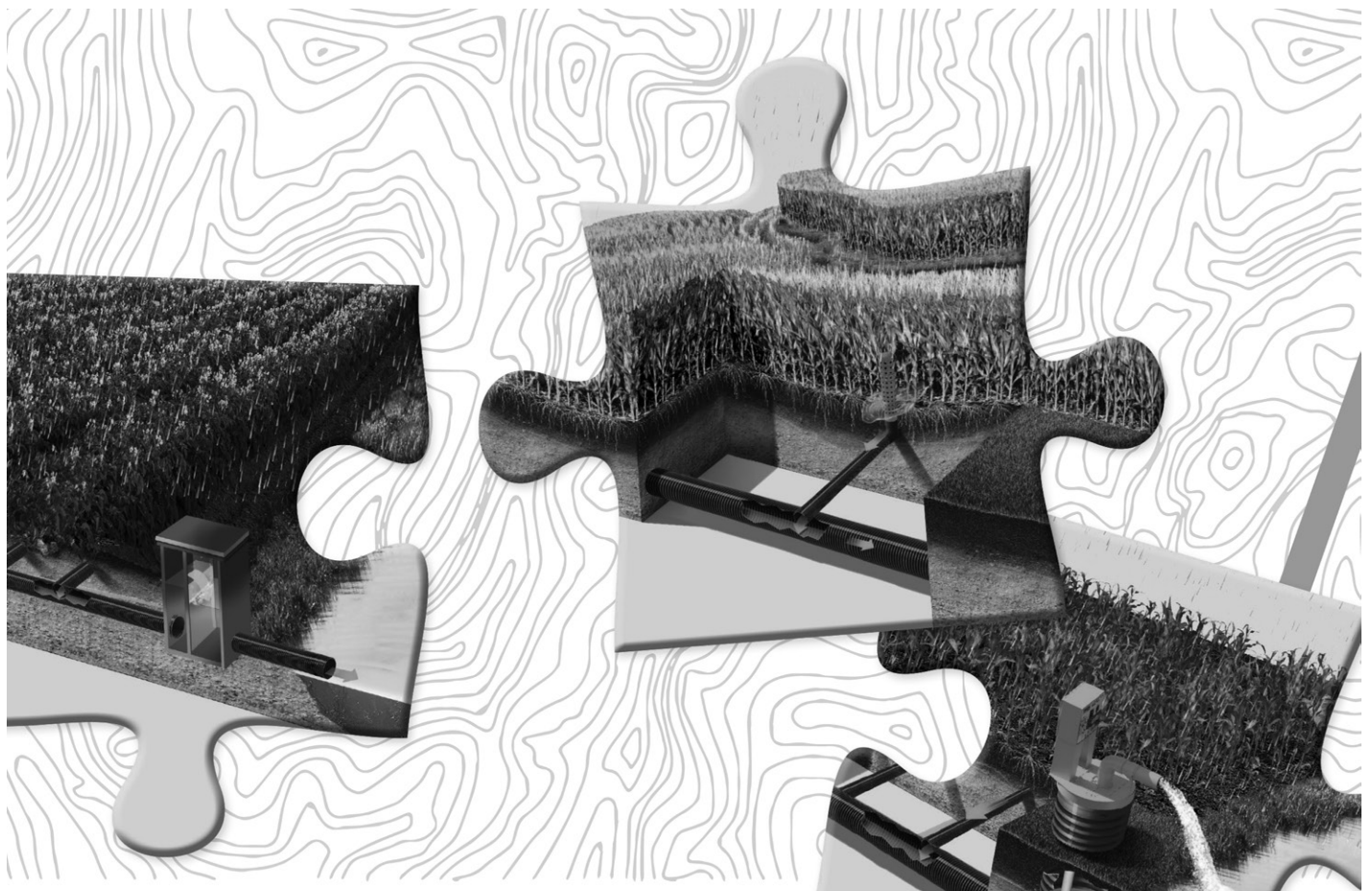
Secondary members are individuals employed by an active member in the business that makes the active member eligible for membership.

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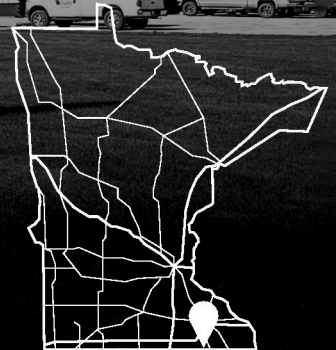


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RISK ADVISOR



National Safety Stand-down to Prevent Falls in Construction Set for May 2024

The annual National Safety Stand-down to Prevent Falls in Construction is scheduled for May 6-10, 2024. This event, led by OSHA and several key groups, is designed to raise awareness of fall hazards and prevent fall injuries and fatalities.

Safety Stand-down Explained

A safety stand-down is a voluntary event that provides an opportunity for employers to pause work and speak directly with employees about safety. The National Stand-down to Prevent Falls in Construction offers a chance for businesses of all sizes to discuss fall hazards and emphasize the importance of fall prevention. Employers of companies without fall hazards can use this opportunity to talk with employees about the job hazards they may face, protective methods, and the organization's safety policies and goals. Employees also have the chance to speak with management about job risks during safety stand-downs.

Who Can Participate?

Anyone seeking to prevent hazards in the workplace can participate in the safety stand-down. In the past, participants included commercial construction companies, residential construction contractors, subcontractors and independent contractors, highway construction companies, general industry employers, the U.S. military, other government participants, unions, employer's trade associations, institutes, employee interest organizations and safety equipment manufacturers.

Conducting a Safety Stand-down

There is no set way for employers to conduct a safety stand-down. They generally allow employers and employees to take a break from their usual work duties and engage in toolbox talks or other safety activities, including safety equipment inspections; fall rescue plan development; and discussions of job-specific hazards, protective methods and safety policies. Additionally, there isn't a standard amount of time a safety stand-down must take; managers are encouraged to plan a safety stand-down time that best fits their workplace.

Employers do not need to "register" to participate in the national safety stand-down. OSHA has posted suggestions on how to [prepare for a safety stand-down](#) and various English and Spanish fall prevention resources are available on OSHA's resources webpage. Once the safety stand-down has been completed, employers may provide feedback to OSHA and download a certificate of participation.

Conclusion

Employers have a duty to keep their employees safe and protect them from falls. By participating in the National Safety Stand-down to Prevent Falls in Construction, they can demonstrate their commitment to this responsibility and offer valuable information to their workers about fall hazards, fall prevention and other safety matters.

Contact us today for additional industry-specific guidance.



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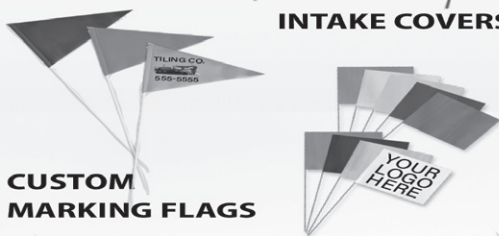
See licanational.com for complete information, under the event tab.

Water management professionals will unite at the LICA Water Management Forum—an exclusive platform bringing together contractors, farmers, government officials, the education community, and other industry leaders in water management solutions. The two-day event will overflow with opportunities for education, demonstration, networking, sponsorship, and exhibition.

The LICA Water Management Forum will take place at the historic St. Joseph's College, centrally located in Rensselaer, Indiana. The beautiful campus features classrooms and a spacious auditorium for educational seminars, a foyer with floor-to-ceiling windows for indoor exhibits and social gatherings, and over ten acres of training ground for outdoor exhibits and demonstrations.



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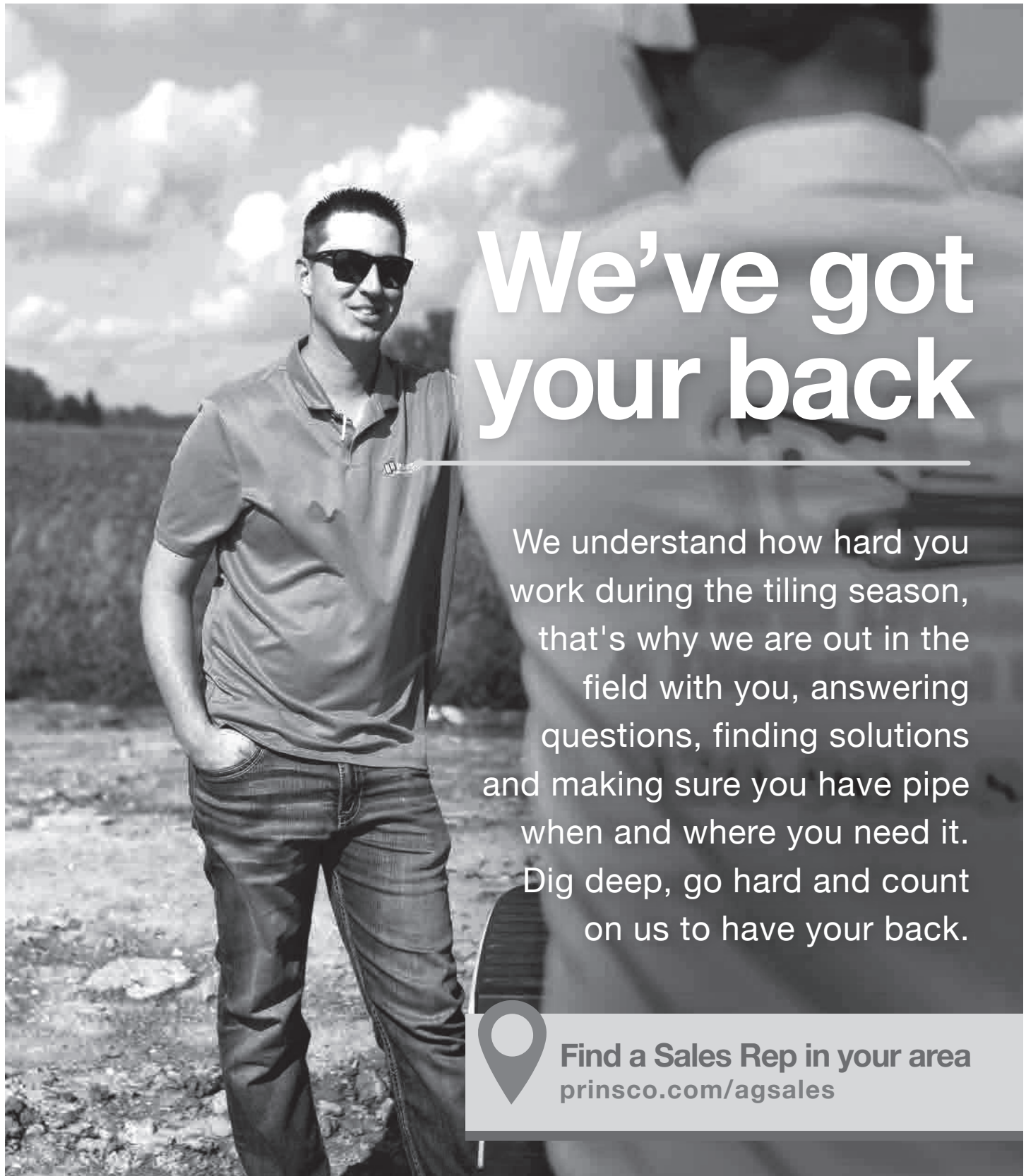
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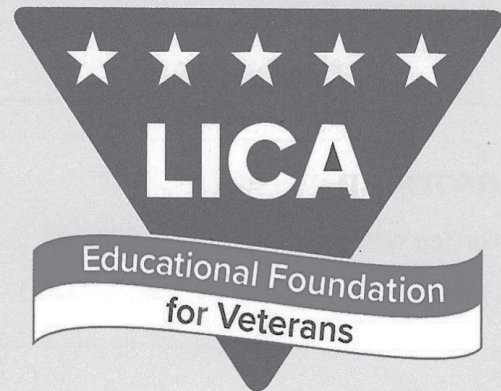
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2024 Board Member Meeting Attendance

Area/Director	Jan	March	June	Aug	Nov
VP Dallas Loken	P	P			
Tres Mark Olsen	P	P			
Chrmn Steve Vis	P	P			
Mark Morreim	P	A			
Karlen Nelson	P	P			
Everett Garlisch	P	A			
Brad Herickhoff	P	P			
Mike Lehmann	P	A			
Doug Breberg	P	P			
Dee Ann Larson	P	P			
Jesse James	P	P			
Don Loken	P	P			
Assc. Tim Dahl	P	A			
Assc. Mike Kluck	A	A			
Ex Dir Jennifer Breberg	P	P			

A = Absent P = Present C = Cancelled Meet



OUR MISSION

To train military veterans to become highly-skilled heavy equipment operators and assist them in finding employment opportunities throughout the U.S.

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NATIONAL LICA

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2024 UPCOMING EVENTS MNLICA

Web-site: www.mnlica.org

June 13, 2024, MN LICA Board Meeting, 6:00 PM, New Ulm

June 13 & 14, 2024 LICA Water Management Forum, Rensselaer, IN

July 9th - 14th, 2024, National Summer Meeting, Pittsburgh, PA

September 2024, Annual Sporting Clays & Golf Day, Owatonna Area





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2570 130th Street
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THE LICA CREED

*Land, the foundation of the nation,
the basis of all wealth,
the heritage of the wise, the thrifty and prudent,
the poor man's joy and comfort,
the silent partner of man,
the producer of food, fiber and fuel,
the basis of factories,
the foundation of banks.*

*All that man builds is from the land.
We often take it for granted, or even abuse it,
and yet many unthinkingly and unknowingly pass the land by.
What man finally does with the land
will be the deciding factor in his survival.*