

Dec 2019/
Jan 2020

MINNESOTA LICA NEWS

LAND IMPROVEMENT CONTRACTORS OF AMERICA • MINNESOTA CHAPTER

9600 S. Dennison Blvd.
Northfield, MN 55057

www.mnlica.org
mnlica2@gmail.com

2020 Winter Convention Agenda January 15th, 16th and 17th, 2020

Wednesday, January 15th, 2020

8:30 AM — 3:30 PM — SSTS Continuing Education Class
Presented by U of M Dave Gustafson – Executive Board Room

5:30 PM — 7:00 PM — Hospitality Room

7:00 PM — Bean Bag Tournament in Pre-Function Room

Thursday, January 16th, 2020

LADIES PROGRAM – TBD

8:30 AM — 9:30 AM – Minnesota Wage Law: Tami Murphy

9:45 AM — 10:45 AM – QuickBooks: Lynell Van Asperen

11:00 AM — Noon – Substance Abuse: Panels of Experts

11:00 AM – Noon - Lunch for Associates
and at Noon for Members

Noon — 4:30 PM Trade Show in Pre-Function Room
and Gallery 2

4:30 PM — 6:00 PM — Auction in Pre-Function Room

6:00 PM – 7:00 PM – Dinner and Awards

7:00 PM - Speaker/Fun and Games

Friday, January 17th, 2020

8:00 AM – 8:30 AM – Devotions – Gallery 1

8:30 AM — 9:45 AM — DOT Overweight Overwidth Pertinent Law
Changes — DOT- Dave Busse in Gallery 1

10:00 AM – 12:00 - Annual Meeting and Benefits in Gallery 1

12:00 PM – Lunch and Speaker – in Gallery 2

1:30 PM—3:00 PM NRCS Wetland Determinations –
Lewis Brockette in Gallery 1

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GREETINGS From Your PRESIDENT

MNLICA President's Report

Starting the fall with wetter than normal field conditions, in many areas throughout Minnesota have delayed harvest and fall drainage projects. Hopefully there are a few Indian Summers still in the forecast up until Christmas time.

It is time to register and reserve a room at the Best Western in New Ulm for the upcoming MNLICA Winter Convention, January 15, 16 & 17. Relevant educational classes including required septic installation classes and a growing trade show are some of the main attractions.

Encourage any non-member contractors in your area along with employees to attend the **-FREE-** MNLICA trade show. Entry for non-member contractors is limited to just the trade show. If they like what they see, MNLICA would encourage them to join to be able to attend the other educational classes, speakers, entertainment and lunch meetings. Pass the word and mark your calendars.

Get a **-FREE-** complimentary issue of the bi-monthly MNLICA newsletter, sent to non-member contractors or associates, by sending their name and address to Executive Directors, Kevin and Jeanie Bakken email address is mnlica2@gmail.com.

Don't forget to reserve a hotel and register for the LICA Winter Convention, March 7-9th, at Harrah's Hotel in conjunction with the huge Con-Expo tradeshow being held in Las Vegas, NV, March 10th – 14th.

. Michael Lehmann - MNLICA President

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Artificial Intelligence (AI); its growing presence. What will it mean?

John Peterson, LICA Director of Government Relations.

18 OCT 2019/jwp

Recently, Michael Totty wrote a lengthy article in the Wall Street Journal (14 OCT 2019, pR1) on artificial intelligence (AI) and its effect on us. I think this is a topic that is increasingly important for LICA Members, many of whom are using different forms of AI now. I will do my best to condense Totty's very long article into this much shorter one.

When it comes to AI there is a clear consensus, it is a growing presence in our lives and homes. But what will that mean? To some it means more jobs and more interesting ones. To others it means a devastating loss of employment opportunities. As AI becomes more powerful and prevalent, a lot of current jobs are doomed to disappear.

University of Oxford researchers in 2017 estimated that nearly half of all U.S. jobs were at risk from AI-powered automation. By any measure the number of U.S. lost jobs is potentially huge. Automation has already made manufacturing, mining, agriculture, and many other industries much less labor-intensive. One study estimated that from 1993 to 2007, each industrial robot replaced 33 human workers. With about 2.5 million robots in industry now, and more than 3 million expected by 2020, this trend should accelerate, and manufacturing could lose up to 20 million jobs by 2020.

While many economists believe that AI will create more jobs than it destroys, history doesn't serve as a guide to that happening. Unlike in the past, when new fields of economic activity arose to provide lots of new jobs, that isn't happening today. Why is today different?

For starters, AI is able to take over almost any routine work, including jobs that might otherwise be created by new economic tasks. And as AI becomes more capable it will increasingly be able to take on many nonroutine ones as well. What's more, while previous tech revolutions created jobs for unskilled workers, many or most of the new jobs that will be created by AI will require education and skills that most of those who lose their

jobs will lack. It is possible that some of them can be retrained, but it is unlikely that all former unskilled laborers will become machine-language programmers

In addition, government and economic policies are reinforcing this trend. Capital investments in computers and robots get a tax break, while labor is taxed. Office-support and customer service jobs often rely on routine, repetitive tasks, and will be among the first to fall to AI as systems using voice recognition and natural-language processing continue to improve. Then there are those jobs that robots can't take over completely, but that have elements that could be easily automated. About a third of the tasks in 60% of the jobs studied by the McKinsey Global Institute fall into this category.

The jobs that will be the most difficult to automate are those that require empathy and "people skills." I would also think that LICA machine operators in the field possess a skill in feeling the machine and the job at hand on the ground that is not easily automated. I do not consider them to be unskilled laborers. But then I look at the labor required today in tile drainage work and think back to my own drainage days in the 1960's and 70's, and wonder. We may find that heart surgeons can be replaced more easily than nurses, and clothing designers more easily than hairdressers. In other words, because AI automates many cognitive chores, a college degree and a white collar won't be enough to shield these jobs either. Most have the belief that if you have an education and skills you are going to be protected from automation. That, in many cases, is quite wrong.

One key thing to remember. The new jobs that will be created by AI will require education and skills that many of those who lose their jobs will lack. What will happen to those displaced is the age-old problem we will have to address. How do you think AI will affect your contracting business? Are you planning for it? Something to think about.

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Beginning January 6, 2020, employers will be required to:

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- Employers will also report negative return-to-duty (RTD) test results and the successful completion of a driver's follow-up testing plan.
- The information above must be reported by the close of the third business day after the employer is informed.
- Conduct queries to check if prospective employees are prohibited from performing safety-sensitive functions, such as operating CMVs, due to an unresolved drug and alcohol program violation.
- Employers are also required to query all current employees at least annually. All queries require driver consent.
- Until January 6, 2023, conduct both electronic queries in the Clearinghouse and manual, offline inquiries to previous employers for pre-employment driver investigations.

REGION IV REPORT—CHRIS BRAUER

Old Man Winter hit early here in Missouri. We've already seen sleet, snow, and 15 degrees below average temperatures. Harvest season is currently at a standstill in my area. Not to mention it's way too early to worry about tracks and rollers freezing up. But, winter comes every year, as we all know. It's a great time to do a little shop cleaning, year end tax prep, and reach out to a new or perspective LICA member. We have some new benefits that we'll be discussing at the winter conventions.

The National office successfully completed the move to the new office space. We held our fall board meeting there. The open house was well attended as well.

I've enjoyed traveling and meeting more LICA members, and look forward to meeting more as the winter convention season rolls around. Don't forget about National Winter Convention and ConEx is Las Vegas.

On a final note, changing weather means changing conditions on the job site. Preparing for the cold temperatures is just as important as preparing for the heat in the summer. I have yet to meet a LICA Contractor that didn't want to make it home safe every night. The same can be said for their employees. Stay safe, and stay in touch.

EXECUTIVE DIRECTORS REPORT

We have been busy planning the convention, paying bills, working on the newsletter, making bank deposits.

Jeanie and I attended the Executive Directors Summit, which was held in Lisle, Illinois on November 8th and 9th, 2019. The new National LICA offices are very nice and roomy. It was a lot of information to receive in a very short period time. We went away feeling overwhelmed. Debbie Dickens, Ryan Arch, Maura Dibbles, Eileen Levy and Allison Hack did a great job with the agenda. They brought in an attorney to talk about Non-Profit Compliance, he was very informative.

Once again, we have a great line up of events for this year's MNLICA Convention.

If you're in need of continuing education for onsite septic systems, we have a class for you. Six-hour credit with Dave Gustafson from the U of M. Dave is very knowledgeable on the subject and interesting and interactive with the class participants.

Of Course, we can't forget about the bean bag tournament, the champions should probably want to defend their title. It's a fun way to start the social side of the convention. We have more and more associates getting involved with this event. It's a great mixer.

Come to the trade show to see what's new on the product line from our vendors. It's always good to visit with our associates and thank them for the good service they provide. Maybe it's a good time to deal on some new equipment or materials. We also have some very interesting speakers—our own MNLICA member Doug Wulf will be speaking about his return trip to Vietnam. So be sure to come for the educational value or just to visit with old friends and maybe even your competition. See you at the convention.

Membership attendance at our events is low. How can we get it higher? Calling and e-mailing by the executive directors hasn't done it, what else can we do to try and get members to attend our events?

Kevin and Jeanie

MNOSHA COMPLIANCE: DIFFERENCES BETWEEN MINNESOTA AND FEDERAL OSHA

Employers under the jurisdiction of Minnesota OSHA must comply with both the federal OSHA standards adopted by reference in Minnesota and Minnesota Statutes and Rules. Differences between federal and Minnesota OSHA regulations include the following.

A workplace accident and injury reduction (AWAIR) program (Minnesota Statutes [182.653, subd. 8](#); Minnesota Rules [5208.1500](#)) – Employers in certain North American Industrial Classification System (NAICS) codes are required to create and implement a comprehensive written safety and health program called "A Workplace Accident and Injury Reduction" (AWAIR) program. The NAICS list includes industries with an incidence rate or a severity rate above the Minnesota average. The list is revised every five years.

Employee right-to-know (Minnesota Rules Chapter [5206](#)) and **Hazard communication/GHS** (29 CFR [1910.1200](#)) – Hazard communication/GHS was adopted in Minnesota on Sept. 10, 2012. However, Minnesota OSHA did not adopt the federal exceptions in Part 1910.1200 (b)(6)(xi) and (xii) – ionizing and nonionizing radiation and biological agents – because they are covered under Minnesota employee right-to-know (ERTK) requirements. In addition, while Part 1910.1200 requires one-time retraining, Minnesota OSHA will retain its annual training requirements for all chemicals, physical agents and infectious agents, as well as the three-year recordkeeping requirement.

Employer-paid personal protective equipment (PPE) (Minnesota Statutes [182.655, subd. 10a](#)) – Employers must provide and pay for all PPE required for employees to perform their jobs safely. PPE should only be used when all feasible engineering controls, work practices and administrative controls have been implemented, but are not enough to adequately protect employees.

Safety committees (Minnesota Statutes [182.676](#)) – The statute requires all employers with more than 25 employees to have a safety committee. The statute also requires employers with 25 or fewer employees to have a safety committee if they have either a lost-

workday case incidence rate in the top 10% of all rates for employers in the same industry or with a workers' compensation premium classification rate in the top 25% of premium rates for all classes. The requirements for organizing a safety committee and the committee's duties can be found in Minnesota Rules [5208.0010-.0090](#).

Recordkeeping requirements – All employers with 11 or more full- or part-time employees must comply with the OSHA [recordkeeping](#) requirements (OSHA 300 Log), regardless of industry or NAICS code.

Lockout devices in construction (Minnesota Rules [5207.0600](#)) – Minnesota OSHA has adopted its own lockout requirements in addition to those found in 29 CFR 1926.417 and the portions of 29 CFR 1926 Subpart O, Motor Vehicles, Mechanized Equipment and Marine Operations, that address the control of potential energy.

Permissible exposure limits (PELs) (29 CFR 1910.1000 – Air Contaminants) – In 1989, federal OSHA revised its PELs under 1910.1000, which Minnesota OSHA adopted. Although federal OSHA has since reverted to the pre-1989 PELs, Minnesota OSHA still enforces the [1989 PELs](#) for substances that are not covered by separate standards.

Powered industrial trucks (29 CFR 1910.178 (m)(12)) – Federal OSHA has deleted and no longer enforces paragraph (m)(12) of 1910.178, which applies to lifting personnel. Minnesota OSHA continues to enforce 1910.178 as originally adopted by reference, including [paragraph \(m\) \(12\)](#).

Minnesota OSHA has other requirements in addition to those listed here. Those interested may view them online

at www.revisor.mn.gov (search for either Minnesota Statutes 182 or Minnesota Rules Chapters 5205, 5206, 5207 and 5208) or buy a copy of the Minnesota OSHA Rules, which also includes administrative requirements under Minnesota Rules Chapters 5210 and 5215 (see below).

[Federal regulation update](#), January 2019.

<https://www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-differences-between-minnesota-and-federal>



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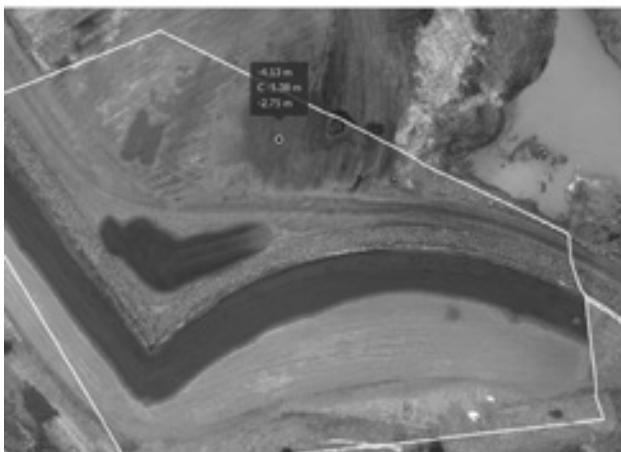
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MNLICA CONVENTION REGISTRATION
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General Registration		Members & Associates
Discount Registration – Must be Postmarked by Dec 20 th , 2019	After Dec 20 th , 2019	Attending on January 16th – 17th, 2020 includes the Thursday evening and Friday events at the MNLICA Convention. Members attending the SSTS class on January 15th, 2020 there will be an additional charge, see SSTS form.
Member, Contractors, Associates, Gov't Employees, Consultants	\$150.00	
Member Spouse	\$125.00	
Non-Member	\$225.00	
		Children Under 12 years of Age are Free

Print Names for Badges (Please write legibly)	Owner or Employee	Total
	Total Convention Fees	

MNLICA'S Annual Auction will be held on Thursday, January 16th, 2019 to raise money for our Political Action Fund and Scholarship Fund, please provide an auction item that has a suggested minimum value of \$25.00 or more or a cash donation.

Make checks payable to: MNLICA Convention Fund Mail to: MNLICA 9600 S. Dennison Blvd. Northfield, MN 55057-4547 Phone: 507-645-6905 or 612-328-2784 E-Mail: mnlica2@gmail.com	Hotel reservations must be made for discount by December 20th, 2019 Best Western Plus Hotel 2101 South Broadway Street New Ulm, MN 56073 Phone: 507-359-2941
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Registration Policy: Only individuals registered and with a badge may attend convention events. The spouse/guest of a registered member need not register to share hotel accommodations but must register to participate in convention programs or functions. **No registration will be processed without payment.** A \$30.00 processing fee will be incurred on cancellations postmarked before December 20th, 2019. Cancellations postmarked after December 20th, 2019 will be subject to a 50% reduction in refund. All requests must be in writing. Meals will be on an "availability basis" for on-site registration.

Automated control structures open the door for better managing our drainage systems By: Keegan Kult, ADMC

2019 was a poster year for needing to improve the management of our drainage systems and may be the new normal. Heavy spring rains followed by extended summer dry periods have been occurring more often across the Midwest and don't seem to be going away. In fact, the Fourth National Climate Assessment has predicted a 20% increase in winter/spring precipitation across the U.S. Corn Belt. Even with an increase in springtime precipitation, summer soil moisture values are expected to be stressed due to warmer temperatures and extended dry periods. 2019 was no exception to this pattern as a vast majority of the Corn Belt experienced above average or much above average precipitation from March-May only to then have 52 million acres across Illinois, Indiana, and Iowa register on the U.S. drought monitor as either abnormally dry or in moderate drought (Figure 1).

on the needs of the crop. Reducing the amount of water discharged from the tile reduces the amount of nitrate and dissolved phosphorus leaving via the tile by upwards of 50%. Yield increases of 2-5% can also be realized in years like 2019 where there was a wet spring followed by a dry summer.

Controlled drainage is not a new concept; however, implementation has been slow. In fact, of the NRCS estimated 30 million Corn Belt acres suitable for controlled drainage, only 90,335 acres have been enrolled through the EQIP program from 2009-2018. Implementation is primed to increase due to both technological advancements and environmental awareness.

Current GPS technology allows contractors the needed accuracy to install drainage laterals along the field elevation contours. More and more contractors are adopting the use of this technology. The NRCS is also opening the door for states to adopt a payment scenario to provide financial assistance for

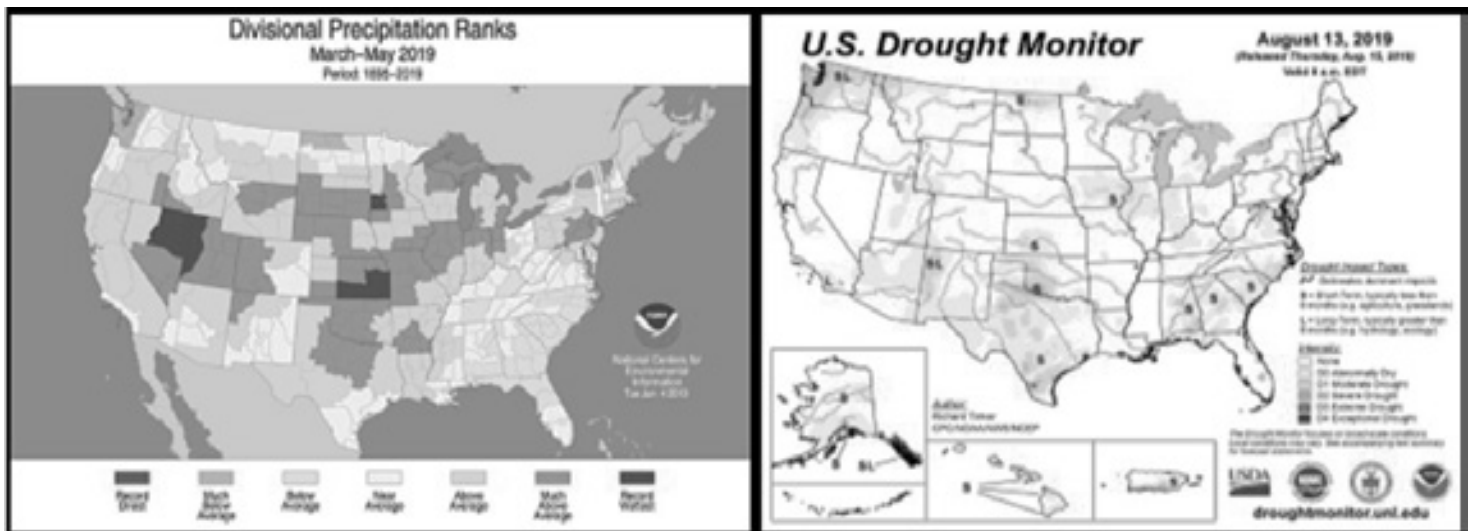


Figure 1 2019 U.S. spring precipitation followed by extended dry spell.

The shift in distribution of rainfall exacerbates the need to improve the drainage infrastructure. The infrastructure needs to not only convey the increased spring precipitation, but to be able to manage the water by treating nutrients and retaining moisture when possible. Much of the tile was installed a century ago, and the need to manage water beyond removing it from the field was not realized.

Today we see the advantages of being able to drain in the spring, and then retain the drainage water for summer use. Controlled drainage, or drainage water management, is a practice that works by using a control structure to manage a drainage systems outlet height. By controlling the outlet height, the manager can control the volume of water that is drained based

automated control structures within practice standard for Structures for Water Control.

Automated control structures can adjust the outlet elevation remotely. Automation will alleviate the worries of farmers who are concerned about having immediate access to the fields and control structures when stop log management is needed. It also will save needed time for farmers who manage multiple fields in various locations and improve responsiveness. By being able to better respond to the needs of crops that are either operating in excessive soil moisture conditions or in a soil moisture deficit, yield gains seen through controlled drainage are expected to increase from previously reported manual controlled drainage systems.

ADMC is tracking which states have adopted the payment scenario and will make members aware when announcements have been made.



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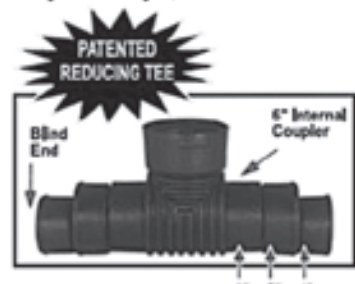
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MINNESOTA WORKPLACE INJURY, ILLNESS RATE REMAINS AT ALL-TIME LOW

<https://www.dli.mn.gov/news/minnesota-workplace-injury-illness-rate-remains-all-time-low>

November 8, 2019

Minnesota's estimated workplace injury and illness rate for 2018 remains at its lowest rate since the measurement started in 1973. According to the annual Survey of Occupational Injuries and Illnesses, the state had an estimated 3.2 OSHA-recordable nonfatal workplace injuries and illnesses per 100 full-time-equivalent (FTE) workers in 2018. The estimated rate for 2017 was 3.3 cases per 100 FTE workers.

The survey estimated Minnesota had 71,600 workers with OSHA-recordable nonfatal workplace injuries and illnesses in 2018, compared to 72,500 estimated cases for 2017.

In 2018, Minnesota's employment covered by the survey was approximately 2.79 million.

"Although Minnesota has seen a 61% decrease in its rate of work-related injuries and illnesses in the past 22 years, even one injured or ill worker is one too many," said Nancy Leppink, Department of Labor and Industry (DLI) commissioner. "Every worker in Minnesota has the right to be safe and healthy at work and the right to finish their workday in the same condition in which they started it."

The U.S. Bureau of Labor Statistics (BLS) estimates a national total of 3.5 million nonfatal workplace injuries and illnesses in private- and public-sector workplaces for 2018, resulting in a rate of 3.1 cases per 100 FTE workers.

Other results from the Minnesota survey

The industry groups with the highest total injury and illness rates were construction (5.0 cases per 100 FTE workers); agriculture, forestry, fishing and hunting (4.9); and transportation and warehousing (4.4). To bring these industries' rates down will require a concentrated effort.

An estimated 21,200 worker injuries, 1.0 cases per 100 FTE workers, had one or more days away from work after the day of injury. This rate has remained unchanged the past three years. Additional statistics are available about the characteristics of the cases with days away from

work after the day of injury. This rate has remained unchanged the past three years. Additional statistics are available about the characteristics of the cases with days away from work. Some highlights are shown below.

- For workers with one or more days away from work, the median was six days. In comparison, the median number of days away from work was six days in 2017, five days in 2016 and six days in 2015.
- Sprains, strains and tears accounted for 35% of the injuries for workers with days away from work. The second-highest category was soreness and pain, accounting for 20% of the cases.
- The back (19%) was the most commonly injured body part. Hands and head each accounted for 10% of the cases.
- The most common injury events were overexertion and bodily reactions (36%); falls, trips and slips (28%); and being struck by objects or equipment (22%).
- The most common sources of injury were floors, walkways and ground surfaces (19%); bodily motion of the injured worker (17%); and vehicles, including forklifts (10%).

State agencies and BLS compile the survey data, which is the primary source of workplace injury and illness statistics at the state and national levels. DLI collects injury and illness records from randomly sampled Minnesota establishments in the private and public sectors (excluding federal agencies). Approximately 4,700 establishments provided usable responses for the 2018 survey.

Additional Minnesota data will be available on the DLI website at www.dli.mn.gov/our-areas-service/research-and-statistics/survey-occupational-injuries-and-illnesses. National data tables are available on the BLS website at www.bls.gov/iif/oshsum.htm and www.bls.gov/iif/oshcdnew.htm.

MEMBERSHIP APPLICATION

Please enroll me as a Member of the Minnesota Land Improvement Contractors Association. I understand that I will receive all member benefits, and that they will begin as soon as my application is approved and my dues are received in the State Office. My membership fee includes membership in the National Land Improvement Contractors of America.

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Contractor Member	\$350.00
Associate Member	\$200.00
Retired Member	\$ 50.00

LICA AND MNLICA BENEFITS

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- ◆ Representation on the USDA'S State Technical Committees
- ◆ Representation on the Environmental Issues Council Which Works to bring Common Sense into Government Actions in the Name of the Environment
 - ◆ National LICA Contractor Magazine
- ◆ LICA Contractor Safety Management Plan (A Comprehensive Safety Program & Up-To-Date Information on OSHA Regulations)
- ◆ Caterpillar Extended Powertrain Protection Program
 - ◆ The LICA Portal
 - ◆ 2019 LICA Mack Program
- ◆ Case Construction Discount Program
 - ◆ Sunbelt Rentals Discount
 - ◆ C2C Financial Network
- ◆ Petrocon Commodities Program
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 - ◆ Cooper Tire Program
- ◆ Sandhill Machinery Trader Member Benefit Promotion, Buy & Sell Equipment: Inventory Mgmt System, Premium Hosted Website with Free Banner Advertising, Ecommerce Benefit, Currency Benefit
 - ◆ CAT Replacement Parts Program
 - ◆ Piston & Piston Kits
- ◆ LICA Discount for 2020 CONEXPO Education Sessions
 - ◆ MASA Medical Transport Solutions
 - ◆ BenefitMall Construction Payroll
 - ◆ LegalShield Legal Protection
 - ◆ Trimble Agriculture Discount
- ◆ Bridgewell Health Limited Benefit Plan (currently not available in MN)
 - ◆ Cleanfire Discount
 - ◆ LICA Beef Benefit
- ◆ BenefitMall Construction Payroll

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2019 Board Member Meeting Attendance

Area/Director	Jan	March	June	Aug	Nov
Pres Mike Lehmann	P	P	P	P	
VP Steve Vis	P	P	A	P	
Tres Mark Olsen	P	P	P	A	
Chrmn Doug Breberg	P	P	P	P	
East Jay Engles	A	P	A	A	
East Dan Estrem	P	P	A	P	
East Mark Morreim	P	P	P	P	
East Karlen Nelson	P	P	P	P	
West Everett Garlich	P	P	P	P	
West Stu Frazeur	P	P	P	P	
West Brad Herickhoff	P	P	A	A	
West Mark Machart	P	A	P	P	
Retired Jim Walker	P	A	A	A	
Assc Shaun Mickelson	A	P	A	A	
Ex Dir Kevin Bakken	P	P	P	P	
Ex Dir Jeanie Bakken	P	P	P	P	

A = Absent P = Present C = Cancelled Meet

THANK YOU TO AMY AND BRAD HERICKHOFF FOR ALL THE WORK THEY DID ON PLANNING THE SCHOLAR- SHIP FUND RAISER.

PLEASE NOTE THAT THE **MNLICA SCHOLARSHIP APPLICATIONS MUST BE POST-MARKED NO LATER THAN MARCH 15TH, 2020.** ANY CHILD OR GRANDCHILD OF AN ASSOCIATE OR MEMBER OR EMPLOYEE OF A MEMBER WHO IS GRADUATING FROM HIGH SCHOOL AND CONTINUING WITH THEIR EDUCATION MAY APPLY FOR A SCHOLARSHIP.

PLEASE GO TO THE MNLICA WEBSITE FOR THE APPLICATION INFORMATION.

Benefits for LICA members

July marked the launch of a new partnership between LICA and Sandhills Global, better known to most as MachineryTrader. Along with this new partnership came **www.LICAnational.com** as well as **6 NEW member benefits** for all LICA members. Around the country, LICA members are taking advantage of all of these benefits and have been amazed with the results!

LICA members can now benefit from a **FREE inventory management system.**

Along with this system comes a deeply discounted **real-time equipment valuation tool, FleetEvaluator.** Knowing what your equipment is worth can help you identify when, and how, to sell it.

LICA members can move equipment for sale directly from the inventory



management system to be **advertised for free on the new National LICA website** with a click of a button (make sure you check out what others have for sale too!).



If you're looking to ramp up exposure take advantage of the **discounted MachineryTrader advertising benefit.**

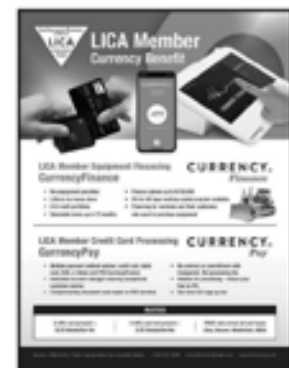


If you need a new website, be sure to check out the options available with the **website benefit which includes special LICA member pricing as well as free advertising** to promote your new website and bring in new business.

Make sure you take advantage of the **eCommerce benefit to allow your business to grow even while you sleep** and give your customers the option to make purchases directly through your website.



CurrencyPay supports not only your online store, but also your companies payment processing as a whole - offering competitive rates, the ability to reduce processing fees, and has been designed to **keep more money in your pocket.** LICA members can **take advantage of a**



complementary Bluetooth card reader or POS terminal.

If you need **financing to purchase equipment, or working capital to fund a project at 0% for 90 days** – make sure you look at how the **CurrencyFinance** option can benefit you.

Their latest beef benefit will get your **25% off Certified Piedmontese** lean and tender gourmet beef – keep this in mind as a great gift for employees or other companies with the holidays approaching!



For further information on these benefits and more, visit **www.LICAnational.com/benefits** or contact your MachineryTrader representative for complete details at **1-800-247-4898.**



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POTATO PIZZA BAKE—Nordis Estrem

1- pound lean ground beef	4-cups thinly sliced potatoes
1-Medium onion, slice thin	1-10oz. can cheddar cheese soup
1-Soup can of Milk	1-Tablespoon butter
6-oz. Mozzarella cheese, sliced	
½-cup Parmesan cheese	1-15oz. can tomato sauce
salt & pepper to taste	½ teaspoon Oregano

Brown beef until it loses it's color. Place potatoes and onions in large buttered baking dish. Add cooked meat to potato & onions. Mix Cheese soup and milk until smooth, pour over potato mixture and stir well. Combine tomato sauce, salt, pepper & oregano. Pour sauce over top but do not stir. Dot with the butter. Cover pan and bake at 375 degrees for 1 hour. Remove cover, arrange sliced cheese on top. Sprinkle with Parmesan cheese, return to oven, uncovered for about 15 minutes or until cheese is bubbly.

NOTICE

Annual Meeting of MNLICA

WILL BE HELD ON
JANUARY 17th, 2020

***The Best Western Plus
New Ulm, MN
at 10:00 A.M.***

MNLICA WEB--www.mnlca.org

Check out the MNLICA web-site:

Membership: Benefits: Applications: Directory & Map

Scholarship Application: Ladies Activities

Newsletter Archive: Contact Information

Calendar of Events: Legislative Issues: National LICA

Check out Facebook: <https://www.facebook.com/MNLICA/>

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willingness to sacrifice.**

**White represents pure intentions
and high ideals.**

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Larson Tiling, Inc.
548 Johnson Street
Dawson, MN 56232

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Kevin Cell: 612-328-2874
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NATIONAL LICA

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Lake Crystal, MN

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Nicollet, MN 56074

West Directors:**Stu Frazeur**

Stu Frazeur Tiling
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Canby, MN. 56220

Mark Machart

Ag Tech Drainage, LLC
801 East Oak Street
Redwood Falls, MN 56281

**2019/2020 UPCOMING EVENTS MNLICA**

Web-site: www.mnlica.org

November 21st, 2019—Winter Board Meeting—Best Western, New Ulm, MN

January 15th, 2020—SSTS Class—New Ulm, MN

January 16th—17th, 2020—MNLICA Winter Convention—New Ulm, MN

February 13th, 2020—MSHA Class—Dennison, MN

March 7th, 8th, 9th, 2020—National Winter Convention—Las Vegas, NV

March 15th, 2020—MNLICA Scholarship Application must be Postmarked

March 26th, 2020—MSHA Class—Courtland, MN



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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.*