

Dec 2020/
Jan 2021

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MNLICA 2021 Winter convention is cancelled

The Board of Directors has made the decision to cancel our 2021 MNLICA winter convention. This was a difficult decision to make but we want to keep our members and associates safe and healthy.

Moving forward with the current conditions would pose a risk that we didn't want to take. Hopefully, we will be able to host a 2022 MNLICA convention.

We look forward to seeing everyone then.

Board of Directors



GREETINGS From Your PRESIDENT

MNLICA President's Report

Hi everyone,

What a roller coaster fall we have had! We have had summer like weather, fall, and winter all in one week. Hopefully, everyone is enjoying a great fall. A lot of uncertainty yet with the election and the virus. We do not exactly know what our government will look like yet. Hopefully, we can continue with our work without much interruption.

With the strict COVID-19 guidelines on, the MNLICA board has made the call to cancel the winter convention. There were rules we were going to have to follow that would have been tough to comply with at our venue. This is a big disappointment for many contractors who rely on the convention to connect with old friends and make new ones. The educational sessions are going to be missed too. The national LICA convention scheduled for February in San Antonio has also been canceled.

We will be holding our final MNLICA board meeting of 2020 in December. This will be done online. If you have any concerns or questions, feel free to contact one of the board members.

Stay safe and say a prayer for our nation.

Thanks,

Steve Vis- MNLICA President

**BOARD meeting on
THURSDAY,
DECEMBER 3rd, 2020
will be done
Via Zoom
Watch for an email
with details.**

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MNLICA Web-Site; www.mnllica.org
E-mail: mnllica2@gmail.com



MINE FATALITY –

On October 14, 2020, a lead person was killed when his pickup truck was struck by a haul truck.



Best Practices:

Install and maintain collision avoidance/warning systems.

Equip smaller vehicles with strobe lights and flags positioned high enough to be seen from the cabs of haulage trucks in all lighting conditions.

Establish and follow communication protocols that require verbal verification for all mobile equipment operators.

Design haul roads to minimize congested areas and maximize visibility.

Do not drive smaller vehicles in a large truck's potential path.

Train miners on mobile traffic patterns and policies. Do not rely on training or other administrative controls alone to prevent powered haulage or other accidents.

Miners and mine operators can find safety and health information on:

MSHA.gov.MnLICA



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Worker's Compensation and the Aging Workforce

Older Americans continue to delay their retirement or reenter the workforce to supplement their income and combat the effects of a down economy. According to the Bureau of Labor Statistics, the number of workers between the ages of 55 and 64 is estimated to climb to 29.3 million by 2020 and make up almost 18% of the labor force. This increase in older workers introduces the need to understand the risks associated with this age group, and as a result, effectively manage their potentially costly workers' compensation claims.

The Challenges

One of the main challenges associated with older employees is the impact that they can potentially have on your organization's workers' compensation costs. These costs come largely from the growth of employees with pre-existing and age-related medical conditions, as well as chronic illness. This is resulting in a much more difficult and time-consuming process to prevent and treat work-related injuries.

For many employers, workers' compensation claims are growing at a rate faster than most other costs. Claims for back injuries, knee injuries, stress and cumulative trauma disorder continue to increase as the proportion of aging workers grows. Addressing the challenge of meeting the needs of aging workers will not only decrease workers' compensation claims, it can have a positive effect on both workplace safety and health care costs.

It's true that accidents can always occur in the workplace, but the majority of workers' compensation claims are not accidental. Rather, they are preventable. And many of these claims simply occur because the employee is not physically

capable of performing the duties associated with the position in a safe manner. This is especially common with aging workers due to many of them having pre-existing injuries or chronic conditions.

Controlling Costs

While many states' fair employment acts prohibit employers from questioning potential candidates about disabilities or previous injuries, you can help control your workers' compensation costs by determining if potential employees can safely perform job duties needed for the position. Assess candidates' abilities by doing the following:

- Have a local medical clinic provide pre-employment physical examinations and pre-employment physical abilities testing to candidates.
- Invite the clinic's medical director and those conducting pre-employment testing to your facility so they can better understand the nature and exertion level needed to perform the duties of each position.
- Create clear, specific and accurate job descriptions to help potential candidates determine if the physical strain of the position would be too much.
- Provide these job descriptions to the physician who performs the fit-for-duty exams to help them better assess candidates' physical limitations and their ability to perform the duties necessary to be successful in the position.

To minimize the potential impact of workers' compensation claims, executing pre-employment physical exams and physical ability testing can significantly reduce your risk exposure.



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COMPLIANCE



PERMITS

The Cold Stress Equation - Hypothermia

What cold temperatures mean

Cold-related injuries and illnesses can slowly overcome a person who has been chilled by low temperatures, brisk winds or wet clothing. This dangerous combination is known as The Cold Stress Equation, according to the Occupational Safety and Health Administration (OSHA).

When hypothermia occurs, the normal body temperature (98.6° F) drops to or below 95° F and causes fatigue, drowsiness, uncontrolled shivering, bluish skin, slurred speech, clumsy movements, irritability and irrational or confused behavior.

If you suspect a co-worker has hypothermia while working on land, do the following:

- Call for emergency assistance as soon as possible.
- Move the person to a warm, dry area. Do not leave them alone.
- Remove any wet clothing and replace it with warm, dry clothing or wrap the person in blankets.
- Have the person drink warm, sweet drinks (sugar water or a sports drink) if they are alert.
- Have the person move his or her arms and legs to create muscle heat. If he or she is unable to do this, place warm bottles or hot packs in the armpits, groin, neck and head area. DO NOT rub the person's body or place him or her in a warm water bath, as this may stop the heart.

If you suspect a co-worker has hypothermia while he or she is in water, do the following:

Call for emergency assistance immediately.

Body heat is lost up to 25 times faster in water.

DO NOT remove any clothing. Instead, button, buckle, zip and tighten any collars, cuffs, shoes and hoods. The layer of trapped water closest to the body provides insulation that slows heat loss.

Get the person out of the water as soon as possible or have him or her climb on a floating item. The person should not attempt to swim, unless another person or object can be reached.

If getting the person out of the water is impossible, help the person to wait quietly to conserve body heat by folding the arms across the chest, keeping the thighs together, bending the knees and crossing the ankles.

Be safe and healthy on the job at your business with these helpful tips provided by Prins Insurance, Inc..

When in a cold environment, your body keeps internal organs warm by increasing blood flow to the core and decreasing blood flow to extremities. As a result, you're at an elevated risk for hypothermia.

This flyer is for informational purposes only and is not intended as medical or legal advice.

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EXECUTIVE DIRECTOR'S REPORT

The board will be reviewing having an annual meeting (via Zoom) this winter to discuss LICA Business, Events and to elect two west board members. Stay tuned for updates.

Membership dues are coming in with about half of the membership renewed and one cancellation as of this date. Associate dues are also coming in but we have quite a few associates that haven't renewed their membership yet.

Trying to schedule MSHA classes as they are limiting registration to twenty people per class. Other safety classes and virtual classes are also being considered.

Be safe and stay healthy in this time of COVID-19. Hopefully 2021 will be smoother and we'll be able to get back to a more normal life, whatever that may be.

Kevin and Jeanie

Safety Matters

Provided by: Prins Insurance, Inc.

Working Safely in Cold Weather

Workers exposed to extremely cold conditions are at risk of serious health problems, including hypothermia, frostbite, dehydration and muscle injuries. Frigid temperatures can also cause additional pain for those who suffer from arthritis and rheumatism. To prevent injuries and illness as a result of winter weather, it's important to learn about the causes, symptoms and safety considerations to take so you are prepared to handle winter's worst.

Causes of Cold Weather Injuries

According to the Occupational Safety and Health Administration (OSHA), there is no exact temperature at which the environment becomes hazardous. Instead, factors such as low temperatures, wind speed and wetness contribute to cold-induced injuries and illness.

- ◆ Exposed skin freezes within one minute at -20° F when the wind speed is five miles per hour (mph), and will freeze at 10° F if the wind speed is 20 mph.
- ◆ When skin or clothing is wet, injury or illness can occur in temperatures above 10° F, and even above freezing (32° F).
- ◆ When the body is unable to warm itself, hypothermia and frostbite can set in, resulting in permanent tissue damage and even death.

Signs of Injury and Illness

If you or a co-worker have any of the following symptoms, get indoors and alert your supervisor or call for medical attention if they do not **subside**:

- Uncontrollable shivering
 - Slurred speech
 - Clumsy movements
 - Fatigue
 - Confused behavior
 - White or grayish-yellow area(s) of the skin
 - Skin that feels "waxy"
 - Numbness
- It's important to note that many people suffering from the warning signs of frostbite do not notice because the tissue is numb. Therefore, it is wise for employees to check on each other periodically.

Safety Considerations

To reduce the risk of cold-induced injuries:

- ◆ Layer clothing to keep warm enough to be safe, but cool enough to avoid perspiring excessively. It should also contain the following:
 - ◆ Inner layer – a synthetic weave to keep perspiration away from the body
 - ◆ Middle layer – wool or synthetic fabric to absorb sweat and retain body heat.
 - ◆ Outer layer – material designed to break the wind and allow for ventilation, such as GORE-TEX®.
- ◆ Wear a hat. Almost 40 percent of your body heat escapes from your head. If you wear a hard hat, add a winter liner that covers your neck.
- ◆ Place heat packets in gloves, vests, boots and hats to add heat to the body.
- ◆ Watch out for the effects of cold temperatures on common body functions, such as:
 - ◆ Reduced dexterity and hand usage
 - ◆ Cold tool handles reducing your grip force
 - ◆ The skin's reduced ability to feel pain in cold temperatures
 - ◆ The skin's reduced ability to feel pain in cold temperatures
 - ◆ Reduced muscle power and time to exhaustion



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Des Moines, IA
Cedar Rapids, IA

Sioux City, IA
East Moline, IL



A Winter State of Mind

One of the joys of the trucking business is the ability to travel across the country and experience the beauty of different roads from coast to coast. However, this also means you must prepare for various types of driving conditions. The winter months make for treacherous road conditions across much of the country; the best thing you can do to make sure you stay safe when the temperature drops is to be ready.

Whether you are driving through a busy metropolis or sparsely populated country roads, there are heightened risks to be aware of in winter. You never know what may happen—be prepared for anything. Here are some good practices to keep you and your cargo safe in the winter months.

Practice Proper Vehicle Maintenance

In unfavorable conditions, it is especially important to inspect your vehicle before you get on the road. First, remember cold weather lowers battery power, so be sure yours is in good shape before the cold conditions take over. Also, for fifth wheel lubrication, make sure you are using a winter-grade product – summer-grade lubricant in low temperatures could cause steering issues. Ensure there is proper winter coolant in your radiator and there are no leaks. Check to make sure the heater, defroster and wiper blades are all in proper working order, because if you have not used these things in a year or more, there is no guarantee they will be functioning when you really need them! Most importantly, check your tires. Winter roads already provide very little traction, so decent tread depth is critical.

Be Prepared with Equipment and Supplies

Just as important as vehicle maintenance is having the right gear to get you through the most severe winter conditions. Some states require

trucks to carry chains or cables during certain months, and they may mandate which axle(s) require chaining and the use of specific traction devices. Before setting out, make sure you know the laws in the states where you are traveling. If you travel frequently through mountain passes, where chaining is often a rigidly enforced requirement, you may want to consider carrying a list of state specific safety requirements for quick reference. Also, be informed on how to put your chains or cables on before you need them, as subzero temperatures and ice-covered roads with heavy snowfall are not the best conditions to learn in!

When it comes to fuel, gelling is the main concern. Know your regulations on buying additives for fuel and know if your vehicle has fuel tank heaters. To prevent gelling, keep your tank as full as possible in cold conditions, avoid turning the truck off for long periods, monitor the temperature and wind chill carefully, and beware of fuel purchased in southern states if you are traveling into cold conditions. Weather conditions in the South do not require blended fuel, so fuel purchased there will have a greater tendency to gel if driven into cold conditions.

Always carry a winter driving kit with you – you never know when one of these items could save your life. Recommended items to stock in your kit include the following:

- ♦ Flashlight and batteries
- ♦ Blankets
- ♦ Extra clothing, such as warm layers, gloves, shoes, socks and rain gear

TARGET ON SAFETY

- ◆ Non-perishable food and water
- ◆ First aid kit
- ◆ Bag of sand or salt
- ◆ Extra washer fluid
- ◆ Windshield scraper and brush
- ◆ Jumper cables
- ◆ Tire chains or traction mats
- ◆ Cellphone and charger
- ◆ Lighter, matches and candles

Know the Road Conditions

Two things: have a good source for weather reports and a good thermometer. If your truck is not equipped with either of these, seriously consider the investment, as both are crucial to determining the safest routes and knowing what kinds of road conditions you are dealing with. If you are unable to tell whether the road is icy or not and the temperature is hovering around freezing (32 degrees F), watch other vehicles to gauge the conditions. Sliding vehicles, lack of spray from tires and ice buildup on others' vehicles are good indications the road is frozen. CB antennas that have ice buildup will bounce back and forth rapidly, which is another good signal that road conditions are dangerous.

React Properly When Things Go Wrong

Whether it is your fault or not, things can – and will – go wrong when driving in dangerous winter conditions. The key is to respond quickly and smartly when they happen.

Frozen Brakes: If it gets cold enough, the brake lining could freeze to the drum if you set your brakes when they are still wet. To fix this, you will have to break them loose by either backing up so they will break free on their own or hitting them with a hammer to loosen them.

Skidding: If you find yourself skidding, quickly depress the clutch, look at the left mirror only and steer to get back in line with the trailer. Keep steering and counter-steering until you regain control, but do not over-steer. If possible, avoid braking during this process even if there is an oncoming emergency. There is likely not enough room to stop without a collision, and you could easily make matters worse by slamming on the brakes. Avoid skidding altogether by not braking, turning, steering or accelerating too quickly.

Jack-knifing: Countless studies show if you allow the tractor and trailer to be at more than a 15-degree angle to each other, your chances of regaining control are unlikely. However, you should still work to correct the jack-knife as soon as you recognize what is happening. Recover by steering until the trailer and tractor are realigned. Never use the brakes, but if you are experiencing a trailer jack-knife (the wheels of the trailer are locked up as opposed to those of the tractor), you should use the accelerator to pull the trailer back in line.

Summary

The bottom line in winter driving is to think ahead about safety, be prepared and know your own limitations. You have heard it a thousand times, but in bad conditions, always increase your following distance, make smooth downshifts and take extra caution when traveling on ramps, bridges and overpasses. You have control over your own vehicle, but the driver next to you may not. Your best bet is to stay as far away from other vehicles as possible. If something does go wrong, increase your chances of surviving the incident by not panicking and remembering everything you have learned about safe driving. Use common sense – if you feel uncomfortable or unsafe driving in the given conditions, do not drive. It's better to be safe than sorry; that is, better your load is delivered late than not delivered at all, so use your best judgment!

Safety is the #1 Concern

The winter months make for treacherous road conditions across much of the country, and the best thing you can do to make sure you stay safe when the temperature drops is to be ready.

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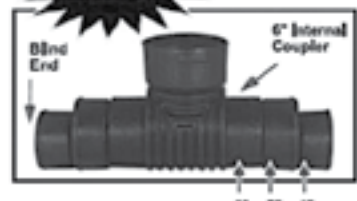
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2020 Board Member Meeting Attendance

Area/Director	Jan	March	June	Aug	Dec
Pres Steve Vis	P	C	P	P	
VP Stu Frazeur	P	C	A	P	
Tres Mark Olsen	P	C	A	P	
Chrmn Mike Lehmann	P	C	P	P	
East Jay Engles	A	C	A	A	
East Dallas Loken	P	C	P	P	
East Mark Morreim	P	C	P	P	
East Karlen Nelson	P	C	P	P	
West Everett Garlich	P	C	P	P	
West Open					
West Brad Herickhoff	P	C	A	A	
West Mark Machart	P	C	A	A	
Retired Jim Walker	P	C	A	A	
Assc Tim Dahl	A	C	P	P	
Ex Dir Kevin Bakken	P	C	P	P	
Ex Dir Jeanie Bakken	P	C	P	P	

A = Absent P = Present C = Cancelled Meet

Notice

We have an opening for
a board member from
the West Area.

If interested, please contact
one of the current board
members or one of the
executive directors. This is
one way you can be an integral
part of your organization
and help plan events.

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For additional assistance call: (877) 240-3850
Monday-Friday 9am-5pm EST



Cont'd from Page 15

Slow Cooker Pork and Cola Sliders

2# pork tenderloin, trim fat
 1 teaspoon pepper
 1 large onion, sliced
 2 Tablespoons garlic, chopped
 ¼ cup brown sugar
 ½ teaspoon ground mustard
 2 teaspoons salt
 24oz. cola
 Finely grated cheese of choice
 Use buns of choice
 Spray inside of slow-cooker (or use a liner).
 Rinse pork and rub salt, pepper on surface, place into the slow cooker
 Add the onion & garlic
 Stir brown sugar and mustard together and sprinkle over the meat
 Pour cola over meat and cover and cook on high 6-8 hours
 Uncover and shred the pork with two forks while in the slow cooker. Stir shredded pork back into the liquid and replace cover for 20 to 30 minutes.
 Serve on buns with shredded cheese.

Submitted by Nordis Estrem

In years gone by people actually believed that foolish spending stopped when one ran out of money.

Water definitely attracts electricity. Otherwise, why does the phone ring when you step into the shower?

One afternoon while talking to a neighbor, she told me she went to her class reunion. I asked her how she enjoyed it and without pause, she said quickly, "Well, they all got so old, they didn't recognize me?"

The seven-year old told her mom that a little boy in her class asked her to play doctor. "Oh dear," the mother nervously sighed. "What happened, honey?" "Nothing, he made me wait 35 minutes and then double-billed the insurance company."



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Check out the MNLICA web-site:

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Scholarship Application: Ladies Activities
Newsletter Archive: Contact Information
Calendar of Events: Legislative Issues: National LICA

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Canby, MN 56220

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Big Woods Excavating LLC
12825 190th Street East
Nerstrand, MN 55053

CHAIRMAN of the Board**Michael Lehmann**

Air-Row Surveying LLC.
19184 State Highway 22
Mankato, MN 56001

MNLICA Executive Directors

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Fax: 630-548-9189

AREA STATE DIRECTORS**East Directors:****Jay Engles**

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51738 Eagle Lane
Lake Crystal, MN

Mark Morreim

Morreim Drainage Inc.
71610 263rd Street
Albert Lea, MN

Everett Garlisch

Eiden Farm Drainage
35127 746th Avenue
St. James, MN

Brad Herickhoff

Ag Tech Drainage, LLC
40536 US Highway 71
Sauk Centre, MN 56378

Retired:

Jim Walker
Barnett Brothers, Inc.
Kilkenny, MN

Associate:

Tim Dahl
- ADS

Dallas Loken

Loken Excavation & Drainage Inc
3695 Hoffman Drive Northwest
Owatonna, MN 55060

Karlen Nelson

Nelson Brothers Tiling LLC
43480 County Road 4
Nicollet, MN 56074

West Directors:**Mark Machart**

Ag Tech Drainage, LLC
801 East Oak Street
Redwood Falls, MN 56283

West Board Member Open**2020—2021 UPCOMING EVENTS MNLICA**

Web-site: www.mnlica.org

December 3rd, 2020—Winter Board Meeting—VIA Zoom-TBD

**January 13th, 14th and 15th, 2021—Winter Convention—Best Western
Plus, New Ulm, MN Cancelled**

**February 9th – 13th, 2021 – National LICA Winter Convention - San Antonio,
TX – Holiday Inn Riverwalk Cancelled**

February 2nd, 2021– MSHA Class – Dennison, MN (Limited to 20 People)

February 2021 – Legislative Visit – St. Paul, MN

March 15th, 2021—Scholarship Applications Due

**July 27th – 31st, 2021 – National LICA Summer Meeting – Niagara Falls, NY –
Sheraton Niagara Falls**



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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.*