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see page 9 for complete listing!

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GREETINGS From Your PRESIDENT

A warm and cheerful hello to all of our members!

I write this from the warmth of my office as the temperature outside dips below zero. Isn't Minnesota weather wonderful? To me though, if it were not for the change of seasons, it would be rather boring.

This is my last report to all because as of January 8, 2016, Doug Breberg has assumed the role of President of MnLICA. I will carry on duties as chairman of the board. So I will give a little synopsis of the past years activities.

We held our MnLICA convention in January of 2015 in New Ulm, MN. Then in February the National LICA held their annual convention in Florida. At the NLI-CA convention, Stu Frazier received the ADS/Hancor award for a demonstration of conservation options for agriculture. In Minnesota we held OSHA classes and MSHA classes. All were very well attended. We also went to the state capital to meet with legislators. In June we also met with the new state NRCS conservationist. In July the NLICA held their summer meeting in Arkansas. September brought a nice day as we held our second sporting clay shoot. The money raised goes to the scholarship fund which this year we gave out three scholarships. The recipients were Angela Zenke, Derek Johnson and Kaleb Kregel.

Along with board meetings and various other meeting to the drainage industry, MnLICA held the annual convention in New Ulm in January 2016. At the annual meeting of MnLICA, we elected Doug Breberg as President; Mike Lehman as Vice-President; Scott Hutton as Treasurer. As of December 31, 2015, Nordis Estrem retired from the MnLICA co-executive director position. Kevin Bakken was hired as the new co-executive director. Good luck to all in their new positions.

It has been a great experience serving as president and on the MnLICA board and I thank you for giving me the opportunity to do so. I encourage everyone to get involved in the MnLICA organization.

See you at a MnLICA function soon.

Karlen Nelson-MNLICA Chairman of the Board



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Region IV Report—Nordis Estrem

How it Works at National Level LICA to Each State.

NLICA has a board of Directors that meets 4 times a year.

At each meeting the Region Representatives give a report of the activities that have happened in their region.

We go over the budget, what items have been used for and if we are staying on the budget that was set at the Annual meeting and voted upon.

We discuss the upcoming convention and costs of hotels etc., who needs to do what to help make the convention run smoothly.

We discuss any upcoming tradeshow or meetings that need to be attended by someone from NLICA and either volunteer or get asked to attend as the representative or work the booth.

We decide where and when the next meeting should be and if there is anything pressing we should be telling our regions to watch for or contact their congressmen in Washington DC or the NRCS or MPCA, etc.

I ask each state President and/or Executive Director to let me know what has been going on for activities in their state and if I can help with any items they may want more information on from NLICA.



EXECUTIVE DIRECTORS REPORT

Nordis, Kevin and Jeanie have been very busy getting ready for this convention. We attended the NLICA Winter Convention in Tampa, Florida and Kevin and Nordis attended the summer NLICA meeting in Little Rock, Arkansas. It would be nice to see more Minnesota members attending these National events. It is a great way to meet other contractors from various parts of the country and learn how they do it in their area of the country.

Kevin and Nordis attended the Prins Insurance/United Fire annual meeting in Cedar Rapids, IA. It was very educational and LICA/Prins Insurance/United Fire have a very good relationship and a vested interest in new membership growth.

We have been getting out the dues notices, doing the bi-monthly newsletter, organizing for the board meetings, clay sporting shoot scholarship fund raiser, preparing the annual directory and paying of the bills. The Executive Director transition from Nordis to Kevin has been completed. Thank you very much Nordis for all of your hard work and dedication to this organization over the years. MNLICA held an OSHA 10 Class in Lucan and Owatonna, both of these classes were well attended and we also had the Annual MSHA training class in Dennison. We are currently looking at doing a Drug and Alcohol Supervisory training in the coming year and looking at doing an OSHA 10 Class in New Ulm and Worthington if there is enough interest. MSHA will be held on February 15th, 2016 in Dennison.

Thank you to all the MNLICA Board Members for all they do for MNLICA. Several have planned and attended meetings throughout the state for you on various issues concerning your businesses. Please thank them, for all the time they have given out of their work week. We (Nordis, Kevin and I) truly appreciate them!

A few of the meetings they have gone to include a Day on the Hill with Legislators, NRCS meetings, Farm Tap Issues, Drainage Work Group meetings and MAWRG.

Kevin and Jeanie



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AD & D Insurance Update

We regret to inform you that MNLICA will no longer be able to provide you and/or your co-owners/employees/spouse/children with AD&D Insurance, as of January 1st, 2016 at 12:01 a.m.

Our current carrier was purchased by another company and has decided to discontinue offering AD&D Insurance. Due to the cost to replace this insurance other state LICA Organizations have dropped this coverage as well. We are currently searching for another LICA benefit equal to this one. *Unfortunately for 2016 it is not currently available.*



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**Top Left—Shovel Award for Outgoing President—
Mark Morreim presenting to Karlen Nelson**

**Top Right—Contractor of the Year—Phil Morreim
presenting to his son Mark Morreim**

**Middle Left—Associate of the Year—Karlen Nelson
presenting to Tom Moore—Country Enterprises**

**Middle Right—Thank You for Your Service—
DeeAnn Larson and Dan Estrem presenting to their
mother Nordis Estrem**

**Bean Bag Champions—1st Place Kevin Bakken,
Steve Anderson, 2nd Place—Jay Engles, Ryan
Yokiel, 3rd Place Karen and Blake Wedeking**



MnLICA
9600 South Dennison Boulevard
Northfield, MN 55057-4547

Kevin Bakken

Cell: 612.328.2784

Email: bakken4957@gmail.com

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MNLICA – Kevin Bakken

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E-mail: bakken4957@gmail.com

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NOTICE:

The MSHA Class on February 15th, 2016 in Dennison is almost full. If you are interested in attending an MSHA Refresher Class please notify me by February 8th, 2016 or sooner. If there is enough interest we would try to put another class on possibly in the Mankato area. We would try to have the class in February, so your quick response would be very helpful. Kevin Bakken—612.328.2784 or e-mail: bakken4957@gmail.com

WE WISH TO EXTEND A BIG THANK YOU TO MARK MORREIM FOR TAKING CARE OF THE BEAN BAG TOURNAMENT AT OUR WINTER CONVENTION.

IF YOU HAVE ANY THING OF INTEREST THAT YOU WOULD LIKE TO SEE IN THE NEWSLETTER, PLEASE LET ME KNOW. KEVIN
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In a Dutch oven cook and stir carrot, onion, and celery in hot butter about 5 minutes or until tender. Add broth and wild rice. Bring to boiling; reduce heat. Simmer, covered, for 30 minutes. Add chicken. Simmer, covered, for 20 to 25 minutes more or until rice is tender. In a small bowl combine flour and softened butter to make a smooth base. Stir flour mixture into the rice mixture. Cook and stir until thickened and bubbly. Cook and stir for 1 minute more. Add half-and-half. Cook and stir over medium heat until heated through. Season to taste with salt and black pepper.

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Internal Memo Reveals Details About New OSHA Enforcement Weighting System

Beginning in fiscal year (FY) 2016, OSHA will be replacing its current method for allocating resources during inspections. The new Enforcement Weighting System (EWS) was designed to enable OSHA inspectors to allocate more resources when conducting complex inspections. OSHA decided to update its system to better manage the limited amount of resources and personnel that are available to complete on-site inspections. OSHA believes the EWS will enable inspectors to dedicate more time to complete more thorough investigations.

Under the previous system, the agency measured enforcement activity simply by counting the number of inspections. As a result, inspectors were often forced to allocate resources based on the quantity rather than on the seriousness of the hazards. In addition, OSHA fears that the current approach may have suggested to some employers that OSHA was unlikely to conduct inspections for hazards for which there are no specific standards. OSHA believes that allowing inspectors to focus on the quality and thoroughness of the inspection will better encourage employers to abate hazards before inspections take place or workers get hurt.

The EWS assigns Enforcement Units (EUs) to each inspection based on the degree of complexity associated with the investigation. The following table shows proposed EU values for various investigation scenarios:

Category	Value
Significant Cases	8 EUs
Process Safety Management Inspections	7 EUs
Ergonomic Hazard Inspections	5 EUs
Heat Hazard Inspections	4 EUs
Non-PEL Exposure Hazard Inspections	3 EUs
Workplace Violence Hazard Inspections	3 EUs
Fatality/Catastrophe Inspections	3 EUs
Federal Agency Inspections	2 EUs
Combustible Dust Inspections	2 EUs
Personal Sampling Inspections	2 EUs

In addition to the above figures, the memo states that OSHA will assign one-ninth of an EU to investigations or inspections that are often resolved via phone call or email, such as non-formal complaints and rapid response investigations. OSHA has yet to formally release details of the EWS to the public, and it's unclear whether OSHA will assign a set EU value or take a case-by-case approach for investigations that are not listed in the table above.

What is clear is that the EWS will allow inspectors to focus on time- and resource-heavy investigations without it negatively reflecting on their performance. In all likelihood, that means that employers could see an increase in the incidence of certain kinds of investigations—such as ergonomic hazards, chemical exposures and workplace violence. Prins Insurance, Inc. will keep you informed as further details emerge.



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Associate:

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MNLICA Web-site: www.mnllica.org		
2016		
February 15, 2016	MSHA Training	Dennison
March 1—March 6, 2016	NLICA Winter Convention	San Antonio, Texas
March 14-15, 2016	Membership Drive	TBD
March 2016	Day on the Hill	to be announced
March 18, 2016	MNLICA Board Meeting	4:00 p.m. TBD
June 10, 2016	MNLICA Board Meeting	TBD
July 18 –23, 2016	NLICA Summer Meeting	Kansas City, MO
September 15, 2016	MNLICA Board Meeting	TBD
TBD	Scholarship Fund Raiser	TBD
December 1, 2016	MNLICA Board Meeting	TBD
January 4, 2017	SSTS Class	TBD
January 5 & 6, 2017	MNLICA Winter Convention	TBD



MNLICA

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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.*