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SCHOLARSHIP WINNERS CONGRATULATIONS!!



Jacob Ukkelberg; Clitherall

Page 6

HAPPY 4TH OF JULY!
WHAT YOU SHOULD KNOW ABOUT YOUR FLAG!

Page 9

WELCOME NEW MEMBER!
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MEMBERS WE NEED YOU TO SUPPORT THIS DAY!

Page 11



GREETINGS

From Your
PRESIDENT

May 15th, 2011

Here it is the middle of May already. So far it's been a tough going, wet spring. I can only imagine the pressure on the guys that do farm tiling. But as they say busy is good. It sounds like we're going to get some relief in the weather next week.

Summer National Convention in Rochester is coming up fast, July 13th thru the 17th, 2011. This is a good opportunity for Minnesota members to go to a national convention, so try and get a side day for a good experience with LICA members from other parts of the country.

Bruce Bucknell of Racine has been working on his site for the "Mini Expo" on July 13th, 2011. The site has been seeded and is coming up green. Bruce has been talking to Associates and Businesses in his area and we have also been contacting Associates and others to exhibit at the "Mini-Expo". If you have a company you would like to see at this event let them know about it and contact us. So far we have a good start with exhibitors. These are some of the people that will be there with booths and/or equipment and/or demonstrations: Rochester Bobcat, Wesiser Precast, Ziegler, RDO Equipment, Road Machinery & Supply, Century Plastics, Agri-Drain, Minnesota Pipe, Mackenzie Agency, Midtech Services, RWF Bron, First Supply, Petrocon, Prins Insurance – Bruce Mosier has donated his time to be on the parking crew and a nice donation from Prins.

This may be a great opportunity to see new faces. Septic contractors, mark this day on your calendar – come to Racine. Take the whole day if you can and go on the tour of McNeilius, then to a wind farm, a Century Plastics tour and lunch provided by Century Plastics, with the Mini Expo being the last event of the day. Thursday, Friday and Saturday is the National Convention. We want to thank Bruce for all the hard work that he has been putting into this event. **Thanks Bruce!**

See you there.

Kevin Bakken

President

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IN THE NEWSLETTER

Presidents Message	2
Permits Cross-Examined NPDES	5
Scholarship Winners	6
Recipe: Mother Lode Strawberry Cheesecake	
MEMBERSHIP DRIVE! JUST GET ONE!	7
Capitol Beat: SSTS Rules Update	
IOWA LICA Construction Expo & Field Day	
Petrocon Program: Save \$\$\$\$\$ today	
New Bond Combines Plumbing-SSTS coverage	8
Public Sector Pensions and the Deficit; John Peterson	
Things YOU should KNOW about the US FLAG	9
ADMC Workshop	10
MNLICA July 13-16 Tours and Summer Convention	11
Legal Tips for Home-Based Businesses	12
Planning your Day with Style	13
Directors Report	14
Recipe: Grilled Chicken & Vegetable Packets	
Membership Benefits	15
Membership Application	
PRINSCO Launches Superpower ECOFLO R100	16
For Sale: Items you have to share	
Safety Matters: Priority on the Job Site	17
For Sale: Items you have to share	



Make the Right Moves Early in Your Business

You worked hard to create a successful, respected business. The opening moves of your exit strategy plan will ultimately help determine your final financial victory.

Many professional advisors suggest putting a succession plan in place at least five years before you intend to retire...10 years may be even better. In fact, some recommend that an exit strategy be built into the initial business plan.

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PERMITS CROSS-EXAMINED

NPDES Compliance

By Jad Davis, Storm Water Solutions
April 2011

The US Environmental Protection Agency (EPA) is in the process of revising its national storm water program. Its proposed changes will impact the National Pollutant Discharge Elimination System (NPDES) permit program directly under the Clean Water Act. The EPA has delegated the NPDES permit program to most states; 46 states have approved NPDES permit programs.

Permitting Scenarios:

An NPDES permit (or waiver, if applicable) is required for any construction activity that will disturb one or more acres and might discharge storm water into the water of US Construction activity specifically refers to actual earth-disturbing construction activities and construction support operations. Construction activity unrelated to earth-disturbing activities or that is not part of the daily operation and maintenance of a facility does not require NPDES permits.

Typically, owners and developers of projects are considered operators and must apply for an NPDES permit. General Contractors who have daily operational control over construction plans and specifications for projects with Storm Water Pollution Prevention Plans (SWPPPs) also must apply for an NPDES permit or a notice of intent (NOI) to comply if the project is under the Construction General Permit (CGP). Consequently, many projects require that more than one operator submit an NOI.

Essentially, there are three permitting scenarios. First, an operator may be the sole permittee on a project in which the owner designs, develops as the general contractor and implements the SWPPP. Second, a contractor may be the sole permittee on a project when the owner hires the contractor to design, manage, construct and implement the SWPPP. Third, co-permittees occur on projects in which the owner has control over any changes to the plans and the contractor is responsible for the earth-disturbing construction activities and implementation of the SWPPP.

On the other hand, a permit may not be needed if a subcontractor is under the supervision of an owner or general contractor. A permit also may not be needed even if the construction activities involve earth disturbance, as long as another contractor is identified on the SWPPP as having operational control.

Most construction projects are governed by the CGP, which sets forth the NPDES permit requirements. The 2008 CGP expires in June 2011. Thereafter, the EPA will issue a new CGP that will require compliance with the construction and development (C & D) rule, which incorporates the EPA's December 2009 effluent limitations guidelines and new source performance standards to control the discharge of pollutants from construction sites.

The EPA's current revisions to the federal storm water regulations include the NPDES permit program. THE EPA plans on publishing the proposed revised requirements in the Federal Register for comment in late 2011, with final action taking place in late 2012. The EPA currently is considering expanding the area subject to control storm water regulation, establishing specific requirements to control storm water discharges from new development and single set of consistent requirements for Phase I and Phase II construction projects.

Challenges Ahead:

Some industry professionals find it troubling that the EPA is considering expanding the jurisdiction of the NPDES permit program; thus, the agency is considering increasing the types of projects that require NPDES permits. Some also find it troubling that the EPA is considering imposing national requirements for the NPDES permit program. The apparent rationale for this consideration (as discussed in the "Urban Stormwater Management in the United States" report of the National Research Council) seems to be that the current requirements are too flexible and impossible to enforce.

Some are criticizing the proposed national requirements, saying they fail to account for the fact that construction projects take place in a variety of environments. It also can expose any industry conducting construction activities that disturb the earth to potential civil liability. Citizen groups have filed lawsuits attempting to hold the EPA's requirements as the objective standard to determine if a violation of the NPDES permit has occurred, instead of using the EPA's requirements as relevant guidelines for determining the efficacy of best management practices (BMP's).

Rigid national requirements can pose challenges to the construction industry due to lack of available treatment equipment necessary to meet the requirements. If the EPA amends the storm water regulations to require specific numeric requirements for NPDES permits, however, the result will be an increase in the delays and complexities of the permitting process.

The delays associated with obtaining projects' NPDES permits begin with hard questions that should be easy to answer:

Does the project require a permit?

Can my company's work or services on the project qualify under a general permit?

Can my company's work or services qualify as a co-permittee?

Do my company's contractual obligations require our work to comply with an existing permit?

Once a permittee tackles these basic questions, he or she either has to begin the permit application process or begin an analysis of contractual obligations to comply with an existing permit. The delays associated with just the beginning of this process are self-evident—not to mention those in the permitting application process through compliance and enforcement issues. From 1999 to 2001, the median time for completing an Environmental Impact Statement was 4.4 years, which doubled since the 1970's when it was 2.2 years.

The EPA's proposed national requirements will increase the agency's enforcement of its self-imposed rigid requirements. If the EPA enacts numeric requirements in the storm water regulations, then the construction industry faces potential liability from enforcement actions based on noncompliance with the specific numeric requirements set forth in an NPDES permit as a permittee, or noncompliance with the specific numeric requirements set forth in an NPDES permit not due to status as a permittee or a co-permittee but due to contractual obligations requiring compliance with such requirements.

It remains to be seen whether the EPA will opt for rigid national requirements or consider changes to the federal storm water regulations by adopting requirements that take local site-specific environmental conditions into further consideration. Many are hoping that the agency will continue to allow authorized states to use effective BMP's and consider cost-management techniques.

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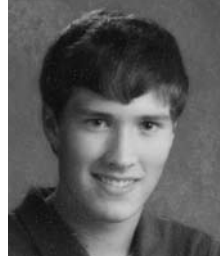
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SCHOLARSHIP WINNERS 2011 CONGRATULATIONS!!

Nicholas Minar of New Prague received \$1000.00. Nicholas is the son of Michael and Merrisve Minar from Barnett Brothers, Inc. of Kilkenny, MN. He plans to go to Normandale College, from there to North Dakota State University and major in engineering. He is the grandson of Jim Walker from Barnett Brothers, Inc.



Nicholas Minar



Jacob Ukkelberg

Jacob of Clitherall received \$1000.00. Jacob is the son of Ross and Theresa Ukkelberg from Rossoco Equipment Company of Clitherall, MN. He plans to attend the University of St. Thomas to earn an engineering degree.

MOTHER LODE STRAWBERRY CHEESECAKE

Crust:

1-1/4 cups graham cracker crumbs

2 tablespoons sugar 2 Tablespoons egg substitute

Place the crumbs & egg substitute in bowl, mix until moist.

Coat a 9 inch springform pan with cooking oil/spray. Using a fork press crumbs on bottom approximately 1/2 inch thick.

Bake 350 degrees for 8-10 minutes. Cool

Filling:

15 oz. ricotta cheese 12 oz. cream cheese

1/2 cup egg substitute 1/3 cup flour

3/4 cup sugar or 1/3 cup Splenda

2 teaspoons vanilla 1 Tablespoon lemon juice

Place all ingredients in a food processor & blend until smooth.

Pour the filling into crust and bake at 325 degrees for 55-60 minutes, until center is firm.

Topping:

1/2 cup sour cream

1 pint fresh strawberries

2 tablespoons sugar or 1 Tablespoon Splenda

Mix together sour cream & sugar. Spread over top of pie. Re-

turn to oven for 10 minutes. Turn off oven & leave door ajar.

Bring to room temperature & wrap cheesecake in plastic, re-

frigerate for at least 3 hours. Release cheesecake from pan.

Arrange Strawberries on the top. Serve at room temperature.

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CAPITOL BEAT

May MPCA Bulletin

Legislators are considering a bill that would extend the deadline for county adoption of the new SSTS rules (current deadline is Feb. 4, 2012). This bill, House File 1238 and Senate File 756, is moving through the process. We will provide updates in future editions and summary of this policy bill and any funding that is provided.

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Mention Wetlands, Drainage or Permits and Someone will Mention Rinke Noonan.

KURT DETER

JOHN KOLB

GARY LEISTICO

Landowners are becoming increasingly aware of the difficulties in dealing with wetlands, drainage and acquiring permits. The DNR, NRCS, Corps of Engineers, county and local governments all may have interests that must be addressed.

Our work involves wetlands, drainage, and other water related issues, permits — areas of law that are constantly changing and becoming more specialized.

If you're facing a challenge in any of these areas, or are wondering if you could benefit from legal help, call Kurt, John or Gary at (320) 251-6700.

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NEW BOND combines Plumbing, SSTS coverage

By Kevin Wilkins, Dept. of Labor & Industry

Effective January 1, 2012, the plumbing code compliance bond for plumbing contractor licenses and pipe layer bond filling will be placed with a new combined Plumbing Code Compliance and Subsurface Sewage Treatment Bond (Plumbing-SSTS Bond). This change was authorized in Minnesota Statutes 326B.46.

All plumbing contractors, restricted plumbing contractors, and pipe laying contractors must file a new Plumbing-SSTS Bond for any license or registration period that starts on or after the effective date. All current plumbing code compliance bonds (plumbing bonds) filled with the Minnesota Department of Labor industry will expire on December 31, 2011. The department will reject any plumbing bond that is a continuation of a previously filed plumbing bond.

The new Plumbing-SSTS Bond form will be posted online August 1, 2011, for surety companies to use in preparing bonds for their clients. The bond will provide \$25,000.00 coverage for plumbing work and subsurface sewage treatment work in Minnesota and is for the benefit of persons injured or suffering financial loss by reason of failure to comply with requirements of the State Plumbing Code and SSTS laws, rules, and ordinances. The period of the bond is two years. However, the expiration date of the bond for licensed contractors and restricted plumbing contractors will be December 31, 2013, to coincide with the expiration date of their licenses.

SSTS licenses have the option of choosing between the SSTS bond (7080.2030) and the combined Plumbing-SSTS Bond described here. Installers who work on building sewers need to have the Plumbing bond and so will benefit from the combined bond. Other SSTS disciplines are not required to do so.

While working for an organization that delivers lunches to the elderly, I used to take my 4 year old daughter along. She was intrigued by the various appliances of old age, particularly the canes, walkers and wheelchairs. One day I found her staring at a pair of false teeth in a glass. As I braced myself for the barrage of questions, she merely turned and whispered. "The Tooth Fairy will never believe this one".

A woman was trying hard to get ketchup out of a jar. During the struggle the phone rang so she asked her 4-year old to answer it. "Mommy can't come to the phone right now she is hitting the bottle".

Public Sector Pensions and the deficit.

By

John Peterson, LICA Director of Government Relations. 17 FEB 2011

There are some LICA Chapter Executives that stay in touch with me on a regular basis, and I really appreciate that. One of these is Diane Curtis, WILICA Executive Director. Recently Diane sent me a message telling of what is happening in WI as their new governor deals with the state's budget. As with many newly elected governor's he is looking squarely at municipal, county, teachers, public safety officials, and state employee unions and their cost. This is a growing concern in many states, and with what is happening in Congress with the federal budget it will likely get very nasty before the dust settles. And as many of you know, I retired after 40 years with SCS, so I am a federal pensioner. But even as a pensioner, over the years I have become concerned with the high cost of federal employees, and as an elected county official I see what our local costs are. That is what prompts this article, and I really appreciate Diane's concern and that of other LICA leaders. I know before I start this that not all will agree with me. These are my personal thoughts only, not LICA's. I do hope some of you will agree with me.

Despite the dire financial condition of Illinois, another strong LICA state, and the fact that Illinois was and is failing to pay its bills, their governor Quinn cut sweetheart deals with Illinois public employee unions last September. They were two years of cost-of-living increases and no layoffs. The governor, in turn, got union endorsement and won his 2010 election by less than 1 percentage point.

This provides an illustration of what for years has been political business as usual for many in public office. To keep their own jobs they cut deals with public money, offering premium benefits and high salaries to public workers. And mind you, being a past public worker I do appreciate what many civil servants do. However, much of this cost is deferred until these employees retire, and so the unfunded liabilities of these pensions have become enormous, threatening states and cities with imminent insolvency (the same problem as Social Security faces). I am not at all familiar with Wisconsin's books, but I expect what Diane sees happening in her state is caused by a coming financial crisis. By some estimates, state and municipal governments will have to come up with \$3.5 trillion in new funds just to keep the pension checks going out. Things are so bad in California that state officials had to commission an independent Stanford University study just to get a handle on its pension liabilities, which turn out to be a staggering \$535 billion.

The true total of underfunded liabilities is not clear because many public pension systems, including that of Illinois, are not held to basic standards of transparency. To solve this problem some House Members have reintroduced the Public Pension Transparency Act, which would require states and municipalities to provide complete information about their pension funds to the U.S. Treasury Department as a condition of receiving federal tax exemptions for the bonds they issue. Treasury would then make the information public, so that taxpayers and investors can see what is really going on with those government public pension systems. It will be interesting to see if this Act passes.

Predictably, the public employee unions don't like this one bit. They know that once the public gets wind of how badly politicians have over promised on public employee retirement benefits, and not set the money aside, officials will be forced to reform the systems. I think that is what I see happening in some states now. My state of VA is also looking at its pension system.

America's professional civil servants are for the most part hard working and do not deserve our scorn, but they should not receive much more beneficial treatment than their private sector counterparts, who typically contribute to their health plans (so do I) and fund their own 401(k) retirement plans. What say you?

THINGS YOU SHOULD KNOW ABOUT THE U.S. FLAG

The 21-gun salute stands for the sum of the numbers in the year 1776! Have you ever noticed the Honor Guard folds the American Flag 13 times for the original 13 colonies. The 1st fold is a symbol of life, 2nd fold is for the belief in eternal life, 3rd fold is made in honor & remembrance of veterans who gave their lives to attain peace, 4th fold represents the weaker nature, for as citizens trusting God, 5th fold is a tribute to the country, 6th fold is for where people's hearts lie in the pledge of allegiance, 7th fold is a tribute to its Armed Forces that protect her, 8th fold is a tribute to the one who entered into the valley of the shadow of death, 9th fold is a tribute to womanhood & Mothers. For it has been through their faith, love, loyalty & devotion that the charter of men & women made this country, 10th fold is a tribute to Father, who has given his child for the defense of the US, 11th fold represents the lower portion of the seal of King David and King Solomon & glorifies in the Hebrews eyes, the God of Abraham, 12th fold represents an emblem of eternity & glorifies, in Christians eyes, God the Father, the Son & Holy Spirit, 13th fold, or when the flag is completely folded & tucked in, it takes on the appearance of a cocked hat, reminding us of the soldiers who served under General George Washington & Marines who served under Captain John Paul Jones, Preserving rights, privileges & freedoms we enjoy today. These are some traditions & ways of doing things that have deep meaning., HAPPY 4TH OF JULY and now YOU KNOW!

ADMC Agricultural Drainage Management Coalition

Kahler Grand Hotel– Rochester, MN

Drainage Water Management Systems Training

Thursday, July 14th, 2011

8:00 a.m. to 4:30 p.m.

Day 1

Workshop Highlights

- Instruction for planning and design of DWM Systems.
- Upon completion you will receive a ‘Certificate of Competency’.
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Day 2

Technical Service Provider (TSP) Orientation and Standards

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Registration and agenda information will be available soon,

visit www.admcoalition.com for additional information.

Please call Jeanne at 507-451-0073 with questions.

MNLICA MINI-EXPO



Layout at the MINI-EXPO site is located at 78426 302nd Street Racine MN. From Rochester take State Highway 63 South through Stewartville, approximately 3 miles and turn left onto 302nd Street for 1/2 mile, on the left side of the road.

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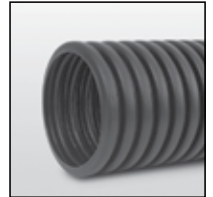
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Red Wing Pottery

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Ride the Trolley

This is a narrated tour on a refurbished Victorian Trolley. You will visit several landmarks in Red Wing.

Red Wing Shoes

You will see the World's Largest Boot at this place of business. There is history of how the shoes are still made today. There is a connected store to purchase Red Wing shoes and boots.

LEGAL Tips for HOME-BASED OWNERS

By Karen R. Harned

Increasingly, Business Owners are operating their businesses from home, since a home-based business is often cheaper & more convenient than a storefront business. Home-based business owners should know, though, that they face a number of legal issues. At the onset, operating a business out of one's home may violate some antiquated zoning laws. Luckily, though, these ordinances are often not strictly enforced. How do you keep them from becoming enforced? Cliff Ennico, an attorney in Fairfield, Connecticut, and author of the book "Small Business Survival Guide", advises home-based business owners to be respectful of their neighbors to avoid any complaining.

Ennico also suggests that proprietors use a commercial mailbox at a UPS Store because it offers a genuine business address, & the UPS Store will sign for packages & provide notary services. Another service you can use if no UPS Store is close by is the US Post Office, however, they cannot sign for packages and are not a notary.

Home business owners must decide whether to invite clients to their home office. It may be convenient, but meeting at home poses numerous legal problems to a home-based business owner. Among other problems, meeting clients in the home exposes owners to liability from potential injuries. If a client slips on your icy steps, for example, you're liable.

Instead of meeting with clients in the home, Ennico advises proprietors to meet at public places, like restaurants. Alternatively, home business owners can seek out local businesses to use their conference rooms for client meetings.

Insurance coverage also presents a host of issues for home-based business. Basic homeowners policies do not cover damage or loss of business-related items such as computers, files or office furniture. Ennico suggests that proprietors either add a home office rider to their homeowners policy or acquire business interruption insurance, which covers operating expenses, like rent or utilities, & may even compensate lost profits. Additionally, if clients will be coming to the business, proprietors should acquire common liability insurance to cover business guests.

A final issue for home-based business owners is the home office tax deduction. Business owners who use part of their home as their principal place of business are eligible to —and should—take a home office deduction when filing their income tax return. In order to avoid any trouble from the Internal Revenue Service, accurate measurement of the office space is important, so Ennico advises home business owner to hire a contractor to make the measurements. Finally, it is important to keep the business operations separate from the domestic operations of the home, because the deduction is limited to parts of the home used exclusively for business.

While home-based businesses offer the advantages of cost savings & convenience, they also present a set of unique legal issues & challenges. Be sure to know what you're getting into.

I HOPE YOU DANCE was written by an 83 year old lady to her friend Bertha

I'm reading more & dusting less. I'm sitting in the yard & admiring the view without fussing about the weeds in the garden. I'm spending more time with my family & friends & less time working. Whenever possible, life should be a pattern of experiences to savor, not to endure. I'm trying to recognize these moments now & cherish them. I'm not "saving" anything; we use our good china & crystal for every special event such as losing a pound, getting the sink unstopped, or the first Amaryllis blossom. I wear my good blazer to the market. My theory is if I look prosperous, I can shell out \$28.49 for one small bag of groceries. I'm not saving my good perfume for special parties, but wearing it for clerks & tellers at the bank. "Someday" & "one of these days" are losing their grip on my vocabulary. **If it's worth seeing or hearing or doing, I want to see & hear & do it now.**

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By Healthy Life Styles

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Step 1: Know your agenda. This will include everything that should, could, or, given the time, would get done. Make this list as extensive as possible—just dump everything in.

Step 2: Know What's Most Important. The second step is to prioritize. This is also the time to decide what, if anything, you'll allow yourself to get sidetracked by. Some projects must be pursued at all costs, but some crisis overrule the importance of a project. In planning your day, anticipate where you may need to divert your focus.

Step 3: Know What To Do When. The specifics of how you will spend your day flow directly from the preceding two questions—it's simply a logical extension of what's on the agenda and what's most important.

Step 4: Make It Jump. The final step is to energize the plan. Without a sense of excitement, your plan becomes a dark storm cloud filled with a day's worth of stress. But a perspective that includes some measure of excitement changes all of that.

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DIRECTORS REPORT

MNLICA is hosting the National LICA summer convention from July 13-16, 2011 in Rochester, MN. **WE NEED YOUR HELP!** Please volunteer to ride a pre-tour bus or take tickets or help set up or tear down at the Bucknell's site for a Field Day with machinery and exhibits.

On Wednesday, July 13, LICA will host owner/operators from across the USA to a tour at McNeilus Trucks, the Dodge Center Wind Farms and Century Plastics, then to the Bucknell's site for an afternoon of new machinery, new technology and exhibits plus a delicious meal. A second bus will go to Harmony for an Amish Tour, Slim's Woodshed tour eat at the Harmony House and visit the Laura Ingalls Wilder home and stop at the Racine Antique shop. Then join the other bus for dinner at the Bucknell pit.

On Thursday, July 14, LICA will host a tour to Red Wing Shoe Company, Red Wing Pottery (see pottery being hand-made), ride the downtown Trolley on a narrative tour, visit a underground Silica Sand Mine.

On Saturday, July 16, LICA will go to the "Skyline "Racing" with GO-Karts. The more people the more fun it will be. Plan to **BE HERE** for as many activities you can to help your Association. The Committee has dedicated many hours into the planning for these days.

**LET'S SHOW the rest of the LICA members
HOW PROUD WE ARE OF MNLICA! BE THERE!**

GRILLED ITALIAN CHICKEN and VEGETABLE PACKETS

By Mary Gerlach, R.D.

4 boneless skinless chicken breasts
1-medium yellow bell pepper, cut into 8-wedges
4-Roma tomatoes, cut in half
1-small red onion, cut into 8-wedges
8-cloves garlic
8-large mushrooms, cleaned, remove stems
1/2 cup Italian dressing
Cut 4-sheets of heavy-duty foil (18"x12"). Place a chicken breast, 2 bell pepper wedges, 2 tomato wedges, 2 onion wedges, 2 garlic cloves & 2 mushrooms. Pour 2 tablespoons dressing over chicken & vegetables.
Fold up the sides to meet and seal edges. Put onto medium heated grill. Grill for 18-22 minutes, (rotating packets a half turn every 10 minutes), until chicken is clear in thickest part when cut (170 degrees).

This year we will experience 4 unusual dates.....

1/1/11.....1/11/11.....11/1/11.....11/11/11

Now take the last 2 digits of the year you were born plus the age you will be this year and it will **equal 11**.

MEMBER BENEFITS

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Prinsco Launches a Recycled Superpower: ECOFLO® 100

Willmar, Minnesota – May 9, 2011: Prinsco Inc., a provider of premium water management solutions, is proud to announce the launch of ECOFLO100. ECOFLO100 sets a whole new standard of performance for environmentally-friendly products and represents a breakthrough in polymer science technology. ECOFLO100 is a corrugated dual wall HDPE pipe manufactured with a minimum of 40% recycled HDPE

The pipe recently earned this rating after undergoing rigorous testing at an independent lab using Florida's DOT service life protocol.

“The fact that ECOFLO100 meets this 100 year service life standard is proof of our commitment to innovation. We've combined an Engineered resin blending technology with a proprietary antioxidant-boosting ingredient to virtually eliminate the potential for cracking and oxidation.”

Service life testing evaluates pipe failure potential at two critical stages: Slow Crack Growth (Stage II) and Chemical Degradation (Stage III). The ECOFLO100 was proven to meet and exceed these testing standards, a milestone that has never before been reached by a recycled product.

Sales of ECOFLO100 are expected to significantly increase Prinsco's use of recycled HDPE in its manufacturing facilities. “Over the last several years, we've seen the demand for environmentally friendly pipe products grow dramatically. With this shift, we saw an opportunity to raise the bar with an ultra high performance recycled pipe. Our new ECOFLO100 sets a whole new standard for performance in our industry,” said Mr. Duinck.

High-density polyethylene is a commonly used plastic that is typically found in milk jugs, plastic bags and refillable plastic bottles.

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Safety on the job site is something all employees should take seriously—nothing less than the future of your family is at stake. They are counting on you to provide food & shelter, & an on-the-job accident could very easily disable you, leaving security & future plans up in the air.

Together, you & your co-workers can get your own safety program off the ground by giving your supervisors or safety leaders ideas on how things can be made safer. Any idea, no matter how small it may seem to you, may prevent a serious accident.

If you are a seasoned employee, you can use your years of valuable experience to spot potential safety hazards. Or, if you are a new employee, you may be able to spot something right away that an old pro may have overlooked.

Here are some examples of rules you can follow to set an example for others & help your safety program succeed.

- * Do not engage in horseplay on the worksite at any time—stay focused on the task at hand.
- * Allow your co-workers to stay focused at all times by refraining from distracting actions.
- * Always wear the required personal protective equipment.
- * Watch your footing at all times, & never run to get where you are going.
- * Never perform work that you are unauthorized to do.
- * Make a conscious effort to remain visible, especially during night work or near motor vehicle traffic.
- * Watch out for the safety of non-workers too. Pedestrians can be seriously injured or killed if construction workers do not practice caution.
- * Know what to do in case of emergency.

In short, safety takes teamwork. Whatever your job is or whatever your duties include, keep your eyes open for hazards & report them.

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2011 UPCOMING EVENTSMNLICA Web-site:www.mnlca.org**2011**

July 13-14	LICA Pre-Tour & Field Days	Racine, Harmony, Red Wing, Dodge Center
July 15-16	National LICA Summer Mtg.	Kahler Grand, Rochester
July 16	LICA "GO KART RACING"	Rochester
Sept.	Board Meeting	to be determined
Sept.	Golf Outing	to be determined
Winter	Board Meeting	to be determined
2012		
January 15-18	MNLICA Convention	North Mankato



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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.*