

October 2025/
November 2025

MINNESOTA LICA NEWS

LAND IMPROVEMENT CONTRACTORS OF AMERICA • MINNESOTA CHAPTER

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Dawson, MN 56232

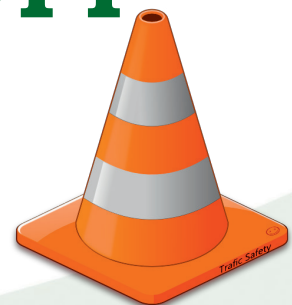
www.mnlica.org
mnlica2@gmail.com

THE SCHOLARSHIP FUNDRAISER WAS A GREAT SUCCESS! THANKS GOES TO THIS GREAT GROUP!



“TIS THE SEASON FOR SAFETY”

Start each day with
a safety meeting!





GREETINGS

From Your PRESIDENT

This message comes to you from the gravel pit this morning. As I haven't had time to be in the office much so here's a quick report. Summer is done and gone. Fall is upon us; combines are starting to roll. Our Drainage busy season is beginning.

Special thank you and shout out to all of those who attended our scholarship fundraiser golf and sporting clay event. Good to see some new faces. Some old ones too! lol. And a special thank you to all the associates that helped sponsor these events. We truly appreciate your support with MN LICA!!

Well, my loader is warmed up and ready to go I'll leave you with this. Everyone be safe. May the tile lines be long and water flow downhill!!

Sincerely,
Dallas Loken, MN LICA President



MN LICA BOARD MEETING

November 20, 2025 5:00 PM

**BEST WESTERN PLUS,
NEW ULM, MN**

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**MNLICA Web-Site; www.mnllica.org
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MN LICA Associates

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DAD JOKES

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MATH?

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WATCH HOW WE'RE BUILDING TOMORROW.

Our investments in new equipment, expanded infrastructure, and a growing team aren't just plans for the future—they're happening now. See how these advancements are shaping the industry and strengthening the Fratco legacy. Watch our video series and hear directly from the people making it happen.



PLAY VIDEOS

FRATCO

FRATCO.COM/TOMORROW

2025 Scholarship Fundraiser held September 12th Sporting Clays at Caribou Country Club, LeSueur, MN



Course consisted of 50 targets.

1st - Lance Loverick, DSG - Scored 43 (Center)

2nd - Cody Wiederhoeft - Scored 39 (Right)

3rd - Todd Widmer - Scored 37 (Left)



MN LICA

Would like to thank the
Caribou Gun Club for their
Hospitality!

Lunch and 9 Hole Best Ball was held at the Shoreland Country Club, St. Peter,



ABOVE:

1st Place - Josh Krause, Aaron Schlemmer,
Darin Howell and Trent Rezabek



ABOVE:

2nd Place - Justin Rodgers, Dan Lingen, Lewis
Osterman, Jake Karstens

BELOW:

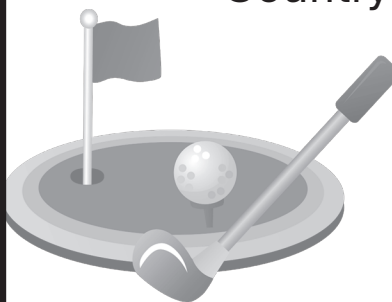
3rd Place - Dennis Clough, Brandon Borst,
Ross Blume and Carson James



Longest Drive: Brenden Borst
Closest to the Pin: Mark Morreim
Longest Putt: Cody Wiederhoeft
Shortest Drive: Brady James

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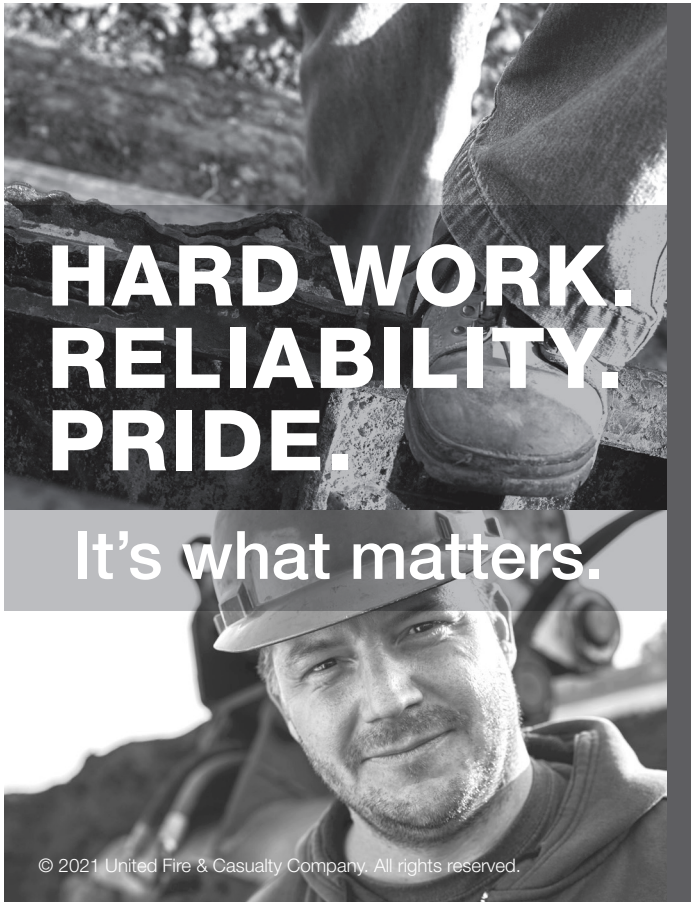
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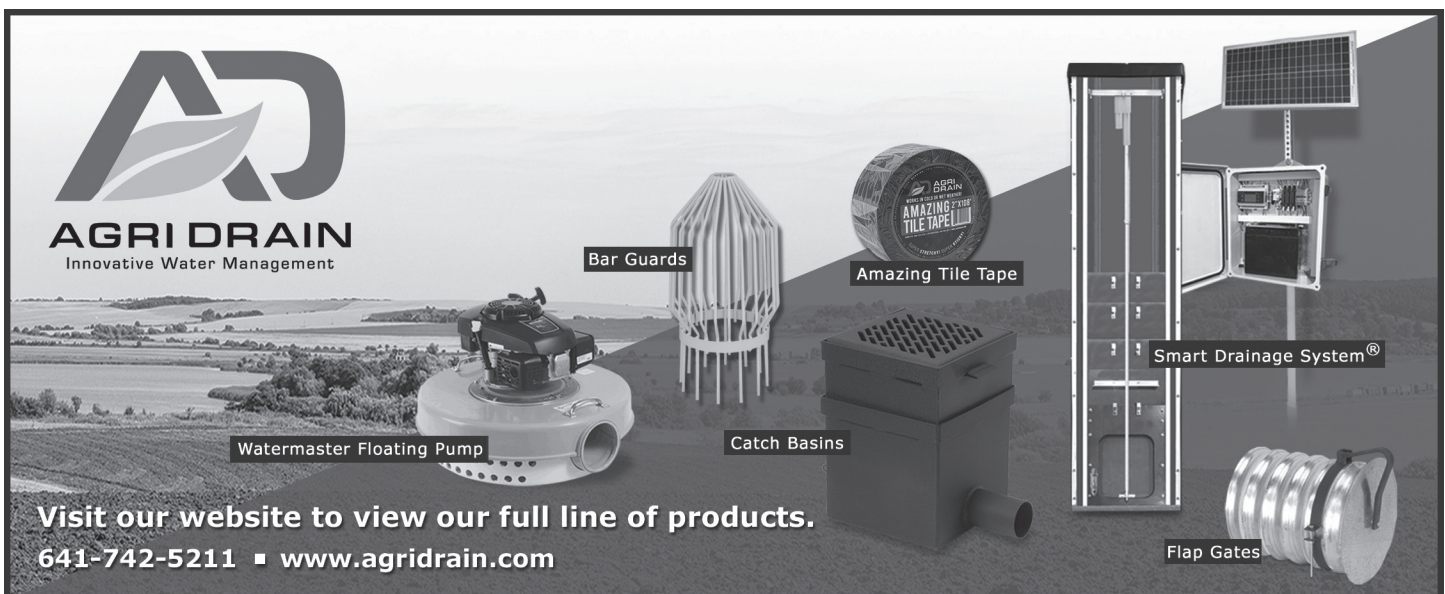
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Comparison of Earned Sick and Safe Time and Paid Leave

	Earned Sick and Safe Time	Paid Leave
Purpose	Allow for accrual and use of paid time off and provide job protections for employees who are unable to work due to a qualifying reason.	Provide job protections and partial wage replacement for individuals unable to work due to a qualifying condition lasting at least seven days.
Program start date	Jan. 1, 2024 (in effect).	Jan. 1, 2026.
Qualifying reasons	Medical: employee's mental or physical illness, treatment or preventive care Caring: family member's mental or physical illness, treatment or preventive care Safety: domestic assault, sexual abuse or stalking Closings: employee's workplace or their family member's school or place of care closes due to weather or a public emergency Communicable disease: when an employee or a family member is at risk of infecting others with a communicable disease Bereavement: arrange or attend a funeral or memorial or address financial or legal matters that arise after the death of a family.	Medical: employee's mental or physical illness, treatment Caring: family member's mental or physical illness, treatment Safety: domestic assault, sexual abuse or stalking Parental leave: bond with a new child after birth, foster or adoption Active duty: family member on active duty or notified of impending order A health care provider or designated professional must certify the need for leave
Covered employers	Nearly all Minnesota employers, regardless of business size or number of employees.	Nearly all Minnesota employers, regardless of business size or number of employees.
Covered employees	Employees who have worked at least 80 hours in a year for an employer in Minnesota.	Employees who have earned at least 5.3% of the statewide average annual wage (about \$3,600 in 2023) in the past year.
Who is not required to participate?	The law has limited exceptions. Visit sickleave.mn.gov for details.	Independent contractors, federal employees, self-employed individuals, and designated seasonal hospitality employees who work fewer than 150 days.
Amount of leave each year	An employee earns one hour for every 30 hours worked and can earn up to 48 hours each year. Employers can choose to provide a more generous sick and safe time policy.	In a benefit year, an employee is eligible for a maximum of 12 weeks of family leave, 12 weeks of medical leave, or a combination of the two not exceeding 20 weeks.
Payment during a leave	An employee is paid by their employer at their base rate when they take earned sick and safe time; these funds come directly from the employer.	An employee is paid a benefit by the state following an application and verification of eligibility. The Paid Leave program will be funded through employer and employee premiums starting in 2026.
Where to go for more information	sickleave.mn.gov	paidleave.mn.gov



To receive updates about the Minnesota Paid Leave program, visit our website and sign up to receive email notifications.

Executive Director's Report

I want to start out by saying a huge thanks to everyone that participated in the Scholarship Fundraiser. We had a great turn out with 55 people attending. Some did both events and some just one, but I appreciate everyone's contribution to the MN LICA Scholarship Fund. We have a great program in the Scholarship Program and we continue to be able to fund scholarships each year.

Fall is here and hopefully the rain is done for a while and the snow stays away for a long time. I can't stress enough the need for each and everyone of us to practice safety. As LICA members we have a tremendous resource in the Zywave portal. This is accessed through the National LICA website and has a vast array of information on safety. The portal information can be specialized to fit the type of work you do, even the state you work in. If you have not been on the Zywave site before, there is a short video on how to access and use the portal via a You Tube video developed by the National LICA office. (There are other videos as well about LICA and what it offers.) You can also contact me and I can help you with accessing this portal. Also, check out the two newest Benefits, page 17 and 21.

I wanted to share with everyone information about Minnesota paid leave. After doing hours of research, I determined that the information is endless and it is best that you consult someone that is qualified in these issues. I did however, print on the opposite page a comparison of the two programs required by employers in Minnesota. There is information concerning the paid leave requirements at the state web site: <http://mn.gov/deed/paidleave>.

In the next issue of the MN LICA newsletter you will find the registration for the State Winter Convention. As we work on preparing the convention we are striving to provide an informative and educational convention. This year we will be offering a day of safety training on Wednesday in place of the usual Septic Certification Class. The Trade Show will again be Thursday afternoon, so make sure to attend and meet our great Associates in person.

As part of the Convention we hold the MN LICA annual meeting and conduct business that comes before the meeting. There is opportunity to take part in your organization by serving on the board of directors. If you are interested, let me know or talk to one of the current board members.

Remember, take the time to STAY SAFE!!!

Jennifer Breberg, Executive Director MN LICA

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We are thrilled to announce that Red Wing Shoes has been chosen as our preferred national supplier of safety footwear for all U.S. sites.

As of 2025, LICA and Red Wing have signed an Agreement to provide our members with exceptional safety footwear, service, and value. With this Agreement, LICA members will gain access to a range of program highlights, including:



- ✓ A 15% discount on safety footwear off MSRP, as part of an exclusive billing program
- ✓ Multiple purchasing options - In-Store, Mobile Boot Trucks, and Online W/Free Shipping
- ✓ A selection of over 350+ safety footwear styles
- ✓ Digital voucher management platform
- ✓ A 1-year warranty on Red Wing footwear and a 6-month warranty on Irish Setter and Worx footwear
- ✓ Free boot checkups, cleaning and conditioning, and laces for the life of the footwear
- ✓ Over 1200+ retail stores and 170+ mobile shoe stores

Red Wing For Business Videos



Exceptional Service

If you are currently using Red Wing, rest assured that you will continue to receive the same exceptional service you have come to expect. Additionally, you will now have access to all the program highlights and our national account team.

For Land Improvement Contractors of America members that are not currently utilizing Red Wing, we invite you to consider joining the program. Please reach out to the contacts below and indicate that you are interested in participating in the LICA program. They will arrange a virtual meeting to better understand your needs and fully demonstrate the capabilities of this exceptional safety footwear program.



Dedicated Support Team

Brian Duerinck
Field Account Manager
Red Wing Shoe Company
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Brian.Duerinck@redwingshoes.com

Business Accounts
Red Wing Shoe Company
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business.accounts@redwingshoes.com



RED WING FOR BUSINESS

Safety Matters

Construction

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The Dangers of Job Site Cellphone Use

According to a recent study, the average person checks their cellphone 100 times a day. While there is a time and a place for cellphones, using it at the job site can be extremely dangerous.

If you're distracted for just a second while operating a power tool, working on a roof or driving a forklift, you can injure yourself or a co-worker. You can also face civil or criminal liability for damages you cause by operating a motorized vehicle while using a cellphone.

It isn't only operators of machinery who need to be mindful of the dangers of cellphone use on the job site. Simply looking down at your cellphone and not paying attention to your surroundings could put your life in danger.

Cellphone Safety Tips When On-Site

The Occupational Safety and Health Administration prohibits cellphone use by operators of cranes and similar equipment. Most organizations prohibit any kind of cellphone use on the job site—not just for crane operators. It is your responsibility to know how your company's rules apply to you and follow them accordingly.

If you struggle with the temptation to check your phone while working on a job site, consider the following safety tips:

- Get in the habit of sending and receiving text messages before or after your shift, or during one of your breaks.
- Remind family and friends that you may not be able to respond to their

messages right away. Provide them with your workplace contact information in case of emergencies.

- Turn off push notifications so you're not distracted by any apps.
- Don't carry your cellphone on you if the temptation to check it is too much. Instead, leave it in a safe place where it won't distract you from your job.
- Follow your workplace policy for cellphone use at work and on the job site. Be aware of any cellphone-free zones.

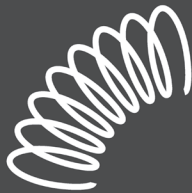
Besides creating enormous safety risks, employees who are texting at work are not doing what they are getting paid to do. For this reason, these workers may be subject to disciplinary action.

If you have questions about workplace cellphone policy, or if you notice inappropriate cellphone use on the job site, don't hesitate to discuss it with your supervisor or HR.



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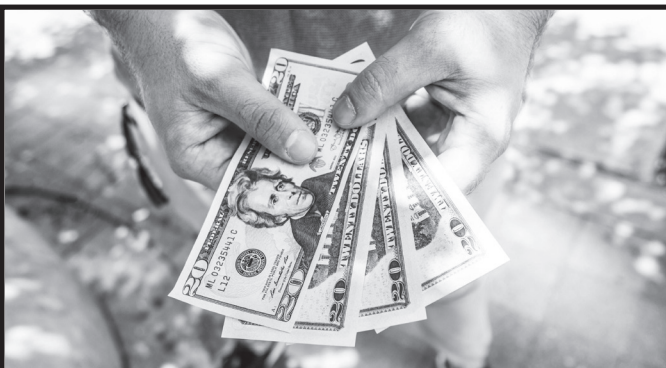
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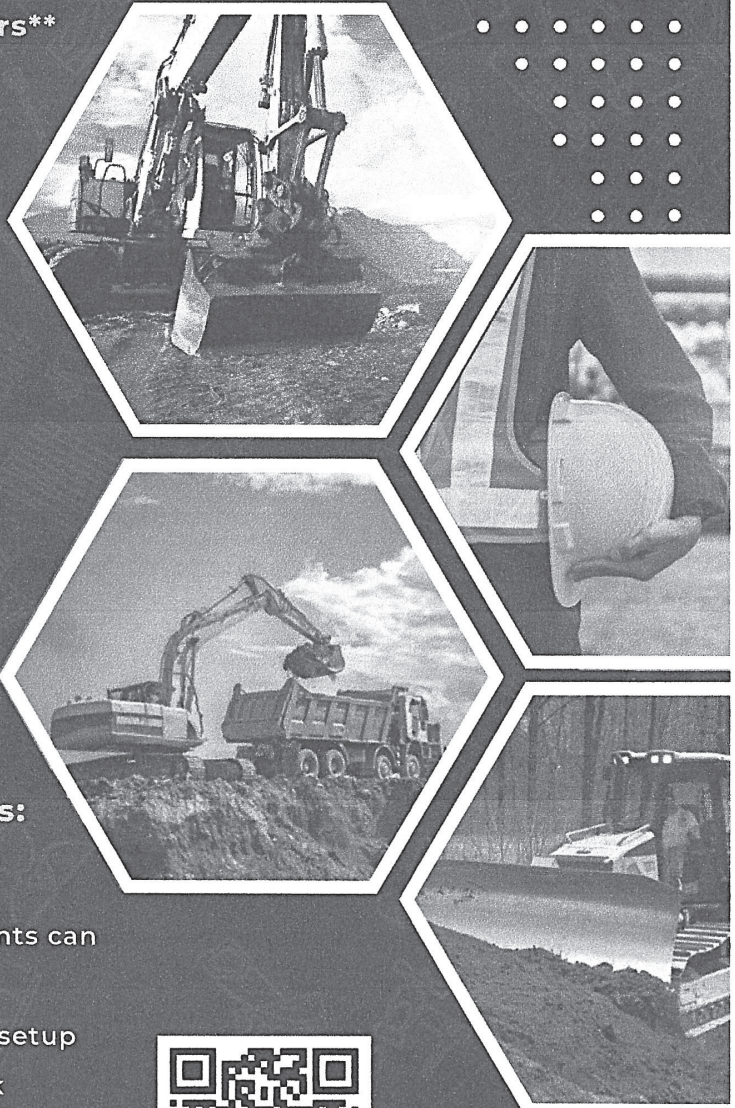
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2026 National LICA

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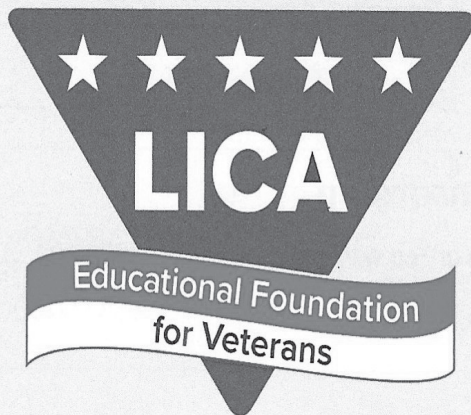


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2025 Board Member Meeting Attendance A = Absent P = Present C = Cancelled

Board Member	Jan	Mar	June	Aug
Pres Dallas Loken	P	A	P	P
VP Jesse James	P	P	P	P
Tres Mark Olsen	P	P	P	A
Chrmn Stu Frazeur	P	P	P	P
Mark Morreim	P	P	P	P
Karlen Nelson	P	P	P	P
Everett Garlisch	P	P	P	P
Brad Herickhoff	P	A	P	A
Mike Lehmann	P	P	P	A
Doug Breberg	P	A	P	P
Dee Ann Larson	P	P	P	P
Debra Olsen	P	P	P	A
Don Loken	P	P	P	A
Assoc. Mike Kluck	A	A	A	A
Ex Dir J. Breberg	P	P	P	P

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Owatonna, MN 55060

VICE PRESIDENT**Jesse James**

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Owatonna, MN 55060

TREASURER**Mark Olsen**

Big Woods Excavating LLC
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CHAIRMAN of the Board**Stuart Frazeur**

Stu Frazeur Tiling
Canby, MN 56220

MNLICA Executive Director**Jennifer Breberg**

2570 130th Str
Dawson, MN 56232
mnlica2@gmail.com
Phone: 320-226-6398

STATE DIRECTORS**Mark Morreim**

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

Everett Garlisch

Eiden Farm Drainage
35127 746th Avenue
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DeeAnn Larson

Landscape Gal LLC
3343 Union Lake Trail
Northfield, MN 55057

Doug Breberg

Larson Tiling, Inc
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Retired:

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Loken Excavating & Drainage
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Karlen Nelson

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Brad Herickhoff

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Michael Lehmann

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19184 State Hwy 22
Mankato, MN 56001

Deb Olsen

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Lisle, IL. 60532
Phone: 630-548-1984

2025-2026 UPCOMING EVENTS

Web-site: www.mnlica.org

November 20, 2025, MN LICA Board Meeting, New Ulm, MN

January 14-16, 2026, MN LICA Winter Convention, New Ulm, MN

January 27, 2026, MSHA, Owatonna, MN (Tentative)

**February 28 - March 2, 2026, National LICA Winter Convention
and March 3-7, 2026, CON/EXPO, Las Vegas, NV**



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2570 130th Street
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THE LICA CREED

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

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