



Fall 2024 Newsletter

INVOICES FOR MEMBERSHIP DUES WERE MAILED A FEW WEEKS AGO.

Please submit your payment as soon as possible.

Contractor Members renewing your dues for 2025 will get **\$50.00 OFF** your PALICA 2025 Winter Convention Registration

Thank you to all our members and their families who are Veterans.

"Thank you for your service" never seems enough but my heart swells every time I hear that being said to a past or present military representative.



GOD BLESS AMERICA

PRESIDENT'S MESSAGE

Hello all, I hope everyone had a safe & great summer. Fall is now in the air and winter won't be too far behind. But first we have a very important election ahead of us on November 5th, I hope you all get out there and VOTE! Our last board meeting for 2024 will be held on November 9th in Dubois, Pa. If you can



make it out, we have several things going on with the National & State side of things. This will be our last meeting before the spring convention on March 13th - 15th in Grantville. I hope to see you all there. That is all for now, as you know I could go on forever! Be safe out there & hope to see you all soon.

Barry R Mutzabaugh Jr. -President

A FEW THINGS FROM EXECUTIVE DIRECTOR JOANIE MICKSKY BELOW.....

The year-end board meeting and luncheon will be held on
Saturday, November 9th at 10am at:

Please RSVP to Joanie by November 6th if you will be attending.

Dubois Hoss's Restaurant,
675 Liberty Avenue - Dubois, PA

Proposed changes to the PALICA Bylaws.

The membership will vote on a change to the bylaws at the 2025 State Convention in March. Each contractor member has a vote, so if you're not able to make it to the convention, you can always submit a YES or NO vote for the following:

- **UNDER ARTICLE III, MEMBERSHIPS, SECTION 1, TYPES:(will now read):**

ASSOCIATE MEMBERS:

- Any individual business, partnership or corporation, actively engaged in the manufacturing or selling of materials, equipment, supplies, services or related items pertaining to land improvement - with one (1) vote per ASSOCIATE MEMBER.

- **UNDER ARTICLE VII, ANNUAL MEETINGS, SECTION 3 - (will**

now read):

VOTING:

- Only active contractor members and associate members shall be entitled to one (1) vote on all matters that may properly come before a meeting.

- **UNDER ARTICLE VIII, BOARD OF DIRECTORS MEETINGS, SECTION 6, (will now read):**

VOTING:

- All members of the Board of Directors shall be entitled to one (1) vote. Associate Board Members shall all have (1) vote as well.



ALSO, Your dues invoices that were sent out in September had an error regarding the dates for the 2025 State Convention that will be held in Harrisburg.

- The 2- day event will take place starting Thursday March 13th at 4pm with our board meeting then a pizza dinner and social time.
- We will have educational classes on Friday, followed by our infamous Associates' Night, Dinner and Scholarship Auction event.
- We will then conclude with the Annual meeting and breakfast Saturday morning, March 15th, 2025.
- **All Contractor members who pay their dues by 11/15/24 will receive one (1) - \$50 discount on your registration fee.**
- **MANY MORE DETAILS TO COME!**

LASTLY, PLEASE MAKE NOTE OF WHERE YOU'RE MAILING YOUR DUES AND PA-ONE CALL INVOICES AS SOME ARE STILL BEING SENT TO AN OLD ADDRESS (WHICH MAY STILL BE ON YOUR ACCOUNTS PAYABLE PROGRAM).

THE EXECUTIVE DIRECTOR'S ADDRESS IS:

775 MERCER ROAD, GREENVILLE PA 16125

NOT

980 MERCER ROAD, GREENVILLE PA 16125

YOUR HELP IN THIS MATTER IS GREATLY APPRECIATED TO ENSURE YOUR MAIL DOESN'T GET LOST. THANK YOU!

Joanie Micsky

Have you thought about the value and investment in your business when you pay your dues each year?



PA LICA Member BENEFITS

LICA SAFETY PORTAL

- Online Safety Portal
- Too Box Printable Talks
- OSHA Requirements & Newsletters

HEAVY EQUIPMENT BENEFITS

- Caterpillar extended powertrain protection program.

SUNBELT RENTAL DISCOUNTS

- 10% Discount on Rentals

PETROCON COMMODITIES PROGRAM

- Lubricants, tires, and parts savings program. (Many have reported great savings by going this route.)

MEMBER REFERRAL PROGRAM

- Any current member that refers a new member will receive a \$50 SHEETZ Gift Card after application has been accepted

PRINS/UNITED FIRE GROUP INSURANCE PROGRAM

- Partner with PALICA
- Providing insurance to contactors
- Offer coverages that contactors need
- Competitive pricing
- Insuring contractors for over 25 years

EXCLUSIVE LICA HEALTH INSURANCE PLAN

- Unlimited major medical for all sized groups o
- ACA compliant plans
- Competitive rates, benefits, and flexible deductible programs
- Exceptional service & support

PA ONE CALL DUES INCLUDED

- We pay your dues – you need to submit the first invoice you receive from 811 each year and it will be processed

YOUR DUES ARE A TAX RIGHTOFF

CLICK ON EACH BENEFIT FLYER TO ENLARGE FOR MORE INFORMATION. USE YOUR BENEFITS!

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Tailor an OSHA Compliant Safety Program to Fit YOUR Company!
LICA Members Receive a 10% Discount

Services Overview

Onsite Safety & Health Training
Our experienced trainers are located nationwide (CSPs, retired OSHA Officials, OSHA Outreach Trainers and more) and will conduct OSHA training that is applicable to your company. A training certificate can be issued upon completion.

Mock OSHA Inspections
Our highly qualified safety professional will come to identify hazards in your workplace, observe safety practices, and issue a report of their findings.

OSHA Inspection Assistance
If your company is cited by OSHA, we can assist with the OSHA abatement process and provide representation at OSHA informal conferences. We've handled hundreds of cases!

Contractor Prequalification
We can help bring your company's safety and health program up to their standards by providing written programs, training and filling in any gaps. We work with: *ISNetworld®, Ver-iforme™, Avela™ (formerly PICS) and Comply- Works. *ISNetworld® is a registered trademark of the ISN Software Corporation.

Online OSHA Training Center
You will have the support of our Online OSHA Training Center is the most convenient way to complete Safety & Health Training for your business.

Safety & Health Consulting
You will have the support of our consulting team to answer any occupational safety and health questions you may have and offer guidance.

Client Portal Resources
Enjoy having immediate access to safety checklists, toolbox talks, webinars, newsletters, safety committee discussions, recordkeeping help, safety Q&A, articles, posters, and other resources.

Custom Written Programs
LSCI will work with your company to create custom written safety and health programs based on your industry, hazard exposure, and in accordance to OSHA's standards.

For more information contact:
Al Osche: 412-752-6387
Albert.Osche@lancastersafety.com

LSCI®
Lancaster Safety Consulting, Inc.
www.LancasterSafety.com
888-403-6026



PETROCON COMMODITIES PROGRAM

PETROCON FUEL CARD PROGRAM
Access one of the largest fuel networks in the country. Our fuel program offers rebates on fuel purchases from 3¢ to 6¢ cents per gallon. Pay at the pump or have your fuel delivered. Many of our members are taking advantage of our fuel consulting program that shows you how to purchase your fuel most cost effectively. Potential savings up to 15%.

PETROCON NATIONAL OIL PROGRAM
Implement a national account program to buy the most efficiently and most economical way possible. All lubricants and greases are available to you in all bulk and package sizes. Typical savings is \$1 to \$2 per gallon.

PETROCON NATIONAL TIRE PROGRAM
Buy effectively through our national tire program. This program provides tires and tire services throughout the U.S. with national account pricing as a Petrocon member. Typical savings is 20%.

PETROCON CHEMICAL
National Antifreeze Program with the largest coolant supplier in the world. Buy most effectively, add coolant technologies with training available to keep your engines running most efficiently. Look for our windshield wash, brake cleaners, carb cleaners, penetrating chemicals to be available nationally. Typical savings is 20%.

PETROCON ENERGY
Our program puts you in the most competitive position possible, buy electric right from the grid or natural gas right from the pipeline through our member group program. Only 1 month electric A/R gas bill needed for complete savings pro-forma. Typical savings is 10-20%.

PETROCON CELLULAR
Our co-op wireless expense management program offers selected members up to 40% savings on your monthly cellular bill. 3 months of cellular bills (pdf format required) will provide a complete savings pro-forma. Typical savings is 20-40%.

PETROCON WASTE MANAGEMENT
National wholesale program for dumpsters, roll-offs, compactors, and hazardous materials. From construction materials to lightfills, our consulting team will help you with savings and compliance. Typical savings is 20%.

LICA MEMBERS FREE ENROLLMENT \$2,500 SAVINGS

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Safety LICA Portal
Land Improvement Contractors Association of America

To access your Virtual Safety Portal visit:
<http://www.licanational.com>

Click on: [LICA PORTAL](#)

Customized website for each client!

On-demand customized material available in just a point and a click away! Suggested material available as well as easy Search Options.



Customized Material for all your business needs...

Safety Policies

Safety Meeting Material

State Requirements

OSHA Requirements & Newsletters

Business must be a member of a State Chapter of LICA. Each member will gain complete access to the ZyWave Resource Library! Email: anational.lica@gmail.com to set-up an account and get started!
Questions? Contact Bruce Mosier or Kari Van Es at Prins Insurance for additional information.
(800) 831-8545 • Email: kvanes@prins.com • Website: www.prinsins.com

WORLD

Click below to get started:
www.worldinsurance.com/lica



LAND IMPROVEMENT CONTRACTORS OF AMERICA EXCLUSIVE HEALTH INSURANCE PROGRAM

Want to offer your employees quality health care benefits at an affordable price? The Land Improvement Contractors of America has partnered with World Insurance Associates to bring you the Association/Affinity Group Health Plan for companies of all sizes. Now you can offer your employees the best health plans available at exclusive rates. And it's fast and easy to enroll!

QUALITY PLANS AND PROVIDERS
Our program gives you and your employees access to top national providers and benefits.

- Exclusive program offers a Cigna PPO and a reference-based pricing plan utilizing PHCS Network.
- Unlimited major medical coverage for groups of all sizes
- Nationwide network of doctors and pharmacies
- ACA compliant plans
- Monthly enrollment on the first of each month

COMPETITIVE RATES AND BENEFITS
You can choose among multiple plan designs to ensure the right fit and budget for your company.

- Deductibles ranging from \$1,000 to \$7,350
- Monthly rates as low as \$40 for a single employee
- Monthly rates as low as \$1,000 for a full family—regardless of age and size of family
- Premiums locked in until October 1, 2023

EXCEPTIONAL SERVICE AND SUPPORT
You can leverage our expertise before, during, and after your plan is implemented.

- Experienced team guides you through the process
- Fast and easy steps to get enrolled and insured
- Secure online questionnaire protects your employees
- Ongoing personal support for claims and billing

THREE EASY STEPS TO START SAVING TODAY!

STEP 1
Send Form 941 and current invoice
Employees Complete online questionnaire.
It only 10 minutes, you and your employees can complete our online personal health questionnaire. The online form is secure, encrypted, and HIPAA compliant.

STEP 2
Review and choose plan.
Choose the plan that is right for your employees and complete the group contract and ACH form.

STEP 3
Get enrolled and receive ID cards.
Contact Rachel LaChance to get your questions answered and to submit completed documents. Employees will receive their ID cards directly.
Our experienced team is always available to help at any point during the process.

Call or email today to learn more about the program and savings.

Terence Gorman | 848-456-8002
terencegorman@worldinsurance.com

Vince Buscino | 977-871-1512
vincebuscino@worldinsurance.com



**Land Improvement Contractors of America
LICA**

Contact your Cat Dealer for details

**Caterpillar
Extended Powertrain
Protection Program**

CAT

Your powertrain will be covered for up to 3 years or 5000 hours*

1. (1)* Varies by model up to 3 years or 5,000 hours.
2. (2) Offer available for LICA members only. Terms and conditions apply.
3. (3) Excludes normal brake wear.


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For more information, or to begin the discussion, you should contact: Nan Merrill, (402) 944-2331 or nan@thejohnsoncompany.net

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WE BRING MORE "YES" TO YOUR PROJECT

When it comes to land improvement projects, we offer an expansive range of earth moving and land clearing equipment to help you get the job done. By renting from Sunbelt Rentals, a national LICA partner, LICA members can easily access equipment through our national network of more than 1,100 locations.


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LICA MEMBERSHIP BENEFIT DISCOUNT
DISCOUNT: 10% off new rental contracts (applies to first invoice of rental contract)
TERMS: Offer available for LICA members only. Must present flyer and LICA number to Sunbelt Rentals branch at beginning of rental period to receive discount.

▶ Visit sunbeltrentals.com to find the branch nearest you

Discount valid only at Sunbelt Rentals. Maximum discount of \$500. Equipment may vary offer subject to terms and conditions available at sunbeltrentals.com/terms. Void where prohibited. Coupon has a cash value of 1/100th of a cent. Must present flyer and LICA membership number at start of rental period to receive discount.



WORLD

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Crew leads can manage individuals or entire crews to clock in/out, update job costing, sign time cards, & more.

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No other product allows you to have employees clock in w/ a kiosk while still allowing supervisor's to use their phones to manage the employee's equipment and job costing allocation.

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Progress tracking provides insight into employee and crew efficiency and can be imported into your accounting, bidding, ERP, or project management software.

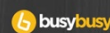
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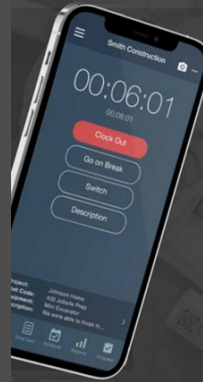
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WATCH THIS 6 MINUTE VIDEO-THE HISTORY OF LICA



Share this video with other Excavating/Septic/Landscaping Contractors, or Dealership Owners/Managers, who might have thought about becoming a member in the past and haven't taken that last step – this will provide them with a great deal of information and insight.

Help Grow Our Association!



LONG TIME MEMBER GARY THEURET HAS HAD MANY HEALTH ISSUES OVER THE PAST FEW YEARS - HE HAS MOVED FROM HIS HOME TO AN APARTMENT IN MEADVILLE PA. IF ANYONE WOULD LIKE TO CALL HIM OR SEND HIM A CARD - HERE IS HIS INFO:

**GARY THEURET
247 RACE STREET, APT 15
MEADVILLE PA 16335**

CELL #-814-547-9370 HOME #-814-724-4817

**JUST IN TIME FOR THE HOLIDAYS!
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"THE HISTORY OF FARM DRAINAGE AND THE LICA CONTRACTOR"

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Discover the Rich History of Farm Drainage

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Whether you are a professional in land improvement, an academic, or simply interested in agricultural history, "The History of Farm Drainage and the LICA Contractor" is an invaluable resource.



Chapter 12
Conservation Practices and the Future of Farm Drainage

Over the years, the industry has developed the expertise to... (text continues with details on conservation practices and future trends)



Throughout the years, to emphasize... (text continues with details on industry evolution and LICA's role)

LIMITED COPIES! ORDER TODAY!

BOOK HIGHLIGHTS:

- **Timeline:** Follow a chronological journey through the key events and developments in farm drainage history.
- **The Inception of Farm Drainage:** Exploring the early stages and initial practices in farm drainage.
- **The Development of Plastic Pipe:** How LICA members have pioneered advancements in plastic pipe technology.
- **LICA State Chapters:** A closer look at the contributions of various state chapters of LICA.
- **Conservation Practices and the Future of Farm Drainage:** A forward-looking perspective on sustainable practices and future trends.



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Tips for Troubleshooting Holding Tank Issues

If holding tanks are filling up too fast, check some of these possible causes



• By **Todd Stair**, July 03, 2024

A holding tank is used for an onsite system that has no soil component for a variety of reasons (small lot, lake lot, no suitable soil, etc.). Holding tanks have to be pumped regularly. Because every gallon of water that goes in must be pumped out, the homeowner is typically quite sensitive to anything that causes the tank to fill up faster and cause the need to be pumped more frequently.

When troubleshooting tanks (whether holding or septic tanks) that are filling up “too fast,” check some of these possible causes:

[Read more here](#)

Scholarship Thank You Note.....

Dear PA LICA Scholarship Committee,

Thank you for choosing me to be a scholarship recipient. I have been finding college both challenging and rewarding. I am so pleased to have been given this reward for my efforts and will invest it into paying for my college courses. Furthermore, I will continue dedicating hard work and effort into my studies and extracurricular activities so as to not let this generous gift go to waste. I hope to continue finding opportunities to aid me in my educational pursuits and I am glad that you have been a part of that. You can be sure that this will be a worthy investment into a future contributor to society.

Sincerely, Wyatt Foster, son of Associate Member Stan Foster - Superior Energy Resources



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➤ WE'RE ALL IN.



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We're trusted partners equally committed to protecting your business and reputation.

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With cold weather right around the corner, here are some helpful tidbits to remember in your day-to-day operations. You can click on and print this 2-page sheet to have in your shop and/or in each of your work vehicles.

Hazards of winter work: Cold stress



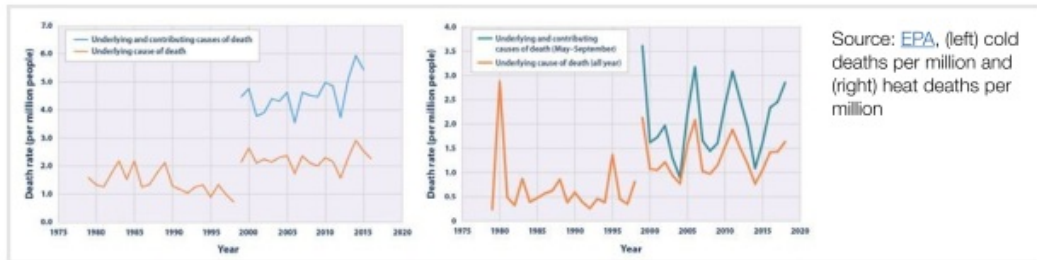
By John Freese, CPCU, ARM, Risk Control Operations Manager, UFG Insurance

We always hear about warm temperatures and heat-related illnesses affecting workers. The usual culprits: heat exhaustion and heat stroke. But what about cold temperature hazards affecting workers? With major winter storms becoming a more frequent occurrence, these hazards should be top of mind for employers. During winter storm Elliott for example, many regions of the United States saw air temperatures reaching -20 degrees Fahrenheit or lower and at least 56 people are estimated to have died as a result of the storm.

With climate change being a popular topic, we often hear about the concern of rising global temperatures. Yes, warmer temperatures do present a challenge, but how dangerous are cold weather events? Let's take a look at the annual number of deaths due to hot versus cold temperatures. According to the EPA, since 1979 there have been 11,000 deaths due to heat and 19,000 deaths due to cold in the United States. Annually, there are up to two deaths per million people and up to 2.5 deaths per million due to heat and cold, respectively. So, historically, cold has presented a much more severe challenge to people than heat.



Source: National Oceanic and Atmospheric Administration



Source: EPA, (left) cold deaths per million and (right) heat deaths per million

Cold temperatures are a serious hazard facing workers that must brave winter conditions. OSHA indicates that there are three types of cold stress to be aware of and what to do in case you or another worker suffers from one of them. Here are the three:

Hypothermia

Hypothermia occurs when your normal body temperature drops to 95 degrees Fahrenheit or less. Other symptoms include shivering, confusion, slurred speech, slow heart rate and breathing, and loss of consciousness.

Frostbite

Frostbite occurs when body tissue freezes such as your fingers, hands or feet. Temperatures don't have to be below freezing for frostbite to occur if wind chills dip below freezing. Symptoms may include numbness, reddened skin with gray and white patches, feeling of firmness or hardness and blistering. Depending on severity, frostbite may result in amputation.



IT HAPPENED TO HIM. IT COULD HAPPEN TO YOU.



FARM SAFE 811

Always **Contact 811** or **clickbeforeyoudig.com**
before starting any drain tile project.

Watch online at **ThreeSecondsLater.org**



SCAN ME

Watch the award-winning,
first-person account of a tragic
drain tile accident and its impact
on a close-knit community.

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PALICA | 775 Mercer Rd. | Greenville, PA 16125 US

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