

MEMBERS' WINTER 2021 EDITION

Pennsylvania



LICA

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EXECUTIVE DIRECTOR & NEWSLETTER EDITOR

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PA STATE CONVENTION UPDATE

Because we had no choice but to cancel this year's state meeting & convention in March, we will hold a one-day Annual Meeting for the membership along with a virtual PA OneCall Safety class that will focus on safe digging and outlines excavator responsibility under PA ACT 287 (as amended), the significant difference between a single locate and a complex project and how to submit an Alleged Violation Report as required by law if you come in contact with an underground line. **If attending only the presentation, we should begin by 3:30pm.**

LUNCH IS AT NOON WITH THE BOARD/ANNUAL MEETINGS TO FOLLOW, AND THEN THE PA ONE CALL PRESENTATION. WE SHOULD BE WRAPPED UP FOR THE DAY BY 5PM.

We do have a block of rooms available if anyone would like to stay over. The room rates are \$149/plus tax because of a state basketball tournament being held in State College that weekend.

You can book a room by calling 814-238-8454-

GROUP CODE IS 032021PAL.

Rooms will be available to book up until 2/20/21 so if you think you might need one, book it and you can always cancel if needed.

THERE IS NO CHARGE TO ATTEND BUT WE NEED MEMBERS TO RSVP IN ORDER TO PLAN FOR ENOUGH FOOD AND TO GET THE PROPER AMOUNT OF SPACE FOR THE NUMBER IN ATTENDANCE ACCORDING TO CURRENT CDC GUIDELINES-(contact Joanie at number or email listed on left side of this page to RSVP by 3/15/21)

PALICA
775 MERCER ROAD
GREENVILLE PA 16125

TO:

UPCOMING EVENTS

- ❖ *Saturday, March 20th 2021
PALICA's Annual
Membership Mtg & Board
Mtg in State College PA (see
front cover for details)*
- ❖ *Tuesday July 27th - Saturday
July 31st 2021, LICA Summer
Convention in Niagara Falls
NY (more details TBA)*
- ❖ *August 16th, 2021 PALICA and
Mercer County Conservation
District Field Day, @
Conservation District
headquarters, Mercer PA
(more info to come)*
- ❖ *PALICA 2022 WINTER
MEETING - March 5th & 6th @
Days Inn by Wyndham in
State College PA (subject to
COVID related changes)*

WELCOME OUR NEWEST MEMBERS TO PALICA!

KIEFER COAL & CONCRETE
RUSSELL SMITH
5088 W. Library Ave
Bethel Park, PA 15102
412-965-4960

LEO RICCI EXCAVATING
LEO RICCI
PO Box 14
Valley View, PA 17983
908-472-8469

R. WORK EXCAVATING & TRUCKING LLC
DEBBIE LORENZ
1517 White Oak Rd., PO Box 536
Quarryville, PA 17566

NEW ASSOCIATE MEMBERS- (see info on each inside on pages 2 & 3)

CARRY PUMPS
DELMAR NICHOLS JR.
1360 Prospect Ave
Caro, MI 48723
989-672-2779

DRAIN TILE SAFETY COALITION
AMBER HOWARD
4112 Marlowe Street
Houston, TX 77005
570-226-3115

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**PLEASE TAKE THE TIME TO SHOP OUR
ASSOCIATES FIRST! THEY ARE THE BACKBONE
OF LICA AND SUPPORT OUR TRAININGS,
REGIONAL MEETINGS, STATE MEETINGS AS
WELL AS NATIONAL CONVENTIONS. VISIT OUR
WEBSITE TO SEE ALL OF OUR ASSOCIATE
MEMBERS AND THEIR PRODUCTS & SERVICES**

FEATURED NEW ASSOCIATE MEMBER CARRY PUMPS Inc.

Carry Pumps is a second-generation family owned and operated business located in Caro, Michigan who has been serving the agriculture drainage/irrigation, municipal storm water management, aerial firefighting, and aquaculture/water feature industries for over 25 years.

We manufacture a full line of stainless-steel submersible water pumps available in 1 – 60 Horsepower, along with Single Phase and 3-Phase Electrical Control Panels, and Variable Frequency (Speed) Drives in 200V, 230V, 460V, 575V that operate your pump station more efficiently and offer the flexibility of serving as a phase converter when needed.

We also offer a full line of accessories including, LED Status Indicator Lights, Cellular-Based Remote Monitoring Systems, Standby Diesel Generators and Generator Control Panels, and Stainless-Steel Lift Station Tanks. We provide the highest-quality products, fastest delivery, at the best value, with technical support and replacement parts readily available.

Please visit us at <https://www.carrypumps.com> or give us a call at (800) 429-2779 to see how we can help you complete your next project!

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We have the solution for virtually every drainage situation!

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2ND NEW ASSOCIATE MEMBER- DRAIN TILE SAFETY COALITION



The Drain Tile Safety Coalition (DTSC) is excited to be a new member of the Pennsylvania LICA chapter. We look forward to meeting everyone at the next meeting!

According to the U.S. Census of Agriculture, nearly 56 million U.S. acres were reported as being drained by tile in 2017, a 14 percent increase from 2012. In Pennsylvania alone, nearly 310,000 acres were reported as being drained by tile in the 2017 census, representing a 4 percent increase compared to 2012. Since drain tile is often installed three- to five-feet deep – the same depth as underground utility lines and pipelines – the potential for accidents is high.

In fact, the Drain Tile Safety Coalition was born in 2018 out of a series of drain tile-related tragedies that sadly resulted in fatalities and serious injuries to farmers and agricultural contractors. One of those incidents occurred in December 2017 in Dixon, Illinois, when a tractor ruptured a high-pressure natural gas pipeline during a drain tile installation project. A father and son died and two of their farm employees were injured.

The Dixon tragedy and others like it had a significant impact on farm communities, pipeline and utility operators and safety advocates. In response, a group of concerned and safety-conscious individuals and organizations formed the Drain Tile Safety Coalition, a 501(c)(3) organization with a mission to improve drain tile safety and prevent accidents involving existing infrastructure, including utilities and pipelines. Our goal is zero accidents.

We work with farmers, drainage contractors, pipeline and utility operators, universities, one call centers, and other influencers to help raise awareness and share best practices and critical safety tips related to drain tile installation and maintenance. We want to empower farmers and drain tile installers to make safety a top priority on all jobs, particularly when working near and around above and belowground infrastructure.

The safety information we develop and distribute focuses on contacting 811 during the planning phase of every drain tile project, working safely in and around trenches, effective and consistent onsite safety briefings, and the importance of personal protective equipment, among other things. We have worked with leading organizations including Clark Farm Drainage, a large drain tile contractor based in Indiana, and Ag PhD, the leading “how-to” resource for DIY farmers, to help us reach farmers and drain tile installers with safety messages and tips. We continue to develop relationships with other organizations, individuals and manufacturers who think about safety the same way we do and who, like us, want everyone to go home safe, every day after every job.

To learn more about the Drain Tile Safety Coalition, you can visit our website at www.draintilesafety.org. If you or someone you know is interested in joining us as a drain tile safety advocate, or you want to learn more about what we do, please contact us at amber.howard@cverastrategies.com.

Registering for a USDOT Number

Employers are required to register their commercial motor vehicles (CMV) with the Federal Motor Carrier Safety Administration (FMCSA) to obtain a United States Department of Transportation (USDOT) number. Vehicles that must register for a USDOT number are those used in interstate commerce and fall into one of the categories below:

- Have a gross vehicle weight rating, gross combination weight rating, gross vehicle weight or gross combination weight of 10,001 pounds or more;
- Transport more than eight passengers for compensation;
- Transport 15 or more passengers without compensation; or
- Are used to transport certain types and quantities of hazardous materials (only those that require an intrastate safety permit).

In order to obtain a USDOT number, employers are required to register under the Unified Registration System (URS). This system monitors and ensures compliance with FMCSA regulations.

What is the Unified Registration System?

The URS is an electronic registration portal that provides forms that motor carriers, brokers and freight forwarders can use to register and update information with the FMCSA. This portal was created

to make the registration system more unified by combining multiple registration processes and allowing for a more convenient process.

The URS is mandatory for all users that are regulated by FMCSA. This includes:

- Motor carriers

The FMCSA can increase accessibility and track data more efficiently for entities that it regulates by using the URS.

- Intermodal equipment providers
- Hazardous materials safety permit applicants/holders
- Brokers
- Freight forwarders
- Cargo tank facilities

How to Use the URS

Employers can apply for a USDOT number or operating authority through the URS. When registering, employers will receive an applicant identification number for the application process. This is a temporary identification number used only for the application process and does not apply to anything else.

CON'T NEXT PAGE

Provided by Prins Insurance, Inc.

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REGISTERING FOR A DOT NUMBER (CON'T)

for the application process and does not apply to anything else.

New Registrant Use of URS

To register on the URS, employers will go to the FMCSA [website](#) and click on the “To get started, click here” button on the page. They will then be directed to the welcome page, where a new registrant will click on the “New applicant” box and then click on the “Next” button on the right in the navigation menu. At the top of the navigation menu, it will show the applicant the percent complete bar that shows how much of the application has been completed for reference as they go through the application.

The applicant will continue through the portal by clicking the “Next” button until they come to a page that provides them with what required information is needed by the FMCSA. The page will provide a list of documents or information that is needed in order to complete the registration process successfully.

When the applicant gets to the issuance of an active USDOT number notice, it reviews that an applicant cannot engage in the operation of a commercial motor vehicle without successful registration and an active USDOT number. An applicant’s USDOT number is only active after the registration has been granted by the FMCSA.

As the applicant continues through the application process, they will be asked to provide the following:

- Contact information
- Business description
- Operation classification
- Vehicles they plan to operate
- Driver information

- Hazardous materials information
- Cargo tank facility information
- Transportation of passenger information
- Household goods information
- Financial responsibility information
- Affiliation with others information
- Certification of statement
- Compliance certifications
- Applicant’s oath

Different information will apply for different applicants. Applicants will not need to fill out information for some of the categories as some only apply to certain applicant operations. For required signatures, it is important to remember that only signatures from owners, partners, corporations or corporate-authorized officials can sign for any certifications or oaths that are requested by the FMCSA.

Once the information is completed, the applicant has the ability to view, print and save the application. There is no fee for registering for a USDOT number, but there is an application fee for operating authorities. Once submitted through the URS, the registration is processed immediately and an applicant will receive their USDOT instantly, unless there is an issue. If there is an issue, the registration will be rejected, at which point the applicant should contact the FMCSA via its [website](#). Once the applicant receives their registration there will be a carrier notification sent in the mail confirming the registration.

If after an applicant has applied and they have additional documentation that they must submit, they can enter the portal and upload the documents to their application.



Safety Managers Issue

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SAFETY ZONE

Organizational Safety



Tailgate/Toolbox Safety Meetings

The Occupational Safety and Health Administration (OSHA) reports that one of the most effective ways to develop a safety-minded culture is to involve employees in ongoing “tailgate” or “toolbox” safety meetings. These informal, brief meetings allow you the opportunity to gather workers together and alert them about potential workplace hazards.

Safety meeting topics feature safe workplace practices, including machinery, tools, equipment, materials, and attitudes – basically anything that may contribute to accidents or illnesses in your workplace. Tailgate/toolbox safety meetings also support your company's safety programs, along with meeting your state's OSHA safety program requirements.

As a safety manager, one of your key roles is to promote a safety-minded culture while maintaining costs. By alerting employees to workplace hazards and by preventing accidents, illnesses, and on-the-job injuries, safety meetings have proven their worth. Some payoffs of hosting regular safety meetings include:

- Improved employee morale
- Decreased lost time
- Fewer workplace injuries and illnesses
- Lower insurance costs
- Safety culture adoption

Meeting Basics

- ✓ Make safety meetings a regular part of the work schedule. By

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Tips for Trainers: Getting Workers Involved

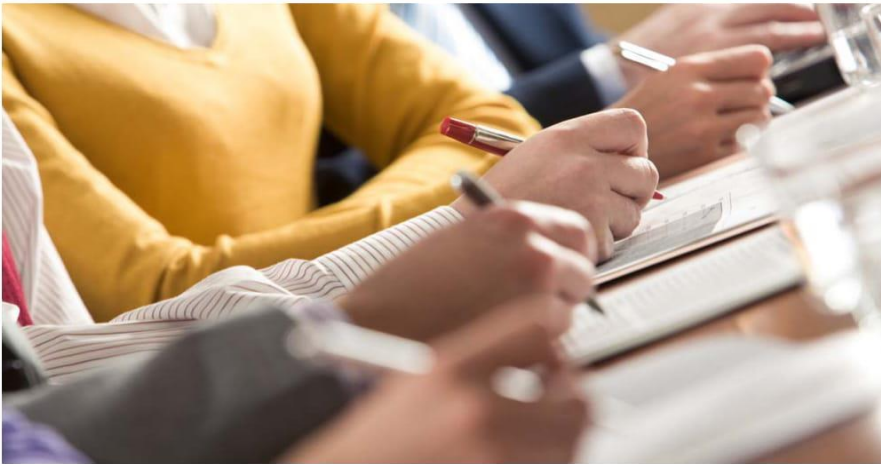
Tailgate safety meetings work best if the whole crew actively participates. Some other advice:

Ask questions instead of lecturing. Introduce each new point you want to make by asking the crew a question. Wait a short time to let people think, and then call on volunteers to answer. Use the answers as a springboard for discussion.

Ask about personal experience. If you ask a question and no one has an answer, ask if someone has had any personal experience to help the group figure out the answer.

Limit the amount of time any one person can talk. If a crew member is talking too much, invite someone else to speak.

CONTINUED >>>



TIPS FOR TRAINERS CONTINUED

Do not “fake it.” If someone has a question and you do not know the answer, do not guess. Promise that you will get back to the person, and then make sure that you do.

Stick to the topic. If the crew's questions and comments stray too far from the topic, tell them that their concerns can be addressed later – either in private conversation or in an upcoming safety meeting. This will also give you ideas for future meeting topics.

Assign a crew member to assist you. Involve a crew member (or members) in choosing the next topic, and take him or her with you when you do your next “walk-around” safety inspection. You might also ask the person to help lead the next meeting. ■

slotting meetings on a regular basis, such as every other Wednesday, employees will know when to expect them and then plan accordingly.

- ✓ Hold the meeting preferably where everyone can sit and relax; ideal times include at the beginning of a shift, right after lunch, or after a break.
- ✓ If you have handouts, providing copies to employees can be useful. Select an individual to read the handout aloud while the others follow along. After the reading, hold an open discussion, paying particular attention to how that topic applies specifically to the jobsite.
- ✓ Employees should be encouraged to participate as much as possible.

Encourage discussion by asking employees specific questions regarding the featured safety topic. The meeting leader can draw on the experience of workers, and use that experience to remind all employees – especially newer ones – of potential dangers in the workplace.

- ✓ Meeting records should be kept, stating the date, time, personnel present, subject discussed, and corrective actions taken, if any. Circulate a safety meeting attendance form for employees to sign, and keep a log for each employee, listing the training they have attended. ■



Selecting Relevant Topics

When choosing meeting topics, keep them relevant to the worksite. If you have drill presses, talk about drill press safety. If you are excavating a trench, talk about shoring. If you are entering confined spaces, talk about respirators and confined space entry. If you notice that spills are not being cleaned up properly, discuss it. If there has been an accident or a near-accident, talk about that, asking questions such as: What happened? Where did it happen? How can it be prevented from occurring again?

If you are looking for meeting ideas, encourage your employees to suggest topics; they often know best what and where the dangers are. Once you select a topic, research it. If you want to focus on the safe use of a specific piece of machinery, consult the manufacturer's operations manual. For handling toxic substances, get a copy of the material safety data sheet (MSDS). To source ready-to-use documents for supervisors on a variety of safety-related topics, conduct a keyword search “Safety Matters” from the Documents on Command section of your client portal. Your insurance broker is also an excellent resource for safety information, programs, policies, or whatever else you need! ■



National LICA Benefits

Exclusive Benefits for LICA Members!

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Caterpillar Extended Powertrain Protection Program

- Powertrain covered up to 3 years or 5,000 hours.
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- Contact your CAT dealer for complete details.



Mack Trucks Program

- \$2,000 Association Loyalty Reward Card with the purchase of any eligible 2022 MY or 2021 MY Mack truck
- This offer is limited to 5 trucks per customer per calendar year.
- Eligible vehicles must be warranty registered by December 31, 2021.
- Contact your Mack dealer for details.



Sunbelt Rentals Discount



- 10% Discount on Rentals
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- Present flyer at time of rental
- Email: anational.lica@gmail.com



Safety Tools

LICA Contractor Safety Management Plan



- Safety Manual
- Free to Contractor Members
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Email: anational.lica@gmail.com

The LICA Safety Portal



- Online Safety Portal
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- OSHA Requirements
- Safety Forms
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Email: anational.lica@gmail.com

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- List & sell on LICANational.org for FREE
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50% OFF first 2 months of advertising
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Use Inventory Mgmt. System to sell on:

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- Premium roasts
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- Gift boxes and gift cards
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- Discount on a new custom website
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The LICA Benefits Platform

Not just "one benefit," it's a website with a variety of programs & discounts designed for our members.

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IDShield provides the identity theft protection & identity restoration services you not only need, but deserve.

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Industry News

LICA Contractor Magazine

- Free to LICA Members
- Published 6 times/year
- Stories about contractors
- Industry Updates



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- Email: azink@masamts.com



Visit LICANational.org for details.

3080 Ogden Ave. Suite 300; Lisle, IL 60532
Phone: (630) 548-1984



THIS IS A BENEFIT TO YOU AS A MEMBER OF PALICA AND I'D BE HARD PRESSED TO THINK YOU ALL DON'T MAKE AT LEAST ONE LOCATE CALL THROUGHOUT THE COURSE OF A YEAR, SO IF YOU'RE PAYING THE INVOICE FOR \$125.00 TO PA ONECALL, PLEASE STOP DOING THAT AND FORWARD THEM TO ME AND SAVE YOURSELF \$125.00!!

Pennsylvania One Call System, Inc.

I've placed an excavation notification with Pennsylvania One Call System, Inc., and received a \$125 invoice. How can I get PENNSYLVANIA LAND IMPROVEMENT CONTRS ASSOCIATION to pay this invoice?

One more reason to belong to PENNSYLVANIA LAND IMPROVEMENT CONTRS ASSOCIATION: Follow these four simple steps, and you will not be obligated to pay the Pennsylvania One Call System, Inc. invoice. That's a \$125.00 savings!

1 Receive an invoice from PA One Call System in 2021.

EMAIL, **Mail or fax your invoice to:**

2

PENNSYLVANIA LICA
775 MERCER ROAD
GREENVILLE, PA 16125
ATTN: JOANIE MICKSKY

FAX# 724-475-4479

3

Your association verifies your membership then sends the invoice to PA One Call System

4

No Payment Required – your account will be credited

YOU CAN ALSO SCAN AND EMAIL TO:

EMAIL: PENNSYLVANIALICA@GMAIL.COM

In This Issue

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Learn to be Stress-Free on the Job

PAGE 1

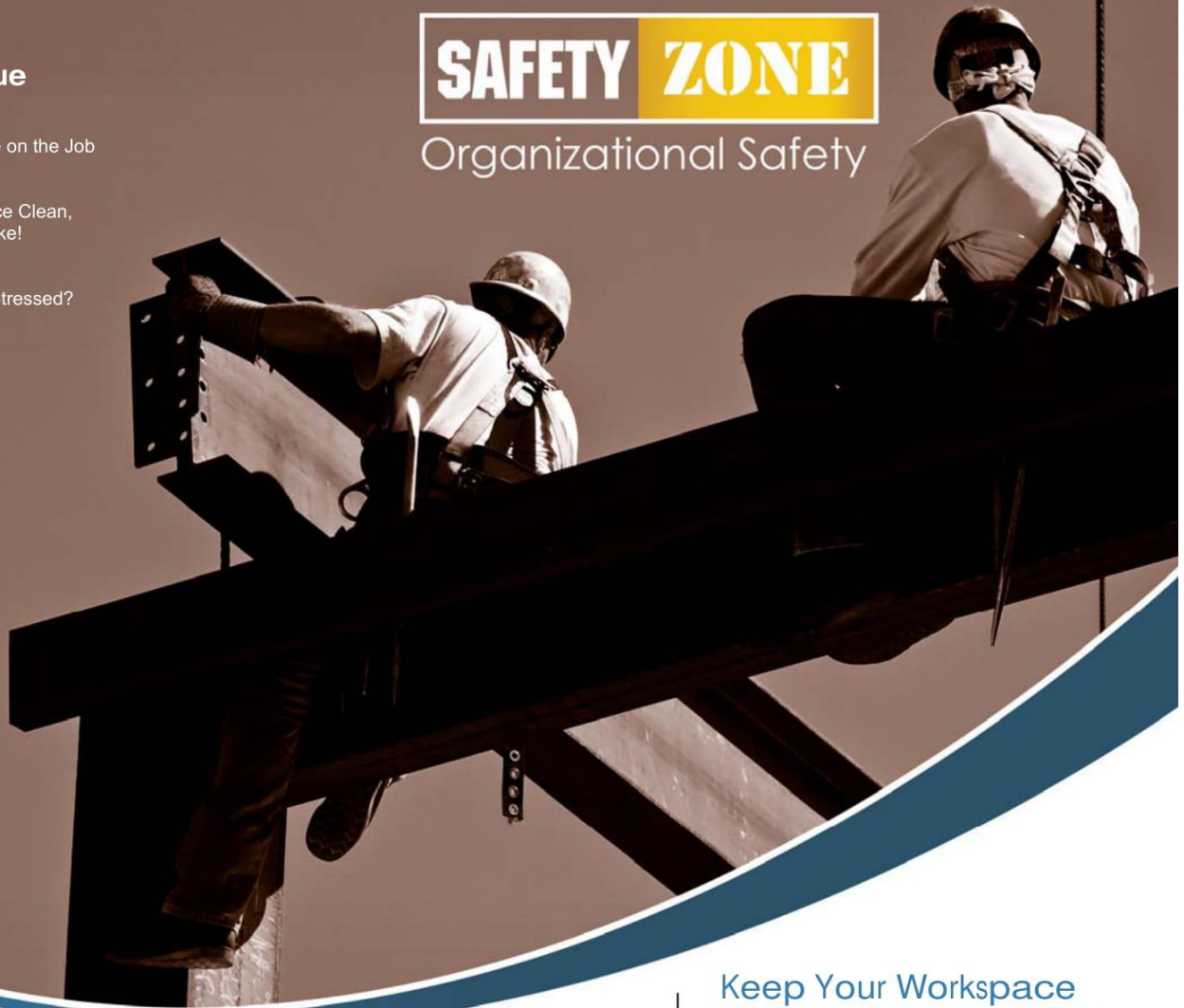
Keep Your Workspace Clean,
for Safety's Sake!

PAGE 2

Feeling Particularly Stressed?

SAFETY ZONE

Organizational Safety



Learn to be Stress-Free on the Job

According to the National Institute of Occupational Safety and Health (NIOSH), 25 percent of employed Americans feel their jobs are the primary stressors in their lives, and 75 percent feel that the average worker today has more stress than a generation ago.

In fact, job stress is the top culprit for developing major medical problems, as compared to dealing with family and financial problems. These findings signal a red flag for American workers since most individuals spend a large part of their day at work. By learning the causes and symptoms of stress and what you can do to minimize its impact, you can learn to be stress-free on the job.

Causes of Stress

Many events can trigger stress on the job,

including:

- Issues that are out of the employee's control
- Heavy workloads
- Pressure to perform above normal levels
- Long working hours
- Job insecurity
- Excessive traveling and time away from the family
- Office politics
- Conflicts with coworkers
- Work and family balance problems

Symptoms of Stress

How do you know when you are stressed?

CONTINUED >>>

Keep Your Workspace Clean, for Safety's Sake!

Though vacuuming, dusting and disinfecting may be part of your routine at home, housekeeping chores must also be a staple in your daily work life as well. By keeping workspaces neat and tidy, you are helping to maintain your safety and the safety of others on the job.

Causes of Work-Related Accidents

Employees often fail to recognize safety hazards that are right in front of them. The worst part is that most of these hazards are preventable. In fact, there are hundreds of reported on-the-job deaths caused by falls each year, and poor housekeeping practices often contribute to these accidents. Tripping and falling usually result when employees leave loose materials or tools in aisles, when floors are wet and when stairways are cluttered. However, there are many ways to eliminate these hazards and reduce the risk of injury on the job.

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Like other health problems, stress has a variety of symptoms. It is wise to watch out for the following red flags and take the steps to reduce stress before it leads to more serious medical issues.

- Insomnia
- Low morale
- Short temper
- Headache
- Upset stomach
- Sore back
- Job dissatisfaction
- Difficulty concentrating

Serious Effects of Stress

Though the symptoms of stress are a burden on an employee's quality of life, there are far more dangerous health issues that can arise. For instance, individuals with psychologically demanding jobs and little control over their work may develop cardiovascular disease, musculoskeletal disorders (affecting the back and upper extremities), psychological disorders such as depression and anxiety, and a variety of workplace injuries from neglecting simple safety practices.

Solutions

To combat workplace stress, you should

consider implementing the following solutions into your routines:

- ✓ *Plan ahead* – Start working on projects well before their due dates and always have a backup plan in case something goes wrong.
- ✓ *Prioritize your workflow* – Create a list of projects that must get done and then break them into smaller, more manageable tasks to avoid becoming overwhelmed.
- ✓ *Slow down* – Think before you act to avoid having to repeat tasks.
- ✓ *Seek out resources* – Ask coworkers for assistance with projects you cannot complete on your own.
- ✓ *Obtain balance in your life* – Focus both on your work life and family life so that stressors in one area are balanced out by the positive aspects in the other area.
- ✓ *Resolve problems quickly* – Develop a conflict resolution strategy to solve interpersonal issues with coworkers and put it into action immediately if you have a problem. ■

KEEP YOUR WORKSPACE CLEAN CONTINUED

Housekeeping Practices

- ✓ Clean up water and snow tracked in from your shoes or boots immediately. If you notice a puddle on the floor when you arrive, clean it up even if it did not come from you.
- ✓ Recycle or throw away paper, soda cans or other materials thrown on the floor.
- ✓ If glass breaks, put on gloves to pick up the large pieces and then sweep up the rest. Do the same for spilled nails and other sharp objects.
- ✓ Keep your tools and equipment off the floor and stored in their proper place. Equipment which is stored properly will protect against tripping hazards and extend the life of the object.
- ✓ To prevent a big spill, pile items neatly and do not stack them too high.
- ✓ Look out for loose flooring, broken tiles or ripped carpeting. If you notice these hazards, notify a maintenance staff member, your supervisor, or the Human Resources department immediately. ■



Feeling Particularly Stressed?

- ✓ Seek out the advice of a coworker to ease your mind.
- ✓ Walk away from the problem by going to get a cup of coffee, using the restroom or walking up and down the stairs.
- ✓ Stand up and stretch for five minutes to clear your head and get the blood flowing.
- ✓ If circumstances become too much to bear, take advantage of your employer's Employee Assistance Program (EAP). It is free and there for your benefit! ■

Avoid Winter Slip-ups

Winter months present additional hazards that are typically not factors for employees during warmer weather – specifically, slip and fall concerns. With snow- and ice-covered conditions, you run the risk of taking major falls, which can lead to serious injuries.

Prevention

Education is essential in preventing winter weather-related injuries. Consider the following recommendations to prevent slip and fall injuries during the winter months:

- Wear the proper footwear that provides traction on snow and ice. Footwear should be made of anti-slip material; avoid plastic and leather-soled shoes or boots.
- Exercise caution when entering and exiting vehicles and use the vehicle for balance and support.
- Try to walk only in designated areas that are safe for foot traffic. If you notice that a walkway is covered in ice, walk on the grass next to the sidewalk, which will have more traction.
- Avoid inclines that are typically difficult to walk up or down as they may be more treacherous in winter conditions.
- Take small steps to maintain your center of balance, walk slowly and never run. When possible, walk with your hands free to maintain your balance. And despite the cold temperatures, avoid putting your hands in your pockets. This will help you better maintain your balance and allow you to break a fall should you slip.
- Use handrails, walls or anything stationary to assist in steadying your feet.
- Look ahead to the path in front of you to avoid hazards.
- Test a potentially slippery area before stepping on it by tapping your foot on the surface first.
- Remove debris, water and ice from all working walkways.
- Steer clear of roof edges, floor openings and other drop-offs to avoid slipping hazards.
- Sand or salt surfaces covered by ice or snow to provide traction.
- Dry your shoes or boots on floor mats when entering a building.
- Report trip and fall hazards immediately to your supervisor.
- Seek shelter immediately in the event of severe weather conditions.

If You Begin to Slip...

- Twist your body and roll backward to avoid falling forward and injuring your face.
- Try to relax your body when you start to feel your legs give way.

If you are carrying a load, throw it off to the side so it does not land on you when you fall. This will also free your arms to help break your fall.

Safety Matters

Use Machine Guards

Machine guards are designed to protect you when working with dangerous equipment. Unfortunately, many workers also view them as an inconvenience or an obstacle to the task at hand. Regardless, guards are there for your protection, and using them properly is a safety requirement at Pennsylvania LICA.

Protecting Against Hazards

Specifically, machine guards are used to protect against:

- Direct contact with moving parts
- Flying chips or other debris
- Kickbacks
- Splashing of metal or harmful liquids
- Mechanical and electrical failures
- Any number of potential human errors

While guards may often appear to be a hindrance, overall they have proven to be otherwise for both security and production. Greater machine speeds are made possible through proper guarding, as production does not have to stop due to injuries and employees can often work quicker knowing they have the proper protection in place to do so safely.

Types of Guards

Two types of guards are used to protect machine operators: fixed guards and interlocking guards. Fixed guards are most commonly used and are generally preferred because they protect you from dangerous parts of machines at all times. Interlocking guards are

used if a fixed guard is not practical. This type will not allow the machine to operate until dangerous parts are guarded. The interlocking guard is designed to disconnect the source of power from the machine.

Safety devices such as pullbacks, sweeps and electronic devices are used where neither a fixed nor an interlocking guard can be used satisfactorily. Safety devices are operated by the machine itself. Regardless of the type of guard or safety device used, all provide the operator with the greatest possible protection.

Safety is Not an Option

Of course, no guard can do the job without the cooperation of the machine operator. Machine guards are a part of our workplace, and using them properly is your responsibility. Always follow these basic safety requirements:

- Do not adjust or remove a guard unless permission is given by your supervisor or unless the adjustment is a normal and accepted part of your job.
- Do not start machinery without the guards in place.
- If guards are missing or defective, report it to your supervisor immediately.
- If guards are removed for repair or adjustment, the power for the machine should be turned off and the main switch locked and tagged.
- Loose clothing, watches, rings and other jewelry should not be worn around mechanical equipment, and long hair should be tied back.

Safety is a top priority at Pennsylvania LICA. To accomplish this, we need the commitment of all employees to respect our safety rules and to use machine guards as intended, to keep everyone on the job safe and productive. If you have any questions regarding guards or other safety issues, please ask your supervisor.

CHECKLIST – DRIVER QUALIFICATION FILE INFORMATION –

(COPY AND USE FOR YOUR BUSINESS EMPLOYEE FILES)

Driver Name: _____

Driver's License Number: _____ **Type of License:** _____

State of Issue: _____

Hire Date: _____ **Last Date Worked:** _____ **Reason** _____

Driver Qualification File - Regularly Employed

- ☐ Driver's application for employment
- ☐ Copy of motor vehicle records from three years prior to employment
- ☐ Certificate of CMV driver road test (or equivalent)
- ☐ Copy of motor vehicle record for each year of employment
- ☐ Annual motor vehicle record review notes
- ☐ Driver-generated list of all traffic violations for each year of service
- ☐ Medical examiner's certificate
- ☐ Copy of medical variance documentation (if applicable)
- ☐ Skill performance evaluation certificate obtained from field administrator, division administrator or state director (if applicable)
- ☐ LCV training certificate (if applicable)

Driver Qualification File - Intermittent/Occasional Driver

- ☐ Medical examiner's certificate
- ☐ Certificate of CMV driver road test (or equivalent)
- ☐ Copy of CMV driver's license
- ☐ Signed hours of service record statements(s)

Prepared by: _____ **Date:** _____

Employee Signature: _____

Manager/Supervisor Signature: _____



(A PUBLICATION OF EQUIPMENT WORLD)

Heading into the new year, 88 percent of contractors report in a recent survey to having projects canceled or postponed in 2020 and 2021, and only one-third plan to add workers this year.

The results of the Associated General Contractors of America's 2021 Construction Hiring and Business Outlook are a stark contrast to its pre-pandemic outlook, in which 80 percent of contractors planned to add employees heading into 2020. Project cancellations and delays were not even an issue then. The new survey, which received 1,329 responses, was conducted November 10 to December 14.

"This is clearly going to be a difficult year for the construction industry," said AGC CEO Stephen Sandherr during a webinar January 7 to release the survey.

The percentage of contractors reporting project delays and postponements has also steadily risen during the pandemic, from 32 percent in June, 75 percent in November, to the most recent 88 percent.

The economic conditions are wearing on contractors' confidence. They expect the markets for most types of construction to contract in 2021, according to AGC Chief Economist Ken Simonson. In the 2020 survey, all sectors were expected to rise.

"One reason so many construction firms expect demand for construction to shrink is the high number of projects that have been delayed or canceled," he said. "... As a result, few firms expect the industry will recover to pre-pandemic levels anytime soon."

When asked on the survey when construction firms expected business volume to return to pre-pandemic levels:

- 35 percent selected "more than 6 months (or never)"
- 12 percent selected "1-6 months"
- 20 percent selected "don't know"
- 33 percent selected "volume of business already matches or exceeds year-ago level."

88% of Contractors Report Projects Canceled or Delayed in 2020 & 2021

'Work IS still available'

Though the survey paints a dark picture, contractors speaking during the webinar and those Equipment World has interviewed are still working, and some are thriving.

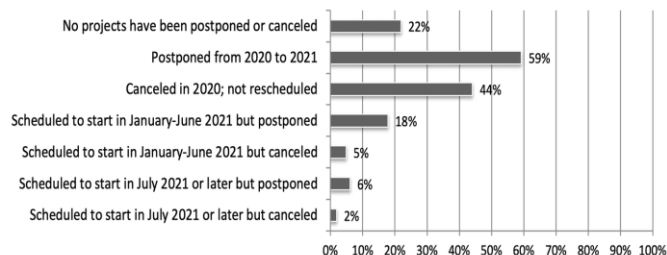
A lot of that success depends upon the region and the industry sector, as well as the company's ability to switch gears to find new markets to enter.

"I think we're going to have a challenging year, but ... you can find work," said Rosana Privitera Biondo, president of Mark One Electric Company, an electrical contractor in Kansas City, Missouri.

"There is work available, but you have to work harder at getting it." Some contractors have reported in Equipment World interviews that work picked up in the second half of 2020. The bulk of the cancellations and delays that surveyed contractors referenced are for 2020 projects.

So far for the new year, 23 percent of respondents reported that projects planned for the first half of 2021 have been postponed or canceled, and 8 percent reported delays or cancellations for projects scheduled in the second half.

7. Did an owner postpone or cancel any projects that were scheduled to start in 2020 or 2021? (mark all that apply) Responses: 1,265



More competition and higher costs

Bob Schafer, president of Ranger Construction in West Palm Beach, Florida, said the heavy-highway firm has benefited from the Florida Department of Transportation's revving up road construction, taking advantage of fewer vehicles on the road during the early stages of the pandemic. His firm is also looking to hire workers and is finding a shortage of skilled labor.

At the same time, he's seeing other contractors, particularly in the commercial sector, struggle. He's also seeing more competition for roadwork from companies with no experience as they try to shift from stalled sectors to new markets.

(con't next pg)

“We’re seeing bidders we’ve never seen before,” he said. “Folks that have never even thought of building a road ... are bidding on projects. And they are shockingly low at times.”

Material costs have also been rising. And contractors have had the unanticipated additional expenses of meeting social distancing, mask and other Covid protocols. He estimates his company has spent up to \$200,000 on such measures and expects that to continue into 2021 as the virus spreads.

Those preventive measures also reduce productivity.

“It’s hot outside in Florida in the middle of summer. It’s 105 degrees, and they’re working around 300-degree asphalt with a mask and a face shield on,” he said. “You’re not going to be as productive. It’s impossible.”

Along with the pandemic, 2020 and 2021 are ushering in another change for the construction industry. Michael Kennedy, CEO of KAI Enterprises design-build firm, said construction firms and project owners are demanding more diversity in hiring of minorities and women. “And if you don’t have a diversity strategy, good luck,” he said. “They are serious.”

“If you’re not a diverse company,” he added, “then it’s time to align yourself or find out what your strategy is in that marketplace, or make your organization look more diverse.”

Seeking help from Washington

The AGC and contractors on the panel are hoping 2021 will be the year for a big infrastructure package to help boost the economy.

President Joe Biden campaigned on a \$1.3 trillion package. His pick for transportation

Secretary, **Pete Buttigieg**, campaigned on a \$1 trillion package as a candidate in the Democratic presidential primaries. Both houses of the new Congress will be majority Democrat, possibly giving Biden traction for his infrastructure plans.

“With traffic still below pre-pandemic levels and a large pool of workers available, now is an ideal time to improve highways, repair transit systems, upgrade airports, modernize waterways and otherwise improve other types of public works,” said Sandherr, AGC CEO.

He said such funding must also include more money to state and local governments to help recoup revenue losses during the pandemic. “As we learned during the recession of the late-2000s, boosting federal infrastructure investments without backfilling state and local construction budgets is counterproductive.”

Congress recently passed Covid relief that included \$10 billion for state departments of transportation to help recoup lost revenues and \$284 billion more for the Paycheck Protection Program. Contractors have been one of the largest recipients of the loans, which are forgivable if used to pay worker salaries and benefits to prevent layoffs.

Contractors on the webinar panel also said those loans helped their companies weather the economic downturn of 2020. Schafer, of Ranger Construction, said federal Covid relief is vital to the industry’s recovery and for helping local governments that have incurred not only a drop in revenues but also unanticipated expenses due to the pandemic.

Overall, though, he was confident the construction industry would survive 2021: “So it’s interesting times, but we’re contractors. That’s what we do, is figure out how to get through it.”

Survey highlights

For more highlights from the AGC survey, continue reading below:

What most concerns contractors

A majority of respondents reported that because of the pandemic projects were taking longer than anticipated (64%), and costs have been higher than expected (54%). The pandemic’s continuing impact on projects, workers or the supply chain is also the biggest concern weighing on contractors, at 84%. Other top concerns:

- Material costs – 58%
- Increased competition for projects – 55%
- Not enough private-sector work – 44%
- Worker shortage – 43%
- Worker quality – 40%
- Rising labor costs – 40%
- Federal regulations – 36%
- Inadequate funding for infrastructure – 35%
- Inadequate legal protection against unwarranted coronavirus-related claims from worksites – 33%
- State and local regulations – 33%
- Inadequate funding for public building projects – 32%
- Subcontractor availability or quality – 28%

FROM YOUR EXECUTIVE DIRECTOR...



MEMBER INFORMATION UPDATES

Please contact Joanie if you have any changes to your contact or company information ex. ownership, location, email, website, phone numbers etc so we can be sure we have your correct mailing and billing address for dues and to receive all your membership publications. I supply National LICA with your information for the national directory as well so if I don't have the correct data, they won't either. Please email me all your changes to: Pennsylvanialica@gmail.com as soon as possible. The Membership Directory is being drafted and I'd like to get all your updates included for that March publication.

BOARD MEMBERS WANTED:

If you are interested in sitting on the PALICA Board of Directors, submit your name to Joanie ASAP. Elections for officers and seating of new members will then take place at the Annual Membership Meeting in March. Even if you can't make the meeting, you can still submit your name to be added to the ballot. The By-Laws are on the website and you can contact Joanie for info on board member obligations.

HOW TO ACCESS SAFETY INFO IN THIS PUBLICATION

Several of the articles within this newsletter have come from ZYWAVE which is an online site set up for your use and is another benefit you all have access to as PALICA members. It has many useful resources for running your business from OSHA forms to ToolBox Talks to DOT updates and forms etc. Please utilize it! It can be something you pull up on your office computer each morning and use throughout the day.

Simply visit our national office @ www.LICANational.org for details and/or call them @ (630) 548-1984 to get a log in set up for your company. They'll ask you for your PALICA Member ID or they can contact me for that if you don't have it handy and you'll be all set to go!

Don't let this free opportunity go unused as its value is priceless.

NATIONAL LICA SUMMER MEETING IN NIAGARA FALLS

This is still on track to take place at the end of July – we'll keep you updated as the summer progresses.

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Act 287 of 1974 as amended by Act 50 of 2017
Underground Utility Line Protection Act

PA One Call is hosting many valuable webinars this year and there are too many to list, but you can go to www.pa1call.org/events and see the entire listing and register to participate.

Here are just a few of the topics they'll be covering:
Web Ticket Response & Entry, Excavator & Designer Web Access, Web Ticket Response, PA Act 287 for the Project Owner and many more!

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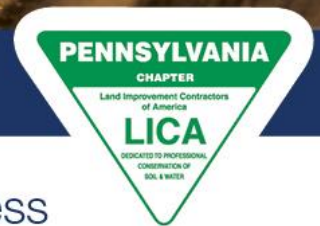
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