

MEMBERS' SPRING 2024 EDITION

Pennsylvania



LICA

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UPCOMING PALICA EVENTS - PLAN TO ATTEND!

Our next Board Meeting will take place at our Associate Member **SUPERIOR ENERGY RESOURCES (SER)** in Brockway, PA (2691 Route 219)



➤ Saturday, June 8th

- 10am - tour Superior Energy Resources' facility with a live Radio Remote by MegaRock 100.5/105.5
- 11am - Board meeting in main first floor conference room
- 12pm - Lunch break provided by SER
- 1pm - Presentation by Nick Micsky from Northwest PA Conservancy on *bank stabilization and fish habitats* to conclude meeting.
- Please RSVP to Joanie by June 1st at 724-866-1082

2024 PALICA SUMMER BBQ PICNIC AND SCHOLARSHIP PRESENTATIONS

| | |
|----------------------|---|
| WHERE: | Justin & Cathy Hoover's home, 708 Straws Church Road, Halifax, PA 17032 |
| WHEN: | Saturday, August 3rd |
| MEETING TIME: | 11:00 am w/Scholarships Presented to Winners |
| PICNIC TIME: | 1:00 pm |
| RSVP BY: | July 29th - call Joanie 724-866-1082 |

MENU: Pulled pork, beef, chicken, baked potatoes, side salads, and beverages will be provided. Feel free to bring dessert to share.

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Coping With the Stresses of Business Ownership

[Coping With the Stresses of Business Ownership | Pumper](#) Reprinted with permission from Pumper Magazine

Here are 8 strategies for staving off potential burnout.

Make no mistake: Running your own business can be a lot of fun. There's no feeling that's quite as good as building your own team from the ground up and providing a useful service to folks in your community.

Yet for all its rewards, small-business ownership can also be a grind. On any given day, your attention might be consumed with budgetary constraints, a hiring deficit, or challenges keeping up with customer demand.

Stress is a part of life, but it can be especially acute for small-business owners. The good news is there are some healthy habits you can form to help mitigate that stress and potentially save yourself from intense burnout.

1) Learn to delegate. The fastest way to burn out is trying to do everything yourself. To save your sanity, identify the team members you can trust to handle big jobs or new responsibilities *without* a ton of oversight. There may be some growing pains here, but ultimately, delegating is an essential way to keep stress at bay.

2) Practice project mapping. Stressed about a big project? Break it down into smaller steps, and assign yourself a deadline for completing each one. Turning a big project into a series of smaller ones can make the entire thing feel more manageable.

3) Map out each day. The life of the entrepreneur is unpredictable, and there are bound to be some curveballs coming your way each day. Even so, it may help you feel on top of things to block out an hour each day for team development, for marketing, or for whatever other priorities have proven elusive.

4) Find a support network. Even online gatherings of like-minded business owners can give you a place to vent, to ask questions, and to be reminded that you're not alone.

5) Learn to say no. As an entrepreneur, you may find it anathema to tell people no. But if you're already resource-strapped and overwhelmed, it may be essential to learn how to decline things that are tangential to the overall success of your business.

6) Organize your workspace. Studies have shown that clutter and chaos tend to increase stress. Schedule a few minutes at the end of each week to tidy your desk area.

7) Prioritize physical health.

If your physical health declines, your emotional health is sure to follow. As you block out time for essential tasks each week, make sure you allocate space to go to the gym or simply to take a long walk.

8) Journal. You may not think of yourself as a journaler, but taking the time to write down all the stuff swirling around your brain can help you process it, then let some of it go. Stress and burnout are major concerns for small-business owners everywhere. By following these tips, you can be proactive in promoting your own mental health to the benefit of your company, your career, your team, and your customers.



IN CASE YOU MISSED THIS IN THE LAST EDITION

EMAIL THIS FORM TO JOANIE @ PENNSYLVANIALICA@GMAIL.COM IF YOU HAVEN'T ALREADY, OR JUST SEND AN EMAIL LISTING YOUR NEWSLETTER PREFERENCE. IN AN EFFORT TO SAVE MONEY ON POSTAGE AND PRINTING COSTS, WE'RE MOVING TO DIGITAL COPIES STARTING WITH THIS SPRING 2024 EDITION.

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Barry R. Mutzabaugh Jr., President's Message



Hello, I hope this letter finds everyone well. Spring has finally sprung and the state convention 2024 is in the books. It was held in Grantville this year. First, I would like to thank all that were in attendance. I know I had a good time! A big thank you to Prins for the classes & all that they do for us. Then we have Topcon, what can i say about this group of great guys? We had a mock 811 trial with Brenda from Dig Prevention which was very informative. She is also working very hard to keep us all informed with the Legislative Lighthouse information coming from all the Harrisburg Bull-mess (LOL). Norweco was there to do a class for alternative septic systems after DEP had their Q&A class. We had another safety class with Colleen that was fun & informative. The best thing for me about the convention is the camaraderie and learning from each other on how things are done around this great state.

As a reminder all these classes & associates are yours as members. They work hard to make PA great. They are all great people with great services for all of us. Once again, I want to thank all of them for being the best of the best. I know I could go on and on, but it is time to say be safe in what you're doing and make dust fly! That is if this rain ever stops. BARRY

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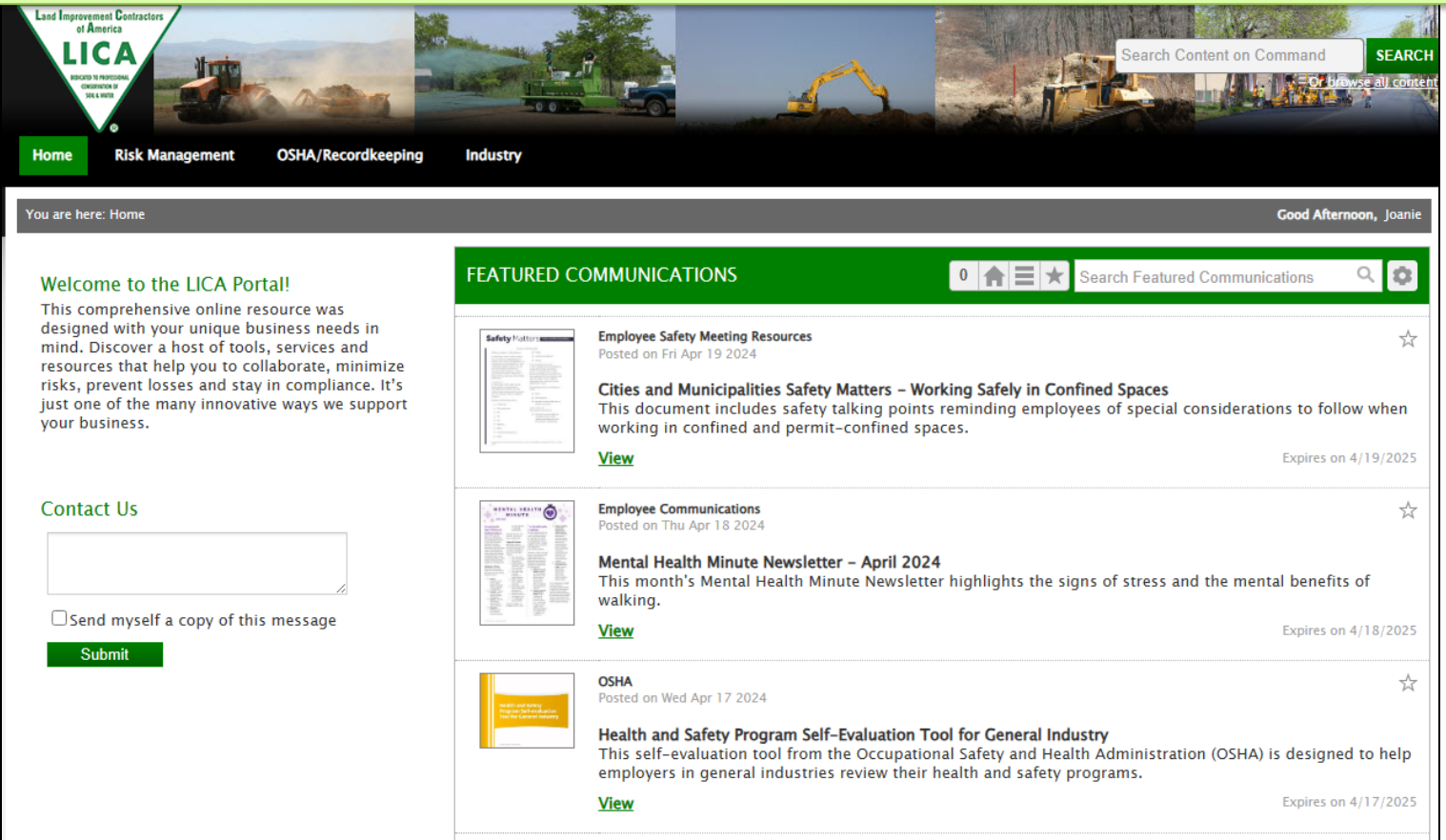
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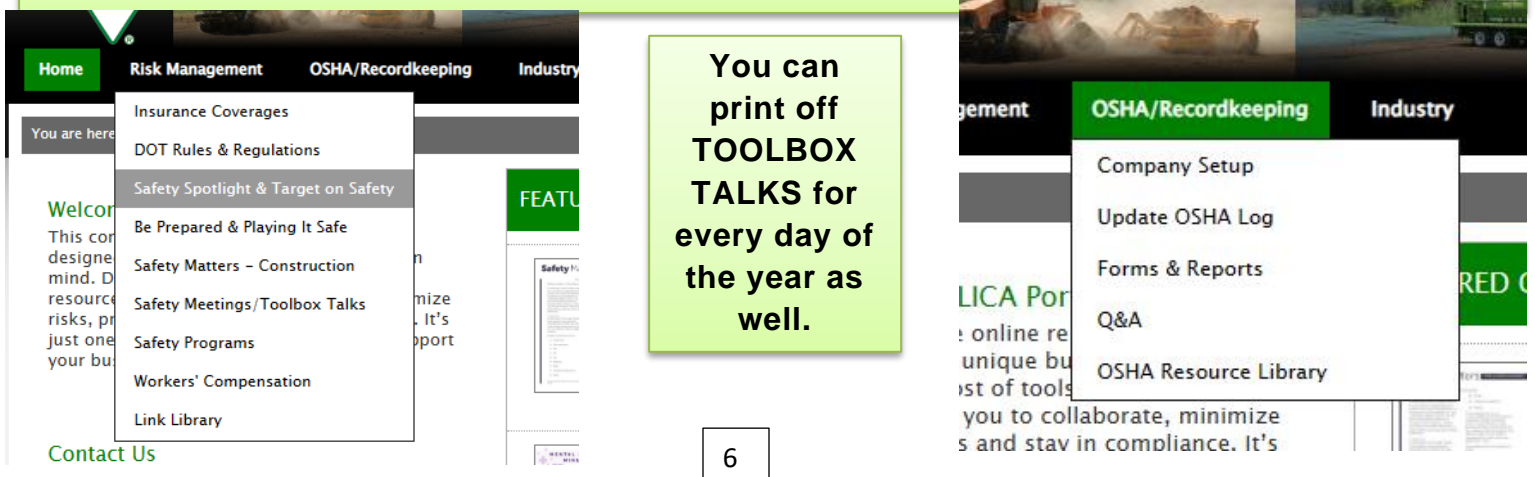
Available to you as a PALICA/LICA member, is the Safety Portal called ZYWAVE, located on the PALICA website-www.pennsylvanialica.com

It is a tremendous benefit to you as a business owner. You have access to hundreds of OSHA forms, a Safety Manual, videos that your employees can watch, etc., that will pay dividends when they are out on a jobsite. The following pages are screenshots of exactly what you'll see when you log in.



Take the time to go to the PALICA website, set up your username and password under LOGIN if you haven't already. **If you forgot your password, click on the RESET or FORGOT MY PASSWORD link and you're all set to go.** It's under the last drop-down box labeled LICA NATIONAL PORTAL.

These screenshots below represent some of what you'll find under each of the 4 dropdown boxes under the slideshow of pictures on the portal.



This page was accessed by a search in the green search box with the keyword:

excavating

excavating

Display: [Icons] Show: 10 items/page

Refine your search

Audience

- Company / Employer (19)
- Employee / Individual (12)

Employer Content

Featured

Human Resources

Industry

Insurance Coverages

Legislation & Compliance

Line of Business

Locations

Risk Management

Safety

Safety Training – Construction: Trenching Safety Presentation
This presentation provides safety training and information employers can use to keep their workers safe when excavating and trenching.
[View](#)

Construction Playing It Safe: Know Your Turf Before You Dig
Anyone digging or excavating has to be cautious – this includes contractors, road maintenance crews, telephone pole installers, fence builders, landscapers and even homeowners.
[View](#)

Construction Safety Matters – Soil Classification
An overview of the different soil classifications, how to identify them and how different soils can impact excavations.
[View](#)

Construction Safety Matters – Preventing Trench Collapse
This flyer outlines how electrical contractors can promote trench safety on the job site.
[View](#)

Excavation Site Preparations Guide
Use this safety guide to understand the safety measures necessary while setting up site excavations to ensure that employees are protected on the job.
[View](#)

Playing It Safe – Safety Tips for Cemetery Workers
Learn how to identify and avoid potential hazards with cemetery work in this flyer.
[View](#)

This page was accessed by clicking on the top drop-down box and OSHA Resource Library. There is so much available to you so take the time on the next rainy day to navigate the site.

HOME RISK MANAGEMENT **OSHA/Recordkeeping** Industry

You are here: OSHA/Recordkeeping > O

Good Afternoon, Joani

OSHA Compliance
Find a selection of resources
www.OSHA.gov
www.cdc.gov/niosh
www.dol.gov

Stay in compliance with OSHA regulations.

Get Started with this Resource

| What | Type | Guidance |
|---|-----------------|---|
| OSHA 300 Reporting: Recordable Incident Advisor | Compliance Tool | Use to determine whether an incident is recordable. |

For more on this topic, find additional content using the search and browse features.

Additional OSHA Resources

Display: [Icons] Show: 4 items/page

Silica Final Rule: Construction Exposure Control Methods (Table 1)
On March 25, 2016, OSHA issued a final rule regarding respirable crystalline silica. Under this rule, employers are subject to new standards for protecting workers. The rule is effective June 23, 2016, but employers had either one or two years to comply, depending on their industry. This Compliance Overview provides the updated version of Table 1 in the Construction Standard, which includes separate engineering controls and respirator requirements for indoor and outdoor tasks.
[View](#)

OSHA Log Summary Reminder – Client Portal Instructions
This document provides a reminder of the Feb. 1 deadline for posting annual OSHA Log Summary (OSHA Form 300A). It also contains instructions on how to create the summary log using the client portal site.
[View](#)

Aerial Lifts Program and Training Materials
This document outlines procedures based on OSHA Safety and Health Regulations for Construction
FACT SHEET

OSHA Fact Sheet: Cranes and Derricks in Construction – Wire Rope Inspections

MORE FEATURES AND BENEFITS OF USING ZYWAVE

This page was accessed by **typing Trench Safety into the search box** where there are an amazing 388 articles and videos to view! **IF YOU NEED ANY HELP NAVIGATING THE SITE, PLEASE CONTACT JOANIE-724-866-1082.**

There are 10 articles below as an example of what's available. You'll also see there are dropdown boxes on the left side of the page that give you another layer of topics to explore.

There is so much available to you to utilize, so take the time on the next rainy day (lol) to navigate the site and set it up to model your business needs. You won't ever be sorry that you provided safety information for yourself and your employees, and your employees will not forget the importance you place on their safety.

trench safety

Display: [document icon] [list icon] Show: 10 items/page

Refine your search

- Agency Prospecting & Renewal Tools
- Agency Marketing Materials (5)
- Audience
- Brokerage Prospecting & Renewal Tools
- Cybersecurity
- Employee Benefits
- Employer Content
- Featured
- Forms & Policies
- Health & Wellness
- HR Q&As
- Human Resources
- Human Resources Training
- Industry
- Insurance Coverages
- ISO Engineering & Safety
- Legislation & Compliance
- Line of Business
- Locations

Trenching Safety Checklist
This safety checklist is designed to provide best practices to prevent trenching and excavation injuries and fatalities.
[View](#)

Safety Training – Construction: Trenching Safety Presentation
This presentation provides safety training and information employers can use to keep their workers safe when excavating and trenching.
[View](#)

Construction Safety Matters – Preventing Trench Collapse
This flyer outlines how electrical contractors can promote trench safety on the job site.
[View](#)

Trench Safety Stand-down Week Toolkit
Trench Safety Stand-down (TSSD) Week—which takes place annually in June—encourages construction employers to educate employees on trench and excavation hazards, as well as emphasize the importance of implementing trench protective systems. This toolkit offers more information about TSSD Week, as well as a wide range of both employer- and employee-facing guidance related to trench and excavation safety.
[View](#)

Trench Safety Stand-down Week Runs June 17-23
Trench Safety Stand-down (TSSD) Week is scheduled for June 17-23, 2024. Learn more with this News Brief.
[View](#)

Daily Inspection Checklist for Trenches and Excavations
Promote trench safety by utilizing this daily checklist to ensure that safe conditions are met before your workers begin their workday.
[View](#)

Excavation and Trenching Program
This program outlines company policies and procedures in accordance with Occupational Safety and Health Administration: 29 CFR 1926 Subpart P - Excavations.
[View](#)

Construction Safety Matters – Excavation Site Safety Practices
Explain to employees how to safely dig trenches without injury to themselves or others with this flyer.
[View](#)

News Brief – OSHA Launches Enhanced Safety Initiatives to Protect Trenching and Excavation Workers
Twenty-two workers have already been killed due to deadly trenching and excavation hazards in 2022—representing a 68% increase from the entirety of 2021. In response, OSHA launched enhanced enforcement initiatives to
[View](#)

OSHA Safety Cornerstones – Q2 2023
This quarter's OSHA Safety Cornerstones discusses the agency's new National Emphasis Program to prevent falls, highlights Trench Safety Stand-down Week and explains how organizations can participate in Safe + Sound Week.
[View](#)



Dynamics Shift as More of Gen Z Enters the Workforce

Reprinted with permission from Onsite Installer Magazine

[Dynamics Shift as More of Gen Z Enters the... | Onsite Installer](#)

Companies must adapt to the needs and concerns of Gen Z

The newest coming-of-age cohort that's beginning to shift workplace dynamics is Generation Z, generally defined as the 72 million or so people born between 1997 and 2012.

On one hand, many consider Gen Zers as entitled, unmotivated to work hard, less professional, not as loyal to employers, less adept at "soft" skills and more prone to challenge managers. They're also harder to work with than other generation cohorts, such as baby boomers, Generation X and Generation Y (also known as millennials).

In fact, in a recent survey conducted by Resume Builder, nearly 75% of 1,344 managers nationwide said Gen Zers are more difficult to work with than any other age cohort and 65% said they had to fire Gen Zers more often than employees from other generations.

On the other hand, many view Gen Zers as more idealistic and purpose-driven than other cohorts. They're also considered more technologically savvy, innovative and adaptable, and they value authenticity and social responsibility more than their older co-workers.

But the bottom line is, no matter what employers think of Gen Zers, they are reshaping organizations that already are grappling with the challenges posed by the widest-ever range of workplace age diversity. And their numbers are growing fast.

While every other generation in the American workplace is shrinking, employment of Gen Zers has increased by at least 2% annually since 2018. And for the last year or so, there have been more Gen Zers than baby boomers in the United States workforce and they're slowly but surely overtaking Gen Xers and millennials.

Furthermore, Gen Zers are expected to make up approximately 27% of the workforce by 2025 and 30% by 2030. Clearly, there's no stemming this employment tidal wave.

Purpose-driven Mindset

Organizations have a lot to consider as this next generational cohort slowly seeps into the workforce. For starters, Gen Zers are very passionate about making a difference and want to work for companies that they feel have a broader mission that aligns with their values.

Fortunately, this can be an easy sell for small businesses, particularly for those organizations that can clearly define how they help create a better environment and fight against water and environmental inequities and racism.

Moreover, Gen Zers will be more likely to thrive and stay at companies that demonstrate a strong internal commitment to diversity, equity and inclusion. They also highly value volunteer opportunities and philanthropic efforts aimed at improving communities, plus strong corporate ethics and social awareness.

To understand just how much Gen Zers prize this emphasis on being part of a larger cause, consider that one study showed that one-third would take a pay cut to work somewhere that supports a mission they believe in.

In short, Gen Zers want to work for good corporate citizens, so it behooves organizations to act accordingly — and prominently promote those programs and endeavors in both recruiting and internal communication programs, experts say.

Technology and Communication

Gen Zers are the first generation to grow up in a completely digital age — the “TikTok generation,” as some call it. (One study shows that more than 60% of TikTok users are Gen Zers.)

As such, these “digital natives” have high expectations when it comes to workplace technology — and not meeting those expectations will result in lower engagement and high turnover. It also could tarnish organizations’ reputations as preferred employers, experts say.

In terms of communication, Gen Zers generally prefer texts to emails. Furthermore, messages must be short and to the point. But they also prefer video calls to phone calls, a reflection of their need for personal connections.

This leads to a surprising and counterintuitive finding: Most Gen Zers prefer speaking with co-workers and managers face-to-face compared to all other forms of communication. They want meaningful relationships with colleagues and managers.

As such, regular one-on-one meetings where managers can provide constructive and insightful feedback are critical. Mentors and ongoing training and career development programs also factor heavily in maintaining high levels of engagement and retention, experts say.

Mental Health Matters

More than any other cohort, Gen Zers desire work-life balance. They work to live, not live to work.

This is a key consideration because high stress and burnout are primary reasons why they leave jobs. In addition, studies suggest they struggle more with anxiety, depression, loneliness and other forms of emotional duress — conditions that experts speculate were exacerbated by pandemic-related isolation.

As such, creating a safety net of sorts is important. Organizations can start by offering training that shows employees how to maintain mental health; this kind of training is just as important to Gen Zers as increasing their technical competencies.

(con’t on next page)

Organizations also can train managers to handle employees they believe are struggling with emotional issues. Many managers don't feel equipped to address such sensitive issues with employees for fear of using the wrong words.

Part and parcel to this, it helps if organizations can create a common vocabulary when talking about mental health, so that terms such as anxiety and depression are properly defined and used accurately by everyone involved.

Furthermore, organizations can offer peer groups where Gen Zers can talk about mental-health issues in a safe environment, experts say.



Change is Inevitable

It's always tempting to broadly stereotype cohorts; remember when millennials were the workplace punching bags du jour for being self-absorbed and entitled? Nonetheless, experts say there's no doubt that each successive generation possesses traits and characteristics molded by their collective life experiences.

And for Gen Zers, some of the defining elements of their lives include the Great Recession of

2008-09, the rise of social media, climate change, large student loans, pandemic lockdowns and an affordable-housing crisis, to name a few.

As a result, this growing cohort brings its own set of needs and concerns to the workplace table, just as millennials and Gen Xers did before them. And organizations must be prepared to adapt and meet those needs, especially since Gen Z employees — disillusioned by all the layoffs they witnessed during times of economic and pandemic upheaval — don't feel a lot of loyalty to organizations and aren't afraid to leave for other opportunities.

In fact, one study showed that the average time a Gen Z employee stays in a role is two years and three months.

If that's the case, why should employers even bother trying to cater to their needs? And is doing so worth alienating older employees who resent that Gen Zers get preferential treatment, hold diametrically opposed workplace attitudes (work/life balance, for starters) and weren't offered the same work options and opportunities (flexible hours, for example) that Gen Zers enjoy?

Regarding the latter, some experts point out that what's good for Gen Zers — an emphasis on mental health, better work/life balance, more face-to-face communications and top-flight technology, for example — generally is good for all employees. Moreover, younger employees bring in fresh perspectives and new innovations.

And secondly, if organizations want to remain viable and vibrant, they have no choice but to roll with the changes. At stake is the very future of work and their place in it.



RECAP FROM THE 2024 PALICA STATE CONVENTION IN GRANTVILLE LAST MONTH



The meet and greet pizza night was well attended, and a fun time following our board meeting Thursday night. Classes started Friday and thanks to all the presenters for their time and topics.



Associates Night was a big hit with everyone. We had some new associates attending, and a great silent and live auction that raised approximately \$5000 for the scholarship fund. Thank you to all who bid on items, and those that donated items for the auction. Our Associate of the Year was TOPCON Solutions Store, and Dan Micsky presented Cory Mason with the award. **Thanks to TOPCON Solutions for being the sponsor of Associates Night and to Bruce Mosier for serving as our auctioneer and made it very fun!**



The ladies had a nice day attending a Bonsai class at a local crafter. We had some new attendees this year for the convention and new friendships were made.

The meals were fantastic at the venue and a big thank you to PRINS for sponsoring breakfast both Friday and Saturday.



ELIGIBILITY

All active members of state LICA in eligible classes of business, as determined by UFG Insurance, are eligible to be considered for our program, which allows them to participate in the all-lines safety group dividend plan. Our program is specifically designed to provide coverage for state LICA members, and includes professional risk control services, all-lines safety group dividends, and the broadened coverages your customer needs in their industry.

1. They must be a member of their state LICA chapter, or they must be interested in membership with their state LICA chapter in order to receive a quote for the State LICA Insurance Program.
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- Have an acceptable risk control survey with no outstanding issues.
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2. LICA members should visit ufginsurance.com and search for a UFG agent in their area that can represent the insurance program.
3. If LICA members wish to do business with a non-UFG agent, they should tell their insurance agent to call Prins Insurance directly to obtain an insurance quote. Prins can work with their local agent through a brokering arrangement.

Simply put – now is a great time to review your insurance. If you haven't tried the State LICA Insurance Program now is the time. Some benefits include:

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