



## PRESIDENT'S MESSAGE

Hello PA LICA,

I'd like to thank all who attended the winter conference in Grantville. The winter conference was filled with great ideas and information at the round table discussions, and as always, Associates' Night was filled with great food, lots of laughs, amazing door prizes, and plenty of fun. Thanks, Joanie, for all you do.



It is a privilege and an honor to be elected as your President for the upcoming year. I am also looking forward to working with our newly elected Vice President David Cottrell, congrats David. Congratulations also to Barry Mutzabaugh Jr. on his newly elected position of Chairman of the Board. I'd like to take this time to thank Dan Micsky for all of his years of service to PALICA, and for sharing his knowledge with me. Over the years, he's filled almost every seat on the board of directors in the PA LICA organization.

**SAVE THE DATE:** We are looking forward to seeing everyone at the summer picnic on Saturday, June 28th at Dan and Joanie's in Greenville. The board meeting will take place at 3pm, with dinner to follow. (More details will be sent out in May----watch your mail.)

The Summer National LICA conference is being held in Duluth Minnesota - July 8th through July 12th. You can find out more details at [LICA National - 2025 National Summer Meeting](#).

I hope everyone has a successful year.

Justin Hoover,  
President

## FROM THE EXECUTIVE

**DIRECTOR:**



**REMINDER:** March 31st  
is the deadline to apply  
for the state and national

LICA scholarships. [Apply here](#)

\*\*\*\*\*

## **WELCOME OUR NEWEST PALICA MEMBERS!**

- McNaughton Services, Michael Nawa, 8 Pisgah State Rd., Shermans Dale, PA
- Curry & Kepple, Matt Curry, 126 Ten School Rd., New Alexandria PA
- Searight Inc., Ralph Searight, 5 Shingiss St., Pittsburgh PA

## **NEW CDL TRAINING BENEFIT FOR LICA MEMBERS**

**This benefit enables you to bring ELDT training in-house and avoid paying driving school fees for your employees. This program is for Private Training Providers only. It does not equip members to open a driving school or accept compensation for your training. You'll be responsible for your own compliance with the regulation. You'll be approved by the FMCSA during the registration process. You'll be provided the training resources from National LICA, but they can't authorize members to become training providers.**

**This could save you big \$\$\$!**

**If you know contractors who aren't yet members of PALICA, this might be the benefit that makes them finally take notice! Share this information with them-if they join, you earn a \$50 Sheetz gift card!**

As a contractor, chances are you already have the expertise to provide federally mandated Entry-Level Driver Training (ELDT) for employees seeking a Commercial Driver's License (CDL).

Avoid the cost of outsourcing to driving schools and learn how to become an ELDT training provider.

- Bring ELDT training in-house
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- Eliminate the need for outsourcing

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ELDT Training Provider Resources:

[Cnational.LICA@gmail.com](mailto:Cnational.LICA@gmail.com)



# CDL

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TRAINING PROVIDER RESOURCES

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## MEMBER BENEFIT HUB

Exciting News from World  
Insurance –  
New Benefits for LICA  
Members!

You may already know World Insurance as our trusted health insurance partner. They provide affordable and high-quality health plans for contractors, construction, and landscape companies of all sizes. Now, they're offering even more to help our members! In addition to health insurance, World Insurance is introducing two new programs: a 401K plan and a payroll program. All of these benefits, endorsed by National LICA, are designed to help you take even better care of your employees. Offering the best health, retirement, and payroll options has never been easier!



## **New 401(k) Benefit: A Powerful Retirement Solution for LICA Members**

The Land Improvement Contractors of America Association is excited to announce a powerful new retirement planning solution, now available exclusively to our members. In partnership with Lincoln Financial, a nationally recognized leader in retirement planning services, and trusted Association member World Insurance, we've developed a unique program that leverages the power of group participation to provide an affordable, turnkey 401(k) solution for businesses of all sizes.

[\*\*READ MORE ABOUT THIS BENEFIT HERE\*\*](#)



# 401K EMPLOYEE PROGRAM



Our mission at the Association is to do everything we can to help members succeed by providing valuable services, promotional efforts, and member benefit programming. To that end, we're excited to announce a powerful new retirement planning solution that is now available exclusively for members of the Land Improvement Contractors of America Association.

We've partnered with Lincoln Financial, a nationally recognized leader in retirement planning services, along with trusted local expert and Association member World Insurance, to develop this unique program that leverages the strengths of group participation to provide a cost-effective and easy way for you to implement a turnkey 401K employee program. Our Multiple Employer Aggregation Program is a retirement plan solution that lets you offer your employees a competitive 401K benefit that can help reduce your fiduciary and administrative responsibilities in the process.

→ **IF YOU CURRENTLY HAVE A RETIREMENT PLAN FOR YOUR COMPANY,**  
it's worth asking for a free proposal to see if switching to this Group 401K Plan can save you time and money, give you greater peace of mind, and provide added flexibility for your employees potentially.

→ **IF YOU DON'T CURRENTLY HAVE A RETIREMENT PLAN OPTION**  
for your employees but are interested in adding this important benefit, please reach out to learn more and receive a proposal / quote. An employee Retirement Plan option can be a significant driver of employee retention as well as a recruiting benefit.

**FOR NEXT STEPS, PLEASE FEEL FREE TO CONTACT US FOR MORE INFORMATION OR REACH OUT DIRECTLY TO OUR PROGRAM'S FINANCIAL ADVISORY PARTNER:**

Mike Coughlin, CIC, CPIA, World Insurance Associates LLC  
[mikecoughlin@worldinsurance.com](mailto:mikecoughlin@worldinsurance.com)  
201 - 559 - 8157

Securities offered by Pensionmark Securities, LLC. (Member FINRA/SIPC). World Investment Advisors, LLC is affiliated through common ownership with Pensionmark Securities, LLC.

## ATTENTION ALL PALICA MEMBERS!

### ANOTHER BENEFIT OF YOUR MEMBERSHIP:

#### ***WEBINARS***

There are currently several webinars uploaded that cover the new 401(k) & CDL programs - they are available on the National LICA YouTube channel.

**CLICK HERE TO WATCH**

There are 7 videos on that page including: The LICA Story, The LICA Leadership Panel, Beneath the Surface, and Contracts Matter.

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## 2025 PALICA STATE CONVENTION RECAP

The state convention, held earlier this month in Harrisburg, took on a whole new look from past conventions. Associate Member Brenda Reigle assembled a group of industry leaders in the Workforce Development world. She and Dan Micsky led the discussions that took place on Friday. There were many others who attended, and we'd like to thank all who contributed to the "conversation."

If you've never attended a convention, or it's been a long time since you last came, you should think about coming next year. We plan to move it to the State College area at the end of March 2026. Con-EXPO is taking place in Las Vegas in February 2026.

If you weren't able to attend the conference, we will be happy to email a summary of the topics, along with the ideas that were shared on those topics, if you email a request to Joanie at [pennsylvaniaalica@gmail.com](mailto:pennsylvaniaalica@gmail.com).

**ROUNDTABLE DISCUSSIONS PICTURED BELOW**





THE PICTURES BELOW ARE  
FROM THE ASSOCIATES'  
NIGHT & SCHOLARSHIP  
AUCTION EVENT ON  
FRIDAY NIGHT AS WELL AS  
THE ANNUAL MEMBERSHIP  
MEETING ON SATURDAY.

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**ANOTHER SHOUT OUT TO BRUCE MOSIER, WHO SERVED AS OUR AUCTIONEER ONCE AGAIN THIS YEAR, RAISING ALMOST \$3,000 FOR OUR SCHOLARSHIP FUND! HE ALSO BROUGHT HIS FAMILY ALONG TO GIVE THEM A TASTE OF THE "LICA CONVENTION CIRCUIT."**



## ***2024 PALICA ASSOCIATE OF THE YEAR AWARD***

BRENDA REIGLE WAS PRESENTED with the award from outgoing Chairman of the Board Dan Micsky. She was nominated for all her work in keeping PALICA members updated on relevant Information out of Harrisburg that can affect their businesses. She also did a great job on the Workforce Development roundtables.

**Congratulations Brenda-well deserved!**



## LEGISLATIVE UPDATE:

PALICA'S STAND, VOTED ON AT THE MEMBERSHIP MEETING IN MARCH, REGARDING SEVERAL IMPORTANT PIECES OF UPCOMING LEGISLATION.

**[Click here to see all our positions](#)**

March 15, 2025 - PA LICA Annual Meeting outlining the organization's position on legislative measures:

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**Motion for Consideration at the PA LICA Annual Meeting**

*March [Date], 2025*

**WHEREAS**, the Pennsylvania Land Improvement Contractors of America (PA LICA) advocates for policies that support the excavation and land improvement industry, ensuring fair regulation, workforce development, and public safety;

**WHEREAS**, the Pennsylvania General Assembly is currently considering various legislative measures impacting our industry;

**THEREFORE, BE IT RESOLVED**, that PA LICA formally adopts the following legislative positions:

**PA LICA SUPPORTS THE FOLLOWING:**

1. **House Bill 388 – Maintenance of Private Lateral Lines and Municipal Water/Sewer Systems**
  - Supports municipal programs to address aging and failing water and sewer infrastructure.
2. **Resolution 34 – Pennsylvania 8-1-1 Safe Digging Month**
  - Raises awareness about safe excavation practices and the importance of calling 8-1-1 before digging.
3. **Senate Bill 101 – Workforce Development Act Amendments**
  - Enhances workforce training, data sharing, and coordination to better connect job seekers with industry needs.
4. **House Bill 257 – Work Zone Safety Education for New Drivers**
  - Ensures new drivers receive training on work zone safety to protect highway construction workers.
5. **Separation Act (Multiple-Prime Contracting) – Pending Update**
  - Supports modernization of Pennsylvania's Separations Act to improve efficiency in public construction projects.

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## Going Back to the Basics of Onsite Operations

Turning a critical eye to even the smallest details prevent callbacks, misunderstandings and injuries. *By Todd Stair-Onsite Installer Magazine-March 2025*

I was reading an article in the *Wall Street Journal* about how Jim Harbaugh has a gift for





rebuilding faltering football teams. He recently won the college championship with Michigan, which had a 2-4 record in the Big 10 just three years earlier. His secret: taking his teams back to the basics. Teaching the O-line how to get in a three-point stance, teaching how to block, how to tackle. Things the players should know by now, but he's not taking anything for granted. I figured if going back to basics works for him, it should work for me. 2024 is my year of taking my company "back to the basics." No, I'm not trying to revive a faltering team, but I know that there is always room for improvement.

## **What does "going back to the basics" mean for an onsite company?**

### **Basics: Safety**

Safety is, and has always been No. 1, and there is no No. 2 (OK, there is, or we wouldn't be in business). Safety does not mean lip service. It means every co-worker, no matter how new, has the right and ability to stop an entire crew in their tracks if the team member senses something could be done safer. It's just how it is, and every teammate signs his name on the dotted line to that. Back to basics, in a recent safety meeting (you know, the ones you have every month), I reminded everyone of that signature and what it means.

I am just now bringing on a new hire. He left his previous employer due to lack of safety. That was our new teammate's exact words, "I left my previous employer due to lack of safety." Wow. Something we do in the course of a normal business day brings a new, well-qualified, licensed and experienced team member to our doorstep, because another local company does not practice a safe work environment. Please let that sink in. I was actually quite shocked at a few of the examples of unsafe practices he gave.

### **Takeaway: Circle of safety**

Any time our vehicles (any vehicle) parks for any length of time, an orange cone is placed behind the vehicle. This means even if a guy stops at the gas station to get a coffee, a cone goes out behind his pickup — every time our vehicles are in park. Is this so your vehicle doesn't get hit? No, it's so the driver has to walk around the vehicle and *see behind* the vehicle before they leave.

When one of your trucks is parked in a potential customer's driveway, kids and pets are drawn to the vehicle just naturally. Always look behind and under a parked vehicle before you resume travel from a parked state. I have preached this for a long time. A few years ago, I pulled into a driveway and the customer and I walked around the house to look in the backyard for just a few minutes. When we came back around to the front, his dog was peeking out from around my truck tire. The customer was shocked, he didn't know his dog was even outside. We lucked out, we saw the dog while it was still safe. Practice this Circle of Safety — children and animals are drawn to your trucks.

## Takeaway: Most important safety task

The pre-trip inspection is another basic safety component that should never be overlooked. Do not allow any employee to "mail in" their pre-trip inspection. If there is one thing you should stand and personally supervise, watch your team's pre-trip inspections; make sure they are thorough and do not miss anything. These should never be rushed. This could be the most important thing your employee does in a day.

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## Experienced Installer Seeks Commonsense Solutions for Cash-Strapped Customers



Septic system repairs are a hardship for low-income rural residents in North Dakota. Terry Novak advocates for responsible solutions. By Ted J. Rulseh

One thing North Dakota installer Terry Novak hates about his job is delivering bad news to low-income rural property owners about their failing septic systems.

Often, repair or replacement is financially out of reach for the owners, especially those who are elderly and on fixed incomes. "These are nice people who will invite you in for chicken dinner while you're working," says Novak, owner of Novak Backhoe in Lankin, in the state's northeast corner. "You feel terrible. We need to find some way to get funding for these people."

He often uses the term "common sense" in advocating for ways to help people correct septic system problems. Such advocacy is part of the agenda for the North Dakota Onsite Wastewater Recycling Association, of which he is a founding member.

"We all want to save our water systems for our kids and grandkids," says Novak.



“We have aquifers out here and we don’t want to damage them. But we have to be realistic for these people. We’re trying to work with the state and do things the way we should, but there has to be some common sense. It can’t always be by the book.”

Novak works in six rural counties, installs about 10 new complete systems a year, and performs numerous repairs that range from minor fixes to replacing septic tanks or drain fields. He pumps tanks for some 200 individual customers and for about 90 homes on a cluster system in the community of Forest River. He also keeps busy with general excavation.

**[READ MORE](#)**



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OSHA'S PPE REVISIONS-PLEASE READ



# LEGAL UPDATE



## HIGHLIGHTS

OSHA revised § 1926.95(c) to state that employers must ensure all PPE:

- Is safely designed and constructed; and
- Is selected to ensure it properly fits each affected employee.

This revision aligns the language in the PPE standard for construction with the corresponding language in OSHA's PPE standards for general industry and shipyards and affirms OSHA's interpretation of its PPE standard for construction as requiring properly fitting PPE.

## OSHA Revises PPE Standard for Construction Industry

On Dec. 11, 2024, the U.S. Department of Labor (DOL) [announced](#) that OSHA finalized a [revision](#) to the personal protective equipment (PPE) standard for construction. The final rule explicitly requires the PPE to properly fit any construction worker who needs it to improve protection from hazardous conditions.

The rule will go into effect Jan. 13, 2025.

### PPE Overview

OSHA has specific standards that address PPE in general industry, shipyard employment, marine terminals, longshoring and construction. These standards require employers to provide PPE when it is necessary to protect employees from job-related injuries, illnesses and fatalities. With few exceptions, OSHA requires employers to pay for PPE when it is used to comply with an OSHA standard.


In addition, the PPE standards for general industry and shipyard employment include a specific requirement that employers select PPE that properly fits each affected employee.

OSHA's standard at 29 CFR 1926.95 sets out the requirements for PPE in construction. This section requires that all types of PPE be provided, used and maintained in a sanitary and reliable condition whenever the PPE is necessary due to workplace hazards. The standard further requires that, even when employees provide their own PPE, the employer must ensure its adequacy, including proper maintenance and sanitation.

The standard also provides that all PPE must be of safe design and construction for the work to be performed. However, unlike the general industry and shipyard PPE standards, the current construction standard does not include an explicit requirement that PPE properly fit each affected employee.

### Final Rule Revision

This final rule amends the criteria for PPE (29 CFR 1926.95) to explicitly require properly fitting PPE for construction workers who need it. This revision aligns the language in the PPE standard for construction with the corresponding language in OSHA's PPE standards for general industry and shipyards. Specifically, OSHA revised § 1926.95(c) to state that employers must ensure all PPE is:

- 
- Safely designed and constructed; and
  - Selected to ensure it properly fits each affected employee.

Properly fitting PPE is a critical element of an effective occupational safety and health program. PPE must fit properly to provide appropriate protection to employees from workplace hazards. Improperly fitting PPE may:

- Fail to provide any protection to an employee;
- Reduce the effectiveness of protection;
- Present additional hazards; and
- Discourage employees from using such equipment in the workplace.

The issue of improperly fitting PPE is particularly important for smaller construction workers, including some women, who may not be able to use currently existing standard-size PPE. Fit problems can also affect larger workers, and standard-size PPE does not always accommodate varying body shapes. This revision helps remedy these issues.

### Next Steps

Employers in the construction industry should review the requirements of the revisions and make sure they have implemented them into their safety programs. In addition, they must ensure they provide different sizes of PPE for their employees and monitor if their employees are wearing the correct PPE in the correct size.

### In This Issue

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## Listen Up... Protect Your Ears!

According to the Occupational Safety and Health Administration (OSHA), noise-induced hearing loss is one of the most common occupational injuries. You may be exposed to dangerous loud noises which can cause permanent hearing loss, and not even realize it, since this can occur over time. Take control of your exposure before it is too late!

### Noise Levels

The National Institute of Safety and Health (NIOSH) reports that workplace noise is likely to be hazardous if you have to raise your voice to talk to someone who is an arm's length away from you. The noise level may also be too loud if after you leave a noisy area, your ears ring or sounds seem dull. To prevent hearing loss, experts recommend hearing protection when exposed regularly to noise levels at 85 decibels (dB) or higher.

This is less noise than the output of average traffic, most power tools, a shotgun blast or a rock concert.

### Dangers

If hearing becomes difficult for you, you may also be at risk for far more serious injuries. For instance, if you are unable to hear warning signals or shouting coworkers, you may not be aware of potential dangers or emergencies. This could cause you to be involved in a serious accident.

### Warning Signs

Curious if the noise in your workplace has had some effects on one of your most valued senses? Do any of these warning signs "sound" familiar?:

- You strain to understand conversations.

CONTINUED >>>

## Don't Break Your Back, Jack!

Lifting, one of the most common occupational activities, can result in a variety of injuries if done improperly. Even worse, it can leave you out of work. Back pain, one of the most common injuries, occurs when muscles are overstretched. However, you can avoid aches and pains by practicing the following safe lifting techniques.

### Pre-Lift

Although there is no one correct way to lift an object, there are general practices that should lessen the strain on your lower back and abdomen. Before lifting a load:

- ✓ Consider the weight and determine if you will need assistance picking it up. If you are doubtful that you can lift the object on your own, ask for help.
- ✓ Examine the size and shape of the load to determine if it will pose additional challenges.
- ✓ Determine your path and if you will need to change directions or turn to get to your final destination. Then, walk your path to remove obstructions and slipping hazards.
- ✓ Put on a back belt and secure it properly.

CONTINUED >>>



- You think people are mumbling or not speaking clearly.
- You need others to repeat what they say frequently.
- You watch people's faces intently while listening to them speak.
- You need to increase the volume on the television or radio to the point that others find it too loud to bear
- You experience ringing in the ears or feel dizzy

The last warning sign of hearing loss, called tinnitus, is the most serious. Tinnitus occurs after repeated exposure to excessive noise without adequate hearing protection. This injury is irreversible and can lessen your quality of life.

#### Protections

To reduce your risk of hearing loss on the job, you should always wear some form of hearing protection, even if you feel you may not need it.

There are a variety of sizes, shapes and styles of hearing protection to choose from. Some of the most common include:

- ✓ Single-use ear plugs (self-forming)
- ✓ Pre-formed or molded earplugs, which are individually fitted by a professional (there are both disposable and reusable types)
- ✓ Earmuffs that form a perfect seal around the ear (facial hair, eyeglasses, long hair and facial movements can reduce the protective value)



A hearing test is the best measure of determining if you are at risk for hearing loss. If you are regularly exposed to loud noises at work (or in life), take a hearing test annually.

For more information on workplace hearing loss, as well as additional resources such as a noise meter, frequently asked questions and information about how to choose ear protection, visit NIOSH's Web site at [www.cdc.gov/niosh/topics/noise](http://www.cdc.gov/niosh/topics/noise). ■



#### Lifting from Ground Level:

- ✓ Get your body as close to the load as possible.
- ✓ Bend at your knees, not your back, and get a firm grip on the object.
- ✓ As you lift up with your legs, keep the load as close to your body as you can.

#### Lifting an Overhead Load:

- ✓ Examine the surface below you to make sure it is stable and sturdy.
- ✓ Test the load to make sure you can lift it from over your head without injury.
- ✓ Remove the object from the shelf while always maintaining control and bring it down to your waist.

#### Lifting a Load from Waist Level:

- ✓ Slide the load close to your body to test its weight.
- ✓ Lift the object and then shift the weight of the load to your legs by keeping it close to you.

#### Carrying a Heavy Load:

- ✓ Move in a straight path and change directions with your feet, not your hips.
- ✓ Avoid the stairs, gates and doors if possible.
- ✓ Keep your shoulders, hips and feet pointed in the same direction while walking.
- ✓ Hold the load in your normal center of gravity between your legs and shoulders.
- ✓ Immediately set a heavy load down if it becomes too much to handle.

#### Setting Down Heavy Loads:

- ✓ Bend your knees (not your waist) and set down the corner or edge of the object closest to you first and then gently lower the rest.
- ✓ Watch out for your fingers as you set down the load.

#### Lifting with a Co-worker

- ✓ Determine how you will both carry the object before picking it up.
- ✓ Elect one of you to be the leader. This person should position to observe and direct the other.
- ✓ Lift and lower the load in unison after each of you has agreed on when to do so.
- ✓ If you feel as though you are about to drop the object, let the other person know immediately. ■

## Report Workplace Injuries Promptly

If you have been injured at work, you must inform your supervisor immediately. Prompt reporting allows management to assess potential safety hazards, initiates the process for possible workers' compensation benefits, and allows your company to provide you with a safe working environment. So do not delay! ■



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