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November - December 2016

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SUMMER PARTNER PROJECTS COMPLETED!

(page 16-17)



Top photos courtesy: Bureau Co SWCD. Bottom photos courtesy University of Illinois.

2017 ILICA CONVENTION JANUARY 12-14, 2017

(page 14-15)

Also Featured Inside:

- ▶ **Ten Ways to Reduce Nitrogen Loads from Drained Cropland in the Midwest** (page 6)
- ▶ **Extension Connection: Your Perceptions of Nitrate Loss Reduction Practices for Drainage – Results from the 2016 ILICA Drainage Workshop Survey** (page 12-13)
- ▶ **OSHA's Anti-retaliation Rules to Take Effect Nov. 1** (page 22)

Illinois LICA
P.O. Box 474
Brimfield, IL 61517

Upcoming Events:

Board of Directors Meeting
Hampton Inn: Springfield
November 5, 2016 - 2 PM

2017 ILICA Convention & Member Meeting
Embassy Suites: East Peoria
January 12-14, 2017

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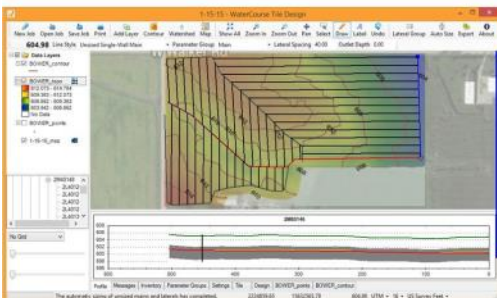
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FEATURES

Ten Ways to Reduce Nitrogen Loads from Drained Cropland in the Midwest 6

IFCA/ILICA Radio Spots Promote Nutrient Utilization & Water Quality. . 11

2017 ILICA Convention: January 12-14, 2017 14-15

Summer Partner Projects Completed. 16-17

OSHA’s Anti-retaliation Rules to Take Effect Nov. 1. 22

COLUMNS

Presidents Message 4 -5

New Members 5

2016 Board Member Schedule & Attendance 5

ILICA Ladies Page: Managing Holiday Stress.. . . . 8-9

The Extension Connection 12-13

Featured Benefit: Free Convention Registration For New Contractor Members 18

Advertisers Index 19

Board Meeting Notice 19

Calendar of Events 19

Safety Feature: Snow Blower Safety. 21

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PRESIDENT'S MESSAGE

The last few days of August, ILICA members constructed the Bonnucci Wetland. We encountered subsurface sand, gravel and water as expected. As planned, we installed some tile to intercept ground water approaching from the nearby ridge and then removed all undesirable materials and replaced with clay material to create a seal. We started construction on Saturday, avoided rain showers until Monday night, then two days of rain delay, Thursday was productive, Friday final details completed and I think everyone got home Friday evening for the Labor Day Weekend. Jill was happy to have another wetland completed. Thank You to The Wetland Initiative for working with the ILICA. Bonnucci Farms was also happy to have a constructed wetland tucked in the corner of one of their farms. Thank You to Bonnucci Farms for hosting this project. ILICA Associates provided excellent equipment and supplies for ILICA member volunteers to demo. Thank You to all Associates for assisting with yet another ILICA project that all of us can take pride in. Thank You to the Princeton FFA for assisting with equipment clean-up. I know Bill Doubet, show chairman, was glad to have this project completed. Bill had done an excellent job of coordinating all aspects of this project, especially negotiating ground condition challenges, weather difficulties, different personalities, and different ideas of how to complete this job while realizing there is almost always more than one right way to complete a task. On behalf of all ILICA members, I would like to extend a big Thank You to Bill Doubet for chairing this project. At this time, I would also like to extend Thank You to the Agency personnel who always respond to the last minute project changes in a timely fashion. This project might not have been completed without the cooperation of all involved.

On September 20th ILICA volunteers, member contractors and associate representatives arrived at the Illinois Corn Grower's Blue Mound research farm tile project site with two tile plows, one trenching machine and all the support equip-

ment to make this project happen. Jon Seevers had researched, negotiated, designed and laid out the proposed tile system. The project involved an 18" dual wall main installed to handle the existing tile systems and the new system. Some drainage ditch dredging was necessary to obtain a proper outlet and the main was installed across neighboring property and crossed a township road. On the 160 acre research farm, we installed additional mains and submains to receive numerous laterals. The research test plots involved 37 laterals and control boxes on 80' centers with buffer laterals between each. That's a lot of 4" tile, that's a lot of dig-ins, that's a lot of tap tees and connections to be completed. The control boxes and connections were bedded with chat. At lunch time there were 35-40 participants present, that's a lot of Subway sandwiches and a lot of water; temps were rather warm those three days. Everyone on site helped with the installation of the control boxes and connections including Laura Gentry. I think she even got in the trench a few times, the only way to truly know what takes place where the all-important connections are completed. Thank You to all the ILICA volunteers including contractor members, member crews, ILICA associates and their representatives. Thank You to Jon Seevers for chairing this project. Thank You to Ryan Arch for assisting with the coordinating and tying down all the loose ends. Thank You to Illinois Corn

Cont. pg. 5

The LICA Creed



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PRESIDENT'S MESSAGE (CONT.)

Growers for allowing ILICA to assist with implementation of this project that will provide valuable research data to document BMPs to reduce nutrient losses.


As I mentioned in our last letter, ILICA is working with Illinois Fertilizer and Chemical Association (IFCA) to support the efforts of the Illinois Nutrient Loss Reduction Strategy. The Council for Best Management Practices will soon air some public announcements on radio spots in Central Illinois about appropriate and responsible nutrient application and also mention appropriate and responsible drainage tile system design and installation with edge-of-field BMPs that can reduce the tile system effluents.

It will soon be winter and now would be a good time to make plans for attending the ILICA Annual Meeting and Convention in East Peoria, January 12-14, 2017. The convention committee has planned an excellent program, and we would sure like to have you and your families come join us. Announcements are out for the National Winter Convention and Annual Meeting in Vegas during the Con-Expo, one of the world's largest construction equipment shows.


Tom Beyers, President


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2016 Board & Member Meeting Schedule

Unless changed by the Board during the year, the ILICA business meetings are scheduled as follows:

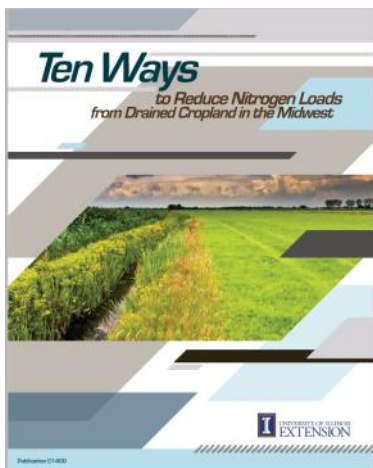
November 5, 2016 - Regular Meeting of the Board:
Hampton Inn, Springfield

January 13, 2017 - Winter Convention and Member Mtg.:
Embassy Suites, East Peoria

March 11, 2017 - Regular Meeting of the Board: TBD

Exact location, committee meeting time & other details will be published in the ILICA News and sent to members via mail and/or email.

2016 Board Member Meeting Attendance						
	A = absent		P = present		C = cancelled meeting	
Area / Director	Jan	Mar	May	Jun	Sep	Nov
Pres: Tom Beyers	P	P	P	P	P	
VP: Lee Bunting	P	A	P	P	P	
1st VP: Grant Curtis	P	P	P	P	P	
Area 1 - Brian Brooks	P	P	P	P	P	
Area 2 - Steve Anderson	P	P	P	P	P	
Area 2 - Stuart Anderson	P	P	P	P	A	
Area 3 - Mike Yordy	P	A	A	A	A	
Area 3 - Joe Streitmatter	P	P	P	P	A	
Area 4 - David Kennedy	P	P	A	P	P	
Area 4 - John McCoy	P	A	P	P	A	
Area 5 - Vacant						
Area 6 - Jon Seevers	P	P	P	P	P	
Area 7 - Vacant						
Area 8 - Norm Kocher	P	A	P	P	A	
Associate Dir: Brad Baker	P	P	A	A	A	



TEN WAYS TO REDUCE NITROGEN LOADS FROM DRAINED CROPLAND IN THE MIDWEST

URBANA, Ill. — The Midwest, blessed with rich soils and abundant precipitation, leads the country and the world in corn and soybean production. It also contributes the majority of the nitrate load in the Gulf of Mexico,

leading to its large low-oxygen “dead zone.” Nitrate applied to farm fields also winds up in local drinking water supplies, which must be removed at a major cost to municipalities. Fortunately, there are ways for farmers to reduce nitrogen loss, and a new University of Illinois Extension booklet provides details on 10 suggested practices.

“In this booklet, we present a consistent source of information about a variety of practices that can reduce nitrate in drainage water,” says University of Illinois assistant professor of water quality Laura Christianson.

The 10 practices described in the booklet are broken down into three categories: reducing nitrate in the plant root zone, reducing delivery of nitrate to the field’s edge, and removing nitrate at the edge of the field or downstream.

“We wanted to present a variety of options that are practical for farmers, and provide some comparison between the practices. Where does each practice work? How much will it cost? How well does the practice work? People can get a good idea of what’s going to work for them,” Christianson says.

To reduce nitrate in the plant root zone, farmers can improve nitrogen management, plant winter cover crops, or increase their use of perennials. These practices minimize the amount of nitrogen that enters drainage tile pipes in the first place.

Christianson explains that many farmers in Illinois are already applying nitrogen fertilizers at the university recommended rate. “For them to reduce their rate wouldn’t make any sense and wouldn’t provide water quality benefits. The timing of nitrogen application and use of nitrification inhibitors are probably the management changes I’d focus on more rather than rate, as long as you’re following university guidelines,” she says.

Farmers might instead choose to change the physical drainage system in their fields. The practices recommended in the booklet include adding controlled drainage structures to keep drainage water in the soil; recycling drainage water; and reducing drainage intensity by increasing spacing between drains and decreasing drain depth

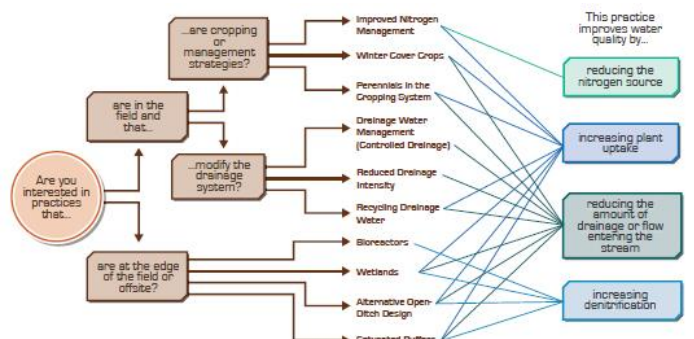
“The new practice of drainage water recycling is especially exciting because there is a significant potential to increase crop yields by storing drainage water and reapplying it when it’s

needed by the crop. This practice doesn’t come cheaply, but could be good for yields and downstream waters,” Christianson notes.

The final category consists of edge-of-field practices including adding bioreactors or constructed wetlands, converting drainage ditches to two-stage ditches, or using saturated buffers. Christianson is a vocal advocate of bioreactors, and admits that this practice is her personal favorite. But she knows other practices might hold more appeal.

“The important thing is just trying something new—getting a new practice on the landscape to improve water quality. A bio-reactor might not work for someone, but they might want to do a cover crop and that’s great,” Christianson says. “In fact, cover crops might have the biggest chance of adoption. And if everyone started planting cover crops, especially grass-based cover crops that overwinter like cereal rye, that would be our best chance of having a positive water quality impact.

“Really, the best practice is the one that works for each individual farmer. That’s why providing a list of options and being able to compare them is important,” Christianson says.



Each practice comes with a detailed description explaining what it is, how it improves water quality, how effective it is, where it will work, whether it has any additional benefits, and its level of acceptance. The booklet also contains a chapter on economic considerations of each strategy. An online course for certified crop advisors is being developed to accompany the booklet, with a likely launch near the end of spring 2017.

The booklet, “Ten ways to reduce nitrogen loads from drained cropland in the Midwest,” is co-authored by Extension faculty from Purdue University, South Dakota State University, Iowa State University, and the University of Minnesota, and collaborators at the Iowa Soybean Association. It is currently available as a free download at Christianson’s website, or printed copies can be purchased for a nominal fee at PubsPlus.

Lauren Quinn, University of Illinois

Contact Ryan at the office for the link to the booklet, hard copies, or a digital copy.

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ILICA Ladies Page

In Great Britain the word "holiday" has the same meaning as vacation. Many Americans would find this comparison laughable. For most of us, the holidays come with our own "to-do" lists.

Too often we take holiday stress for granted. What's worse, we often have higher expectations for this season than for any other time of the year. Planning for the holidays can leave us feeling impatient, cranky, and — in some cases — depressed. When the realities of day-to-day life conflict with our efforts to make the holiday season perfect, stress results.

How do I prevent holiday stress?

Are your expectations for the holidays realistic? Asking yourself this question is the first step to managing holiday stress. Make a list of what you expect from yourself and your family during the holidays. Hidden within these expectations you might find your potential holiday stressors — the things specific to you that can cause stress.

Under each item in the list, write down what changes you can make to prevent or defuse stress. Make the changes that will be most helpful to you. Do not hold on to unrealistic goals, such as creating the most enchanting holiday atmosphere. Remember to include your own needs.

Here is an *example* of a holiday stress prevention list:



HOLIDAY SHOPPING

- Ask people what they want instead of scouring the earth to find the "perfect" gifts.
- Shop early, when there is more of a selection.
- Stick to your gift budget.

PLANNING FAMILY GET-TOGETHERS

- Buy prepared foods, instead of cooking everything from scratch.
- Ask others to bring their favorite dishes.
- Cook and freeze foods ahead of time.

SCHEDULING TIME WITH FAMILY AND FRIENDS



- Simplify holiday commitments and traditions. Discuss with your family which traditions are most important to you and to them. It's okay to reevaluate past traditions.
 - Allow time for yourself. Remember to do things that *you* enjoy.
 - Avoid time crunches by making plans to visit some friends and family soon after the holidays.
 - Don't over-schedule yourself. Allow enough time to relax and recover after visiting with others.
 - Tell family members about your commitments so you are not struggling against their expectations.
 - Travel after rush hour. When driving long distances, give yourself time to stop and rest.

PAUSING BEFORE THE HOLIDAY SPREAD

- Avoid overeating and overdrinking, especially alcoholic beverages.
- Avoid starving yourself in anticipation of eating at holiday parties. This approach can lead to eating too much of the wrong foods.
- Continue to exercise and watch your diet.

MANAGING YOUR TIME

- Set priorities and let go of impossible goals.
- Stop to enjoy the fruits of your labor.
- Don't spend all of your time planning activities for your family. You might end up feeling drained and unappreciated.
- Take the time you need to finish tasks that are important to you. Don't try to complete everything at once.
- Ask others, including the kids, to help you complete chores.
- Rest when your body tells you to.

What are the holiday blues?

For some of us, the holidays can be a depressing time when we get the holiday blues. Feelings of sadness, loneliness, and anger can intensify when contrasted with the joy expected of the holidays. Factors that *can contribute* to holiday depression include:

- Associating the holidays with unresolved family issues or a

ILICA Ladies Page cont.



painful childhood

- Ignoring feelings of sadness, loneliness, or depression in an effort to maintain "holiday cheer"
- Facing the loss of a loved one with whom you have shared the holidays
- Having unrealistic expectations of family and friends

family and friends

- Having an expectation that you "should" feel good
- Being away from family and friends
- Feeling isolated from others
- Reflecting on losses or disappointments over the past year
- Coping with changes in family obligations, particularly after a recent marriage or divorce
- Drinking more alcohol, which is often more readily available during the holidays (Avoid drinking alcohol to ward off negative feelings. Alcohol often will make depression worse.)

How do I cope with the holiday blues?

- Try something new. Take a vacation with a family member or friend.
- Spend time with people who care about you.
- Volunteer your time to help others. Spending time with those in need can help you feel less isolated.
- If you are religious, take time to reflect on the spiritual significance of the holidays.
- Try to appreciate the good things you have now instead of focusing on the past.
- Stay active. Get out. Go for a walk. Window shop.
- Accept feelings of sadness or loneliness. These feelings might not go away just because it's the holidays.
- Get help if you need it. Don't be embarrassed to ask for help any time of the year.



REFERENCES

American Heart Association. Holiday Stress? [Try Our Top 5 Tips for a Heart-Healthy Holiday Season](#) Accessed 3/30/2016. Centers for Disease Control and Prevention. [Managing Stress](#) Accessed 3/30/2016. © Copyright 1995-2016 The Cleveland Clinic Foundation. All rights reserved.

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HOTEL REGISTRATION DETAILS

This year's ILICA convention theme is:
"Water Quality - ILICA Keeps it Clean"

Education session topics during the entire convention are align with this very important theme, as our membership does its part to address this issue in Illinois.


The following information will guide exhibitors and guests through the East Peoria Embassy Suites' online process to reserve a room for January's event. Room rates are \$119+ tax. Rooms go fast at this very popular hotel so please don't wait!

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Deadline: Wednesday, December 21.

Go to the Hilton/Embassy Suites East Peoria website :
www.embassysuiteseastpeoria.com and select your arrival and departure dates and click **"Add special rate codes"** which is in blue letters. It will then show a "Group code" option where the guests will type in the ILICA group code, **"ILI"**. Once that is entered, click on "Check Rooms & Rates" and it will take you to all the available room types to make the reservation, or call 1-800-Embassy using the same code.

Exhibitor set up is Wednesday after 6pm or before 8 am on Thursday. The trade show is open until Noon Friday.





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IFCA/ILICA RADIO SPOTS PROMOTE NUTRIENT UTILIZATION & WATER QUALITY

The Illinois Fertilizer & Chemical Association (IFCA) invited ILICA to their state office on July 13, 2016 to hold a joint discussion regarding the management of nutrients & water to meet the goals of the Illinois Nutrient Loss Reduction Strategy.

With many representatives present from both Associations, there was great dialogue and industry specific information shared between both parties. IFCA shed light on the many nutrient management programs and research projects they help fund via NREC to address NLRS goals. And ILICA was able to give IFCA a sense of the tile drainage standards, practices, and evolution of the industry within IL. Research representatives from the University of IL and NREC were also on-hand to present data and share recent study information with the group.

To summarize the meeting, IFCA & ILICA realize the necessity of a whole systems, or holistic, approach to address nutrient management and water quality concerns in IL. We understand proper nutrient placement, source, timing, and rate (4Rs) are just as important as proper tile drainage installation and the implementation of end-of-pipe practices on both new and old drainage systems. With this in mind, IFCA asked ILICA to partner with them in the promotion of these activities and to become more involved with certain NLRS task force committees. ILICA readily agreed and IFCA immediately went to work.

Have you heard the results? IFCA & ILICA developed 30 second radio spots that played on 10 different county RFD radio network stations during the week of October 17 including Stephenson, Iroquois, DeWitt, Peoria, Vermilion, DeKalb, Morgan, Warren, Montgomery, & Macon counties. The brief ad spots, funded by IFCA, outline steps to help growers im-

prove nutrient utilization and protect water quality. The radio spots are intended to be the beginning of IFCA & ILICA's promotional partnership. Be expecting nutrient management and water quality promotional items in print form in the near future.

If you missed the brief spots, send Ryan an email request for the digital version.

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We're back! Believe it or not, the excitement and powerful benefits of cover crops and smart cropping systems on improving soil health are NOT going away. It continues to grow. And with so much at stake with the Illinois Nutrient Loss Reduction Strategy, and the need to find VOLUNTARY ways to improve water quality, the time is now. Mark your calendar for the 2017 Conservation Cropping Seminars.

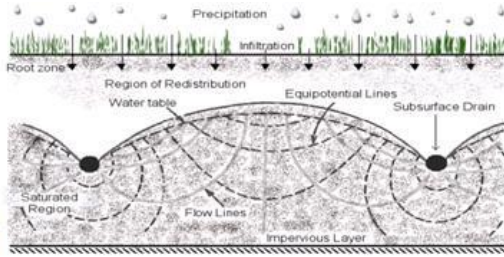
Jan. 24th, 2016 - Rockford, IL -- "Giovanni's"
 For more info: (815) 787-5480

Jan. 25th, 2016 -- Jacksonville, IL -- "Hamiltons"
 For more info: (309) 738-7227

Jan. 26th, 2016 -- Carbondale, IL -- "SIU Student Center"
 Contact: (618) 656-7300 #3

Visit www.ccswd.com to register. The \$20 fee is payable by check or credit card and includes lunch!

SAVE THE DATE



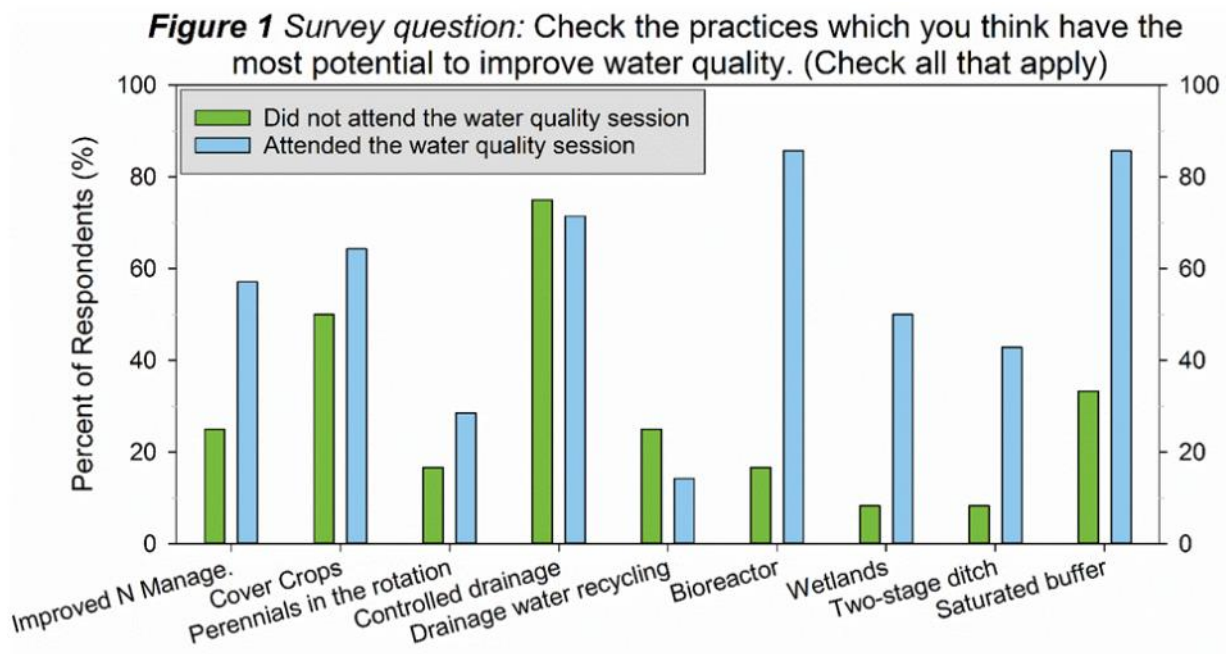
The Extension Connection

Your Perceptions of Nitrate Loss Reduction Practices for Drainage – Results from the 2016 ILICA Drainage Workshop Survey

Source: Dr. Laura Christianson & Ms. Hannah Dougherty (Graduate Student),
Department of Crop Sciences, University of Illinois at Urbana-Champaign

The ILICA Drainage Workshop (Richland Community College, Decatur, 2-4 August 2016) included a one day session on the Illinois Nutrient Loss Reduction Strategy that covered recommended practices ILICA members can help install to help our state reduce the amount of nitrate we send downstream from agricultural areas. While in-field practices like improved nitrogen fertilizer management and cover crops can help move the needle towards cleaner water, edge-of-field practices like bioreactors, wetlands, and saturated buffers are also necessary in areas of our state where tile drainage is a way of life. The one-day water quality session included presentations on bioreactors (Dr. Laura Christianson, U of I), constructed wetlands (Dr. Jill Kostel, TWI; Dr. Ruth Book, NRCS), and saturated buffers (Paul Sweeney, Ecosystems Exchange Services).

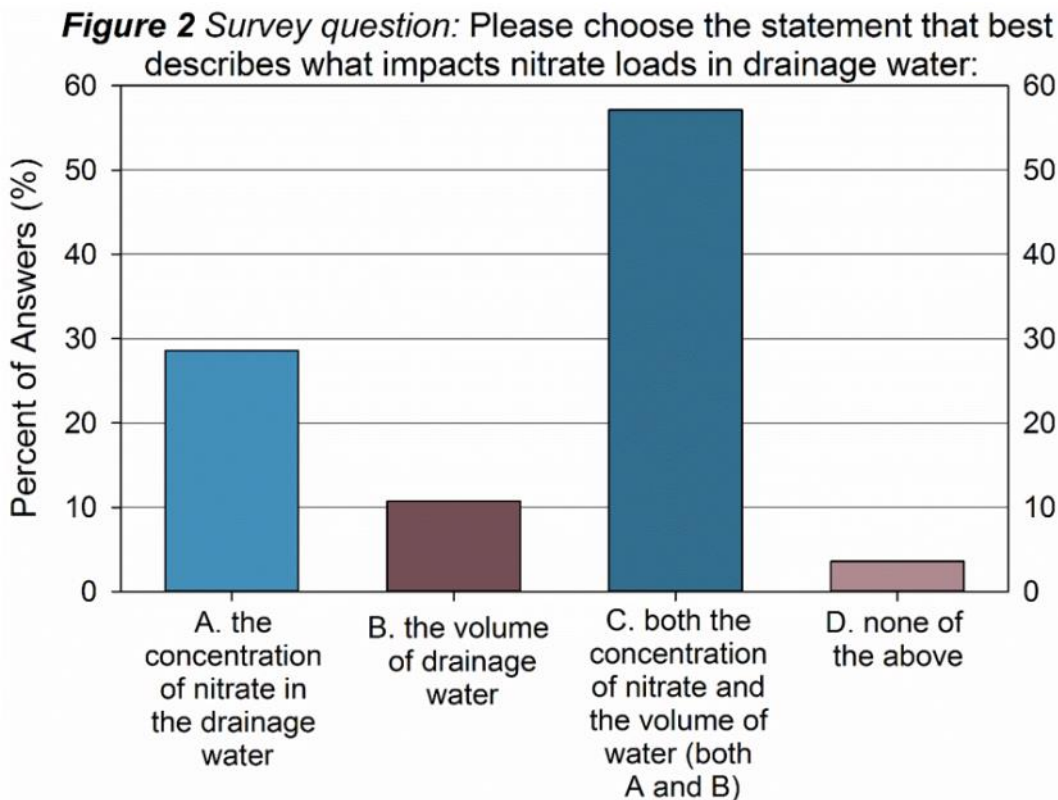
Some workshop participants attended the entire workshop including the one-day water quality session, whereas other attendees could not attend the water quality session but attended the remainder of the workshop. Because all attendees were asked to complete a survey, this gave an opportunity to compare opinions about water quality practices between those who received extra education about the recommended edge-of-field practices and those who did not attend those sessions. There were some apparent differences between those two groups, most notably, the additional education provided during this ILICA workshop improved the perception of bioreactors, wetlands, and saturated buffers as practices with great potential to reduce nitrate loss through tile drainage systems (Figure 1). For example, only 17% of those who did



Your Perceptions of Nitrate Loss Reduction Practices for Drainage – Results from the 2016 ILICA Drainage Workshop Survey *(cont.)*

not attend the bioreactor presentation ranked this as a practice with high potential to reduce nitrate loss, whereas 86% of the attendees who listened to the bioreactor presentation understood bioreactors to be a useful practice to meet clean water goals.

Across all ILICA drainage workshop attendees, just over half (57%, Figure 2) of attendees correctly identified that both the concentration of nitrate in the drainage water (for example, milligrams per liter of nitrate in a drainage water sample) and the volume of drainage water that leaves a field influence the total amount of nitrate leaving a field in a tile drain. There are practices like bioreactors that reduce the concentration of nitrate in drainage water, but don't reduce the overall volume of drainage water. Alternatively, there are practices like drainage water management (controlled drainage), that reduce the volume of drainage water leaving a field every year, but don't lower the concentration of nitrate in that water. Lastly, there are practices like cover crops or wetlands that provide a "double whammy" for keeping nitrate out of drainage water by both reducing the concentration of nitrate in the water and by reducing the volume of drainage water that actually moves downstream. Because the overall amount of nitrate that leaves a field depends upon both the concentration of nitrate and the volume of drainage water, practices that reduce either factor or both factors are effective for reducing nutrient loss.



Thanks to those who attended the ILICA Drainage Workshop, and we encourage you to attend next year to learn more about practices you can help install in Illinois to reduce nutrient loss.



Registration Form

Illinois LICA Convention & Members Meeting

January 12 - 14, 2017



Embassy Suites Hotel & Conference Center - East Peoria, IL



Make Your Reservations Today! Call 1-800-Embassy or visit Hilton Embassy Suites East Peoria website: www.embassysuiteseastpeoria.com and mention the **IL Land Improvement Block** or enter code **ILI**. Please make your reservations before **December 21, 2016** to make sure you get our guaranteed room rate of \$119 plus tax.

Return completed registration form to: Illinois LICA ° P.O. Box 474 ° Brimfield, IL 61517 ~ Or fax to: (309) 446-3744

Pre-Registration for the ILICA Convention – January 12 - 14, 2017

Attendee Name: _____ Spouse's Name: _____

Address: _____ City: _____ State: _____

Company Name: _____

Additional Name(s): _____

Price of registration includes all meals & activities listed in program, unless otherwise noted.



Total Enclosed: \$ _____ *(Make check payable to ILICA)*

**Septic License CEUs • Educational Sessions • Exhibit Hall • Door Prizes
Live Auction • Ladies Program • Awards Banquet • Hospitality Rooms**

Pre-Registration Fee:

Must be received in our office by January 2, 2017

Full Participation (3 days)		One Day Participation	
Individual	\$195	Individual	\$ 95
Couple	\$300	Couple	\$145
Child (5 - 12)	\$ 85	Child (5 - 12)	\$ 50
<i>(Under 4 free)</i>		<i>(Under 4 free)</i>	

Cost of Registration after January 2, 2017

Full Participation (3 days)		One Day Participation	
Individual	\$240	Individual	\$115
Couple	\$345	Couple	\$175
Child (5 - 12)	\$110	Child (5 - 12)	\$ 65
<i>(Under 4 free)</i>		<i>(Under 4 free)</i>	

Indicate which day(s) and meals you plan to attend

Thursday All Meals or
 Breakfast
 Lunch
 Dinner

Friday All Meals or
 Breakfast
 Lunch
 Dinner

Saturday Lunch

Breakfast on your own in hotel atrium included with room cost



Special Dietary Needs

Friday Ladies Day - Vendor Booths

Yes

How many _____



ILICA CONVENTION & MEMBERS MEETING

JANUARY 12-14, 2017 (CONT.)

AGENDA

Wednesday, January 11th

5 - 6 pm Registration Open
 5 - 7 pm Exhibitor Set up in Exhibit hall

Thursday, January 12th

8 am - 4 pm Registration
 8 - 9 am JULIE Training/Updates
 8:30 am Breakfast in Exhibit Hall/Exhibits Open
 10 - 11 am IL NLRs: Where Are We Now?-Eliana Brown
 12 pm Lunch
 12:30 pm Partner Reports - IL Corn, National LICA
 1:30 - 5 pm Septic Training (3 CEU's) - Doug Ebelherr
 2 - 2:30 pm Water Quality Practices - Bob Clark
 2:30 pm Break
 4 pm ADMC Update - Steve Baker
 4:15 - 5pm Nomination & Award Committee Meeting
 5 pm Hospitality Hour in Exhibit Hall
 6 pm Water Quality Convention Kick Off Dinner
 7:15 pm LIVE Auction
 9 pm - 1 am Associate Hospitality Rooms

Friday, January 13th

7:30 am Devotions
 8:15 - 9 am Breakfast
 8 - 11 am Registration
 8 am - 12:30 pm Exhibits Open
 8:30 - 9:30 am Partner Summer Projects- TWI, IL Corn
 9:30 - 10:30 am NREC/U of I Research Updates
 10 am - 1 pm Ladies Day - In-house Shopping Spree
 12 pm Lunch
 12:30 pm Partner Reports - NRCS, IADD, IFCA
 1:15 pm Final Board of Directors Meeting
 1:15 pm Associates Committee Meeting
 1:30 - 3 pm Exhibit Tear-down
 1:30 pm Members Meeting & Election of Officers
 2:30 pm Break
 5 pm Hospitality hour in HIJ
 6 pm Awards Banquet
 9 pm - 1 am Associates Hospitality Rooms

Saturday, January 14th

7:30 am Devotions
 8:15 - 9 am Breakfast (on own in Atrium)
 9:15 - 10:15 am Dustin Courson, CPA
 10:15 am Break
 10:30 am - 12 pm Drainage Law - Joe Taylor
 10 am Ladies: Make & Take
 12 pm Lunch & Convention Committee Meeting
 1:30 pm On Your Own Optional Tour



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SUMMER PARTNER PROJECTS COMPLETED

Late summer finally lended itself to the completion of two “unique” summer partner projects for ILICA, just as contractor members were gearing up for their own fall workload.

The Wetlands Initiative project was completed on September 3 after nine full days of construction and brief, but frequent, rain delays in Bureau County near Princeton, IL. The constructed wetland totaled 1 acre in size and is surrounded by another 3 acres of pollinator buffer habitat. The project took over 800 man hours to complete with over 17 pieces of equipment onsite. While it was successful, the project did present some difficulties. The dynamic soils and hydrology led to a redesign and “raising” of the constructed wetland, requiring the installation of a lift station, including a sump and pumps. Also, the main conservation day saw heavy rain the entire morning, washing out field demonstrations and keeping most of the public at home. However, presenters still had a small audience available to speak to and answer questions on topics such as constructed wetlands, cover crops, pollinator habitat, USDA programs, and soil conservation. Illinois Council on Best Management Practices (ILCBMP) was even providing water quality testing for attendees’ tile drainage, runoff, and stream water samples. Speakers/presenters included Dean Oswald and Caroline Wade from ILCBMP, Jannifer Powelson with Stark Co. Soil & Water Conservation District (SWCD), Erika Turner from Bureau Co. Natural Resources Conservation Services, Kevin Bennett with Bureau Co. SWCD, and Julie Armstrong with the Illinois Nutrient Research & Education Council (NREC). And media and social media coverage of the event was phenomenal, which helped further spread the word about this end-of-pipe practice and its applicability.

Completed within approximately 4 days, the IL Corn Growers’ field labs project was just as “big” and critical as the TWI project. This project was less of a demonstration than typical ILICA projects, but completed to serve as a research platform for ILCGA’s Regional Conservation Partnership Program (RCPP) grant through the NRCS. The field lab project site located in Macon County near Blue Mound, IL totaled over 100 acres and included the installation of over 110,000 ft of drainage tile (mostly 4 inch laterals on 40 ft spacings) and

installation of 37 water control structures. Multiple volunteer crews were onsite to help with dig-ins and connections just to stay ahead of the two tile plows running continuously alongside each other. While ILICA was onsite, the University of Illinois requested the installation of drainage tile on the remainder of their field (60 ac) which was also completed.

ILICA Associates, once again, played an invaluable role on both projects by providing donated & discounted equipment, products, and even man power! And our contractor membership under the guidance of Show Committee Chairman, Bill Doubet, and his delegated project manager for the IL Corn site, Jon Seevers, answered our call for help. We had sufficient membership, with the addition of larger member crews from SFDI, KFD, and Dean Drainage, to complete both projects on-time and as planned. Thank you to all the members and crews listed below that played an active role in implementing these projects on the landscape.



Volunteer Contractor Members	
Bill Doubet	Jon Seevers & Crew
Tom Beyers	Randy Brownfield & Crew
Steve Anderson	Norm Kocher
Stuart Anderson	Steve Kocher
Lee Bunting	Eric Layden & Crew
Grant Curtis	Ron Masching
Joe Krupps	Bill Dean & Crew
Wayne Litwiller	David Kennedy & Crew
Wes Litwiller	360 Water Solutions Crew
Joe Streitmatter & Crew	Josh Keith & Crew
Brian Brooks & Crew	Jason Winings

Thank you to all our project partners and producers for the opportunity to be a part of two critically important conservation projects and for all the time & resources you invested including Jill Kostel (TWI), Laura Gentry & Rod Weinzierl (ILCGA), Bonucci Farms, & Pistorius Farms.

Finally, thank you to all those Associates and partners (listed opposite page) that generously assisted with one or both projects in more ways than one!

Check out the ILICA website for more photos and video!

SUMMER PARTNER PROJECTS COMPLETED (CONT.)



TWI Aerial photo courtesy: Kevin Bennett - Bureau Co SWCD.



Contributing Associates/Partners

- Advanced Drainage Systems (ADS)
- Agri Drain Corp.
- Altorfer, Inc.
- Birkeys
- BRON
- Central Illinois Ag
- Fratco, Inc.
- JCG Midwest Drainage Products
- Martin Equipment of Illinois, Inc.
- Princeton FFA Chapter
- River Valley Pipe, LLC.
- Roland Machinery Co.
- Schlatter's, Inc.
- Springfield Plastics, Inc.
- Storm Water Supply, LLC.
- Vermeer Midwest, Inc.



IL Corn Project Aerial photo courtesy: Jonathan Norvell - University of IL



FEATURED ILICA BENEFIT: FREE CONVENTION REGISTRATION FOR NEW CONTRACTOR MEMBERS



First year contractor members receive **FREE** full participation convention registration *(that's all 3 days with all meals and activities included!)* to the ILICA annual convention, being held at the Embassy Suites in East Peoria, January 12 - 14, 2017. Come for the trade show on Thursday and stay through Saturday morning's educational sessions ... or just come on whichever day works best for your schedule; bring your spouse or partner along and have lunch and dinner on us!

- ▶ **Trade Show: All day Thursday - 12p on Friday**
 - **40+ vendors!**
- ▶ **3 CEU's for pumper, installer, and/or portal sanitation technician septic license renewal on Thursday afternoon, provided by Chase Environmental Services**
(additional fee required - ILICA members receive discounted registration)
- ▶ **Live Auction** ▶ **Ladies Program**
- ▶ **Awards Banquet** ▶ **Hospitality Rooms** ▶ **Educational Sessions: JULIE, NLRS, Drainage, etc.**

Illinois Land Improvement Contractors Association Inc.



This card entitles the active contractor member (or his/her company designee) to **one (1) Free** full participation: 2017 Convention Registration, a \$195 value.

Additional convention registrations in your party:

Spouse or child over 12	\$195 (one day pricing also available)
Employees or partners	\$195 (one day pricing also available)

Return this card with your completed convention registration form which is included in this mailing by January 2, 2017.

Take advantage of this offer to come see what ILICA is all about, during one of our largest events of the year. Besides...what do you have to lose?



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CALENDAR OF EVENTS

Illinois

**Board of Directors Meeting
Saturday, November 5, 2016**

Hampton Inn
3185 S Dirksen Pkwy, Springfield, IL 62703
Committee meetings - 10 am - 1 pm
Board Meeting - 2 pm

**2017 ILICA Convention & Member Mtg.
January 12-14, 2017**

Embassy Suites
100 Conference Center Dr., East Peoria, IL 61611

National

**LICA Winter Convention & CONEXPO
March 4-6, 2017 (NLICA) & March 7-11, 2017 (CONEX)**

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2016 AWARD NOMINEES

Outstanding Service

With two very successful building projects this past summer, along with all the typical ILICA activities throughout the year, there should be plenty of nominees for awards for this convention. Please take a minute to send an email to the ILICA office with your suggestions. We want to know who you think the best award candidates are, so we can properly recognize those who worked hard to support ILICA in 2016.

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SAFETY FEATURE: SNOW BLOWER SAFETY

It isn't hard to stay safe while clearing snow. Taking simple safety precautions will help you avoid unnecessary injury this winter.

Snow removal can be hard on the body when you have to clear a large area with only a shovel, especially after a heavy snow. Using a snow blower may be the perfect way to give your back a break. However, it is important to take the proper safety precautions to avoid unnecessary injury while clearing snow this winter.

Dress for the Job

Clearing snow can be a cold job. Dress properly not only to keep yourself warm, but also to keep yourself safe.

- Wear boots that will give you adequate traction while walking behind the blower.
- Wear gloves that allow you to firmly grip the snow blower and do not interfere with its operation.
- Wear eye protection.
- Avoid long scarves or other loose clothing that could become caught in the snow blower's moving parts during servicing or operation.

Before Use

Go through these steps before you begin to clear snow:

- Familiarize yourself with the snow blower's operations manual.
- Inspect the area that you are about to clear. Look for things that may be hidden under the snow like doormats or newspapers.
- Check the snow blower's oil level before each use.
- Never start the snow blower indoors. If you are in a garage, make sure the door is open before you start the machine.

Clearing Snow

While running the snow blower:

- Be aware of where you are aiming the shoot. Rocks and ice can become dangerous missiles if picked up by the blower.
- Never blow snow toward people or cars.
- Keep your hands and feet away from all moving parts.
- Never override automatic shutoff features.
- Do not operate the snow blower on a steep incline.
- Operate the blower at a speed no faster than a walk.



Clogs and Jams

If something becomes stuck in the snow blower:

- Turn the machine off and wait until all moving parts have stopped before attempting to fix anything.
- Never reach into the blower shoot with your

hands for any reason, even if the machine is off. Use a stick to work any debris out of the shoot.

Proper Maintenance Counts

Proper snow blower maintenance is important to ensure smooth operation.

- Always add fresh fuel and oil at the start of each season; also, check the spark plug.
- If you are using an electric snow blower or an electric start for a gas-powered blower, make sure any power cords being used are in good condition
- Maintain proper tire pressure to provide the best handling.
- Run all of the fuel out of the snow blower before storing it at the end of each season.

Discussion Date: _____

Employee Participants

OSHA'S ANTI-RETALIATION RULES TO TAKE EFFECT NOV. 1



OVERVIEW

On May 12, 2016, the Occupational Safety and Health Administration (OSHA) issued a final rule requiring certain employers to electronically submit data from their work-related injury records to OSHA. OSHA also indicated its intention to publish this employer information on a public website.

Fearing that the publicity of workplace injury and illnesses would motivate employers to discourage their employees from reporting injuries and illnesses, OSHA included three major anti-retaliation provisions in the final rule.

OSHA's initial plan was to begin enforcing the new anti-retaliation provisions on Aug. 10, 2016. However, on July 13, 2016, due to considerable pushback from employers, OSHA announced it would delay enforcing the anti-retaliation provisions until Nov. 1, 2016.

ACTION STEPS

Though the new anti-retaliation provisions are being challenged in court, these provisions are still scheduled to come into force by Nov. 1, 2016. For this reason, employers should review their workplace safety incentive programs and drug-testing policies to make sure they do not contravene the upcoming standards.

The New Anti-retaliation provisions

OSHA's new anti-retaliation provisions impose two main requirements on employers:

- √ Employers must inform employees that they have a right to report work-related injuries and illnesses free from retaliation; and
- √ Employers must adopt reasonable procedures that employees can use to report workplace injuries and illnesses.

According to the final rule, a procedure or system is reasonable if it does not deter or discourage employees from reporting workplace injuries or illnesses.

Implications for Employers

The final rule does not specifically prohibit employers from performing drug tests on employees or implementing incentive programs. However, the application of the new anti-retaliation provisions prevents employers from using drug-testing and incentive programs in a way that deters or discourages employees from reporting workplace incidents.

Drug Testing

The final rule does not prohibit an employer from performing drug tests on employees who are injured at the workplace. However, the final rule does limit how drug testing is approached at the workplace.

For example, according to OSHA, adopting a blanket policy that requires all employees to submit to drug testing after a workplace safety incident violates anti-retaliation protections. OSHA presents two reasons why mandatory blanket policies violate anti-retaliation employee protections:

- √ A blanket policy would require drug testing even for injuries or illnesses that may have no connection to the use of drugs or alcohol; and
- √ Employees may not report injuries for fear of having to submit to drug-testing procedures.

For this reason, employers should take the time to review their current drug-testing policies to ensure that there are no blanket, mandatory drug-testing policies that may contravene the final rule's anti-retaliation provisions. However, because drug-testing policies may still be required in some cases (including state workers' compensation premium reduction programs) employers are encouraged to consult with legal counsel and implement any necessary changes before the anti-retaliation provisions become effective.

Incentive Programs

For several years, OSHA has been concerned with employer-sponsored incentive programs that intentionally or inadvertently discourage appropriate reporting of workplace safety incidents. The rationale for OSHA's concern is that if employees are sufficiently motivated, they will under-report incidents in order to reach the incentive.

For example, an incentive program that rewards employees with a bonus or a prize if there are no injuries reported for at least 90 consecutive days may discourage employees from reporting incidents solely to receive the bonus or prize.

On the other hand, OSHA continues to encourage employers to implement incentive plans that reward employees to improve workplace safety without discouraging reporting.

Enforcement

Currently, under whistleblower anti-retaliation protections, OSHA's role is reactive, meaning that it can investigate and cite employers after receiving a retaliation claim.

However, the new anti-retaliation provisions will allow OSHA to take a more proactive enforcement role, meaning that OSHA will not need to wait until a retaliation claim is filed to issue a citation against an employer if OSHA feels that the employer is discouraging appropriate reporting. This is possible because the new rule integrates the new anti-retaliation provisions into OSHA's regulations, allowing OSHA to enforce them through its citation process.

In light of OSHA's recent announcement of increased penalties and of a new, more comprehensive inspection process, OSHA's ability to cite employers for anti-retaliation violations becomes a greater potential threat to noncompliant employers.

More Information

We will continue to monitor this and other OSHA developments and update you with relevant information. In the meantime, please contact Prins Insurance, Inc. for more information on the anti-retaliation provisions, the electronic reporting final rule or other OSHA compliance questions.

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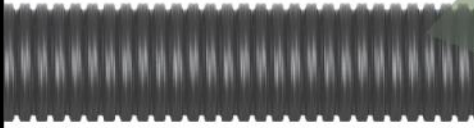
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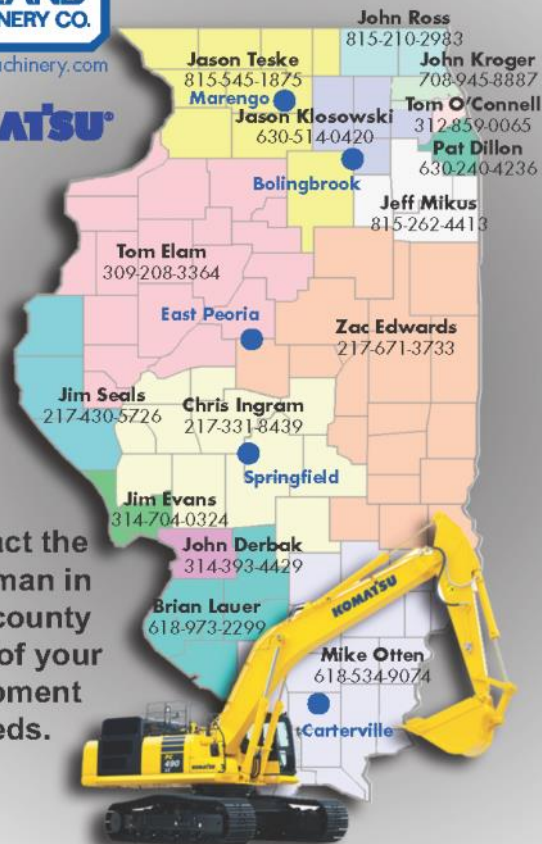
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