

THE LICA CONTRACTOR

Volume 17, Number 5

Winter 2024



**World Insurance Introduces
Payroll and 401(k) Benefits**

**M & V Custom Apparel: From Marine Corps
Values to Family Enterprise**

**Welcome, Brannon Contracting
and Maintenance Services**



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THE LICA CONTRACTOR

The Land Improvement Contractors of America

The LICA Contractor is the official publication of the Land Improvement Contractors of America, dedicated to the professional conservation of soil and water. LICA was founded in 1951 and is today comprised of twenty-four chapters across the continental United States.

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The LICA Contractor welcomes letters, subject to editing for accuracy and brevity. The LICA Contractor also welcomes articles relevant to the land improvement industry. Include your name and daytime phone number for verification purposes. Deadlines are the twenty-first of the month preceding issue date. All unsolicited material must be accompanied by a self-addressed stamped envelope.

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A Message From the President



Hello all,

It's a busy season here in Indiana. My grandson's high school football team is advancing in the state tournament, with hopes of reaching the championship over Thanksgiving weekend. We're also eagerly awaiting our new granddaughter's arrival.

In October, I attended the Alliance of Indiana Rural Water fall conference with Indiana LICA ED Nanci Gutwein, LICA CEO Jerry Biuso Sr., and Eddy Mayen.

The event was well-organized and attracted a large audience. I presented a seminar to a group of 94, introducing heavy equipment operation and learning about the increased use of hydrovac trucks for safe excavation around utilities. This event highlighted the need for safety training for municipal employees, which LICA chapters can provide. We found common ground in that these individuals are operators for their town, city, or municipality's drinking water and wastewater. Like many LICA contractors, they work to keep our drinking water safe and ensure clean wastewater returns to our rivers and streams. We successfully signed the city of Rensselaer as a contractor member and made meaningful connections with potential associates.

Please plan to attend the LICA convention in Jacksonville, FL, from February 11-15, 2025. Look for more information in upcoming newsletters and winter conventions.

Tony Cain, National LICA President



Downtown Jacksonville, FL

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World Insurance Introduces Payroll and 401(k) Benefits to Help Employers Stay Ahead of New State-Mandated Retirement Laws

By ALLISON HACK, National LICA Executive Vice President

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 Available to LICA Members

LICA has partnered with Lincoln Financial and World Insurance to bring you a new 401(k) solution that's designed to save you time and money. This program uses group buying power to make retirement plans affordable for companies of any size.

Why Now?

With 57 million American employees currently lacking access to retirement savings plans, states across the country are requiring businesses to offer retirement plans, with steep



penalties for those who don't comply. As of October 2024, twelve states already have mandatory programs in place, and more than thirty others have either passed or introduced similar laws. Rather than waiting for your state to require action, you can get ahead of these mandates with a better solution.

Small businesses have often struggled to offer retirement plans because of the costs and administrative hassles. Even if they're not required to contribute, handling payroll deductions and staying compliant with state rules can be a big job—especially for small teams that don't have the resources to run these programs smoothly.

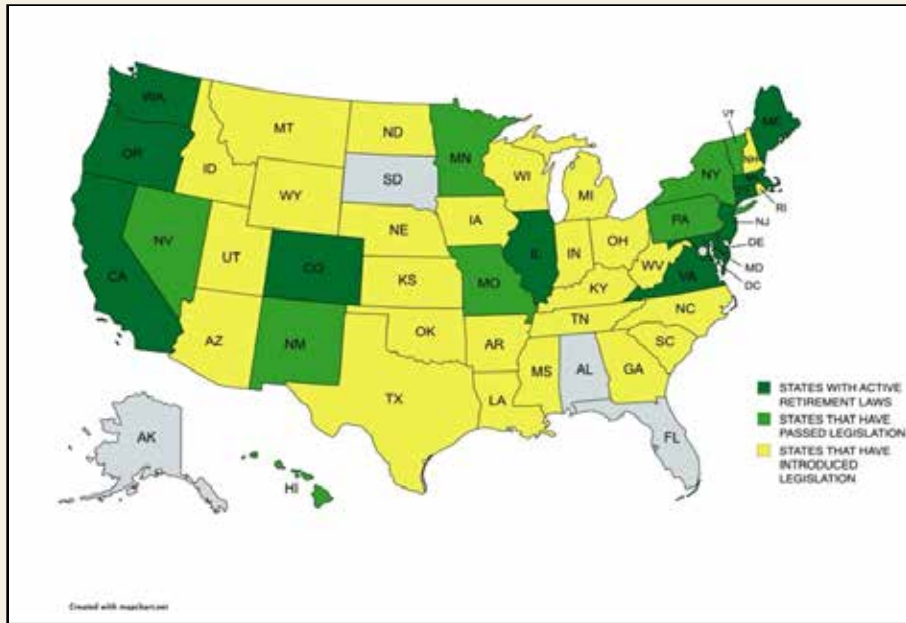
To address these challenges, LICA has partnered with World Insurance and Lincoln Financial to offer our members in any state and of any size a Multiple Employer Aggregation Program (MEAP).

How It Works

This MEAP is set up as a group 401(k) plan, where LICA acts as the lead sponsor. This means:

- You get the benefits of a large company plan at small company prices
- Most paperwork and legal oversight is handled by the program
- You maintain control while outsourcing the complicated parts
- Your employees get a premium retirement benefit

The MEAP is designed to take on the major administrative, recordkeeping, and fiduciary duties of a retirement plan through a third-party provider, which means lower costs and fewer hassles for LICA members. By joining the MEAP, LICA contractors can offload a lot of the work and expense that comes with running a 401(k) plan. This setup allows employers to stay focused on their business without becoming 401(k) experts or worrying about penalties. While they still hold a fiduciary role, many specific responsibilities are managed by the program, allowing them to oversee the plan with less effort and lower costs.



STATES WITH ACTIVE RETIREMENT LAWS (12):

1. California (CalSavers)

- Auto-IRA program
- Final deadline: Dec 31, 2025 for 1+ employees
- Fines: \$250-\$500 per employee

2. Colorado (SecureSavings)

- Auto-IRA program
- Active for 5+ employees
- Fines: \$100 per employee (max \$5,000/year)

3. Connecticut (MyCTSavings)

- Auto-IRA program
- Active for 5+ employees
- Fines: \$500-\$1,500 based on company size

4. Delaware (EARNs)

- Auto-IRA program
- Deadline: October 15, 2024 for 5+ employees
- Fines: Up to \$250 per employee/year (max \$5,000)

5. Illinois (Secure Choice)

- Auto-IRA program
- Active for 5+ employees
- Fines: \$250-\$500 per employee

6. Maine (MERIT)

- Auto-IRA program
- Final deadline: April 30, 2024 for 5+ employees
- Fines: Escalating from \$20 to \$100 per employee

7. Maryland (MarylandSaves)

- Auto-IRA program
- Deadlines and Fines TBD

8. Massachusetts (CORE)

- Voluntary MEP
- For nonprofits with ≤20 employees

- No penalties (voluntary program)

9. New Jersey (RetireReady NJ)

- Roth IRA
- Deadlines: 9/15/2024 (40+ employees), 11/15/2024 (25-39 employees)
- Fines: Escalating from \$100 to \$500 per employee

10. Oregon (OregonSaves)

- Auto-IRA program
- Deadline: July 31, 2024 for 1+ employees
- Fines: \$100 per employee (max \$5,000/year)

11. Virginia (RetirePath)

- Auto-IRA program
- Active for 25+ employees
- Fines: Up to \$200 per employee/year

12. Washington (Washington Saves)

- Auto-IRA program
- Deadlines and Fines TBD

STATES THAT HAVE PASSED LEGISLATION (8):

1. Hawaii (Approved May 2022)
2. Minnesota (Must begin by Jan 1, 2025)
3. Missouri (MEP expected by Sept 1, 2025)
4. Nevada (Expected July 1, 2025)
5. New Mexico (Under development)
6. New York (Under development)
7. Pennsylvania (Under development)
8. Vermont (First enrollment July 1, 2025)

STATES THAT HAVE INTRODUCED LEGISLATION (26):

Arizona, Arkansas, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Mississippi, Montana, Nebraska, New Hampshire, North Carolina, North Dakota, Ohio, Oklahoma, Rhode Island, South Carolina, Tennessee, Texas, Utah, West Virginia, Wisconsin, Wyoming

Tax Advantages

From a tax standpoint, there are big benefits here. Business owners can write off both what they contribute to employee plans and the costs of managing the plan. Plus, there are tax credits available for setting up a new plan, which can help cover the startup costs. For small businesses, these tax breaks can make a real difference to the bottom line while also providing a great perk for employees.

Employee Retention

In today's tight labor market, good benefits matter. Studies show retirement plans are the second most important benefit to employees, right after health insurance. 79% of workers consider a 401(k) a "must-have" benefit. This plan also allows employees to contribute more to their retirement savings than state plans (\$23,000 vs \$7,000 in 2024).

Why Choose This New LICA 401(k) Benefit?

- Saves money through group rates
- Reduces paperwork - most daily tasks are handled for you
- Helps attract and keep good employees
- Offers tax breaks for your business
- Keeps you compliant with state laws
- Allows higher employee contributions than state plans

Already Have a Retirement Plan?

For members who currently have a retirement plan, it's worth requesting a free proposal. The review process is simple and can be done by accessing your plan's public records. You'll be shocked to see how much you've been overpaying for poor service and outdated plans. Switching to this Group 401(k) plan will provide you with lower costs, better fiduciary coverage, and education services for your employees as a bonus.

Next Steps

Don't wait for state mandates to force your hand. Get ahead of the deadlines and contact Mike Coughlin at World Insurance today. In a quick 5-minute phone call, he can show you how to save money with the 401k MEAP and free up some of your hard-earned cash for other important business expenses.

Contact:

Mike Coughlin, CIC, CPIA • Phone: 201-559-8157
Email: mikecoughlin@worldinsurance.com

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New Payroll Benefit for LICA Members: Practical, Flexible Payroll and Workers' Comp Solutions



LICA has partnered with World Insurance, backed by UKG technology, to bring members a new Payroll Benefit that's all about simplicity, control, and cost-effectiveness. This benefit is tailored for contractors who want efficient payroll management, reliable HR support, and—most importantly—a pay-as-you-go workers' comp option that's easy on cash flow.

Build Your Own Payroll and Workforce Solution

This benefit isn't a one-size-fits-all package. You choose what your business needs from core payroll functions to HR support and workforce management. Here's what's included:

1. Payroll & Tax Processing: Handles payroll setup, paychecks, tax administration, year-end processing, and reporting—all to make sure you're in compliance without extra hassle.
2. HR and Recruiting Support: Provides access to hiring support, benefits management, performance tracking, and recordkeeping. This helps you stay organized and compliant without having to juggle multiple vendors or piles of paperwork.
3. Workforce Management Tools: Manage time and attendance, scheduling, leave tracking, and ACA compliance in one place. This means fewer headaches tracking hours and less risk of missing key requirements.
4. Data Security and Compliance: Ensures that sensitive payroll and HR data is protected, keeping you covered when it comes to data safety.

Each service is designed to save time and money by helping you reduce manual tasks and cut out unnecessary expenses. You pick only what your business needs, so you aren't paying for extras.

Pay-as-You-Go Workers' Comp: Keep Cash in Your Pocket

The pay-as-you-go workers' compensation option stands out for contractors. Unlike the traditional route where you pay a big chunk upfront, this method is based on your actual payroll each pay period. Here's how it works:



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- Septic Systems
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"LICA is pleased to introduce World Insurance Associates for all your insurance needs."

— Jerry Biuso, National LICA CEO

- **More Cash Flow, Less Stress:** With pay-as-you-go, you skip the large deposit that can strain cash flow. Premiums are calculated on what you're actually paying your crew, so you're only paying for coverage as you need it.
- **Accurate, No End-of-Year Surprises:** Instead of estimated payrolls leading to adjustments or surprise costs later, you pay based on real payroll numbers each period. If your workforce drops one month, your premium reflects that. If it increases, you stay covered without a hassle.
- **Simplified Billing:** Workers' comp premiums are wrapped into your payroll, giving you one predictable bill. This keeps things simple and lets you focus on work, not administrative tasks.

A Flexible Solution for Your Bottom Line

With this Payroll Benefit, LICA members have a straightforward way to handle payroll and workers' comp without sacrificing cash flow or control. It's a system built with contractors in mind, letting you run payroll and manage workers' comp in a single, easy-to-manage package. Contact World Insurance to see how this benefit can fit your business and help streamline operations while adding to your bottom line. ■



Contact:

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M & V Custom Apparel: From Marine Corps Values to Family Enterprise

By CAROLINE KRUG, Editor *The LICA Contractor*

At its heart, new National LICA associate member M & V Custom Apparel is a family story. Named after Marine Corps veteran Terry Ikey's grandchildren—Madison and Vuk (Serbian for “wolf”)—the business took shape in 2023 when Terry's children, Kiersten and Zachary, approached him about starting a family venture. Inspiration struck during a visit to their father's IT company, where they discovered the neighboring screen printing and embroidery shop run by Terry's friend Jackie. The workplace's positive energy and efficiency sparked their vision for what would become M & V Custom Apparel.

While Terry's business contacts helped secure their initial orders, it was his children who took the reins of daily operations. “Working with family is both challenging and rewarding,” Terry says. “There's still a lot of growing to do but watching them take on this responsibility has been incredible.”

The company's success stems from the values Terry learned in the Marine Corps. “Follow up, don't leave until everything is done, treat everything with respect,” he lists off, explaining how these principles transferred to his business approach. “Never quit” isn't just a motto—it's a way of life at M & V.

These values caught the attention of LICA CEO Jerry Biuso, Sr., who recently visited M & V for a tour. The connection was natural, as both men share a commitment to supporting veterans. Biuso's LICA Educational Foundation for Veterans provides heavy equipment operator training, while Terry focuses on alternative healing therapies.

Through his work with the Balanced Veterans Network (balancedveterans.org), Terry is passionate about supporting alternative therapies for PTSD and helping veterans access natural medicine options. The organization even covers the cost of medical cannabis cards for veterans in 14 states, demonstrating their commitment to providing alternative healing solutions.

Terry's dedication to veterans extends to his business practices as well. M & V Custom Apparel offers discounts for nonprofit organizations and makes regular donations to veteran causes. “Working with veterans and veteran organizations has been the most rewarding aspect of my career,” Terry shares.

As a new National LICA Associate, M & V Custom Apparel proudly offers LICA members a 15% discount on all custom orders.

The future looks promising for M & V Custom Apparel, with expansion plans targeting Utah, Washington, Georgia,



M&V Custom Apparel owners Terry Ikey (right) with his children Zachary and Kiersten

and Florida. While Kiersten and Zachary handle sales and customer service, Terry continues his advocacy work, attending Military Influencers Conferences and building connections between the business and veteran communities.

For veterans interested in learning more about alternative healing options, Terry encourages them to visit balancedveterans.org, where they can find extensive resources and information about alternative healing methods.

For those looking for custom apparel solutions, M & V's approach is refreshingly straightforward: every customer receives the same high level of service, whether they're ordering a dozen shirts or a thousand. It's a business model that proves treating everyone with equal respect isn't just good ethics—it's good business. ■



National LICA CEO Jerry Biuso, Sr. visits the M&V embroidery shop. It runs two full-time shifts, day and night.

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LICA Participates in the Alliance of Indiana Rural Water (AIRW) Fall Conference

By CAROLINE KRUG, Editor *The LICA Contractor*

The Alliance of Indiana Rural Water (AIRW) Fall Conference, held October 22-24 at the Grand Wayne Convention Center in Fort Wayne, IN provided LICA with a great opportunity to connect with professionals in fields that overlap with land improvement contracting. The event allowed LICA to showcase its offerings to municipal representatives and vendors, opening up new potential avenues for collaboration.

National LICA President Tony Cain's presentation, titled "An Introduction to Heavy Equipment Operation as It Impacts Water Management," drew 94 attendees and earned a 5-star rating. Reflecting on the session, Tony said, "The most engaging discussions revolved around attachments and hydrovac. Hydrovac is cleaner, safer, and keep mud and water under control. That's key when you're locating underground utilities." While most



Full classroom for Tony Cain's heavy equipment presentation.



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attendees weren't hands-on equipment operators, Tony's knowledge of modern excavation practices resonated with the audience and highlighted the practical benefits of LICA's resources.

The LICA booth, staffed by CEO Jerry Biuso, Sr., Tony, LICA Educational Foundation for Veterans Executive Director Eddy Mayen, and Indiana LICA Executive Director Nanci Gutwein, stayed busy throughout the conference. Although many attendees were from municipalities rather than the independent contractors LICA typically serves, the team adapted quickly. They were able to identify several conference exhibitors who would make great Indiana LICA Associate members. Meaningful conversations were had about what LICA has to offer, including its membership demographics, networking opportunities, advertising benefits, and demonstration events. "We came in expecting to talk shop with contractors, but once we saw who was here, we shifted our focus to the associates," Nanci explained. "We ended up finding three solid leads for associate memberships. And thanks to Jerry's smooth talking, we even signed up a new member on the spot, Bryce Black from the Town of Rensselaer, who's eager to use LICA's training resources for his team."

The event also highlighted LICA's ability to provide safety training and equipment operation support, which was appealing to many municipal attendees interested in enhancing their community's safety practices. Tony noted, "The main thing these attendees learned from us was that their municipalities could join for the benefits, mainly the safety training we can offer." LICA also sparked interest from a few vendors who plan to attend Indiana LICA's winter convention to explore partnership possibilities.

During the event, Nanci had a memorable encounter that showed just how close-knit this industry can be. She met a



LICA staff engaging with AIRW conference attendees. From left: Tony Cain, Jerry Biuso, Sr., and Nanci Gutwein

gentleman who regularly stops by her town’s utilities department, chatting with her maintenance crew as he tries to sell equipment. Laughing, Nanci remarked, “It’s always wild when you realize how small the world is in this line of work!”

Overall, while the Alliance of Indiana Rural Water (AIRW) Fall Conference wasn’t an exact match for LICA’s usual

membership base, it showed the organization’s adaptability and willingness to connect with related fields. As Jerry put it, “Being here helped us learn more about our neighboring industries and gave us a chance to showcase what LICA can do.” The event offered useful insights, solid new leads, and ideas for expanding LICA’s outreach and membership in new directions. ■

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Welcome to the LICA Family: Brannon Contracting & Maintenance Services



By CAROLINE KRUG, Editor *The LICA Contractor*

When you talk to Dustin Brannon about Brannon Contracting & Maintenance Services, it's clear this is more than just a contracting company. It's a tight-knit team where loyalty runs deep, and every employee is treated like family. As the newest member of Ohio LICA, Dustin brings a success story built the right way—through determination, steady growth, and a genuine commitment to putting people first.

Dustin started learning early—he was running a backhoe at 12 years old on a neighbor's farm. Later, his time in the Marine Corps helped him build the skills and discipline he would need to succeed. After his military service, he dove head-first into the construction industry, pursuing every training opportunity available—from getting his CDL to learning the ins and outs of heavy civil work. When Dustin made the leap to start his own company, his former employer saw his potential and offered him a federal project as a subcontractor to help him build experience. With that opportunity, Brannon Contracting quickly found its footing and has been growing steadily ever since.

In 2014, Brannon Contracting began with just Dustin and a single helper fresh out of high school. Today, the company has grown to over 30 employees, tackling some of the most challenging and unique projects across the nation. What makes this growth even more impressive is the loyalty of his team—nearly 90% of Dustin's crew has been with him since the early days, a testament to his leadership philosophy: "Take care of the employees first, and the employees will take care of the company."

Above: Brannon team loading debris into a Hydrema dump truck.

One way Dustin puts these words into action is by offering his team medical coverage, 401(k) matching, paid holidays, and vacation time. But it goes beyond traditional benefits. Dustin uses every opportunity to educate his team and help them grow. His goal isn't just to run a family-owned business; it's to build a company where employees can thrive. He wants his team to know they're valued.

Brannon Contracting specializes in unique heavy civil projects that few others would attempt. Whether they're operating excavators on barges for shoreline restoration, or scaling rock faces with spider scaffolding, Dustin's employees are always ready to face the next big challenge. When asked what it takes to work on these bold projects, they proudly reply "We're built different." Recently, they completed a job at a hydroelectric plant, where they safely used 300 pounds of explosives to clear hazardous rock from an employee entrance. The team approaches each project with care and attention to detail. Their motto is simple but effective: "SQP"—Safety first, then Quality, and finally Production.

Dustin's family has been a crucial part of the company's journey as well. His son, Beau, now 20, has been working for the company since he was legally able and is following his father's footsteps into the Marine Corps, pursuing combat engineering. His daughter, Grayce, recently earned her CPA



Brannon Contracting long-reach excavator in action.



Dustin's son Beau operating one of the company's excavators.

and plans to bring her expertise back to the family business. His wife, Stefanie, has been his rock—raising their family and supporting him through every high and low in business. “Stefanie has been with me through it all,” he says, proudly sharing that they recently tied the knot after 16 years of raising their children together. Stefanie’s daughter, Natalie, is in nursing school, further showing how dedicated the family is to pursuing big dreams and hard work.

Brannon Contracting is proud to give back to its community. As a life member of his local VFW chapter, Dustin often uses his company’s skills and equipment to help fellow veterans and other organizations in need. Most recently, they proudly transported combat veterans on their equipment during the local Veteran’s Day parade, demonstrating their respect for those who served.

When asked for advice for others in the industry, Dustin shared a simple but powerful idea: “You get what you give.” He believes success comes from giving your best to your career, family, and community. He also encourages

young people entering the field to dream big and explore opportunities beyond their hometown. “Don’t limit yourself,” he says, reminding everyone that the construction industry offers a world of possibilities for those willing to work hard.

Looking to the future, Dustin sees Brannon Contracting continuing to grow while staying true to its values. Even as new technologies like remote-controlled equipment become more common, he believes skilled operators who know the basics will always be needed. On rainy days, you’ll often find him teaching his team important skills, like setting up grade lasers and setting grade pins, to prepare them for long-term success.

As the newest member of Ohio LICA, Dustin is excited to connect with fellow contractors and help grow the industry. His journey from Marine to successful contractor, and his commitment to building not just projects but people, makes Brannon Contracting & Maintenance Services a welcome addition to our LICA family. █

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Calling All Contractors: Share Your Expertise in The LICA Contractor!

Have you ever wanted to share your insights, experiences, or innovative projects with the broader LICA community? Now is your chance! The LICA Contractor magazine is calling for submissions from our valued readers like you. Whether you're a seasoned professional, a passionate newcomer, or an industry enthusiast, we invite you to contribute your article ideas and photos for a chance to be featured in an upcoming issue.

Why Submit to The LICA Contractor Magazine?

1. Showcase Your Expertise: Share your insights, experiences, and best practices with fellow land improvement professionals across the nation.
2. Gain Recognition: Get your name and your work in front of a dedicated readership of industry insiders, contractors, and enthusiasts.
3. Contribute to the Community: Help cultivate a vibrant exchange of ideas and knowledge within the LICA community.
4. Inspire Others: Your stories and photos have the power to inspire and educate others in the industry, sparking new ideas and approaches.

What We're Looking For:

- Feature Articles: Share your expertise on topics such as best practices, industry trends, project highlights, and innovation in land improvement.
- Case Studies: Dive deep into specific projects, challenges faced, solutions implemented, and lessons learned..

- Photo Submissions: Capture the beauty and complexity of land improvement projects through striking photographs.
- Success Stories: Inspire others with stories of triumph, innovation, and collaboration in the field.
- Tips and Tricks: Offer practical advice, tips, and tricks to help fellow contractors excel in their work.

How to Submit:

- Article Ideas: Send in a brief outline or description of your proposed article.
- Photos: Share high-resolution images capturing the essence of LICA
- Contact Details: Include your name, contact information, and a brief bio.

Email Your Submissions to:

Caroline Krug, Editor, cnational.lica@gmail.com

Subject Line:

The LICA Contractor, Article Submission or
The LICA Contractor - Photo Submission

Selected submissions will be featured in upcoming issues, so don't miss out on this fantastic opportunity to be part of The LICA Contractor magazine!



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Stepping Up Your Contract Review Game

By CRAIG MARTIN, Construction Attorney with Lamson Dugan and Murray

Well, another year has come and gone. Did you take a step closer to operational excellence? Do you need some help in that regard? While I cannot help you dig a hole, I can provide some guidance in reviewing your construction contracts. Over the years, I have created a checklist to help contractors review contracts with an eye toward minimizing their risk and fostering opportunities to get paid. Here are just a few items to consider when reviewing your next construction contract:

The Parties

Knowing who you are contracting with is crucial on every project, and it starts with you. Are you using your proper, full corporate name or just your trade name? Is it Bob's Land Improvement, or are you including the "Inc." or "LLC" at the end? While it may seem petty, many lawsuits have challenged whether Bob has personal liability for the project or whether it's limited to his entity. Why even ask the question? Use your full, complete corporate name.

It is also important to know who you are working with. Are they the owner of the property? If not, do they have the owner's consent for your work? Are they using their full, complete corporate name? Do they even have one? Again, this is worth examining to figure out who you are working with.

Compensation

How are you getting paid on this project? Is it a lump sum, GMP, or cost-plus? Is the owner or general contractor withholding retainage? If so, how much, and when does the owner have to pay you retainage? Do you get interest if the payment is late? How do you make an application for payment? These are all questions that should be answered by your contract. If you leave it to chance, you are also leaving your right to payment to chance.

Project Duration/Liquidated Damages

How long do you have to complete the project, and what happens if there are delays? You may have discussed this with the owner or general contractor, but it's important to make sure the agreement made it into the contract. And, do you know what happens if you are late in getting the project completed? Are you going to have to pay liquidated damages? If so, how much?



Change Orders/Claims

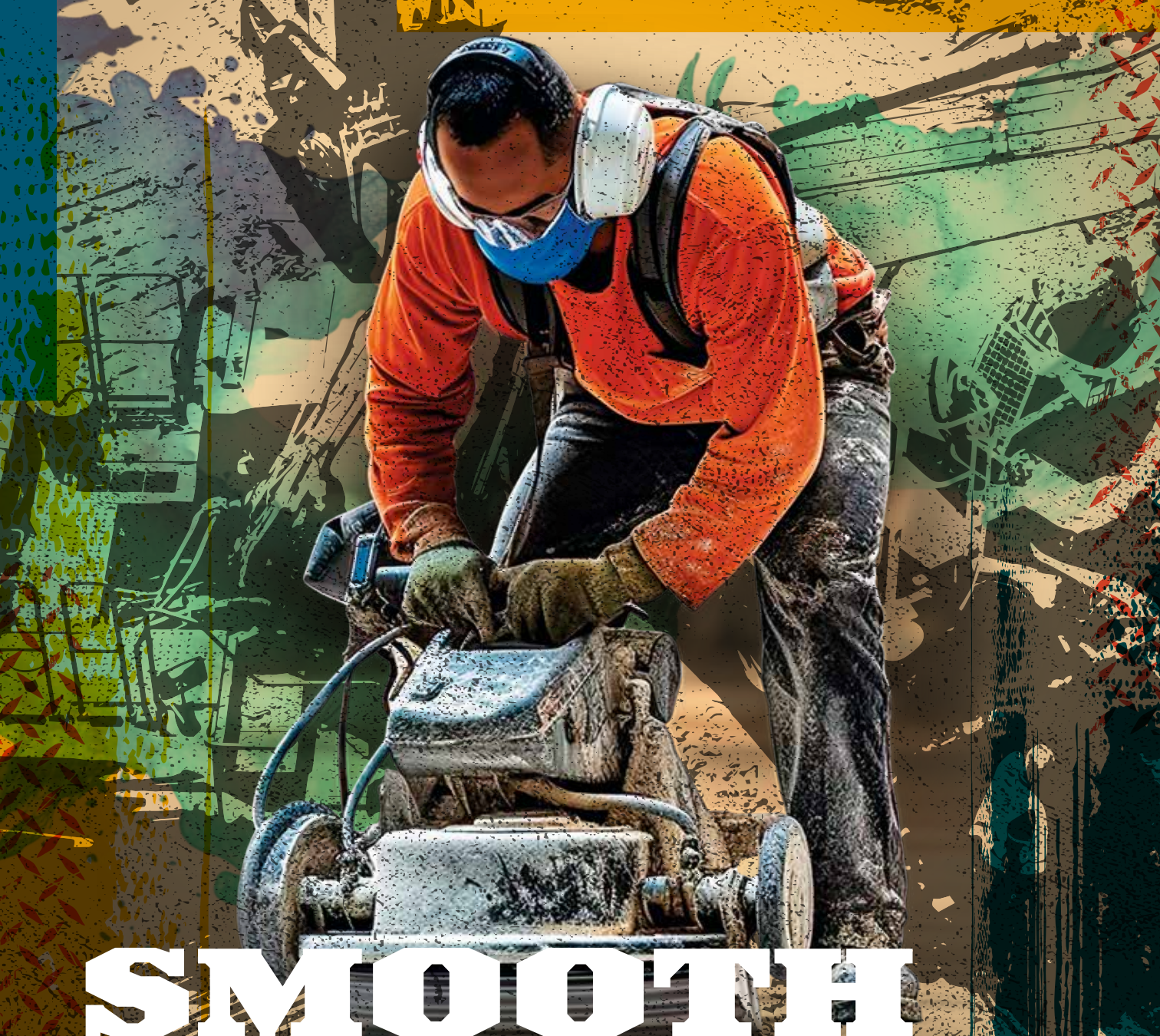
Your construction contract should clearly spell out how you may request a change order and how you pursue claims. Your project manager should know exactly how many days they have to request a change order or make a claim. Do you know the impact if the claim is not made on time? Is it considered waived? You could be looking at big losses if the claim was not timely made and the owner or general contractor takes the position that you waived your right to make a claim.

Weather Days & Delays

Your contract should also identify how many weather days you can have without asking for more time. If you are delayed, what is the process to get more time? Can you also recover extended general conditions?

These are just a few of the issues you should be considering when you review your next construction contract. I recommend you start using a checklist to review construction contracts. I have a checklist that I've built over the years that I'm happy to share. Just shoot me an email, and I can send it to you. My email address is cmartin@ldmlaw.com. ■

Craig Martin is a construction attorney with Lamson Dugan & Murray, LLP law firm in Omaha, Nebraska, and a member of the collaborative Johnson Team. The Johnson Team consists of a group of specialists serving LICA members on matters of significance – planning, protection, and preservation of their businesses and families. If you have any questions, Craig's e-mail is cmartin@ldmlaw.com.



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Hold on for the Ride

By NICK YAKSICH, LICA Director of Government Relations

My final two years of working as a full-time lobbyist in Washington were the first two years of President Trump's first term in 2017. Let me tell you it was quite a ride! All three branches of government – the Legislative, Executive and Judicial – quickly learned that it was no longer business as usual. This is what his supporters expected, and he delivered. The frenetic pace of the Trump Administration was unprecedented.

Corporations had been exposed to this new form of management – disruption – but the Halls of Congress had never seen the shake up that came even before President Trump was sworn in. President-elect Trump is again preparing to move quickly in naming his cabinet and starting his term with a series of actions which he campaigned on. The final make-up of the House and Senate has not been determined but clearly a mandate has been given to Republicans to lead the government. Speaking of leadership, one of the important steps that will be taken when Congress returns to Washington will be to select House and Senate leadership who will work closely with the President to advance his agenda. Many of the above decisions may have been made by the time you are reading this!

Here are just a few important issues to LICA members I anticipate being front and center in the new Administration and Congress:

Taxes: Significant tax legislation is required to extend tax provisions in the Tax Cuts and Jobs Act (TCJA) signed into law by then President Trump nearly five years ago. This must pass bill will encourage a broad range of tax policies such as reducing the corporate tax rate, extending bonus depreciation on capital goods, reforming estate tax, extending the cap for state and local tax deduction and other provisions for both large corporations and small businesses.

Farm: It is unlikely that the lame duck Congress will consider the Farm Bill – except a short term extension of current law - that has expired and is critical to rural America. The change in Senate majority will allow Republicans early next year to restructure the existing farm programs based on their priorities. The biggest policy issue will be how the funds are

authorized between commodity and nutrition programs. An overwhelming percentage of farm bill funding goes to nutrition programs.

USDA Conservation Programs: Through the appropriations process and the Inflation Reduction Act, millions of additional federal dollars were pumped into existing and new conservation programs. Much of this funding has been slow to be implemented. Priority emphasis from NRCS has been given to urban agriculture, diversity in hiring and climate change initiatives. Safe to say these priorities will be dismissed and new priorities will be launched by the Administration as part of the Farm Bill and the work of the yet named Secretary of Agriculture.

Infrastructure: It was President Trump in his first term who envisioned the largest investment in infrastructure this nation has experienced. President Biden picked up the infrastructure theme and was able to pass the bill through Congress using mostly deficit spending. You can see this investment be put in place all across the country whether it is road construction, broadband, airport improvements, mass transit upgrades, etc. President Trump's team will lead the effort to reauthorize the Infrastructure Bill in the next Congress. The same challenge that stymied President Trump's success in passing a massive infrastructure bill – i.e. how to pay for it – will again challenge Congress and the Administration in the reauthorization. The gas tax to support the federal Highway Trust Fund was last increased in 1992. It won't be increased in the next four years.

Regulatory Reform: A clear message from the business community is regulations are stifling business growth and opportunities. Across the government actions will be taken to reduce federal regulations. This will be done through Executive Order and legislative action. Removing and/or reducing climate change and workplace hiring practices are two areas that will receive early attention by the Administration.

The above are just a few top of line issues that come to mind as the swirl of the election slows and the move to governance begins. Stay tuned and buckle up for the ride! ■

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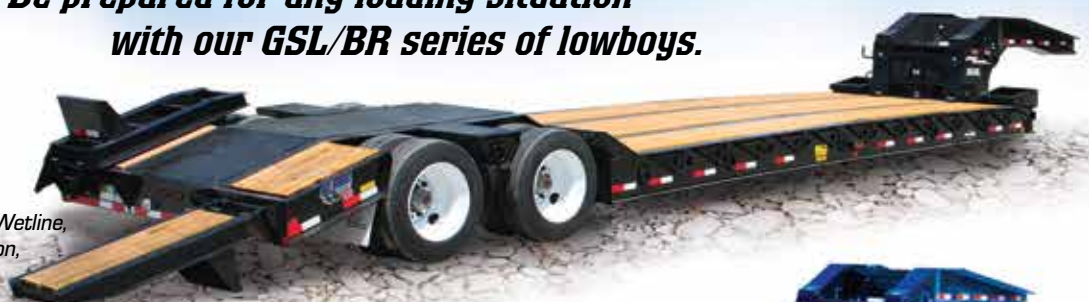
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Deadline: January 20, 2025



Tentative Agenda

Tuesday, February 11

Land & Sea Tour: 1pm - 5pm

Wednesday, February 12

St. Augustine Experience: 9 am - 4:30 pm

Executive Committee: 6 pm - 10 pm

Thursday, February 13

Committee Meetings: 7 am - 5 pm

Opening Lunch: 12 pm

Friday, February 14

Breakfast: 8 am

Educational Seminars: 9 am - 12 pm

Executive Directors' Meeting: 1 pm - 3pm

Associates' Night (Exhibition): 7 pm - 10 pm

Saturday, February 15

Caterpillar Grab & Go Breakfast (Continental)

Delegates' Meeting: 9 am

Board Meeting: 10 am

Reception & Awards Banquet: 6 pm

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	Insurance	1
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	MN LICA	1
	Jim Group	1
	Matt Japp	8
	Apprenticeship	122
	Insurance	2
	Jerry Biuso	4
	Maura Dibble	5
	Allison Hack	4
	Bill Hatch	4
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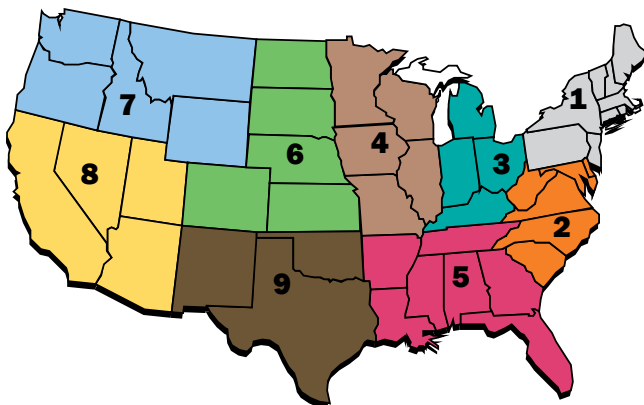
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Market Watch

BRON proudly celebrates its 50th anniversary in 2024

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Under the second-generation leadership of Robert Hall, RWF Industries has seen great success and growth, expanding to over 100 employees and two facilities, thus marking a new era for BRON. We express gratitude to every member of our team for their hard work and dedication, to our customers for their continued support and confidence in our products, and to our collaborative partners for sharing this journey with us.

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Loader on one end. Backhoe on the other. The 695SV Construction King™ center pivot backhoe loader. It sits at the top of our industry-leading stable of backhoe loaders right next to the 695SV side shift model. Crunch the numbers. The positive impact it will have on your bottom line is irrefutable. Learn more at CaseCE.com or see your dealer.

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