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INDIANA LICA NEWS

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A Word From Our President...

Welcome to mud season.

At least that's what we call it. This time of year is some of the toughest. Hopefully everyone is staying busy and staying safe.

We had great time in Tuscon. The weather was beautiful and facilities were nice.

We do need to congratulate Tony Cain on being elected our Region 3 VP and Bob Clark being re-elected to another term as National Vice president. Always great to have a solid connection to the national board.

We are thinking about having a summer educational/safety meeting so if you have any suggestions please contact one of us and pass those along.

Everyone be careful as we all become very busy and run ourselves thin. Don't forget to stop and smell the roses once in a while.

Thanks

James Ramsey

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Two-stage ditches reduce nitrogen pollution while draining farmfields

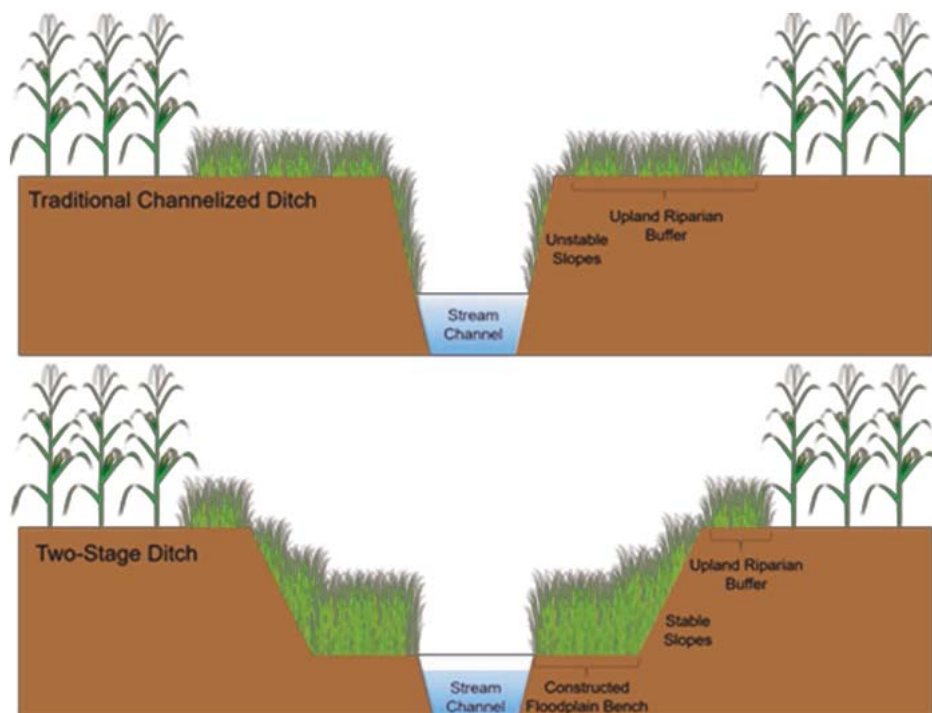
By Irene Miles

Waterways along Midwestern farmlands are typically managed to move stormwater away from crop fields quickly, but this efficient process can wash nutrients and sediment into lakes and rivers, nearby and downstream. Illinois-Indiana Sea Grant researchers have found that a change in waterway management practices can lead to a win-win—water is still quickly drained from crops with two-stage ditches, but because they have more floodplain area, stormwater slows down so more nitrogen is retained along the way.

Waterways along Midwestern farmlands are typically managed to move stormwater away from crop fields quickly, but this efficient process can wash nutrients and sediment into lakes and rivers, nearby and downstream. Illinois-Indiana Sea Grant researchers have found that a change in waterway management practices can lead to a win-win—water is still quickly drained from crops with two-stage ditches, but because they have more floodplain area, stormwater slows down so more nitrogen is retained along the way.

Sara McMillan at Purdue University and Jennifer Tank at University of Notre Dame are monitoring nitrogen and phosphorus loads coming from two-stage ditches in farmland waterways to document how effective restored floodplains are at holding nutrients in place. “By restoring mini-floodplains on each side of these formerly channelized ditches, you add the potential for enhanced biology and hydrology to cleanse the water through nutrient and sediment removal,” said Tank, whose primary work is in ecology and environmental biology.

“Floodplains provide a way for water to spread out and slow down—allowing sediment to accumulate and plants and soil microbes to thrive. When plants thrive, this allows organic matter in the soil to increase,” said McMillan. In this environment, microbes use nitrogen for energy, removing it from the water as they transform it into a gas—a process called denitrification.



Article Continued

Brittany Hanrahan, whose doctoral research at Notre Dame was a part of this study, compared the effectiveness of reducing nitrogen in two-stage ditches with waterways in which traditional channelization management has stopped for at least a decade. Over time, these channels in northern Indiana developed mini-floodplains and began to look like more natural streams. The two-stage ditches in the study were about 10 years old.

Hanrahan, who now has a postdoctoral position with the USDA Agricultural Research Service, found that denitrification was 30 percent higher along two-stage floodplains compared to the naturalized ones. The two-stage ditches have more floodplain area than the naturalized channels and are designed to flood more often, which allows denitrification to happen more frequently.

“We calculated that it would take nearly 30 years for the floodplain in the naturalized ditch to accumulate the surface area of floodplain that is constructed in just one day in the two-stage ditch,” said Hanrahan. “Jump-starting the biology with two-stage construction really helps to remove more nitrogen even immediately after construction.”

While slowing down floodwater is conducive to denitrification, phosphorus goes through a different biological process. In fact, if floodwater stands long enough, phosphorus may be released from particles in the soil and water. On the other hand, creating space for water to spread out and slow down can enhance the settling of sediment particles with phosphorus attached.

The design of the two-stage ditch, including the height and width of the floodplain, can make a difference in terms of flooding frequency and duration. One general practice, according to McMillan, is to triple the width of the channel—if it is a 10-foot wide channel, 10 feet are added on either side so it is 30 feet wide.

“We’re pretty confident from previous research that it takes a long time for phosphorus to be released, so it’s not likely that we’re causing a net release of phosphorus that is stored in soils,” said McMillan, who is in Purdue’s Department of Agricultural and Biological Engineering. “While we think that these ditches pose a net benefit for both phosphorus and nitrogen, phosphorus is indeed more complicated.”

Most two-stage ditches can be found in Indiana, which may be because the USDA Environmental Quality Incentives Program covers the majority of the cost of installing them in the state. It’s a one-time construction cost, whereas dredging to maintain trapezoidal channels needs to happen every few years, depending on the system. “With a two-stage ditch, the velocities in the main channel, which is the original channel, are fast enough during high flows that it is always self-cleaning,” said Tank. “You never have to dredge again.”



2019 Indiana LICA State Convention Highlights





Indiana LICA attends National Winter Convention



Bob Clark II, named as National LICA Vice President
Congratulations Bob!





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2019 National Summer Meeting Hilton Vancouver Washington July 9-13, 2019

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Tuesday, July 9- Mount St. Helen's



Stops at Silver Lake Visitors Center, Forest Learning Center and Johnston Ridge are in order. See the monumental devastation left by the eruption on May 18, 1980. The force of the blast flattened trees and destroyed nearly everything in its path. Come now and witness the rebirth that has occurred since that morning. Includes lunch.

Wednesday, July 10 Columbia River Gorge & Mount Hood



Take in the breathtaking view from Crown Point Vista House high above the Columbia River. This tour passes several waterfalls, including Multnomah Falls. We will visit the Bonneville Dam and fish hatchery as well. From there we will visit Mt. Hood. Enjoy the beautiful alpine scenery while you make your way to Timberline Lodge. This National Historic Landmark features year round downhill skiing, and is the frequent training site of the U.S. Olympic Ski Team. Lunch is included.

Tentative Agenda

Tuesday, July 9

- Mount St. Helen's Tour

Wednesday, July 10

- Columbia River Gorge & Mount Hood Tour

Thursday, July 11

- Executive Director's Meeting
- Educational Seminars
- Associates' Night

Friday, July 12

- Committee Meetings

Saturday, July 13

- Board Meeting
- Tour (TBA)

*More information is coming soon!
Check the National LICA Website
& Facebook for the latest information.*

Photo credits: photohub2000, Portland CVB, Vancouver CVB

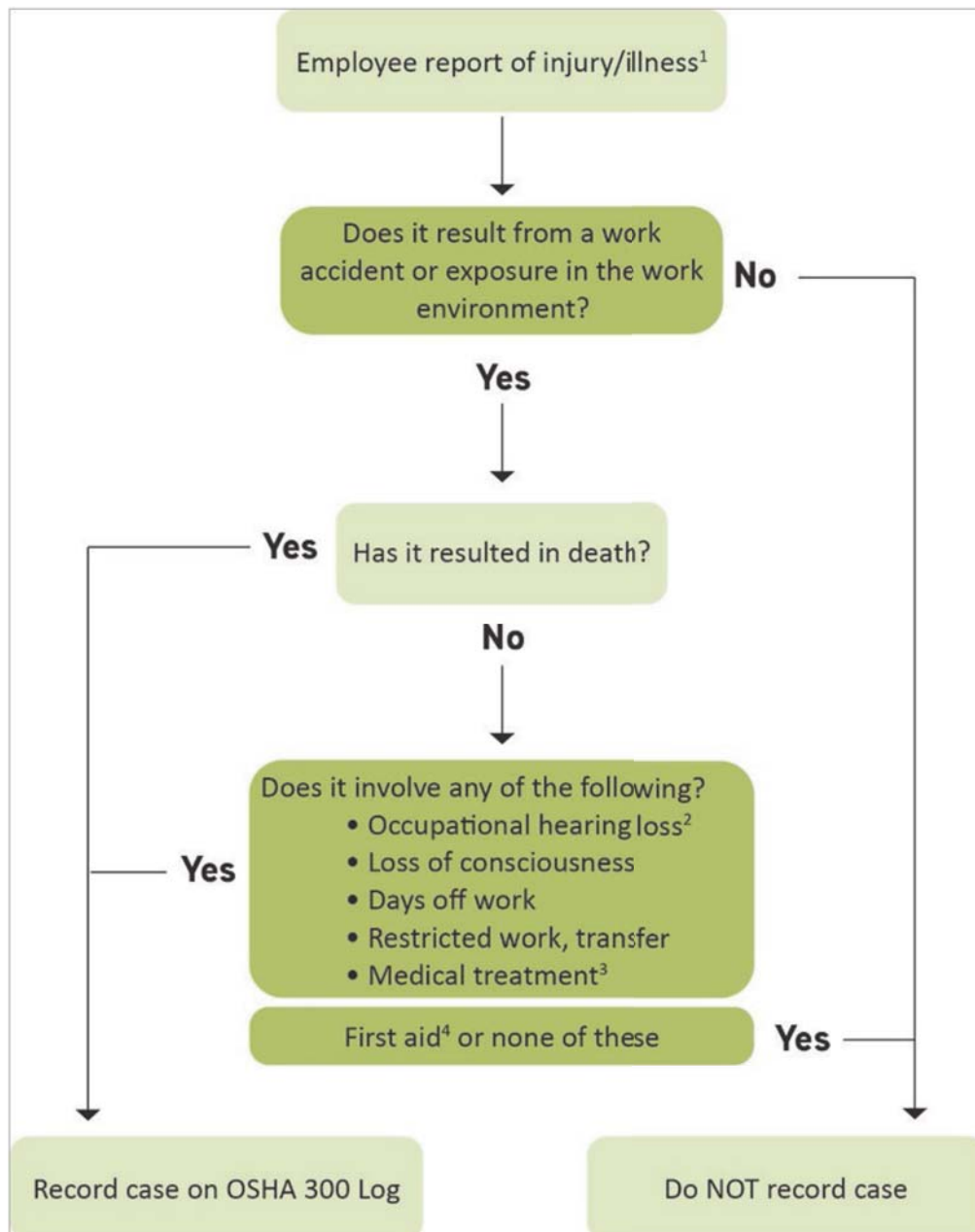
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Identifying OSHA Recordable Incidents

The Occupational Safety and Health Act (OSH Act) generally requires covered employers to prepare and maintain records of occupational injuries and illnesses. The Occupational Safety and Health Administration (OSHA) is a part of the U.S. Department of Labor and is responsible for administering the recordkeeping system established by the OSH Act.

To comply with OSHA's recordkeeping rules, employers must first determine which incidents to record. In some cases, this can require a detailed analysis to assess whether an incident is work-related.

This Compliance Overview provides a sample workflow employers can use to determine whether an injury or illness is work-related and must be entered into the organization's OSHA records. Employers can also reference [published OSHA guidance](#) and frequently asked questions in their efforts to determine whether to record a specific incident.





Trucking Risk Advisor

March 2019

Cyber Insurance for Commercial Fleets

Motor carriers may not seem like a high-priority for hackers, but the reality is that the transportation industry is one of the most frequent targets for cyber attacks.

Customer data, supply chain logistics, data lists and product data can be extremely valuable. Additionally, motor carriers and individual drivers can be put at greater risk because of outdated data systems, unsecured vehicles, location-based tracking systems and more.

If any of your business devices or vehicles are compromised, you could face ransomware attacks, social engineering schemes or even physical damage if a vehicle has self-driving technology.

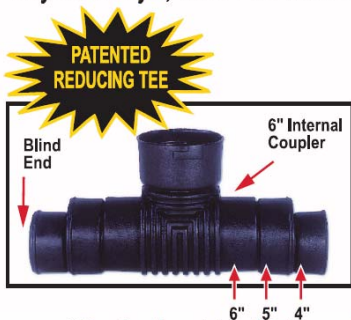
One of the best ways for businesses to protect themselves against cyber exposures is with proper insurance. However, cyber liability insurance policies do not offer “one-size-fits-all” protection, and businesses need to keep some considerations in mind if they are to secure the right coverage.

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COMPLIANCE BULLETIN

DOL Issues New Proposal on Overtime Exemptions

OVERVIEW

HIGHLIGHTS

- The minimum salary level for executive, administrative and professional employees may increase to \$35,308.
- The minimum salary level for highly compensated employees may increase to \$147,414.
- The proposed rule does not change the duties for white collar exemptions.

IMPORTANT DATES

May 18, 2016

DOL final overtime rule issued

November 22, 2016

A federal court in Texas issued an injunction against the 2016 final rule

March 7, 2019

DOL issued a new proposed rule on overtime exemptions

On March 7, 2019, the Department of Labor (DOL) issued a [proposed rule](#) that would change the salary thresholds for the “white collar” overtime exemptions under the Fair Labor Standards Act (FLSA). Under the proposal, the minimum salary level for executive, administrative and professional employees would increase from \$455 to **\$679 per week (\$35,308 per year)**. This is significantly lower than the \$913 salary level set in the 2016 final rule (which never took effect due to an injunction).

The proposal would allow employers to use nondiscretionary bonuses and incentive payments (including commissions) that are paid annually or more frequently to satisfy up to 10 percent of the standard salary level. The minimum salary level for highly compensated employees would also increase from \$100,000 to **\$147,414 per year** (an increase from the 2016 final rule’s annual threshold of \$134,004).

ACTION STEPS

These changes will not take effect until after a final rule is issued. Employers are not required to comply with the proposal, but should become familiar with it and begin identifying which employees may be affected.





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Calendar of Events

April 6th - Board Meeting

July 9-13th—National LICA Summer Meeting, Vancouver Washington

Coming this Summer—Area Meeting, with a tour of MacAllister Machinery Headquarters in Indianapolis, be watching for more details!

Coming this Fall—Tailgating Event at Purdue Home Game, date TBA

January 22-24th—INLICA Winter Convention, Indianapolis Marriott East

Indiana LICA is currently seeking willing individuals to serve on the Board of Directors as well as various committees. Some open positions include a Southeast Director, as well as members for the following committees; Membership, Ladies, By-Laws, Nominating and also Scholarship. These positions don't require much time, and help the Board to operate smoothly. We would welcome all new participants! If you have any questions please feel free to contact Nanci or any other Board Member.

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