



Hole Talk

Summer 2021
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Welcome spring of 2021!

The editors of *Hole Talk* hope you enjoyed our last issue where we looked back in time and now we skip forward. The summer meeting will be a general membership zoom meeting. [The log-in information and agenda are on page 2.](#) In this issue of *Hole Talk*, we will be **celebrating Jones Well Drilling with 137 years in business** and grooming the 6th generation in the ground water industry. There is an article on how to **evaluate individual drivers records**, how the **LENS program** works and how the **legalization of marijuana** will impact business in New York State.

A recent article in *The National Law Review* said that the legalization of marijuana will have an impact on business. The article pointed out the **Marijuana Regulation and Taxation Act (MRTA)** has both protections for the employees and the employers. Section 201-d (2 & 2b) of **New York Labor Law** states: "Unless otherwise provided by law, it shall be unlawful for any employer or employment agency to refuse to hire, employ or license, or to discharge from employment or otherwise discriminate against an individual in compensation, promotion or terms, conditions or privileges of employment because of: an individual's legal use of consumable products, including cannabis in accordance with state law, prior to the beginning or after the conclusion of the employee's work hours, and off of the employer's premises and without use of the employer's equipment or other property". It seems that under the MRTA it will now be unlawful for all New York employers to reject an applicant based solely on a positive marijuana test.

The MRTA does provide for some protections for the employers under Section 201-d of the **New York Labor Law** including:

- the employer's actions were required by state or federal statute, regulation or ordinance, or other state or federal government mandate;
- the employer's actions would require such employer to commit any act that would cause the employer to be in violation of federal law, or would result in the loss of a federal contract or federal funding; or
- the employee is impaired by the use of cannabis.

More guidance from the newly created **Office of Cannabis Management** may be forthcoming on this and other issues relating to the MRTA. The article in *The National Law Review* stated "MRTA will also impact the way that employers approach workers' compensation issues in New York, as the law provides that employees who use medical marijuana must be afforded the same rights, procedures, and protections available and applicable to injured workers under the workers' compensation law when such workers are prescribed medications that may prohibit, restrict or require the modification or performance of their job duties." "New York employers should carefully review and revise their drug and alcohol policies to ensure they are compliant with the MRTA and should speak with employment counsel before taking any adverse action against an employee for cannabis use outside of work."

Well, if 2020 did not challenge us as business owners, the new landscape in New York State might also continue to challenge us on finding and hiring new employees. 🗨️

Mission

The ESWWDA is committed to taking a leadership role in protecting our natural resources through the promotion of the ground water industry. It strives to support a spirit of cooperation, communication, and education within the industry and with the consumers and regulatory agencies. 🗨️

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Values

The Board of Directors and membership of E.S.W.W.D.A. believe in the promotion of the ground water industry through:

**Professional Standards • Communication
Education • Integrity • Affordability**

Julie Boyd is inviting you to a scheduled Zoom meeting.

ESWWDA Summer Membership Meeting

July 10, 2021 - 09:00 AM Eastern Time (US and Canada)

[Join Zoom Meeting via Computer/Tablet or Smart Phone](#)

<https://us02web.zoom.us/j/89218499433?pwd=WFFzMDhhamFQRFPDOWJCQVBJYXc5dz09>

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ESWWDA General Membership Meeting

July 10, 2021 - Everywhere, NY

- I. Call to Order
- II. Roll Call
- III. Treasurer's Report
- IV. President's Report
- V. Communications
- VI. Sickness & Health:
- VII. Committee Reports:
 - a. Insurance & Safety
 - b. Membership
 - c. Scholarships
 - d. Government Affairs
 - e. NEWWA
 - f. Budget & Finance
 - g. Education
 - h. NGWA
 - i. WSC
 - j. Hole Talk
 - k. Public Information
 - l. DOT Issues
 - m. Continuing Education
 - n. Past Presidents
- VIII. Old Business
- IX. New Business
- X. Motion to adjourn 

Constant, steady. Not frantic.

I'm writing this article from the back of a drill rig because I have had 5 minutes to sit down in a month. The weather is finally nice, and we finally have a straightforward rock-job where I can set this noisy rig on auto pilot and let it do its job. It's kind of relaxing. Kind of.

Recently I have been looking through some very old business records from my great-great grandfather and noticed the "pace" I guess you could say of the work performed. They worked hard, every day, good weather or bad, and just chugged along. Picking away from one customer to the next. They worked all day, Spoke with a couple people at night, and repeated the process the next day. For the time, they made a very good profit and were successful. But they did it at their pace. It was a constant, steady one, not a frantic one.

Thinking back to previous generations of not only drillers, but the service industry in general, the basic principles of work have stayed the same. Someone has a problem or a need, you provide whatever service to satisfy the customer and you charge a fee for it. But times are quickly changing.

Now-a-days, if you don't answer a customer's question (the way they want to hear it) within a matter of hours, they are instantly leaving reviews on Yelp, your Facebook, flying planes with banners, or who knows what, to complain. Everyone wants to hear from the boss, everyone wants the best price and be first in line. The next guy happens to be in the shop when they call and he's a hero.



Such is life.

Technology has given customers the upper hand. They are in total control of your reputation at the mercy of a "like" button. Everyone wants your cell phone. Everyone wants an answer now. And we give it to them.

And we've spoiled them. The constant drive to satisfy every customer, be bigger/better than your neighbor (Don't tell me that's not a factor,

LOL), the constant battle with corporate America, and ever-tightening-margins has absolutely driven the service industry into one of slave work.

Again, this isn't just well drilling. It's appliances, cars, restaurants, you name it.

You gotta know when to pull back the reins. You can't satisfy everyone. Heck, half the time you can't even tell them 'no', they'll still ask "when can you schedule it". Sure, we all love our toys, and there's nothing better than aluminum rims and shiny stacks on a water truck. But with the reduction of workforce, high work volume, and reduction of drilling contractors in general, it's time to make the customer work for us. Not them. Increase margins, decrease volume. You don't want *every* customer. It goes directly to your bottom line. And the bottom line is what buys those shiny wheels!

Ok I gotta put this casing in before I get fired.....

President, Tyler Wills 🗣️

6-Point Guide for Wells

What steps should you follow to get a dependable, adequate and pure well water supply for a home beyond the water mains?

The National Water Well Association suggests the following six-point guide as a help to homeowners planning to install their own water systems:

1. Add up the total amount of water needed daily for all uses, both inside and outside the home. This is important for correct pump sizing.

2. Get as much information as possible about the underground water table in the area where you plan to buy or build.

3. Choose a well drilling contractor with a reputation for bringing in wells that give long

years of trouble-free service.

4. Find out what regulations apply locally on such related matters as proper well constructing.

5. Ask the contractor who drills your well to give you an accurate log of the boring at the time the well is completed. The log should cover depth and thickness of the various layers of drift, rock, shale, and the like encountered during drilling; results of pumping tests; size of well casing and screen; and indicated water yield per hour. You'll need to know the latter, of course before you select your pump.

6. Have the well chlorinated before use and always after re-

pairs have been made. Check bacterial content at frequent intervals, to make certain that the well remains safe.

The National Water Well Association reminds homeowners that drilled wells are the safest, because they tap the deepest water sources, where contamination from surface seepage is the least likely to have occurred.

This is the silver anniversary year for asbestos-cement siding shingles. The first shingles of this type, made of portland cement and asbestos fibers, were produced in 1932. Now, they are among the most widely used of exterior siding materials.

MEMBERSHIP REPORT April 2021

CATEGORY	TOTAL	PAID	UNPAID
Contractors	184	165	19
Suppliers/Manufacturers	47	36	11
Associates	74	70	4
	===	===	==
Total Members	305	271	34

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WELCOME NEW MEMBER

John Walsh

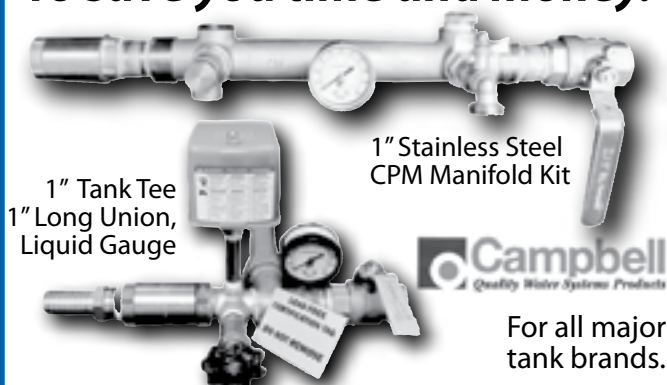
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ESWWDA & You ... *A Smart Alliance*

The industry is in an era of change. To understand the changes taking place and to lead the industry through its transitions, drillers need to access the best minds available - each other.


That's why your affiliation with the ESWWDA is a smart investment. It's an alliance of individual drillers that work for you and with you.

Your membership gives you access to programs and services specifically formulated for the professional growth and success of water well drillers and pump installers.



The association provides:

- **Educational programs in:** water well drilling, pump installation, general management.
- **Informative newsletter:** *Hole Talk* covers local, state and national issues and news.
- **Annual Tuition Scholarships**
- **A united voice:** ESWWDA speaks for drillers on issues of far-reaching impact.
- **A voice:** A vote on the direction ESWWDA takes.

Join or renew your membership and keep this powerful alliance alive! 

ESWWDA

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Letter to the Editor

Have you drilled for a large Dairy farm, fruit orchard or cement company? DEC water regulations for agriculture have continued to evolve.

For an agricultural use once the withdrawal of 3 million gallons per month (70 gallons per minute per 24 hour day month) threshold anticipated a withdrawal permit is required. This is Bureau of Resources management of our N.Y. D.E.C at Albany see Diane.english@dec.ny.gov and bethguidetti@dec.ny.gov.

The application process for this permit is now the same for agriculture, industrial or public water supply. Problem isn't the reporting which is the owner's responsibility but the increase in cost for a complete well.

The withdrawal permit requires: 1) an engineer 2) minimum 2 test wells and a 72 hour pump test. 3) must have 3 observations wells for test pump data.

Engineers cost can be \$20,000.00 + pump test can be \$20,000.00 and if no wells are at the 100 ft. 350 ft. and 700 distance these test wells could be \$10,000.00 or more each.

My goal is to let our farming clients (our friends) know and help petition our D.E.C for a revised agricultural compliancy. My interviews with farmers have led to a total disapproval of the 2012 change.

- 1.) How will the farmers know
- 2.) Farmers (Dairy, vegetable and production agriculture) in control of thousands of acres how can our state government do this now at this time of minimal profits on the farm.
- 3.) Farmers tie into municipal water supply to avoid scrutiny.

Reporting is good in my opinion, to keep an eye on our aquifers, however to class farm and factory into commercial could be revised. Farms with more than 300 cows already file a manure water plan (concentrated animal feeding operation) without all the extra cost of testing and engineering. For more information please check out <https://www.dec.ny.gov/lands/55509.html>, and more detailed information on agricultural facilities available at <https://www.dec.ny.gov/lands/86747.html>.

Bill & Brian Frey

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Cannabis and the Workplace

By NORC at the University of Chicago and The National Safety Council

As of November 2020, 36 states, the District of Columbiaⁱ and four territories have approved medical cannabis laws, and 15 states, the District of Columbiaⁱⁱ and three territories have approved recreational cannabis use. The federal government, however, classifies cannabis as a Schedule I drug under the Controlled Substances Act. Schedule I drugs are defined as drugs with no currently accepted medical use and a high potential for misuse. Regardless of whether cannabis is considered legal by a state government, it remains an illegal drug under federal law in all circumstances – a medical cannabis card is not classified as a legitimate medical explanation for a positive drug test under federal drug testing regulations.

Cannabis can have a major impact on the safety of your workers and people with whom they interact, and cannabis legalization is creating new challenges. According to a survey by American Addiction Centers, over 20% of respondents said they use cannabis recreationally at work during work hours, nearly 5% admitted to daily use and over 13% use it more than once a month. Furthermore, Quest Diagnostics reports that cannabis continues to be the most commonly detected illicit substance in workforce drug tests.ⁱⁱⁱ

Characteristics of Workers who use Cannabis

Cannabis is the most frequently used illicit drug in the U.S., with an estimated 43.5 million past-year users age 12 or older in 2018. Nearly 18% of adults employed full-time and 21% of adults employed part-time reported using cannabis during the previous year. Of working adults, 1.5% met criteria for a cannabis use disorder (CUD).^{iv}

According to data from the 2015-2018 NSDUH^v, workers with a CUD are disproportionately young (80% are 18-34 years old), a much larger cohort than their peers with no SUD (36% are 18-34 years old). They miss work more than twice as often as their fellow workers (35.7 days/year vs. 15 days/year) and are more likely to report having more than one employer in the prior year (49% vs. 22%). Additionally, they are more likely than their peers to report engaging in risky behaviors (45% vs. 16%) and driving under the influence of alcohol or other drugs (73% vs. 10%). Workers with CUDs use about the same amount of hospital and emergency care as their peers with no substance use disorder (SUD). Workers with CUDs are over five times more likely to report experiencing psychological distress in the previous year than their peers with no SUDs (45% vs. 9%). They are also more likely to report experiencing a major depressive episode in the prior year (26% vs. 6%).

Workers with CUDs are concentrated in industries that disproportionately employ young and male workers: construction, retail, entertainment and food service. Industries with Cannabis and the Workplace an older and more female workforce have substantially lower rates of use and CUDs: durable goods manufacturing, public administration, transportation^{vi} and utilities. States that were among the first to legalize medical use of cannabis have higher rates of CUD than states that legalized medical use more recently or have not passed medical cannabis laws.^{vii}

Why Cannabis in the Workplace Matters

Cannabis use is impairing, regardless of the reason for use. The acute effects of cannabis use are well known: sedation, disorientation, impaired judgment, lack of concentration and slowed fine motor skills, all of which can contribute to delayed decision-making, impaired learning, and memory and attention deficits.^{viii} Recent research indicates that there are longer term effects of cannabis use on cognition.^{ix} These effects can present especially unsafe situations for those working in safety-sensitive environments. This presents a unique challenge to employers, as there is no scientific test to prove cannabis impairment.

Research demonstrates that cannabis intoxication is associated with an increased risk of a motor vehicle crash, especially for fatal collisions.^{x xi} Driving under the influence is a behavior that tends to be concentrated in populations with raised risks of crashes irrespective of cannabis use, such as being a young adult, male, holding 'high-risk' attitudes towards driving and higher rates of driving under the influence of alcohol. There is clearly an association between recent use of cannabis and crashes, but not nearly as great as the association between alcohol and crashes.^{xii} However, initial research has shown that when alcohol and cannabis are combined, impaired driving risk may increase more compared to use of either substance alone.^{xiii xiv}

Research exists that shows both positive and negative potential correlations between cannabis use and occupational safety. However, additional research and study are needed in order to have consensus. NSC echoes and supports the CDC and NIOSH's call for more research in the following topic areas:^{xv}

- Data about industries and occupations where cannabis consumption among workers is most prevalent
- Adverse health consequences of cannabis consumption among workers
- Relationship between cannabis consumption and occupational injuries

- Hazards to workers in the emerging cannabis industry
- Cannabis consumption and its effect on occupational driving
- Ways to assess performance deficits and impairment from cannabis consumption
- Workplace supported recovery programs
- Ways to craft workplace policies and practices that take into consideration conflicting state and federal laws pertaining to cannabis

Costs to Employers

Employee cannabis use can cost employers on several fronts. For example, employers may:

- Experience complications of legalization of medical or recreational use, which may complicate workplace drug-free policies, and could result in confusion, mixed signals and possible legal issues
- Be required to pay workers' compensation to workers let go for positive drug tests^{xvi}, depending on the state
- Be potentially liable if a cannabis-impaired worker is involved in the injury or death of fellow workers or the public

Emerging Issues Surrounding Legalization and Commercialization

NSC supports the right of employers to maintain drug-free workplaces, regardless of the legal status of the impairing substance. Employers must articulate and enforce a consistent

policy toward cannabis use. This policy must be in compliance with all relevant federal, state, local and industry regulations. These include but are not limited to the Americans with Disabilities Act (ADA), the Health Insurance Portability and Accountability Act (HIPAA), and other laws and regulatory considerations such as the National Labor Relations Act, the Occupational Safety and Health Act and the Controlled Substances Act. All policies should be reviewed by an attorney or legal counsel who has expertise in these specific areas.

What Employers Can Do

- Remain up to date on changing laws and the cannabis landscape
- Know the risks associated with cannabis use, and develop and enforce consistent workplace policies to control those risks
- Work with legal counsel to revise and adapt drug-free workplace policies according to changing laws and circumstances
- Ensure workers in safety-sensitive positions remain impairment-free
- Educate managers and workers on cannabis issues and harms to minimize misinformation in the workplace
- Train supervisors to recognize the signs of impairment and act upon any next steps as dictated by company policies

Employers can learn more about cannabis and the workplace at nsc.org/highatwork.

i Alaska (1998), Arizona (2010), Arkansas (2016), California (1996), Colorado (2000), Connecticut (2012), Delaware (2011), Florida (2016), Hawaii (2000), Illinois (2013), Louisiana (2015), Maine (1999), Maryland (2014), Massachusetts (2012), Michigan (2008), Minnesota (2014), Mississippi (2020), Missouri (2018), Montana (2004), Nevada (2000), New Hampshire (2013), New Jersey (2010), New Mexico (2007), New York (2014), North Dakota (2016), Ohio (2016), Oklahoma (2018), Oregon (1998), Pennsylvania (2016), Rhode Island (2006), South Dakota (2020), Utah (2018), Vermont (2004), Washington (1998), West Virginia (2017), Washington, D.C. (2010),

ii Alaska (2014), Arizona (2020), California (2016), Colorado (2012), Illinois (2019), Maine (2016), Massachusetts (2016), Michigan (2018), Montana (2020), Nevada (2016), New Jersey (2020), Oregon (2014), South Dakota (2020), Vermont (2018), Washington (2012), Washington, D.C. (2014)

iii <https://www.questdiagnostics.com/home/physicians/health-trends/drug-testing/>

iv NORC analyses of 2015-2018 NSDUH.

v NORC analyses of 2015-2018 NSDUH.

vi A systematic review of the literature on drug use among truck drivers found illicit CNS-stimulants (amphetamine, 21% and cocaine 2%) the predominant substances used. The authors conclude that truck-drivers choose stimulants as a form of performance enhancing drug, in order to increase productivity.

Dini G, Bragazzi NL, Montecucco A, Rahmani A, Durando P. Psychoactive drug consumption among truck-drivers: A systematic review of the literature with meta-analysis and meta-regression. *Journal of preventive medicine and hygiene*. 2019 Jun;60(2):E124.

vii The earlier a state legalized medical marijuana, the greater is the CUD rate ($r=-.69$). Among the 10 states with the highest rates, the average date they passed MML was 2000. Among the 10 states passing MML with the lowest CUD rates, the average date of their MML was 2016. Of the 25 states with the highest rate of CUD among employed populations, 21 passed MML. The 25 states with the lowest CUD rates, only 10 have MMLs.

viii NIDA Report: Marijuana <https://www.drugabuse.gov/publications/research-reports/marijuana>

ix <https://pubmed.ncbi.nlm.nih.gov/31670548/>

x Asbridge M, Hayden JA, Cartwright JL. Acute cannabis consumption and motor vehicle collision risk: systematic review of observational studies and meta-analysis. *Brit Med J*. 2012;344.

xi Bonar, E. E., Cranford, J. A., Arterberry, B. J., Walton, M. A., Bohnert, K. M., & Ilgen, M. A. (2019). Driving under the influence of cannabis among medical cannabis patients with chronic pain. *Drug and Alcohol Dependence*, 195, 193-197. doi:10.1016/j.drugalcdep.2018.11.016

xii Asbridge M, Hayden JA, Cartwright JL. Acute cannabis consumption and motor vehicle collision risk: systematic review

of observational studies and meta-analysis. *Brit Med J*. 2012;344.

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https://www.samhsa.gov/sites/default/files/meeting-documents/dtab_rti_fayecaldwell_marijuanalegalization.pdf

Cannabis: It's Complicated

From the National Safety Council

Marijuana 101 Learn more about the basics of marijuana.

How Drugs Move Through the Body

Absorption: How the drug enters the body

When marijuana is inhaled or ingested, THC is absorbed into the blood stream through the lungs and digestive tract, respectively. Medically it can also be administered rectally.

Distribution: Movement of the drug to active sites/storage

Due to its nature, THC quickly moves out of the bloodstream to areas with higher lipid (fat) content including the brain, liver, and other major body organs and body fat.

Metabolism: The change (or breakdown) of the drug into active or inactive metabolites

The metabolism process makes THC less toxic and/or easier to eliminate from the body.

Elimination

THC is eliminated as metabolites mainly in the stool (>65%) and urine (20%).



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Testing options: Testing does not equal impairment; it identifies cannabis use.

Blood – This testing measures THC in the blood at the time of blood collection. Blood THC concentrations are evaluated in driving under the influence of THC and workplace incident investigations. Blood THC concentrations decrease about 74% in the first 30 minutes after marijuana inhalation, making rapid blood collection critical. Blood THC concentrations are most useful when blood is collected within an hour of the incident.

Urine – The inactive Carboxy-THC metabolite is generally measured in urine. Urine Carboxy-THC indicates THC intake and can be detected in urine for days to months after use depending on how much, and how frequently, THC was used.

Oral fluid – Initial tests and Point of Contact (POC) screening for THC in oral fluid offer advantages as positive results indicate recent use depending upon the amount and frequency of THC intake. Positive oral fluid screens must be followed up by additional confirmation testing by chemical analysis like mass spectrometry if there are negative consequences for the individual being tested. This includes evidential testing where the confirmation may be performed on a blood sample collected after the initial screen.

Breath – At this time there is no validated breath test for THC for roadside or in laboratory testing.

Legality

According to the NSC employer survey, 71 percent of employers cover illicit use of marijuana/cannabis in their written policies while only 54 percent cover legal or prescribed use of marijuana. Ingestion of THC is illegal federally and is not FDA regulated. Therefore, since federal law overrules state laws, there are no “prescriptions” for plant-based THC, only doctor “recommendations.” A recommendation is a statement from a doctor indicating that medicinal THC would benefit the patient, and it is recognized by dispensaries and state governments.

- Marijuana is a Schedule I substance under federal law, meaning that it is considered to have a high abuse potential and no approved medical use.
- To be moved to Schedule 2, marijuana would have to be recognized as having a medical use.
- Synthetic THC, created in a laboratory, is treated differently than “cannabis extracts” from the marijuana plant. Marinol and Syndros are FDA-approved drugs and contain synthetic THC.

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Damage to Property of Others

Other Vehicle Driver's Name		
Address		
City	State	Zip
Driver's License No.		
Expiration		
Other Vehicle Owner's Name		
Address		
City	State	Zip
Vehicle License No.		
Make	Type	Year
Name Other Insurance Co.		
Policy No.		

Persons Injured

Name		
Address		
City	State	Zip
Tel. No. (Area Code)		
Name		
Address		
City	State	Zip
Tel. No. (Area Code)		
Name		
Address		
City	State	Zip
Tel. No. (Area Code)		
Name		
Address		
City	State	Zip
Tel. No. (Area Code)		

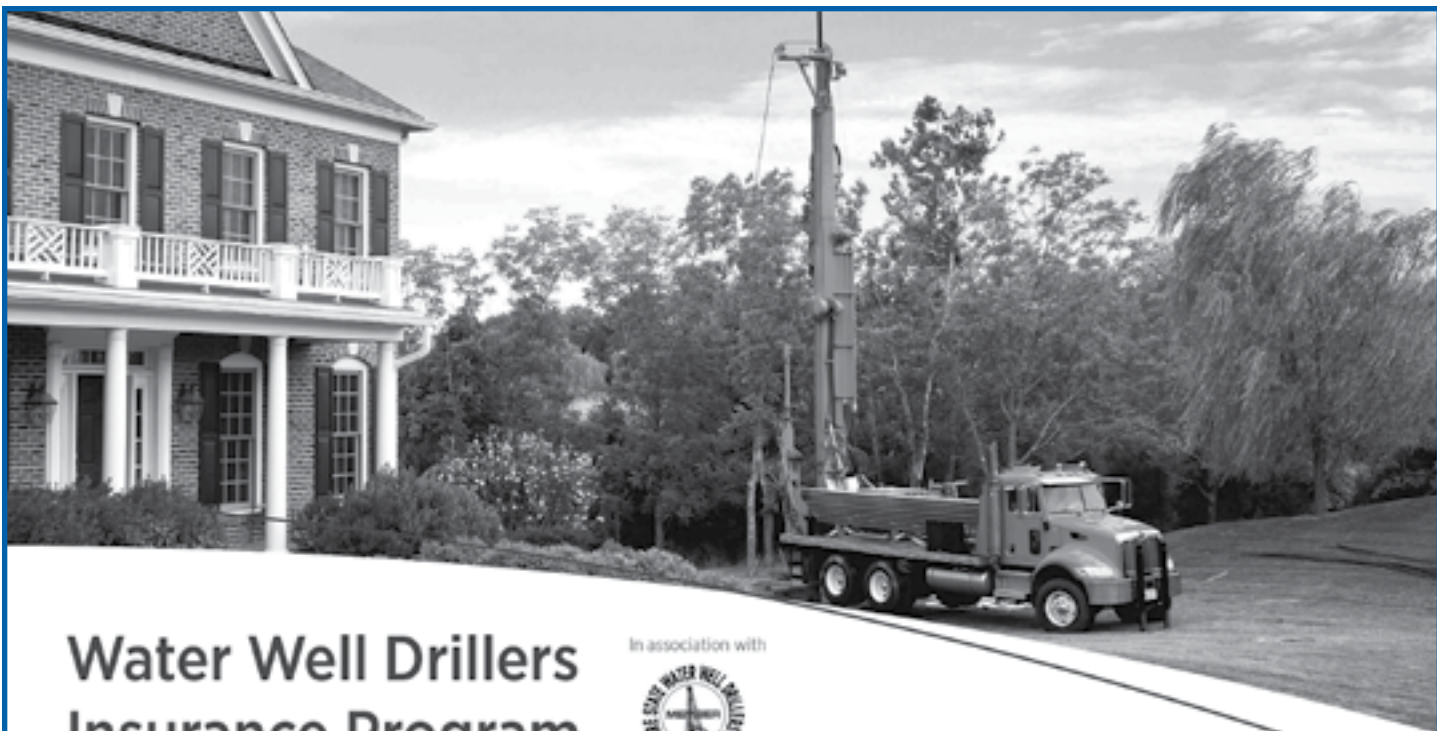
Witnesses

Name		
Address		
City	State	Zip
Tel. No. (Area Code)		
Name		
Address		
City	State	Zip
Tel. No. (Area Code)		

Diagram of Accident

Draw diagram of accident. Show names of streets and directions in which vehicles were going. Indicate by N.S.E.W. Show position of vehicles.

Additional Notes



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Heat exhaustion

Heat exhaustion is a heat-related illness that can occur after you've been exposed to high temperatures, and it often is accompanied by dehydration.

There are two types of heat exhaustion:

- Water depletion. Signs include excessive thirst, weakness, headache, and loss of consciousness.
- Salt depletion. Signs include nausea and vomiting, muscle cramps, and dizziness.

Although heat exhaustion isn't as serious as heat stroke, it isn't something to be taken lightly. Without proper intervention, heat exhaustion can progress to heat stroke, which can damage the brain and other vital organs, and even cause death.

Symptoms of Heat Exhaustion

The most common signs and symptoms of heat exhaustion include:

- Confusion
- Dark-colored urine
(a sign of dehydration)
- Dizziness
- Fainting

- Fatigue
- Headache
- Muscle or abdominal cramps
- Nausea, vomiting, or diarrhea
- Pale skin
- Profuse sweating
- Rapid heartbeat

Treatment for Heat Exhaustion

If you, or anyone else, has symptoms of heat exhaustion, it's essential to immediately get out of the heat and rest, preferably in an air-conditioned room. If you can't get inside, try to find the nearest cool and shady place.

Other recommended strategies include:

- Drink plenty of fluids, especially sports drinks to replace lost salt (avoid caffeine and alcohol).
- Remove any tight or unnecessary clothing.
- Take a cool shower, bath, or sponge bath.
- Apply other cooling measures such as fans or ice towels.

If such measures fail to provide relief within 15 minutes, seek emergency

medical help, because untreated heat exhaustion can progress to heat stroke.

After you've recovered from heat exhaustion, you'll probably be more sensitive to high temperatures during the following week. So it's best to avoid hot weather and heavy exercise until your doctor tells you that it's safe to resume your normal activities.

Risk Factors for Heat Exhaustion

Heat exhaustion is strongly related to the heat index, which is a measurement of how hot you feel when the effects of relative humidity and air temperature are combined. A relative humidity of 60% or more hampers sweat evaporation, which hinders your body's ability to cool itself.

The risk of heat-related illness dramatically increases when the heat index climbs to 90 degrees or more. So it's important -- especially during heat waves -- to pay attention to the reported heat index, and also to remember that the heat index is even higher when you are standing in full sunshine. ☀



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Most tick bites are painless and cause only minor signs and symptoms, such as redness, swelling or a sore on the skin. But some ticks transmit bacteria that cause illnesses, including Lyme disease and Rocky Mountain spotted fever. In general, to transmit Lyme disease a tick needs to be attached for at least 36 hours. Other infections can be transferred in a few hours or even a few minutes.

To take care of a tick bite

- **Remove the tick promptly and carefully.** Use fine-tipped forceps or tweezers to grasp the tick as close to your skin as possible. Gently pull out the tick using a slow and steady upward motion. Avoid twisting or squeezing the tick.
Don't handle the tick with bare hands. Experts don't recommend using petroleum jelly, fingernail polish or a hot match to remove a tick.
- **If possible, seal the tick in a container.** Put the container in a freezer. Your doctor may want to see the tick if you develop new symptoms.
- **Wash your hands and the bite site.** Use warm water and soap, rubbing alcohol, or an iodine scrub.

When to seek emergency care

Call 911 or your local emergency number if you develop:

- A severe headache
- Difficulty breathing
- Paralysis
- Heart palpitations

When to contact your doctor

- **You aren't able to completely remove the tick.** The longer the tick remains attached to your skin, the greater your risk of getting a disease from it.
- **The rash gets bigger.** A small red bump may appear at the site of the tick bite. This is normal. But if it develops into a larger rash, perhaps with a bull's-eye pattern, it may indicate Lyme disease. The rash usually appears within three to 14 days.

Also consult your doctor if signs and symptoms disappear because you may still be at risk of the disease. Your risk of contracting a disease from a tick bite depends on where you live or travel to, how much time you spend outside in woody and grassy areas, and how well you protect yourself. **You may develop flu-like signs and symptoms.** Fever, chills, fatigue, muscle and joint pain, and a headache may accompany the rash.

- **If You think the bite site is infected.** Signs and symptoms include redness or oozing. **You think you were bitten by a deer tick.** You may need antibiotics. If possible, bring the tick with you to your doctor's appointment. 🗨️





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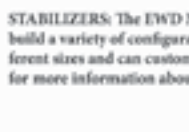
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Finally, Michael and Kurt Jones, the fourth and fifth generations (James is also in the picture) along with the potential sixth generation-Kurt's children-Turah, Marin and Kolt Jones. 🗨️

These Dream Getaways Are Closer Than You Think:

Staycations and Day Trips in New York State

by Anna Pakman (Empire State Development / NYS Division of Tourism)

Want to treat yourself to a local getaway for a little fun, rest, and relaxation?

You don't have to go far for an escape from your everyday routine. Whether you're looking for a quick day trip or a weekend getaway (or two!), there are thousands of miles of natural wonders to explore, hundreds of hidden gems to discover, and world-class resorts to experience nearby on your New York State staycation!

Follow these tips to help protect your safety and that of local communities as you travel in New York:

- Wear a mask and social distance.

- Check the travel advisory for more information about traveling to New York.
- Purchase tickets and make reservations in advance. A pre-purchased timed ticket is required at many attractions and strongly recommended at many others as capacity is limited to enable social distancing. Advance reservations are also required for members at many attractions.
- If an attraction or place of lodging is crowded or sold out, don't worry—there are thousands of great places to stay and visit in New York State!

We've highlighted just a few here, but you can find many more by checking the “[Things to Do](#)” and “[Places to Stay](#)” sections of our website. Download the [I LOVE NY](#) app to find places nearby while you're on the go.

- Please refer to each venue's website and call ahead before making plans and setting out for the day as seasonal opening dates, amenities, and availability may change.
- Don't travel if anyone in your party feels ill or has been exposed to someone who tested positive for COVID-19.

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Drillers Need a Vacation too!

Ready to go?

Here are a few ideas per each region:

New York City:

Bronx Zoo
Queens County Farm Museum
Brooklyn Botanic Garden
Snug Harbor
High Line Park
Chelsea Pier & Market
Whitney Museum of Art

Long Island:

Montauk Lighthouse & Gosman's Dock
Planting Fields Arboretum State Historic Park
Stony Brook Village Center
Harbes Family Farm
Long Island Aquarium
Quogue Wildlife Refuge

Hudson Valley:

Storm King Art Center
Bannerman Island with Storm King Adventure Tours
Dia Beacon
The Warwick Valley Apple Trail
Pennings Farm Market.
Historic Hudson Walking Tour & Warren Street Antiquing
Historic Huguenot Street Walking Tours

Catskills:

New York Zipline Canopy Tours at Hunter Mountain

Bethel Woods Center for the Arts
Catskills Scenic Trail
Catskill Visitor Center
Rail Explorers

Capital-Saratoga:

Dutch Apple Cruises
Visit Downtown Saratoga
Albany Institute of History & Art
Saratoga Auto Museum
ADK Cruise & Charter
Malta Drive-In

Central NY:

Chittenango Falls State Park
Animal Adventure Park
Brew Central
National Baseball Hall of Fame
Brewery Ommegang
Farmers Museum
Fenimore Art Museum

Adirondacks:

The Wild Center & Wild Walk
Ausable Chasm
Fort Ticonderoga
Revolution Rail Co
Lake Placid Winter Olympic Museum
Cloudsplitter Gondola
Disc Golf at Whiteface Mountain
Sky Flyer Zipline High Falls Gorge

Finger Lakes:

The Strong National Museum of Play

Genesee Country Village & Museum
Beak & Skiff Apple Farm, Store, Distillery & Winery
Women's Rights Hall of Fame
Cayuga Wine Trail
Cornell Lab of Ornithology

Thousand Islands-Seaway:


Old McDonald's Farm
1000 Islands Scenic Tours
Fishing on the St. Lawrence River
Antique Boat Museum
Thousand Islands-Seaway Wine Trail
Clayton Distillery
Cedar Point State Park

Chautauqua-Allegany:

National Comedy Center & Lucille Ball & Desi Arnaz Museum
Lake Erie Wine Trail
Sky High Adventure Park
Ellicottville Brewing Company
Rock City Park

Greater Niagara:

Niagara Falls Underground Railroad Heritage Center
Walking Tour of Downtown Buffalo
Cave of the Winds
Lockport Locks & Erie Canal Cruises
Herschell Carousel Factory Museum
Seneca Hickory Stick Golf Course
Niagara Wine Trail. 🗨️



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Evaluating Individual Drivers

Motor Vehicles Records (MVR)

One of the most effective fleet management tools is a driver's Motor Vehicle Record (MVR). A MVR details an individual's past driving history indicating violations and accidents over a specified period.

Frequency is as much a concern as severity when evaluating a MVR. Equal emphasis should be placed on someone who, during the last three years, has had one minor accident and multiple speeding violations as someone who has had one major violation in the same amount of time. Recent history is the most important. A driver who had several moving violations over three years ago may be a better risk than a driver who had two violations within the last 12 months. All employees should be held to the same MVR standards.

When to Order MVRs

MVRs should be reviewed for each type of driver (currently employed or prior to placement) in a job with driving duties. Order MVRs in the following situations:

- Upon hire or placement in a driving position: It is critical to review the MVR before asking a driver to go out on the road on your behalf. Some companies wait until the next scheduled annual review or until their agent, broker, or insurance carrier asks for an updated driver list. However, this is a risky practice. No employee should be permitted to drive on company business until a MVR check has been completed.
- After an accident happens or a Motorist Observation Report is received: One way to determine if there has been a change in a driver's behavior is to obtain a MVR following an accident or after a call-in report/complaint has been received. A sudden increase in moving violations or accidents, even if they happened while the driver was in his or her own personal vehicle, may indicate a need for assistance such as driver training.
- As part of a periodic review: As part of an ongoing program to verify the qualifications of existing drivers, MVRs should be reviewed annually for all drivers. The reviews are meant to determine if remedial training or other action is necessary, including removal or restriction of driving responsibilities.

The MVR should be reviewed with the driver and made part of the driver's file. This review may give the supervisor insight into the driver's attitude regarding traffic rules and regulations.

MVR Evaluation Tools

MVR Point System

The MVR Point System does a good job of advancing drivers so that borderline individuals can be warned of their status and coached to improve. In the chart below, the Violation/Accident Guidelines and Points columns on the left are used to assign points to each accident or violation over a three-year period. The points are then totaled to establish the Profile Points in the right column. In the next chart, the suggested corrective action for that risk category appears based on profile points.

Example: Driver has a violation for talking on a cell phone (2 points) and a violation for speeding 15 miles over the speed limit (3 points). They would have 5 total points which would place them in the minor risk category. The Corrective Action Guidelines column offers suggestions for corresponding profile risk points. It is important to develop your own point system and not use the points assigned on MVRs by the state. Several states do not assign points, and those that do have differing point systems, which could result in employees from different states being treated differently based on the same violations.

VIOLATION/ACCIDENT GUIDELINES	PTS
Preventable accident (backing and parking lot accidents)	1
Warning	1
Operating vehicle while on mobile phone	2
Preventable accidents (other than backing and parking lot)	2 - 4
Most moving violations (failure to stop at red light, failure to yield right of way, etc.)	3
Failure to use restraint system (safety belts)	4
Speeding 0 to 10 mph over	2
11 to 20 mph over	3
20+ mph over	6 - 8
Reckless, negligent driving, driving to endanger	8
Driving with suspended license Leaving scene of accident Fleeing officer	10
Any alcohol-related offense Refusal to submit to a blood alcohol test (BAC). DUI/DWI	10

Number of Moving Violations (past 3 years)	Number of Preventable Accidents (past 3 years)			
	0	1	2	3+
	CLEAR	ACCEPTABLE	BORDERLINE	POOR
1	ACCEPTABLE	ACCEPTABLE	BORDERLINE	POOR
	ACCEPTABLE	BORDERLINE	POOR	POOR
3+	POOR	POOR	POOR	POOR
Any Major (Past five years)	POOR	POOR	POOR	POOR

PROFILE PTS	RISK CATEGORY	CORRECTIVE ACTION GUIDELINES
1-3	Low Risk	<ul style="list-style-type: none"> Generally no action needed
4-5	Minor Risk	<ul style="list-style-type: none"> Manager is to discuss record and improvement with employee. Employee will be advised of responsibility to drive in a safe and courteous manner in accordance with defensive driving principles Written warning
6-7	Borderline Risk	<ul style="list-style-type: none"> Manager is to discuss record and improvement with employee Written warning Driver training: classroom defensive driving program
8-9	Medium Risk	<ul style="list-style-type: none"> Manager is to discuss record and improvement with employee Written warning Driver training: structured behind-the-wheel driver training. Driver to pay first \$XXX of training cost Possible loss of company vehicle (individual basis) Spouse/domestic partners with this level of risk will lose authorization to drive vehicle
10+	High Risk	<ul style="list-style-type: none"> Manager is to advise employee that driving record has resulted in "revoked driving privileges" If employee can no longer perform essential functions of position and no other job assignments, termination could result Spouse/domestic partners with this level of risk will lose authorization to drive vehicle

MVR Grid

The MVR Grid (shown below) also aids in identifying borderline individuals. Persons with borderline MVRs can be warned of their status and coached to improve so they do not move into the poor category. 🗨️

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Department of Motor Vehicles

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LENS can notify you about the following events when they post to your drivers' license records:

- accidents (*reportable*)
- convictions
- expirations
- HazMat (*Hazardous Material*) endorsement changes
- MedCert (Medical Certification) status changes
- Point and Insurance Reduction Program completions
- license status changes
- suspensions and revocations

Benefits include:

- confidence in the credentials of your drivers
- determination of a driver's license status immediately
- ability to produce an abstract at any time (*including CDL abstracts*)
- identification of problem drivers
- pre-employment screening
- preparation for DOT & Insurance audits

What does LENS cost?

LENS has two types of customers: exempt and paying. Exempt customers are local, state and federal governmental units, volunteer fire and ambulance corps and certain parties engaged in public defender work. Exempt customers pay no fees to use LENS. All other customers pay fees to use LENS. Our paying customers, commercial and not-for-profit entities, include long distance trucking and delivery companies, private colleges, private schools and community-based organizations.

There are neither monthly nor annual fees for LENS customers. LENS is not expensive. Allowing an unsafe or unqualified person to drive your organization's vehicle can be very costly. *See our pricing page for details.*

How do I start?

After we accept your LENS registration, we will send your LENS customer number and your LENS username by email. Our welcome message will provide instructions for selecting LENS notification types and for adding drivers to LENS.

For security, your LENS password will arrive separately by first-class mail. We mail your password letter on the same day we send your welcome email. Please wait for your password letter to arrive before attempting to log in to LENS.

Published on New York DMV (<https://dmv.ny.gov>)

<https://dmv.ny.gov/print/1175011> . 

ESWWDA Hole Talk Ad Rates (per year - 4 issues)

Business Card \$150

1/4 Page \$400

1/2 Page \$700

Full Page \$1,200

Please call Susan Bates at **315 339-8960**

if you have any questions,
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gramsue67@gmail.com . 





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Sending thoughts and good wishes to our members

going forward. *Be kind!*



Scholarship Money Available

As we approach the beginning of another school year, college-bound students and their families are searching for available funds to help offset the cost of further education. The ESWWDA offers a scholarship to applicants whose course of study is **related to the water well industry**. Preference is given to family members of association members and secondly to those attending 2-year programs at an accredited school.

Further information is available by contacting the Scholarship Committee of **Dave Rosick** or **Tyler Wills**.

Albert H. Mack Scholarship Guidelines

Guidelines for the establishment of the scholarship fund and awarding of scholarship monies for ESWWDA:

A. Scholarship Fund

1. Maximum funds available in one calendar year: \$2,500.
2. One thousand dollars per year to be set aside until the fund reaches \$7,500.

B. Awarding of Scholarships

1. Preference to be given to sons or daughters of association members.
2. Preference to be given to students attending 2-year programs.
3. Scholarships available only to persons whose course of study is related to the water well industry.
4. Persons may make application to the scholarship committee only after acceptance at an accredited school, offering a program related to the water well industry.
5. Funds may be distributed to more than one person in any one calendar year.

Important Contacts:

NYS DEC: **Beth Guidetti**

(877) 472-2619

NYSWells@gw.dec.state.ny.us

NGWA Main Office:

(800) 551-7379

www.ngwa.org

PSI Exams:

800-733-9267

www.psiexams.com

Water Systems Council:

(202) 625-4387

www.watersystemscouncil.org

American Ground Water Trust

(603) 228-5444

trustinfo@agwt.org

ESWWDA: **Julie Boyd**

(845) 225-3196

Jewels2564@aol.com

Hole Talk: **Susan Bates**

(315) 339-8960

Gramsue67@gmail.com

NYS DOT

Division of Permitting

Ken Dodge

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Truck Safety

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Wyo-Ben, Inc.

Thank you for your support of the ground water industry!

Any ESWWDA member wishing to voice their concern with the contamination
of ground water by injection wells should contact:

Ms. Nicole Kraft, EPA Section Chief at 212-637-3093 or NicoleKraft@EPA.com.



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Affiliate Organization
member of NGWA

The membership of the ESWWDA consists of contractors involved in the water supply industry including but not limited to:

- Drilling Contractors
- Water System Installers
- Manufacturers and Suppliers
- Engineers & Hydrogeologists
- Contractor Associates
- Student Associates

Send us your events!

To place an item in this calendar, or to submit an article or advertisement, please email Jewels2564@aol.com or Gramsue67@gmail.com no later than **August 1, 2021**, the next **Hole Talk** deadline.

UPCOMING EVENTS

July 10, 2021

Summer General Membership Zoom Meeting (itinerary and link will be posted on the website) Board meeting if necessary, Board members will be notified.

Fall General Membership

meeting usually held in October will be decided on at a later date based on the COVID status. The possibility of an outdoor meeting at an earlier date is a possibility. Updates will be posted on the website.

December 7 - 8, 2021

2021 NGWA Groundwater Summit - Online

The 2021 NGWA Groundwater Summit is taking place virtually

with offerings to include:

- **Conference sessions** — 20-minute presentations focusing on research or practical application results
- **Poster sessions** — these 20-minute segments must include supporting graphics or visual displays
- **Extended learning sessions** — 90-minute slots allowing for more in-depth exploration of current groundwater science and technology
- **Workshops** — 60-minute segments intended to present specific concepts and outcomes on current groundwater issues. **Submissions**, which will be evaluated on current and relevant

groundwater research, practical application, and overall impact to groundwater science and the industry, and are being sought in these major topic areas:

- Applications of Geophysical Imaging Techniques

December 14-16, 2021

NGWA Groundwater Week: Navigating The Future Nashville, TN, scheduled to be **in-person**. For more details: www.NGWA.org

January 18-19, 2022

ESWWDA Annual Meeting Turning Stone Casino, Verona, NY Details to follow based on COVID conditions

Visit www.nywelldriller.org

February 1, 2017
 May 1, 2017
 August 1
 November 1, 2017

(At the time of this writing the following events are still on our schedule,

March 12-13, 2021 *subject to change*

New England Water Well Expo
CANCELLED

due to COVID-19 Restrictions

March 24-25, 2021

Be heard at the virtual meeting
 - **2021 Water Systems Council**
Spring Members' Meeting &
Congressional Town Hall

This is a great opportunity
 for you to get the most up-
 to-date information on what

is happening in the water well
 industry. Log on to the website
 for details. <https://wellwater.watersystemscouncil.org/events/details/2021-spring-meeting-congressional-town-hall-18>
 Log onto the NGWA website for
 a full listing of their upcoming
 webinars. NGWA fly-in has
 been cancelled due to Covid-19
 restrictions. <https://www.ngwa.org/events-and-education/ngwa-webinar-and-virtual-event-faqs>

APRIL 2021

ESWWDA Spring Meeting
CANCELLED

due to COVID-19 Restrictions

***A zoom board meeting
 will be held at a date yet
 to be determined***

JULY 2021

ESWWDA Summer Meeting

Yet to be determined

due to COVID-19 Restrictions

ESWWDA Hole Talk Ad Rates (per year - 4 issues)

Business Card \$150
 1/4 Page \$400
 1/2 Page \$700
 Full Page \$1,200

Please call Susan Bates at **315 339-8960**
 if you have any questions,
 or email your advertisement to:
sue@nywelldriller.org

Annual meeting of the Empire State Water Well Drillers' Association

Wednesday, January 20, 2021 at 9 a.m.

President Tyler Wills called the *annual meeting of the Empire State Water Well Drillers Association* to order at 9:10 a.m. on **January 20, 2021** with 22 members in attendance via Zoom.

A roll call of officers showed the following **Board members** to be in attendance:

Tyler Wills, *President*

Dave Rosick, *Vice President*

Jim Wild, *Past President*

Chuck Crover, *Secretary/Treasurer*

Julie Bullock, *Correspondence Manager*

Sue Bates, *Assistant Correspondence Manager*

William Frey, *Director*

Mike Palleschi, *Director*

Jeremy Baldwin, *Director*

Daniel Boyd, *Director*

Bernie Kistner, *Director*

Dave Keough, *Director*

Chuck Crover gave the treasurer's report to the membership. **David Rosick** made a motion to accept the report and **Jim Wild** seconded the motion. The membership approved the treasurer's report. *A copy of the report is available upon request.*

President Tyler Wills talked about how 2020 was a rollercoaster of new challenges both in our daily lives and in our businesses. He wondered what the founding members of the Association would have thought about Zoom, webinars, the cost of doing business, lack of help, etc. There are less of us but sometimes, we still feel the need to do favors instead of making our shrinking numbers work for us. Our membership will be changing with the influx of new pump and water treatment members. There are changes as an Association we might need to consider, such as longer Board terms and needing more member participation. There are a lot of things changing and hopefully 2021 will be good.

Communications: There was no communication currently.

Sickness & Health: **Julie Boyd** reported that **Daniel Farrell**, salesman for *D&S Pump and Supply* out of the Rhinebeck office died from Covid-19 complications. **Louis Cataffo** is recovering from a stroke. The Association would like to wish a speedy recovery to members and their families impacted by Covid-19.

Insurance: **Analisa Bastiani-Jesco** reported that if you are a sole proprietor and only have **Workers Compensation Coverage** for permitting purposes, or if you had employees previously and do not currently have employees, or if you obtained a worker's compensation policy because you hire subcontractors and do NOT intend to cover yourself, you must have the sole proprietor exclusion added to your policy. If you do not have the exclusion and your policy is audited and there is no other payroll, the carrier can include you in the audit charge at the minimum payroll for executive officers, which is \$39k for 2020.

The form to add is **New York Sole Proprietors, Partners and Members of LLC's, PSLC's, RLLP's Exclusion Endorsement**" (WC 31 03 16 C).

Membership: **Sue Bates** reported that we have 311 members. 211 members have paid their dues and 100 members will be receiving a second invoice after this meeting.

Scholarship: **David Rosick** stated that the Association had no new applicants and payments had been made to all current recipients.

Government Affairs: **Mark Glaser** did a PowerPoint presentation to the membership. The Legislature has just gone back in session and the Governor has presented his budget. This year is one of the largest freshman classes. The NYS Assembly remains solidly Democratic with 107 Democrats and 42 Republicans. The Speaker of the Assembly is **Carl Heastie**, and the Environmental Conservation Committee Chairman is **Steve Englebright**. There were a few

interesting changes in the Assembly membership. In the NYS Senate the Democrats added to their majority, now holding 2/3 of the seats with 43 Democrats and 20 Republicans. On the Senate side we should probably get to know **Senator Michelle Hinchey** from the 46th District. With the 2/3 majority being held in both the Senate and Assembly by Democrats, there is a potential for override of the Governor's vetoes. The Senate Majority leader is **Andrea Stewart-Cousins**, and **Senator Kaminsky** remains chair of the Environmental Conservation Committee.

The 2020 session was almost completely dominated by Covid-19. It is likely that much of 2021 legislative session will continue to address Covid-19 related issues. The Governor released his proposed budget yesterday. The budget is heavily dependent on federal aid. The State has a \$46 Billion deficit. The Governor estimated the State needs \$15 Billion in aid from the federal government, but the budget is based on an assumption that the State will only receive \$6 Billion. The proposed budget proposes cuts (generally about 5% from current spending) and tax increases on high earners (those earning over \$5 million per year) that would take effect if federal aid is \$6 billion. It is unclear what happens if the amount of federal aid is higher, but less than the \$15 billion he hopes for. The budget also includes a contingent plan if the full \$15 billion is provided. The primary commitment is to restore school aid.

Regarding well drilling legislation, last year **Senator Kaminsky** introduced **S.6349, DEC's "program bill"** on well drilling in late 2019. The bill did not move last session and as of now, has not been reintroduced in the 2021 session. We will continue to work with the legislature and the DEC on well drilling issues including those from the 2019 legislation. Senator Kaminsky reintroduced the **"Private**

ESWDA Values

The Board of Directors and membership of E.S.W.D.A. believe in the promotion of the ground water industry through:

Professional Standards • **Communication**
Education • **Integrity** • **Affordability**

Well Testing Act:

(S.48) which requires testing of wells upon the sale of homes where water wells are the primary source of potable water among other things. The bill has not been reintroduced in the Assembly. This bill was developed and had been carried for years in the Assembly by **Assemblywoman Eileen Jaffee**. Assemblywoman Jaffee was defeated for reelection last November.

There was discussion on geothermal drillers from out-of-state coming in and that would be handled in S.6349. There was more discussion on well construction issues and **Department of Environmental Conservation (DEC)** cannot enforce since well construction falls under **Department of Health (DOH)** though DOH has no ability to fine. There appears to be a disconnection. This also involves incorrect information on the well logs that state incorrect casing depths. **Mark Glaser** said there is a need to discuss unified enforcement between DEC and DOH. During this time, the Association will be introducing ourselves to the new members and reacquainting ourselves with the old guard. It was also brought up that nitrates/nitrites have been found in water supply after **DEC Division of Mining** has closed a permit even though **Environmental Assessment Form (EAF)** said there would be no impact to groundwater.

NEWWA: **Henry Boyd** reported that as we all know the 2020 Expo was cancelled and the 2021 Expo has also been rolled into 2022. The dates in 2022 will be March 11-12 in Marlborough, MA.

Education: The Association is asking

member manufacturers to send **Julie** (jewels2564@aol.com) links to educational webinars and we will put a link on our website for members. It was asked if we could produce a webinar/zoom class for the pump installers. Currently, this option is on hold. If you need a copy of the class, please reach out to **Henry** or **Julie Boyd**.

NGWA: **Scott King**, Past President of NGWA, reported that NGWA is facing the same struggles as other trade associations. In 2020 NGWA had a virtual Expo. The **2021 Expo** will be held in Nashville. NGWA has launched a virtual university. Members are encouraged to look at the site and take advantage of the continuing education offerings. There will be no **Fly-in** this year.

WSC: There was no official report to be given at this time. **Richard Mest** from WSC had spoken at the last board of director's meeting regarding virtual educational meetings.

Hole Talk: Julie Boyd reported that the next deadline for **Hole Talk** is **February 1st**. We would like members to send in an old picture of their drill rig or themselves, to be printed in **Hole Talk**. We miss seeing all of you! You can send content information, pictures or ideas to Julie at jewels2564@aol.com.

Public Information: **Sue Bates** announced that the last issue of **Hole Talk** posted on our website has click through ads. If you see an ad and want to know more about

the company, just click on the ad and it will take you to their website. Please watch our [website](#) and [Facebook](#) page for any new updates.

DOT: There was no report given.

Accreditation: Everyone who participated will be carried over for the 2021 year.

Past Presidents: There was no report given.

Old Business: Currently there was no old business to report on.

New Business: All voting members were sent ballots in the mail. Of the 183 voting members 52 returned the ballots. Of those 2 were disqualified due to unpaid dues. The Board (President, Vice President and Secretary/Treasurer all received 49 votes and were reelected. The Directors all received more than a majority of the votes and were reelected for another term. **Bernie Kistner** made a motion to accept the election results as reported. **Chuck Crover** seconded the motion. With no objections the motion passed. At this time **President Wills** discharged the nominating committee.

The Association will be going back to in-person meetings just as soon as it is safe. The Spring meeting will be a virtual Board of Director's meeting. The membership will be notified in **Hole Talk** if anything changes.

President Wills asked for a motion to adjourn which was made by **Jim Wild** and seconded by **Dan Boyd**. President Wills adjourned the meeting at 10:17 am.

Respectfully Submitted,
Julie Boyd, Correspondence Manager