

SPRING DIGITAL EDITION

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**THE**

# **VEGETATION MANAGER** *magazine* **2018**

**CONTROLLING THE  
HAZARDS OF WEED SPRAYING**

**BILL 30 UPDATE**

An Act to Protect the Health & Well-Being  
of Working Albertans

**LYME DISEASE**

Increasing Awareness As Tick Season Approaches

**SLIP AND TRIP PREVENTION**

Tips to Help You and Your Co-Workers Stay Safe

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# PRESIDENT'S REPORT



**- BRANDON TUPPER, President PVMA**



As we move into another summer and the busy time that comes with that, it bears reminding that this job we do and this industry we work in comes with many hazards and risks.

We have focused this issue of our magazine on Hazards serving as a reminder to take care of your employees, yourself and those working around you.

With the expiration of Angus Hill's term on the board, Jason McRoberts will be taking over as the Director of the UTW-UTT Board of Governors. Jennifer Edwards moves to the Editorial Committee and Aaron Foster will fill the Director of Membership position. Geoff Thompson is our new Government Liaison, with Vaughn Leuschen now a Director at Large. Mike Bate's term as Director has also completed.

I would like to thank both Angus and Mike for the many years that they have served the PVMA as Directors. We appreciate all the work and time they have invested!

As the PVMA celebrates 40 years as an organization we recognize that our mission to provide vegetation management industries, related agencies and the public with communication and educational opportunities in the area of industrial vegetation management could not be accomplished without the dedication and hard work of all our volunteers and without the support of our members, advertisers and sponsors.

I would like to welcome two new faces to the Board of Directors. Aaron Foster from Univar and Geoff Thompson from AdvantageVM were both elected at our 2018 Spring Conference in March.

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## 2018 PVMA FALL WORKSHOP

**Thursday, October 25, 2018**

Balzac Community Hall , Balzac, Ab




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## 2019 PVMA SPRING CONFERENCE

**Tuesday February 26 - 28, 2019**

Edmonton Marriott at River Cree Resort, Enoch, Alberta

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# COMPETENCY FORMS

These competency forms were developed with the help of the Canadian Trainers Foundation (CTF) and the PVMA Safety Committee.

With Bill 30 just around the corner these forms go a long way to meeting and even exceeding the new regulations. If a tragedy should happen, then ultimately we will be judged against our peers in the industry, this is a safer option than going it alone with training and in house competency checks.

Please take a look at these forms, could they work for you in your operations? Another requirement in Bill 30 is that supervisors must be competent, we have developed a supervisor course as well. Contact the PVMA safety committee if you wish to learn more or if you want to participate with the committee.

The forms can be found on the PVMA website: [www.pvma.ca](http://www.pvma.ca)  
[https://www.pvma.ca/forms\\_and\\_resources](https://www.pvma.ca/forms_and_resources)

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Meghan Bauman [safety@acevegetation.com](mailto:safety@acevegetation.com)

## Competency Checks

### (Forms Available on website)

- Bucker and Faller Competency
- Level 4 Faller Competency
- Level 5 Climbing Competency 1
- Level 5 Climbing Competency 2
- Level 6 Aerial Lift Competency A
- Level 6 Aerial Lift Competency B
- Wood Chipper

*Together we can make the  
PVMA the go to source in the vegetation  
management industry.*

# CONTROLLING THE HAZARDS OF WEED SPRAYING

- MEGHAN BAUMAN, ACE Vegetation



When I started writing this article I looked at my safety manual and started to see how many policies, procedures, and Job Safety analysis I had for spraying. I counted around 50 different policies that had some impact on weed spraying.

So what does that mean? Well every policy and procedure are created to control a hazard that is associated with that task. So that means that spraying has around 50 different hazards. That seems like a lot? No?

Looking at those policies, I'm not sure I would want to do that job. Seems to me there is more risk than reward. But if you look at the things that are in place to control those hazards, it doesn't seem so high risk.

## WHEN WE TALK ABOUT CONTROLS WE CAN PUT THEM INTO FIVE DIFFERENT CATEGORIES:

- **ELIMINATION**  
Get rid of the hazard
- **SUBSTITUTION**  
Change out a chemical that is high risk for inhalation hazard for another chemical
- **ENGINEERING CONTROLS**  
Put a muffler on a pump to reduce the noise
- **ADMINISTRATIVE**  
No talking on the cell phone while driving a vehicle
- **PERSONAL PROTECTIVE EQUIPMENT**  
Gloves and respirator for certain chemical mixing

With those controls in place almost every hazard can be brought down to a level that we are comfortable doing the work. Every task will still have some level of risk since there are items that we cannot control.

Every time you start a job and you review the policy look for items to add to it. Everyone looks at an item differently and this helps grow the safety culture by adding to policies each time we do them.

## WE'LL LET US TAKE A LOOK AT SOME OF THE HAZARDS FOR WEED SPRAYING.

- **DECANTING HERBICIDE-SPILLS, INHALATION, SKIN ABSORPTION**
- **REPAIRING SPRAY HOSE- INJURY(CUTS), INHALATION, SKIN ABSORPTION**
- **SPRAYING FROM A TRACKED OR NON TRACKED MACHINE- FALLING OFF THE MACHINE, LOUD NOISES, ROLL OVER**
- **MIXING CHEMICAL- SPILLS, INHALATION, SPLASH BACK FROM CHEMICALS BEING POURED INTO TANK**
- **DRIVING TO SITES- TRAFFIC, WILDLIFE, WEATHER**
- **SPRAYING REMOTE SITES- NO CELLPHONE RECEPTION, WILDLIFE, LIMITED EMERGENCY ASSISTANCE**



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# SAFETY RULES WRITTEN IN INK

- RYAN MURRAY & BOB GORDON

The idea behind this saying is that when someone was injured on the job, a new rule was created to prevent future injuries, damage or loss.

Safety professionals say when there is an incident that has already caused injury, damage or loss, it is known as a lagging indicator.

In order to be proactive and encourage a strong safety culture we need to focus on leading indicators such as close calls/near misses/good catches and hazard identifications.

We can then use these leading indicators to revise current policy or adopt new rules using the lessons learned from these leading indicators.

If we focus on this method, we can change the statement, "Safety Rules are Written in Blood", to "Safety Rules are written in Ink".

We can see the importance of focusing on the leading indicators, as they are the building blocks of what strong safety cultures are and how they demonstrate what proactive safety really is.

The problem most companies face is actually getting buy-in from their employees on the importance of sharing their close call/near

miss/good catch or hazard identification program, and just how important their involvement in the safety program is.

Some reasons that this buy-in is a challenge is that;

Some employees are afraid of perceived repercussions when reporting close calls.

Is it that some employees fear the word 'investigation'? That if they submit a close call or near miss that has the 'potential' to have caused a serious incident, an investigation will be carried out?

They often feel like an investigation or follow-up disrupts their daily routine and puts them under a microscope.

We need to educate our employees, so that they understand just how important this follow-up is. Taking the time to teach employees how reporting these close calls creates the opportunity for lessons learned that can be shared with others is a proactive effort to prevent a potential incident.

We need to share with our employees that, according to the Alberta OHS Act, Section 40, Subsection 5 (please refer to your own province's legislation for comparison), we are obligated to follow-up and investigate close calls or near misses that have the potential to

cause serious injury

We need to ensure we are praising the individual for reporting the close call and ensure that the investigation does not become punitive or fault-finding in nature.

Some companies have tried incentivizing their employees by rewarding the act of submitting leading indicators, with coffee cards, bonuses or perhaps a gift of some sort.

Other companies have made reporting mandatory, such as telling their crews that they must submit 'X' number of near misses per day/week/month.

There are pros and cons to both methods, the biggest con for both is that they can lead to manufactured or false claims in order to either win the prize or avoid discipline for not reporting.

These false claims can then lead to false trending reports which can have an impact on your company's safety program and future policy and procedure development.

In close, we need to remember that the employees on the frontline are those closest to the risk and their buy-in and involvement in the safety program is what will drive the safety culture.





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# BILL 30 : UPDATE

## AN ACT TO PROTECT THE HEALTH & WELL-BEING OF WORKING ALBERTANS

### - SUBMITTED

After public consultation and engagement, the Government of Alberta's Bill 30 is planned to take effect on **JUNE 1, 2018**.

The bill passed second reading in the Alberta Legislature on Monday, December 11 and received Royal Assent on Friday, December 15, 2017.

The Government of Alberta sought public input on several factors related to the OHS system and the WCB, which has resulted in Bill 30. We encourage all safety leaders to familiarize themselves with the changes.

You can find information on the proposed changes at these websites:

[GOVERNMENT OF ALBERTA – OHS & CHANGES](#)

[GOVERNMENT OF ALBERTA – OHS SYSTEM REVIEW](#)

[BILL 30 AN ACT TO PROTECT THE HEALTH & WELL-BEING OF WORKING ALBERTANS](#)

The ACSA is reviewing the proposed legislative changes to determine what it means for us and our stakeholders. We will discuss with our stakeholders how we can support them when the changes take effect on June 1, 2018.

The ACSA is supportive of improvements to the OHS system when they help ensure worker safety.

If you are an employer wondering about how Bill 30 affects you and your employees, your ACSA offers a one-day Legislation Awareness course. The course will be revised shortly to include Bill 30.

We will be keeping our stakeholders informed through our social media accounts on Twitter, Facebook, and LinkedIn, this website, and via our monthly newsletter to which you can subscribe here.

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PLATFORM AND RECEIVE THE  
LATEST UPDATES AS THEY  
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# LYME DISEASE

## - AWARENESS & PREVENTION AS UPCOMING TICK SEASON APPROACHES -

- BY KAWLA ELSARI & BRANDON TUPPER

### INTRODUCTION

If you have been following the news or watching social media for the last couple summers you will have noticed the noise around Lyme Disease increase. Public knowledge about the disease is extremely low and with the disease being confirmed in pretty much every corner of Alberta it's time we discussed it in our Industry.

I partnered with Kawla Elsari to bring you this article about the best method to deal with this hazard – education. After reading this article make sure you check out the links at the end for additional information. I encourage you to include this topic at your next safety meeting.

### WHAT IS LYME DISEASE?

Lyme disease which is also commonly spelt as Lime or Lymes, is an inflammatory infection that humans commonly develop after being bitten by ticks. Tick bites introduce bacteria known as borrelia bacteria into the bodies it bites.

Ticks commonly infect Lyme disease - scientifically known as borreliosis- into human hosts, birds, deer, mice, and other small rodents by biting. They collect the bacteria by biting on infested animals. The bacteria borrelia exists in a variety of strains, where some are more virulent than others.

### TICKS

Ticks can be found anywhere, but they mostly infest wooded areas. They bite on the bodies of their inhabitants, especially birds, which while moving from one place to another transport the ticks.

## COMMON TICKS IN CANADA

There are a wide variety of tick strains in Canada, approximately 40. Only a few of these can actually transmit Lyme disease to humans.

### DEER TICK

Many ticks are named on the animals that they commonly bite, for example, deer ticks, cattle ticks, and dog ticks, among others. As parasites, however, ticks of various species freely suck blood from virtually any animal they come across.

### WESTERN BLACK-LEGGED TICK

It is also referred to as the *Ixodes pacificus* and is the second most common carrier of borrelia throughout Canada. It is mostly found on the Pacific Coast.

### IXODES ANGUSTUS

Debates have been surrounding *Ixodes angustus*' ability to transmit Lyme disease, but recently scientific experiments have proven its capacity to transmit *Borrelia burgdorferi* and *Borrelia bisetii*. When bitten by this tick, people should seek immediate medical attention.

### THE LONE STAR TICK

It is also known as *Amblyomma americanum*, and is notorious for transmitting *Borrelia Americana* and *Borrelia andersonii*, but it also carries and infects people with *Ehrlichia* and *Tularemia*.

When bitten by the Lone Star Tick, people will develop circular rashes and flu-like symptoms, a condition commonly termed as Southern Tick Associated Rash Illness (STARI). Oral antibiotics are the common treatment used for STARI, although new research is starting to associate a bite from a Lone Star Tick with a mammalian meat allergy.

### AMERICAN DOG TICK

It is one of the common ticks in Canada and is referred to as the *Dermacentor variabilis*. It is especially found in locations between Saskatchewan East and Atlantic Provinces. Although it does not transmit Lyme disease, this tick is monotonous for transmitting Rocky Mountain Spotted fever and *Tularemia*.

### BROWN DOG TICK

It is referred to as *Rhipicephalus sanguineus*. It carries borrelia, but its ability to transmit it to humans is yet to be proven. It, however, transmits Rocky Mountain Spotted fever.

### ROCKY MOUNTAIN WOOD TICK

It is also known as *Dermacentor andersoni* and is commonly known for transmitting the Rocky Mountain Spotted fever, *Tularemia*, Colorado Tick Fever, and highly causes tick paralysis.

## TICK REMOVAL

People should avoid tick attachment by wearing long pants and long-sleeved tops and walking in groups to help spot ticks before they attach and brush them off. When in the company of only one friend, it is essential to keep changing positions so as to check each other's backs to spot any ticks. In the event a tick attaches, try to remove it as carefully as possible to avoid squeezing it as this may cause one to contaminate whichever infection it carries.

Developing ticks, mostly those in the larva or nymph stages contract the Lyme disease bacteria (*Borrelia burgdorferi*) by feeding on infected blood from their hosts. Other than *Borrelia burgdorferi*, other strains such as *Borrelia burgdorferi* and *Borrelia hermsii*, among others, cause Lyme disease. *Borrelia miyamotoi* is especially dangerous, because unlike other bacteria, the mother tick can pass the bacteria to the egg and cause an infection of the larva, lymph, and adult sequentially.



A larva can hatch into a thousand tiny ticks, which may be extremely hard to detect if they attach to the body at this stage.

The only advantage is the long duration of time it takes for ticks to attach, because they have to crawl to a suitable position, bite into the skin, and release a cement to secure them in place, before they finally start feeding.

Research on *Borrelia burgdorferi* proved contrary to the *Borrelia miyamotoi* species, and now further research must be conducted to clarify on issues such as the duration it takes to become infected after a tick bite. Research will also prove whether mosquitoes can transmit the disease. Previous research has proven that mosquitoes can carry *Borrelia burgdorferi* but lack the capacity to transmit it to human hosts. The new research will validate whether the case applies to all *Borrelia* species.

Currently people should try to detach ticks from their bodies as soon as they spot them as it is the safest way to prevent disease transmission. After long walks in the woods, people are advised to carefully check their bodies for any ticks and shower using a face towel or back scrub to scrub of any attached ticks and avoid infection.

## STAGES OF LYME DISEASE

### STAGE 1: EARLY INFECTION (INITIAL DAYS OF INFECTION)

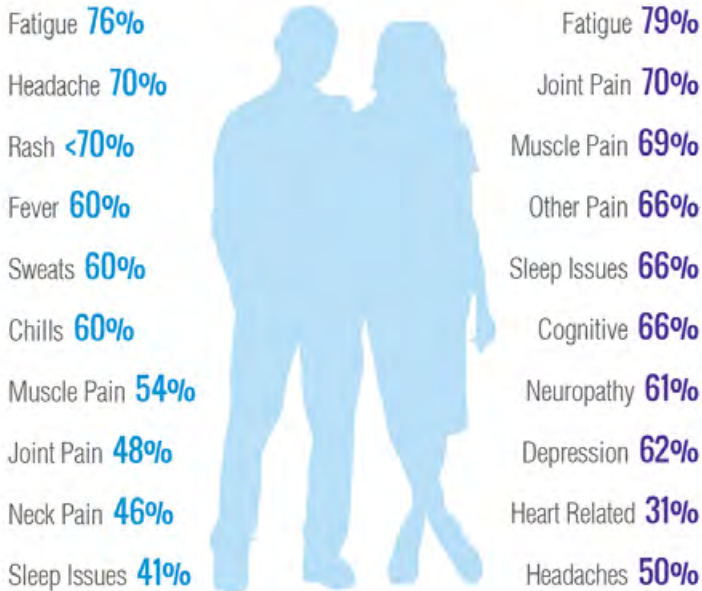
### STAGE 2: INFECTION SPREADS (SEVERAL DAYS OR A FEW WEEKS INTO THE INFECTION)

### STAGE 3: CHRONIC LYME (SEVERAL WEEKS INTO THE INFECTION IF NOT TREATED, OR POORLY TREATED, IT CAN CONTINUE FOR MONTHS OR YEARS AFTER THE INFECTION IS CONTRACTED)

People should seek treatment during stage 1 of the disease because there after it becomes more difficult to diagnose and treat. With each stage, the symptoms worsen to exhibit flu-like signs, neurological illnesses, and even paralysis. Once the disease reaches the chronic stage, it affects all the body organs including hormone producing systems, making it extremely dangerous for the victim.

# LYME DISEASE SYMPTOMS

EARLY LYME\* -vs- CHRONIC LYME\*\*



\* (Aucott 2013) \*\* (Johnson 2014, Moderate to very severe symptoms)  
 Estimates of rash rates range from 25-80% <http://tinyurl.com/kfvu8yt>

These are varied and can appear rapidly or gradually and appear or vanish at any time. People must watch out for flu-like symptoms such as sore throat, congestion, headaches, and stiffness, among others, although these signs are majorly dismissed as common cold or flu symptoms even by doctors. Ticks in the nymph stage are especially dangerous because they are tiny to spot and people barely feel the bite, meaning when symptoms show, they will not suspect Lyme disease. Worse still, over 50 percent of the infected population does not get any over emphasized rash, making it hard for them to seek treatment.

People suffering from this disease commonly experience muscle weakness and pain, flu-like symptoms, joint pains, headaches, extreme tiredness, upset digestive system, central nervous system disturbances, and poor sleeping patterns. Some people may experience an expanding "Bull's eye" rash on their skin, commonly referred to as the erythema migrans (EM) rash. When it appears to be chronic, it is referred to as erythema chronicum migrans (ECM) rash. Rashes are a common symptom of Lyme disease, but they have not been universally termed as a sign for the disease. The disease has a wide variety of symptoms that vary from one individual to the next.

## EARLY SYMPTOMS (3-30DAYS AFTER TICK BITE)

- Swollen lymph nodes, fever, cold, muscle pain, joint aches, headaches, and fatigue
- **Erythema migrans rash:**
- Has a 70-80 percent occurrence chance in infected individuals
- It starts at the bitten part approximately 3-30 days after bite (commonly occurs after 7 days)
- Swells gradually on a daily basis to reach a diameter of at least 12 inches
- Feels warm when touched but rarely itches or pains the affected person
- It can clear as it swells to create a "bull's eye" appearance
- It can appear anywhere on the body



"Classic" erythema migrans rash



Facial palsy



Swollen knee



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## LATER SIGNS AND SYMPTOMS (OCCUR DAYS-MONTHS AFTER BITE)

- Extreme headaches and stiff neck
- Spreading of the EM rash to other body parts
- Arthritis with extremely swollen and painful knees
- Facial Palsy (muscle tone loss)
- Sporadic pain in the muscles, joints, tendons, and bones
- Irregular heart beat (Lyme carditis)
- Recurrent dizziness and shortness of breath
- Inflamed spinal cord and brain
- Nerve pain
- Hands and feet numbness, shooting pain, and tingling sensation
- Short term memory issues

## EFFECTS OF LYME DISEASE TO BRAIN FUNCTIONALITY

The infected persons run the risk of the bacteria crossing into their central nervous systems, which is the case in infections caused by spirochaetes. In the event of CNS infection, the victims may experience symptoms affecting their brain functionality.

Treatment for Lyme disease

The most common subscription is antibiotics, which are most effective when taken immediately to achieve complete recovery. Scientific research has discovered evidence for effective re-treatment, requiring longer antibiotics courses and possible antibiotic combinations. Treatment aims to reduce and eliminate bacteria, thus immediate treatment is necessary for full recovery, although the outcome varies per individual. The disease is barely fatal, but its symptoms can manifest in extremely severe ranges. Infected people should always seek treatment.

## DIAGNOSIS: IS THERE A UNIVERSAL TEST FOR LYME DISEASE?

Many medical facilities conduct different laboratory tests to detect the infection, but it is not a guarantee that the tests will rule out Lyme disease. If the tests come out positive, medical personnel use them to support diagnosis.

## HOW TO TELL WHETHER OR NOT AN INDIVIDUAL IS INFECTED WITH THE DISEASE

Lyme disease is not easy to diagnose, it requires someone to be aware of their environment and check constantly for tick bites whenever in the woods. In cases where patients have no rash or fail to recall a tick bite, diagnosis can be extremely difficult. Patients are encouraged to maintain awareness to ensure to spot a tick bite so that when symptoms begin to show, they can test for Lyme disease. In cases of negative results, the diagnosis does not immediately exclude the disease, which is why patients are encouraged to make their diagnosis on clinical grounds.

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# DON'T BRING THOSE BED BUGS HOME!

*Life as seasonal worker in the vegetation management industry is full of challenges. Unexpected work trips are the norm and spending nights away from home come with the job. Bed bugs are one of those pests you really don't want to bring home with you. Teaching your seasonal staff about the biology of the pest and giving a few pointers along the way can make for a much more enjoyable summer. Here are some points from Poulin's Pest Controls Blog (2018).*

- Bed bugs can survive almost anywhere. People who travel or work in an area that is known to have bed bugs should know that it is possible for them to bring the bed bugs home. The following points are recommendations to prevent bed bugs:
- Wear shoes that can be brushed off. Before leaving the office, when entering your house or car, use a stiff brush to remove any possible bed bugs that could be on the shoes. Be sure to brush the small cracks and crevices on the shoes, where bed bugs could hide.
- If jackets are worn to work, be sure to use a coat hook or closet to hang them up. Try to avoid leaving them on a bench or on the floor.
- Purses and backpacks should not be placed on the floor or around the baseboards.
- Install 2-sided tape on the underside of work chairs to prevent bed bugs from crawling on the chair. Inspect these areas weekly for bed bug activity.
- Upon arriving home, change in the bathroom. Shake the clothes worn to work in the bath tub. Inspect the clothes to see if bed bugs could be hiding on them. Check cuffs on pants, collars on shirts, belt loops, zipper covers, etc.
- Use compressed air to blow bed bugs that may be under collars, cuffs on pants, belt loops or other hiding areas.
- Use precautions doing this as it could blow bed bugs to other areas. Do this in a bathtub and if any bugs are present be sure to wash them down the drain.

- Unpack your suitcases out doors or in a garage. If both areas are unavailable, unpack your suitcase in the bathtub.
- Have garbage bags ready and sort the clothing into appropriate washing colours and place in garbage bags. Seal the bags tight and leave them in the bath tub until you are ready to wash them.
- Vacuum all shaving kits and suitcases. Be sure to focus on the zippers and seams of the suitcase. Be sure to discard the vacuum bag when completed.
- Have a monitor program at home, with insect monitors under the bed. Wash bed covers regularly. Inspect the mattress and box spring for activity.

**Reference:**

*Pest Control Information." Poulin's Pest Control, 12 Jan. 2018, [www.poulin.ca/blog](http://www.poulin.ca/blog).*



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# HAZARDS RELATED TO A NEW EMPLOYEE

- ORVILLE MCLEAN & BOB GORDON



Remember when you started working at that new job and you were the new guy? Remember how you wanted to impress everyone with your ambition to do a good job and be part of the team? That isn't unusual.

New employees can be some of the most ambitious and yet most dangerous employees in the work force. They have the will to do about anything, but not necessarily the knowledge to do it safely. They aren't experienced in all the safety aspects of doing the job correctly which can lead to disaster.

## THINGS WE NEED TO REMEMBER;

- A new team member, is full of potential...and risk.
- A new employee brings enthusiasm, skills and a great attitude.
- These are all positives but as with any energy there are hazards.
- Paying special attention to a new person is essential to managing and mitigating those hazards.
- Enthusiasm can manifest itself as eagerness to get the job done quickly and with minimal questions.
- Give them an overview of the entire job at the beginning rather than just their specific task at hand. Show them how it all fits together for success.
- Always give them specific guidance and ensure they understand your guidance by repeating it back to you.
- Give new employees feedback on their actions . . . both positive and negative.

## OUR RESPONSIBILITIES;

Supervisors and senior employees need to be sure to involve new and junior employees in the hazard assessment process. It is very important that we build up the skill and reinforce the importance of a thorough assessment. This is an opportunity to impart our safety culture to every new employee and have every member of our team see us setting a good example.

As experienced team members and leaders, we need to slow the new employee down, and focus on the importance of a strong Safety Culture, we need to teach them our systems and the reasons why we do the things we do. We all need to be committed to the process and create value for the trainee at each step.

We must strive to channel the new employee's enthusiasm for showing how quick they can do the work into a strong safety culture, that is built around developing their hazard assessment skills and encouraging them to have a questioning mind.

Remember it is important to follow up and offer support to keep the new employee engaged.

When new employees come with related experience or a life of doing this kind of work on the farm etc., this experience must be respected but it can create a false confidence for the new employee. Their belief that they have been there done that and they don't need to learn what you are trying to teach them creates a real hazard for both us and them.

As supervisors we tend to accept a person's word regarding their capabilities, but we need to assess those capabilities.

Letting a new employee begin work without verification of their capabilities can reinforce bad habits and set them up for failure.

- We must take ownership of the capabilities of every person working under our watch.
- Attitude and character define us.
- Everyone puts their best foot forward when they are around new people.

### *This is especially true of work.*

- Consider ways to get to know your teammates better.
- Take the time to know them as people not just workers.
- Remember, allowing a negative attitude into your team can have effects far greater than you might expect.
- Set expectations, lead by example, reinforce the positive, show that the negative attitudes have no place on your team.
- These negative attitudes can put someone's life in harms way.

Remember, the skills to do the job correctly and safely did not come instantly to you and you shouldn't expect it from new employees. Coach them, teach them and allow them the opportunity to succeed and correct any failures without them being fatal.

## SOME OF THE TOOLS WE CAN USE;

### **MENTORING PROGRAMS**

*Mentoring is one of the most profound interactions we can have in our lives. As supervisors we can put our new person in a position to succeed with a great leader on our team. This is beneficial to both parties and sets a great example to the rest of our group. Take advantage of the power of mentorship.*

### **YELLOW VEST/HAT PROGRAM**

*Having a new employee wear a different colored hard hat or safety vest from the rest of the crew which reminds the foreman and the rest of the crew to keep an eye out for the new employee. Also, when other supervision arrives on the worksite, the different colored hat or vest quickly allows them to identify who the new employees are, so they can spend some extra time with the new employee and give them the support they need.*

# 2018: SPRING CONFERENCE & AGM

## HIGHLIGHTS:

Wow, we have kept the momentum going. We continue to see our attendance numbers grow as we continue to host workshops and seminars for our membership and for this industry. A huge thank you to Candice Manshreck and her team for planning, recruiting speakers and organizing the whole event which took place at The Black Knight Inn in Red Deer on March 7th, 2018.

It was bigger and better. With attendance numbers at 120+ as well as 11 tradeshow exhibitors we surpassed our numbers from 2 years ago. Thanks to all of you who supported us through attendance, sponsorship & booths. We appreciate all those who took the time to give your feedback through the online survey. Congratulation to the winners of the survey contest, Quentin Bochar and Dave Berry. They each received a PVMA Hoodie.

Dr. Rex Bastian began the day by speaking on Managing Emerald Ash Borer. Following a quick break Dr. Bastian talked about the Forest Tent Caterpillar & Dutch Elm Management basics.

We then moved into the PVMA Annual General Meeting. Updates were shared by the directors and an election was held. We welcome Aaron Foster from Univar and Geoff Thompson from AdvantageVM to the Board of Directors. Angus Hill and Mike Bates have both completed their terms. Thank you both for your past service.

There were opportunities before the conference and during the lunch and coffee breaks to check out the Exhibitor booths and enter the prize draws. We appreciate all those who contributed items for the door prizes.

After enjoying a delicious hot lunch, the speakers continued.

Dr. Medhat Nasr's topic was Friends of Bees: Bee Health is Vital for Us. He was followed by Jay Woosaree who talked about the Field manual for rehabilitating soils affected by residual herbicides. The PVMA is in the process of having this manual updated and it should be available soon. Our last speakers of the day were Devon Smigielski & Vivianne Servant with an AB Environment & Parks legislation update.

Plans for our 2019 Conference February 26-28 are underway. We hope to see you there!!

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# COMMUNITY SERVICE PROFILE: LAURA HAMMER

- BY VAL EICHEL, PVMA

I have enjoyed interviewing many of those featured in our Community Service Profiles. It has been so interesting to hear the stories and to find out what our members have done or are currently doing in their communities and in this industry.

Let me share what I have learned about Laura Hammer. Laura has been volunteering since she was a teenager. She often helped at The Mustard Seed inner city church in Edmonton. She helped plan, prepare and serve meals. After she would sit and chat with guests. This is where she first experienced being truly useful and helpful to other people. It was both fulfilling and humbling for her to see peace and gratitude in the face of a parent because, for at least a short time, they did not have to worry that their children were hungry.

Laura was fortunate to train for 3 years, with her dog Duke, in Search and Rescue with the Canadian Search Dog Association. They were tasked by the RCMP to search for evidence in crimes, find missing people, and locate human remains bringing closure to families. Seeing a child returned to their family was why all of them did the job.

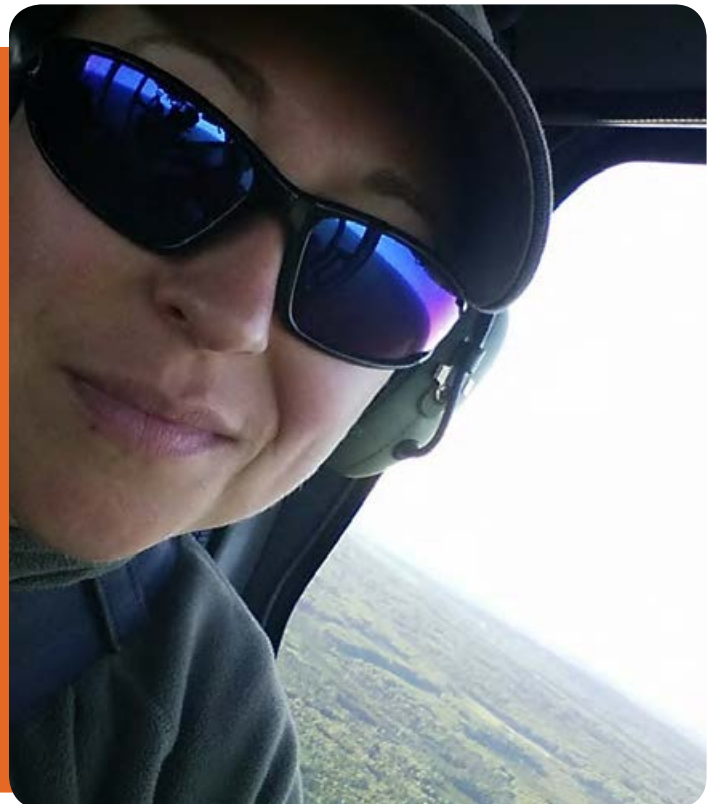
Laura has served as a former treasurer of the Alberta Invasive Species Council and is currently a public member of her local Agriculture Services Board. She has also coached her son's soccer team and she likes helping in her children's school where she can.



**“ In the true spirit of volunteerism, Laura has volunteered to be the PVMA’s Casino Chairperson.**

**She is currently recruiting volunteers to work our next casino coming up July 28 & 29th of this year. If you haven’t already signed up to help, please be sure to contact her or the PVMA office as soon as possible.**

**This is an awesome opportunity to get involved without a huge time commitment on your part.**



# SLIPS AND TRIPS : A FEW TIPS

- BY BOB GORDON

## HERE ARE SOME TIPS TO HELP YOU AND YOUR CO-WORKERS STAY SAFE THIS SEASON.

“ The old mindset when it came to *Slips and Trips was Everyone wipes out now and then...*

- But it is only those really clumsy guys that end up getting injured...
- It's the bush, tripping is just a fact of life out here!

## SOUND FAMILIAR?

Working in our industry means walking over uneven terrain, climbing onto slash or equipment and having to manage with difficult weather and footing.

There are many ways you can get tripped up out there, but a slip, trip or fall has the potential to send you straight to the couch or worse, end a career.

- Slips, trips and falls (STFs) are the second most common injury in the workplace.
- Most of us don't consider them a big deal when compared to the many other dangers we encounter in the workplace.
- And yet, many of us rely on strong backs, knees and ankles to keep us working in the woods.
- A seemingly 'minor' incident can have heavy consequences if it means long-term damage to our bodies and our ability to make a living

## DEFINITIONS

- Slips happen with poor traction on the walking surface whether caused by uneven footing, ice or snow or wet/oily spills.
- Trips occur when you catch your foot on an object and lose your balance and are generally caused by dragging our feet when walking, uneven walking surfaces, poor lighting or housekeeping and obstructed views.

## COMMON SLIP, TRIP, AND FALL HAZARDS

- Inadequate housekeeping
- Poor visibility
- Inattention
- Running
- Spills

## ELIMINATING TRIP AND FALL HAZARDS

- Practice good housekeeping
- Step over
- obstructions
- Walk slowly
- Watch for changes
- in flooring
- Be sure lighting
- is adequate

## MORE WAYS TO PREVENT LIPS, TRIPS, AND FALLS

- Adjust your stride
- Make wide turns
- Don't block your vision

## BECOMING THE INDUSTRIAL ATHLETE

- Being a good Industrial Athlete means
- Properly preparing for the activity (warm-up)
- Having the required skills (safe movements)
- Using the proper equipment
- Dealing with aches and pains (discomfort)

## WHAT ARE MUSCULOSKELETAL INJURIES?

**MSI = Musculoskeletal Injury:**

- Disorders of the muscles, tendons, ligaments, bones / cartilage, nerves, blood vessels.

## TWO CATEGORIES

- Traumatic: one-time event that sends the soft tissue past its capacity, commonly referred to as: "SPRAINS AND STRAINS"
- Overuse: repeated minor traumas

that build up over time (without proper healing) to predispose the affected soft tissues to injury (e.g., tendinitis).

## SLIP, TRIP, FALL RISK FACTORS

- Workers need a combination of good muscle balance around the lower extremities – both in terms of strength and flexibility.
- Often our greatest movement risk is an imbalance around one of our joints that affects our dynamic stability
- Environment – unstable and uneven surface
- PPE – appropriate footwear
- Personal Factors

## PRACTICAL SLIP AND TRIP PREVENTION IDEAS

Ensure your footwear supports your feet properly and has appropriate tread. It is very important to choose good work boots/ shoes that will help prevent slips, trips and falls. Assess the worksite before start working will help you to identify hazards around you.

- Carry loads close to your body and secured to avoid unexpected weight movement.
- Continuously assess the terrain and make appropriate choices.
- Another person's trail may not be safe for you

## SAFE MOVEMENT HABITS

- Learn how to move your body to minimize wear and tear (e.g. do not jump).
- Do not drag your feet, ensure you step positively to minimize chances of snagging old fence wire in the grass and tripping over stumps.

## SAFE MOVEMENT HABITS

- Warm-up and stretch to prepare your body for activity.
- Incorporate lower body stabilization exercises into your regular routine.
- Practice specific trunk (core) exercises to help support the low back.



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- Reducing the impact of invasive plant species
- First Nations partnerships



## WARM UP AND STRETCH BEFORE YOU START WORKING



- Stretching gives your muscles a signal that they are about to be used and helps improve range of motion and physical function. Stretching the major muscle groups can help reduce injury, muscular tension and stiffness.
- It is very important to choose good work boots/ shoes that will help prevent slips, trips and falls. Assess the worksite before start working will help you to identify hazards around you.

## QUESTIONS TO ASK YOURSELF

- Are your people warmed up and prepared for activity?
- Are worker's boots in good repair with adequate ankle support?
- Are your people physically fit and able to carry out the tasks you are asking them to do?

## REMEMBER

- Ultimately, it is each person's responsibility to apply their knowledge to keep themselves safe.
- In the field, you can't control the ground conditions, but you can make good choices to minimize potential risks and ensure you are well prepared for the challenges.

**BE SAFE!**



# Alberta Occupational Health and Safety Act

## Highlights of changes effective June 1, 2018

The Alberta *Occupational Health and Safety (OHS) Act* establishes minimum standards for healthy and safe practices in Alberta workplaces. These laws are enforced through inspections, investigations, orders, administrative penalties, fines and prosecutions.

*OHS Act* changes take effect on **June 1, 2018**, except role changes for the OHS Council, which took effect on December 15, 2017.

**Changes to the *OHS Act* improve the OHS system to better protect workers and ensure they have the same rights and protections as other Canadian workers.**

### Occupational health and safety review

Alberta had not reviewed its OHS system since 1976 and the changes take effect June 1.

**Alberta Labour received more than 1,300 survey responses and nearly 90 written submissions from Albertans and more than 200 stakeholders participated in eight roundtable discussions across the province. Feedback informed changes to the act.**

### Changes from the current *OHS Act*

#### Enshrining workers' rights:

##### Right to know

- All employers must inform workers about potential hazards and have access to basic health and safety information on site.



##### Right to participate in workplace health and safety

- Ensures workers are involved in health and safety discussions, including participation in health and safety committees.

##### Right to refuse dangerous work

- Workers may refuse to perform dangerous work and are protected from any form of reprisal for exercising this right.
- A worker must continue to be paid while a work refusal is being investigated.
- Other workers may be assigned to the work if they are advised of the refusal, reason for it, and made aware of their own right to refuse the work after the employer determines there is not a risk.

#### Roles and responsibilities:

##### Obligations of work site parties

All work site parties must cooperate with anyone exercising a duty under the legislation. Work site parties must provide one another health and safety information, including what information to provide and how to do so.

- Employers are responsible for:
  - Ensuring the health, safety and welfare of workers.
  - Ensuring workers are aware of their rights and duties under the law and are aware of any health and safety issues.
  - Providing competent supervisors, training workers, and preventing violence and harassment.
  - Ensuring public safety at or in the vicinity of work sites.
  - Working with the joint work site health and safety committee or health and safety representative.



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**Distribution Date**

**March 7, 2018 (Print)**

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