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**THE**

# VEGETATION MANAGER *magazine*

**2018**

**EMERGENCY RESPONSE -  
PLAN FOR IT!**

**INDUSTRIAL WILDFIRE  
MANAGEMENT PLANNING**

**EMERGENCY RESPONSE PLANNING  
FOR VEGETATION MANAGEMENT**



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# PRESIDENT'S REPORT



## - BRANDON TUPPER, President PVMA



Over the past few years our association has seen a major shift in direction. There has been great commitment from individual people who want to make a difference. These volunteers have helped create and shape the association as you see it today. I would like to thank everyone who has committed to the PVMA in any capacity.

I will be completing my 8th year as president this spring and have really enjoyed my personal growth through this journey. The implementation of a new set of bylaws 5 years ago created maximum terms for Board of Directors to a maximum 3 (2 year) terms for a total of 6 years. It gives a chance for some new faces on the Board of Directors and then an opportunity for those who have served some rest and resetting. We will be canvassing for BOD members again for the spring as a couple BOD members will be starting that 6th year this spring.

The 2017 summer was quiet at the BOD level as most members focused on their seasonal business. We had a wonderful set of volunteers come out and support another round of Casino Fundraising. The BOD of directors will be brainstorming the best path forward to ensure continued sustainability of the PVMA. A huge thanks to Laura Hammer and all the volunteers for coming out during the busy season to support the association.

Our office staff continue to excel in the office. We really couldn't function as effectively as we do without their help. Over the last couple years, we have been transitioning tasks that were once completed by member volunteers to the office staff. One of these tasks is the purchasing of items – we had always relied on members to purchase items (think Microsoft Office, QuickBooks, Website Domains etc.) and moved the responsibility to the office.

An early winter will give us an opportunity to revisit the strategic plan of the association and look at each committee to see how they are progressing with their goals.

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## 2019 PVMA SPRING CONFERENCE

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**UTILITY TREE WORKER AND UTILITY TREE TRIMMER CERTIFICATIONS** are valid for 5-years and expire on June 30 of the 5-year anniversary of registration. Register in this course if your Professional Vegetation Management Association (formerly Industrial Vegetation Management Association of Alberta - IVMAA) certificate expires in 2018.

## PROGRAM DATES:

**NOVEMBER 15, 16, 2018 @ OLDS COLLEGE**  
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Applications Deadline: This program fills quickly. If your certification expires in 2018, register today!

*\*This is a recertification only*

## UTW 3-DAY ELECTRICAL TRAINING

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## PROGRAM DATES:

**NOVEMBER 15, 16, 2018 @ OLDS COLLEGE**

*Full Certification Courses will be offered April 2019. Get your pre-requisite paperwork into the PVMA office as soon as possible as we had to close registration last year due to both courses being full.*



# EMERGENCY PLANNING FOR THE OFFICE AND SHOP

## EMERGENCY PREPAREDNESS FOR OFFICE AND SHOP OPERATIONS

### - BY BOB GORDON

Emergencies and disasters can occur any time without warning. The more you are prepared for them, the better you will be able to act, minimizing panic and confusion when an emergency occurs.

As a Safety person it is very easy to get tunnel vision focusing more on your higher risk tasks. In most cases that means the field operations may be getting the bulk of your attention and the office and shop operations may be getting a little overlooked.

If this has you thinking this might be the situation you find yourself in; Start by asking yourself the questions below and see where you feel your level of emergency preparedness is at;

#### 1. START BY ASKING THESE BASIC QUESTIONS:

- How well prepared is your business now?
- What procedures do you already have in place for an emergency situation?
- What potential emergency situations could occur?

#### 2. WHAT IF SOMETHING GOES WRONG IN THE OFFICE OR SHOP; ARE WE PREPARED FOR DEALING WITH?

- An Injured Employee
- Fire
- Flood
- Having to evacuate the building

Now don't panic if the answers to the questions above were not as positive as you thought they should have been.;

If you discovered that a documented emergency plan for your office or shop has been overlooked, the following are some basic guidelines to either help you improve your existing emergency plan or to get you started:

### BASIC GUIDELINES

- Follow these basic guidelines to improve your existing plan or develop an effective emergency response plan for your workplace.:
- Do a little research and document the numbers and locations of all potential emergency services that may have to be called.
- Inventory your first aiders determine who has the required training and who will require the training. As always ensure this is documented;
- Talk to your people and select at least two certified first aiders who have agreed to accept this responsibility. Make sure you post their names along with a copy of your emergency plan procedures and emergency numbers in a visible location know by all employees.
- **Remember after a disaster or emergency situation, emergency services (fire, police, and medical) may be disrupted or unavailable for some time. It may be necessary to provide immediate care for an injured person if medical professionals cannot be reached.**
- **It is important to have a complete first aid kit and first aid training.**

### EVACUATIONS

- Inventory the potential Emergency Response Situations your people may have to deal with and determine the conditions under which an

evacuation would be necessary.

- Post evacuation maps in strategic locations.
- Designate primary and secondary evacuation routes and emergency exits.
- Make sure they are clearly marked and well lit.
- Post signs. Install emergency lighting in case a power outage occurs during an evacuation.

#### Ensure that evacuation routes and emergency exits are:

- **Wide enough to accommodate the number of evacuating people**
- **Clear and unobstructed at all times**
- **Unlikely to expose evacuating people to additional hazards**
- **Establish a system for accounting for evacuated employees.**

### ASSEMBLY AREAS AND ACCOUNTABILITY

- Following a site evacuation, you should gather employees and other evacuees at a designated assembly area and account for each person to make sure everyone has been evacuated safely.
- Accounting for evacuees takes planning and practice.
- **Follow these guidelines:**
- **Designate assembly areas where people should gather after evacuating.**
- **Establish a head-count system for employees at the assembly area.**
- **The emergency operations coordinator should receive a list of the names and last-known locations of missing employees as soon as possible, after arriving at the assembly area.**
- **Establish a method of accounting for non-employees**

### EMERGENCY DRILL TRAINING

- You should conduct training sessions at least once a year, or whenever you:
- Hire new employees
- Designate evacuation wardens or others with Special assignments
- Introduce new equipment, materials, or processes
- Find, through exercises, that employee performance needs to be improved

**Remember your Emergency Plan will need to be updated as your operations change and grow. Every quarter and anytime an emergency drill takes place you should take the time to check over your whole plan and make sure it is still current and adequately reflects your operations.**



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# INDUSTRIAL WILDFIRE MANAGEMENT PLANNING

- BY JENNIFER EDWARDS, ATCO PIPELINES & LIQUIDS

As a new season of hot dry weather begins, within an aging landscape, most industrial companies are completing and submitting their annual Industrial Wildfire Management Plans. The Alberta Government developed Industrial Wildfire Control Plans (IWCP) to help identify and mitigate wildfire risks. Under the Forest and Prairie Protection Act submissions are a mandatory requirement for any facility located on or within 1 km of public land and inhabited by at least 1 person for 4+ hours a day from March 1st through November 31st.

The intent is to provide Agriculture and Forestry information on where employees are working to help increase employee safety in the event of an emergency wildfire.

Though the main goal of an IWCP is to protect human life, benefits of these plans are mutual. Not only are the staff and industrial assets protected from risk in case of a wildfire, the government is able to advise industry on how to best manage sites to reduce the risk of fires being started at the facilities.

The three pieces of information critical in supporting wildfire emergency response are:

1. EMERGENCY CONTACT INFORMATION
2. ACCURATE SITE LOCATIONS
3. ACCURATE NUMBER OF ON-SITE INDIVIDUALS

In addition to planning in the event of an emergency wildfire, Industry is also committed to utilizing Best Management Practices to assist in the prevention of industry-caused wildfires and mitigate the impact of fires on infrastructure, operations, liability, personnel safety and the environment (CAPP 2008). Initiatives critical to the success in wildfire prevention include:

- REGULATORY COMPLIANCE TO ENHANCE FIRE SUPPRESSION RESPONSE (IWCP)

- VOLUNTARY ASSESSMENT OF WILDFIRE THREAT AND RISK TO MITIGATE DAMAGE (FIRESMART)
- STANDARD INDUSTRY PRACTICE TO REDUCE WILDFIRE IGNITIONS (BMP'S)

The 2016 Fort MacMurray wildfires were a test of both IWCP's and Emergency Response Plans that resulted in the following learnings; the importance of standardized emergency response plans and language, communication between all parties involved, and how to maintain adequate human resources.

Moving out of another hot and dry summer and in to the fall it is of utmost importance that all considerations are made to eliminate potential fire hazards while working to ensure both the safety of you and your team as well as the landscape and communities within.

**“ The Alberta Government developed Industrial Wildfire Control Plans (IWCP) to help identify and mitigate wildfire risks. Under the Forest and Prairie Protection Act submissions are a mandatory requirement for any facility located on or within 1 km of public land and inhabited by at least 1 person for 4+ hours a day from March 1st through November 31st.**



# WORKING REMOTELY WITH MULCHERS

- BY WADE SMITH, SOUTHBROOK SAFETY & CONSULTING LTD.

We have lots of jobs that require a mulcher to just do a few hectares or a short access, maybe as long as a couple kilometers.

“ SO WHAT CAN GO WRONG, IT'S JUST A SMALL JOB?

Hoses can break. Track pins can come out. Teeth can break off. Wipers can break. Lights can stop working. Belts can break. Machine could overheat. Fire. Medical incident. All of these have happened to my fellow crew members. Some are minor and can be dealt with tools in the field. Others are major but can be limited in severity with a few preventive steps.

When we had a machine or two that we were going to use for pioneering we took some steps. One of our biggest fears was fire. There is a risk of personal injury, then the property loss. So if you get really lucky and there was no personal injury and lucky again that the fire suppression system worked and just the wiring burned then you are only left with the paper work.

One big loss is the down time while you do the reports for the client, meetings with the client, and inspections with the client. Steam clean all your equipment. Stand down safety meeting with the client and staff. Maybe this only takes 4 days, I have seen it take a whole 10 day shift. (No mulchers for the rest of the shift).

“ SO WHAT DO WE DO TO LIMIT THE EXPOSURE TO FIRE?

We lift the cabs and remove the debris from that area. We blow out the area, inspect the wires for heat damage. We lower the cabs and check that the debris shield and rubber seal is still good between the cab and engine compartment. This seal must be in place or combustible debris will accumulate on top of the wiring under that area. It is not un-common that when we inspected the seal it was missing or the rivets were missing that hold the rubber seal in the proper place.

We open the engine compartment and blow the area out, if it is very dirty it gets steam cleaned. (This didn't have to happen very much because the units were

washed at the shop with the belly pans opened, so they were very clean when delivered to site). The pre-screens on the radiators were removed and blown out as well as the radiators from both sides.

We replace or blow out the air filter. Check the track tension. Make sure all of the lights are working. Check the wiper blades for condition. Check the hose fittings. Re tighten the teeth bolts. Do the radios work?

Check the fire suppression system, is it charged. Do you have a spare fire extinguisher as well is it up to date?

Spill kit and spare oil pads are in the cab. First aid kit sealed and up to date.

“ WHEN WAS THE LAST TIME THE MULCHER OPERATOR WAS COMPETENCY CHECKED?

Do you still have the documentation? Did you ever have it? What is the safety plan?

How far are you going to let the mulcher get ahead of the crew? In one of my supervisor courses we were told that we should always have a path cleared to within 200m – 300m of the mulcher. We have lived by these rules for a long as I can remember. So we team a small dozer with the mulchers clearing a path within 200m to 300m of the area that they are working. This means that we have quick access for the mechanic and the fuel truck. Plus if there is a medical, we are close by.

“ SO IN CONCLUSION, HAVE YOU COVERED ALL THE BASES?

Have your supervisors and employees complied with company policy, client expectations, and government legislation? Are we working as a team, are we taking care to make sure each and every one of us gets home at the end of the shift? Are we representing our companies and clients in a safe, professional and productive manner?

After all is that not the end goal. Thank you for reading.



# EMERGENCY RESPONSE PLANNING



- *The information from this article was taken from the Hand Book shown from the Work Safe BC web site.*
- *This site will also lead you to a video titled Every Minute Counts that is referenced above.*
- *This hand book and video link are great training tools for any operation to help you plan your ERP.*

Emergency response planning means having the right information, training, and equipment to respond effectively when an injury or other catastrophic event occurs.

While emergency response planning typically involves a medical situation, it's important to note that it goes beyond first aid.

Emergency response planning can be extremely challenging for forestry operations because of the range of work activities involved.

Plus, since the work is performed entirely outdoors in temporary locations, standard "factory-floor" policies and procedures won't work.

Each forestry operation has unique risks that need to be taken into consideration, such as access issues and ever-changing weather conditions.

An inadequate emergency response plan (ERP) can result in a delayed evacuation, which can result in a delayed evacuation, which can lead to poor outcomes for the injured worker, exacerbate an injury, or expose first responders or other workers to additional danger.

Creating an effective ERP that's based on a good, site-specific risk assessment is one of the most important things employers can do to help their workers if things go wrong.

Developing a good plan involves including the right people, such as those who will actually be on site, and taking the time to learn important local details, such as access routes, who else is working in the area, and what support services are available to respond.

It's also essential to consider other emergencies that would require evacuation.

This includes environmental disasters, such as fires and landslides. In these cases, it's critical that workers are moved to safety quickly or there may be further injury or loss.

The logistics of forestry work are always changing, so it's extremely important to be able to adapt the plan accordingly.

Assess your current situation and consider what things could go wrong, and then plan how your crew should respond.

A plan may need to be revisited and adjusted as often as every day, depending on how often factors change for your operation.

These factors may include the location, work specs, weather, crew, and the equipment being used.

Even though an ERP can't account for every possibility, thorough planning and practice will go a long way in ensuring workers know how to respond to incidents and receive help as quickly as possible.

Forestry firms and crews are already experts at adapting operationally and dealing with logistical challenges — you just need to apply those skills to emergency planning as well.

Even if your firm already invests a lot of effort and time into emergency planning, it's worth reassessing on a continual basis to make sure the plan meets your ever-changing needs and situation.

Remember: you can always be better prepared.

## MYTH VERSUS REALITY IN AN ERP

**MYTH #1:** EMERGENCIES ONLY RESULT FROM CATASTROPHIC EVENTS.

### REALITY

The video demonstrates how emergency situations can occur from doing everyday tasks. No one gets hit by swinging machinery or chainsaws or attacked by a bear (all of which are possible in this high-risk industry); someone simply slips and falls, which can happen many times on any given day. As the video shows, responding to a relatively common incident is already very challenging — imagine how stressful a more serious incident would be.

**MYTH #2:** ONLY WORKERS PERFORMING HIGH-RISK ACTIVITIES, SUCH AS MANUAL FALLING, NEED TO WORRY ABOUT AN ERP.

### REALITY

This video is intended to speak to all forestry workers, not highlight any one sector in particular. Incidents like the one shown in the video can happen to anyone who works in difficult terrain, which applies to majority of the workers in this business. While it's true that higher-risk activities like falling may have higher consequences in terms of injury severity, emergency situations can also occur during low-risk activities, such as traversing

or tree planting. Regardless of the activity, there is a high level of risk for everyone who works in the woods because of the remote, outdoor nature of the industry. There is a high level of risk for everyone who works in the woods because of the remote, outdoor nature of the industry.

**MYTH #3:** AN ERP IS THE SAME AS FIRST AID.

### REALITY

While an ERP and first aid are connected, it's important to note that they are separate processes and need to be planned for separately. An ERP considers what you need to do after the injury, beyond treatment, such as getting the person evacuated and to appropriate care. A simple injury can potentially become catastrophic if the worker experiences onset shock or hypothermia — very real risks with delayed response. You cannot expect a first aider to automatically handle or direct this entire process. Other non-first aid related emergencies such as a fire, earthquake, or landslide, must also be considered and planned for. The process for responding to these situations, which may involve aspects such as multiple people and environmental factors, will be significantly different than one that relies only on a first aider.

**MYTH #4:** SO MANY THINGS CHANGE IN OUR WORKSITE THAT THERE IS NO POINT IN PRACTISING.

### REALITY

Most people in this business are already aware of the risks associated with emergencies but may not truly understand how complicated it can be to get help and how long it might take. When standard emergency response procedures aren't possible, it's easy to just not think about it and hope for the best. While you can't practise for every possible scenario, responding to a hypothetical incident still offers valuable, transferable learning. Firms who regularly perform practise drills agree that they are the most effective way to learn and improve response.

Also, an effective ERP requires planning and practice from all parties — not just the supervisor or the first aider. It requires buy-in, resources, and training from company owners, as well as support and oversight by licensees and prime contractors. It's too late to save your learning for when an emergency actually happens.



**MYTH #5:** I ONLY HAVE A FEW PEOPLE IN MY CREW SO I DON'T NEED AN ERP.

**REALITY**

It's true that if you have a smaller crew, there are fewer chances an emergency or injury may occur. However, if something does happen, a smaller crew also means there are fewer people to help and the level of first aid training may not be ideal.

Even though first aid tables may indicate a certain level of first aid equipment based on your crew size, a higher level may actually be required in order to respond effectively in your situation.

**MYTH #6:** I'LL JUST CALL 911 AND AN AMBULANCE WILL COME TO OUR LOCATION.

**REALITY**

Calling 911 is not a plan and, in fact, in many situations you may not even have service on your satellite phone. Again, this is an area that needs to be practised; make sure you know what coverage you get with your phone, what the best type of communication equipment is for your situation.

Ensure everyone knows how to place emergency calls.



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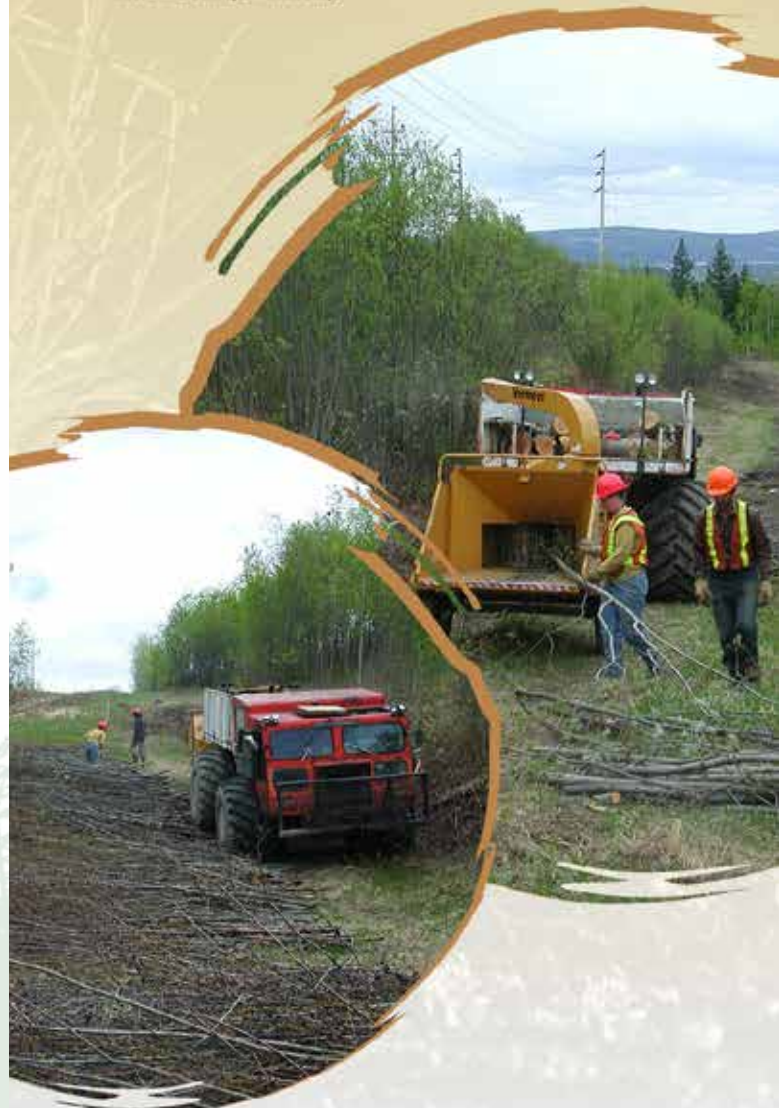


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- First Nations partnerships



# ERP FOR VEGETATION MANAGEMENT PLANNERS

- BY ORVILLE MCLEAN

Risk assessment is a key aspect of all vegetation management. This article will focus on the planning component of electrical utility operations.

Vegetation Management Planners (VMP) conduct the initial site review, discover site specific requirements, contact all stakeholders, create work packages and deal with all stakeholders as the execution of the work occurs.

There are many risks associated with each of these steps. The emergency response plan that a VMP needs must cover customer and animal interactions, terrain, environmental issues, utility equipment, access issues and many other possibilities. Though every day is a different work location, there are some commonalities that can be planned for.

The basic structure for any ERP is to identify potential emergencies, dependent on hazard assessment, and create mitigation methods if possible and emergency procedures if mitigation fails. Emergency equipment and staff qualified in the use of that equipment need to

be identified and documented. The location of emergency facilities, a fire protection and communication plan need to be established with assigned roles and responsibilities. Medical response, rescue and evacuation procedures also need to be addressed prior to the start of work.

The fact that in most circumstances a VMP will be working alone compounds many of the risks associated with this type of work. Electrical contact, exposure to chemicals or a significant medical injury can greatly limit or eliminate a person's ability to enact the ERP.

Assessment based upon the event as well as alternative rescue, response or evacuation methods need to be considered, planned for and documented daily. Companies may have different means for managing remote planners however all employees that are working alone need to have a monitored method of communication.

An important aspect of increasing an employee's ability to assess hazards is near miss reporting, incident investigation and root

cause discussion. We should always endeavor to collect and report near misses and report them for discussion. These are all good pieces of information that assist us in gaining a more complete perspective of our work environment. Robust incident investigation and root cause discussion allow us to analyze our blind spots and assess whether systemic changes or mitigation strategies are warranted.

One dimension that is frequently cited is environmental conditions or factors beyond our control. There are always aspects to assessment, risk values and mitigation that appear to be out of our control. I would suggest that if we encounter something that we can't process or doesn't make sense within the context of our current operation then we should stop, plan again and then resume.

Ensure that your emergency response plan reflects your new plan and that your support team, whether onsite or remote, know what is required of them should you need to enact any part of your ERP.

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# COMMITTEE REPORTS

## - GOVERNMENT LIASION REPORT -

Couple of things to update the membership on are some important dates and changes in Legislation we all should be aware of. One is the Provincial update to the Pesticide Regulations effective June 7th, 2018. The second is the legalization of marijuana in Canada on October 17th, 2018.

Hopefully all members received the notification in the mail from Alberta Environment & Parks on the changes to the Pesticide Applicators requirements. Amendments to the Pesticide Regulations and the Pesticide Sales, Handling, Use and Applications were made. These changes include the following:

1. Changes in Advertising, and changes with Application on Public Lands, Right-of-ways, and Forests where as a Service Registration IS REQUIRED regardless if it is for Reward or Hire
2. Third Party Contractors must ensure their contractor hold a valid and appropriate Service Registration
3. Service Registrations are cancelled when outlets or storage locations are changed
4. Service Registrations are not transferrable and are automatically cancelled when a service is sold to a new owner.

This is a snapshot of the changes. For more information on these changes the Government of Alberta Pesticide Management Webpages have been updated and can be found at: <http://aep.alberta.ca/land/programs-and-services/pesticide-management/default.aspx>

With the legalization of marijuana in Canada on October 17th every company owner will need to investigate changing their drug and alcohol policies to meet the requirements of this change in the law. Policy handbooks will need to reflect these changes. Company owners and Safety Officers will need to understand these changes, and Supervisors will need to need to know the signs of impairment.

No different now than with alcohol use. Use of alcohol or drugs on a worksite or in company vehicles is prohibited, and impairment is not tolerated – but old policies need to be addressed and refreshed to reflect these changes in the personal use of Marijuana.

Some Information on the changes can be found at <https://www.alberta.ca/cannabis-legalization.aspx>

Any other questions or concerns that require my attention feel free to contact me, and on behalf of the PVMA I will try and follow up with the appropriate Government department to assist our membership.

**Geoff Thomposon - Director in Charge**

## - SAFETY COMMITTEE REPORT -

We have made a lot of progress on many fronts, the committee is strong with a wide range of experience. We have many ideas that will be coming your way.

We regret the departure of Meghan Bauman from the committee, Meghan has left the industry to pursue a safety position within the Alberta Forest Products industry. We wish her success.

One project the "Hazard Identification for Utility Tree Trimmers" has now been critiqued. We want to make it into a pocket size flip chart for the UTT and UTW members. It helps the worker identify and make correct decisions for managing hazardous trees. What are they looking at? How should they deal with it? This would include using mechanical solutions as well as manual solutions. Worker exposure and safety is paramount to making the correct decision. When to use ropes, how to use ropes and which knots to use. Which are the recommended industry standard.

Most important is that the worker must be able to identify when they are working out-side of their level of experience. Knowing the information provided in the manual helps the worker.

If you have any ideas or if you want to join our committee please contact: Bob Gordon [bgordon@asplundh.com](mailto:bgordon@asplundh.com).

**Bob Gordon – Committee Chairman**

## - UTT-UTW BOARD OF GOVERNORS

The UTW-UTT board have been reviewing qualifications of out of province workers as well as ruling on extensions due to medical and other circumstances. We have implemented a firm deadline when it comes to school applications so be sure to get your employee's pre-requisite paperwork into the PVMA as soon as possible. Last year both classes were full.

**Jason McRobert – Director in Charge**

## - AWARDS COMMITTEE REPORT -

Time is running out to apply for a PVMA Bursary (deadline October 31st) or Scholarship (deadline November 30th). Application can be found online through the [pvma.ca](http://pvma.ca) website.

If you know a post-secondary student who meets the requirements, please encourage them to apply.

**Keith Sanftleben – Director in Charge**



## - EDITORIAL COMMITTEE UPDATE -

The Editorial Committee has been busy putting together and finalizing the final digital and print issues of the year prior to the fall meeting.

Due to committee members' busy summer/fall schedules, and the difficulty of putting together the September issue of the Vegetation Manager Magazine, we have decided that going forward we will be dropping the September digital issue and concentrating on the remaining digital issue (May) and 2 print issues (February/October).

Accordingly, we have reduced our advertising rates. We are always open to topic suggestions as well and referrals regarding community service and Industry profiles.

We have also lost a few valuable members of the committee and are looking for PVMA members interested in joining our team! If you would like to help with writing articles and coming up with ideas for topics and issues for upcoming Vegetation Manager editions, please contact Val in the PVMA office.

**Jennifer Edwards - Director in Charge**

## - CONFERENCE COMMITTEE REPORT -

The Conference Planning Committee has been working hard at planning both the Fall Workshop & GM, as well as the multi-day Spring conference coming up in February 2019.

Our focus has been on recruiting speakers from academia as well as technical experts in vegetation management & employee/business management. Stay tuned for more information regarding registration, sponsorship, and trade show opportunities.

A big Thank-you to Brandon Tupper for all his help. We also want to thank you for your continued support of these events and look forward to seeing you in October 2018 and February 2019.

**Candice Manshreck – Director in Charge**



## 2019 PVMA SPRING CONFERENCE

**Tuesday February 26 - 28, 2019**

Edmonton Marriott at River Cree Resort, Enoch, Alberta

## PVMA SCHOLARSHIP & BURSARY PROGRAM

### SCHOLARSHIP: DEADLINE NOVEMBER 30, 2018

The PVMA will be awarding one scholarship of \$1000.00 each year to an Alberta student who is enrolled in an Alberta Post Secondary Institute with preference given to those enrolled in a vegetation management-related program. In addition to the scholarship, the winner will be invited expenses paid to our Spring Seminar.

Refer to the Student Scholarship Application form for more information and application instructions.

### BURSARY: DEADLINE OCTOBER 31, 2018

The purpose of the bursary program is to recognize the scholastic achievement of dependents of members and to encourage them to enter an approved university or college course of study leading to a degree or diploma beyond the secondary school level.

For more information, please refer to the Bursary Criteria Form and the Bursary Application Form.

### AWARDS:

#### Larry Beaton Memorial Award: Deadline March 1, 2019

The Larry Beaton Memorial Award is presented to individuals or companies in recognition of outstanding service to the association. More than one award may be presented; however, awards are not necessarily presented each year.

#### Honorary Membership Award: Deadline March 1, 2019

Honorary memberships are awarded to individuals who have made outstanding contributions to a science or practice related to industrial vegetation management, or to the association.

#### Past President Award:

The executive director/past president is responsible for obtaining a gavel engraved with the name of the outgoing president. The outgoing past president presents the gavel to the new past president at the Spring General Meeting.

# AARON FOSTER: COMMUNITY SERVICE PROFILE



## - BY VAL EICHELT

**Playing sports does more than develop the athlete it develops the person, with the goal of them becoming great people and great role models in their community. That is the outcome when it comes to Aaron Foster.**

Aaron has a love of hockey. When he was only 15 he moved away from home to play midget AAA hockey in Fort Saskatchewan. At 16 he moved onto the Western Hockey League in Prince George, BC. After 4 seasons in Prince George, Aaron attended the New York Islanders training camp and then became a pro in the US East Coast Hockey League, spending a year each in Atlantic City New Jersey, Dayton Ohio, and Stockton California. By that time Aaron was married to his wife Crystal, they were expecting their first child and, according to Aaron, they thought it was time to move onto the real world.

Also, by that time Aaron had spent a couple of summers working in the vegetation Industry as an applicator. He returned home to a full time role with the company and then became the General Manager for 6 years. After stepping away from the industry for a few years, Aaron returned to our Industry in the spring of 2016 as a Territory Manager with Univar Environmental Sciences. The real world did not mean the total end of hockey for Aaron though. He went on to play senior AAA hockey with the Border Kings in Lloydminster for 6 seasons, winning the National Championship, The Allan Cup in 2007 and attending 2 other Allan Cup Tournaments in 2008 & 2012.

Aaron used that love of hockey along with his passion for kids to develop and grow as players, great people and role models and he is giving back. When his son Aiden began playing hockey, Aaron starting coaching. This will be his 7th year as a Coach in the Lloydminster Minor

Hockey Association. He is currently the Head Coach of the Peewee AA team in Lloydminster, which are part of the Northern Alberta Hockey League. Aaron also sits on the LMHA Board of Directors which he has done for the past 4 years. Currently he sits on the Executive Committee as Disciplinary Chair and oversees player & coach development. Aaron is also mentoring his associate coach this season, helping him to develop and eventually take over as head coach of the program.

When asked what is the most rewarding thing about coaching? Aaron responded, "Getting to know all the different personalities of the kids, seeing them smile and say Hi Coach when they see me in the rink or other places in the community." He loves that light bulb moment when kids are on the ice and it "clicks". He loves helping them to figure things out themselves, not just telling them what to do. "There's nothing better than when a kid comes off the ice and you ask him what happened, and they tell you they did this and that and then they go, ah I should have chipped that puck by him or I didn't back check as hard as I should of. Kids will all make mistakes but when they can recognize what they did wrong and tell you how they will be better next time, that is a great feeling. I love teaching them to problem solve on their own, something they will need as they grow and become adults in our communities".

Aaron will be involved with hockey for a while yet. His 8-year-old daughter, Alivia, has decided to ditch the dance shoes and put on hockey skates instead this season and his 4-year-old daughter, Avery, is also expressing an interest. The backyard rink he has been building for the past 4 years has provided a great start.

And because this husband, father of 3, coach and Hockey board member wasn't busy enough he also serves on the PVMA Board of Directors in charge of Membership. Please contact Aaron if you are interested in being a part of the membership committee, he would welcome you.

**DO YOU KNOW OF A PVMA MEMBER WHO IS GIVING BACK TO HIS/HER COMMUNITY OR ARE YOU ONE? PLEASE EMAIL VAL@PVMA.CA AND LET US KNOW.**





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# THE VEGETATION MANAGER *magazine*

## - ADVERTISING RATE SHEET

### 2019 RATE SHEET

AD SIZE SPECS:	SINGLE ISSUE RATE (MEMBER)	ANNUAL RATE (MEMBER) * THREE Issues - 2 printed, 1 electronic (printable)
FULL PAGE ADVERTISEMENT	\$800	\$1680
HALF-PAGE ADVERTISEMENT	\$550	\$1155
QUARTER PAGE ADVERTISEMENT	\$400	\$840
BUSINESS CARD ADVERTISEMENT	\$100	\$210

\* PLUS GST

Full Page Ad: 8.375" (w) x 10.875" (h)

(with 0.125 bleed)

1/2 Horizontal: 7.375" (w) x 4.875" (h)

1/4 : 4.125" (w) x 5.375" (h)

Business Card: 3.5" (w) x 2" (h)

NOTE:

Keep live matter 1/4" from trim on each side. For ad spread units, please supply 1/16" duplicated image on both sides of the centerline.

## - PUBLICATION SCHEDULE

### Deadline for submission

January 29, 2019

April 11, 2019

Sept 26, 2019

### Distribution Date

February 26, 2019 (Print)

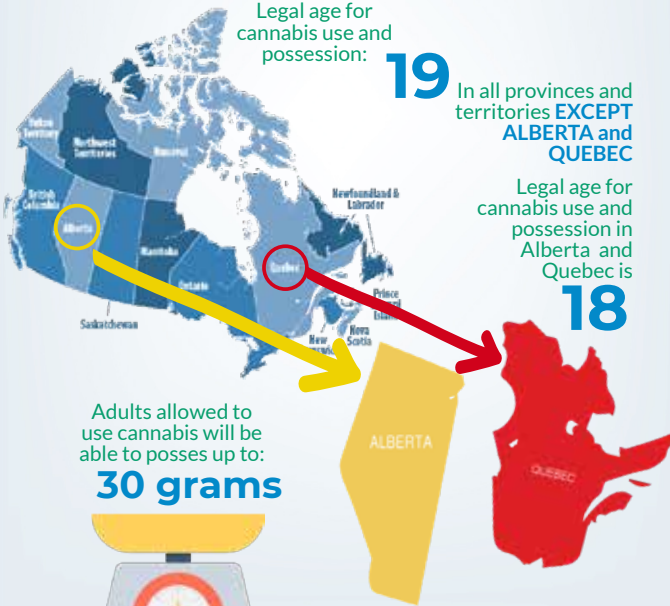
May 9, 2019 (Electronic)

October 24, 2019 (Print)



# Cannabis is legalized on October 17th, 2018

Is your workplace ready?



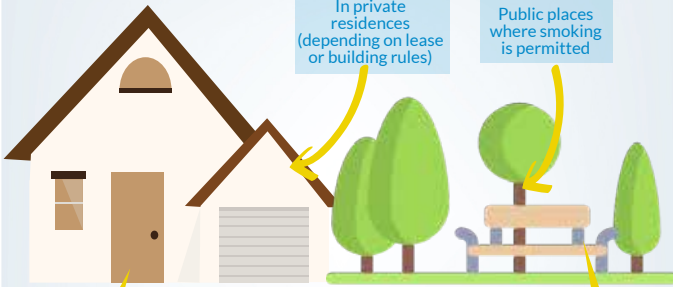
Adults allowed to use cannabis will be able to possess up to: **30 grams**



In a public space.

Adults allowed to use cannabis can consume:

- In private residences (depending on lease or building rules)
- Public places where smoking is permitted



All provinces and territories

ONLY British Columbia, Alberta, Saskatchewan, Quebec, Nova Scotia, The Northwest Territories, and Nunavut

**The Workplace isn't considered a public space. You cannot be intoxicated at work.**

While you can use a vehicle to transport cannabis from one place to another, it must be:

In an inaccessible location for the driver and the passengers



Bill C-46 allows police officers to test oral fluid or demand a blood sample if they reasonably suspect that a driver is impaired by drugs

continued below...

In an inaccessible location for the driver and the passengers



officers to test oral fluid or demand a blood sample if they reasonably suspect that a driver is impaired by drugs

Or



In the original packaging with an **UNBROKEN SEAL** In Nova Scotia

Remember...

**DRUG IMPAIRED DRIVING IS ILLEGAL.**

Where cannabis can be used in public places, it's generally restricted or banned from:



Local governments

will be able to set

**Additional restrictions on cannabis use**

in the form of:

**Municipal Bylaws**



Sources

- <http://www.hss.govt.ca/cannabis/cannabisact.php>
- [https://www.eia.govt.ca/sites/eia/files/the\\_way\\_forward\\_nov\\_20\\_final.pdf](https://www.eia.govt.ca/sites/eia/files/the_way_forward_nov_20_final.pdf)
- <https://www2.gov.bc.ca/gov/content/safety/public-safety/cannabis>
- <https://www.alberta.ca/cannabis-framework.aspx>
- <https://www.saskatchewan.ca/government/cannabis-in-saskatchewan/saskatchewan-responsibilities>
- <http://web2.gov.mb.ca/bills/41-3/b011e.php>
- <https://www.ontario.ca/page/cannabis-legalization>
- <https://encadrementcannabis.gouv.qc.ca/en/>
- [https://www.gov.nu.ca/sites/default/files/rpt\\_-\\_regulating\\_cannabis\\_in\\_nunavut-eng.pdf](https://www.gov.nu.ca/sites/default/files/rpt_-_regulating_cannabis_in_nunavut-eng.pdf)
- <http://www.gnb.ca/legis/bill/FILE/58/4/Bill-16-e.htm>
- <http://assembly.nl.ca/HouseBusiness/Bills/ga48session3/bill1820.htm>
- <https://novascotia.ca/cannabis/>
- <https://www.princeedwardisland.ca/en/information/cannabis-policy-legislation-and-regulation>
- [http://www.casselsbrock.com/files/file/docs/CasselsBrock\\_CannabisInCanada.pdf](http://www.casselsbrock.com/files/file/docs/CasselsBrock_CannabisInCanada.pdf)

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