

DIGITAL EDITION

OCTOBER 21, 2020

**THE**

# **VEGETATION MANAGER** *magazine*

# 2020

## **MOVING FORWARD TOGETHER**

**IMPACT OF INSECTS ON TREES:  
PEST IDENTIFICATION, FEEDING DAMAGE AND TREE HEALTH**

**RECOGNIZING IMPAIRMENT IN THE  
WORKPLACE**

**SPRAYER TIPS**

**THE PERFECT COVID KIT**

**PVMA**

- Providing You With Vegetation Management Expertise,  
Environmental Advocacy, Utility Training and Certification -

[www.pvma.ca](http://www.pvma.ca)



# TABLE OF CONTENTS

**PUBLISHER:**

Professional Vegetation Management  
Association (PVMA) <http://www.pvma.ca>

**EDITORIAL:**

Editor: Val Eichelt/Bob Gordon  
Editorial Committee

**CONTRIBUTORS:**

Dr. Ken Fry  
Wade Smith  
Val Eichelt  
Ian Stanwood  
Lisa Rybchuk

**SUBSCRIPTIONS:**

All subscriptions are sent out via email  
and posted on [pvma.ca](http://pvma.ca)/ Vegetation-  
Manager

**DESIGN:**

Amber Casey, KC Communications

**GRAPHICS LICENSING:**

Regular Licensing from Adobe Stock

**GENERAL INQUIRIES:**

P.O. Box 5468  
Leduc, Alberta  
T9E 6L7  
Canada  
Phone: +1.877.249.1508 Fax:  
+1.877.248.3093  
Email: [val@pvma.ca](mailto:val@pvma.ca)  
Website: [www.pvma.ca](http://www.pvma.ca)

**COPYRIGHT:**

All material appearing in The  
Vegetation Manager Magazine is  
Copyright or licensed for use unless  
otherwise stated or it may rest with  
the provider of the supplied material.

The Vegetation Manager Magazine  
takes all care to ensure information is  
correct at time of printing, but accepts  
no responsibility or liability for the  
accuracy of any information contained in  
advertisements.

- 3 PRESIDENT'S REPORT
- 4/5 PVMA BOARD OF DIRECTORS AND COMMITTEES
- 6 IMPACT OF INSECTS ON TREES
- 8 THE PERFECT COVID KIT
- 10 INDUSTRY PROFILE: HOLLY MOFFET
- 12 RECOGNIZING IMPAIRMENT IN THE WORKPLACE
- 13 PVMA SPRING SEMINAR
- 14 SPRAYER TIPS
- 18 COMMITTEE REPORTS



# PRESIDENT'S REPORT



## - CODIE ANDERSON, PRESIDENT PVMA



As winter approaches COVID is still very much with us and it has affected our work, personal and social lives significantly. Fortunately, our industry was deemed an essential service early on, so we have been able to continue working, albeit with some additional safety protocols in place.

We closed the PVMA office to the public at the end of March; however, our administrative staff have been available by phone and/or email as they work either in office or remotely. There has been a drop in both revenue and workload due to the cancellation of the Spring UTT/UTW courses. AGCL relaxed some spending restrictions because of COVID so we have been able to access more casino funds for regular operations. We have also accessed some wage subsidies that were available.

The PVMA has adjusted so we can continue to provide educational opportunities as well as resources during these unique times. We moved our Fall Workshop & General Meeting to a virtual format with opportunity to still earn CEC and CEU credits. The UTT/UTW Board of Governors has worked with Old's College to get our re-certification course online, which will offer reliability and convenience into the future. Our Vegetation Manager Magazine June & October issues have featured COVID-related articles we hope you will find beneficial.

I want to thank our staff, committee and board members who have spent time and worked hard at helping PVMA adjust to the times, while their own work and personal life adjustments have been time consuming as well.

I hope to see you all in person again, very soon.

Be safe, be well.

# SAFETY

# Culture

### Release the ideas of:

*Doing things because you 'have to';  
hesitating to act; restraint. Doubting yourself.*

### Embrace the concepts of:

*Learning from one another. Protecting each other and the environment. Taking ownership; valuing everyone on your team. Working for the greater good.*

**ARBORMETRICS** — Reimagining how to streamline your vegetation management program.



**ARBORMETRICS**

PEOPLE ARE OUR POWER

1.866.685.1880 toll free [www.ARBORMETRICS.com](http://www.ARBORMETRICS.com)

## Pesticide Applicator Exam Prep Tutorials

Core + Industrial / Landscape / Agriculture  
December 1 - 4, 2020 / Red Deer, AB  
February 1 - 4, 2021 / Red Deer, AB

For more information visit  
[Woodchuk.ca](http://Woodchuk.ca) or call 1.780.219.2697

Woodchuk  
Enterprises Ltd.



# CURRENT BOARD OF DIRECTORS



**Codie Anderson, President**  
[codie.anderson@arborcare.com](mailto:codie.anderson@arborcare.com)  
Wright Tree Service of Canada -  
Awards & Elections Committees



**Lisa Rybchuk, Director**  
[lisa@woodchuk.ca](mailto:lisa@woodchuk.ca)  
Woodchuk Enterprises Ltd. -  
Carstairs, AB  
Editorial Committee



**Laura Hammer, Vice President**  
[cortex@cortexvegetation.com](mailto:cortex@cortexvegetation.com)  
Cortex Management Inc. -  
Membership & Casino Committees



**Jason McRobert, Director**  
[jason.mcrobert@atco.com](mailto:jason.mcrobert@atco.com)  
ATCO Electric - Vermilion, AB  
UTT-UTW Board of Governors



**Geoff Thompson, Treasurer**  
[geoff@advantagevm.ca](mailto:geoff@advantagevm.ca)  
AdvantageVM - Edmonton, AB  
Government Liaison Committee



**Jesse Imbeault, Director**  
[Jessie.Imbeault@davey.com](mailto:Jessie.Imbeault@davey.com)  
Davey Tree Expert Co. of Canada, Ltd. -  
Safety Committee



**Holly Moffet, Director**  
[holly.moffet@corteva.com](mailto:holly.moffet@corteva.com)  
Corteva Agriscience -  
South Central AB/SK  
Seminar Committee



**Aaron Foster, Director**  
[aaron.foster@univar.com](mailto:aaron.foster@univar.com)  
Veseris - Territory Manager - Western Canada  
Website, Public Relations & Marketing Committee

“*Knowing Green. It's Our Nature.*”



# CURRENT COMMITTEES



## UTT-UTW BOARD OF GOVERNORS

Chairman - Vacant  
Kevin Tritten - Arbor-Tech Utility Services  
Terry Malmas - Fortis Alberta  
Alex Bloss – ATCO Electric  
Jason McRobert - ATCO Electric

## EDITORIAL

Co-Chairman - Val Eichelt - PVMA  
Co-Chairman - Bob Gordon - Asplundh Canada ULC  
Brandon Tupper - Knights Spraying Inc.  
Ian Stanwood – ArborMetric Solutions  
Wade Smith - Southbrook Safety & Consulting Ltd.  
Jim Hepper - Hepper Tree Service  
Kyle Robillard - Spectrum Resource Group  
Mike Smith - ArborMetrics Solutions  
Lisa Rybchuk - Woodchuk Enterprises Ltd.

## AWARDS

Chairman - Keith Sanftleben - West Country Energy Services  
Brandon Tupper - Knights Spraying Inc.  
Codie Anderson - Wright Tree Service of Canada

## SAFETY

Chairman - Bob Gordon - Asplundh Canada ULC  
Ryan Murray - Davey Tree Expert Co.  
Darrell Gaudet - AltaLink  
Wade Smith - Southbrook Safety & Consulting Ltd.  
Jesse Imbeault - Davey Tree Expert Co. of Canada Ltd.

## MARKETING

Chairman – Aaron Foster – Vesperis  
Terry Sommerville – Terry's Lease Maintenance  
Orville McLean - ArborMetrics

## SEMINAR

Chairman - Holly Moffet - Corteva Agriscience  
Brandon Tupper – Knights Spraying Inc.  
Lisa Rybchuk – Woodchuk Enterprises Ltd.  
Val Eichelt – PVMA  
Nicole Fry – PVMA

## GOVERNMENT LIAISON

Chairman - Geoff Thompson - AdvantageVM  
Lisa Rybchuk – Woodchuk Enterprises

## MEMBERSHIP

Chairman – Laura Hammer - Cortex Management Inc.  
Codie Anderson – Wright Tree Service of Canada  
Robert Collinge – ATCO

## CASINO

Chairman- Laura Hammer - Cortex Management Inc.

## OPERATING PROTOCOL

Chairman – Vaughn Leuschen - Corteva Agriscience

## INDUSTRIAL

Geoff Thompson – AdvantageVM  
Brandon Tupper - Knights Spraying Inc.  
Keith Sanftleben – West Country Energy Services

## LANDSCAPE COMMITTEE

Michael Badger – Blueweed Vegetation

## UTT/UTW RECERTIFICATION COURSE

Intake 1 & 2:  
November 17-18 & 19-20, 2020  
Olds College

Does your certification expire  
June 2020?

Online option for  
re-certification course should be  
available November 2020.

### WHAT CAN YOU EXPECT FROM THIS PROGRAM/COURSE?

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 2020.

### PROGRAM DATES:

Intake #1: Tuesday November 17 - Wednesday November 18, 2020

Intake #2: Thursday November 19 - Friday November 20, 2020

Costs: Tuition \$440 (subject to change). See [www.pvma.ca](http://www.pvma.ca) for the

Professional Vegetation Management Association application fee for certification. Credentials: See [www.pvma.ca](http://www.pvma.ca) for certification registration requirements and details.

Email [val@pvma.ca](mailto:val@pvma.ca) or call 1.877.249.1508 for more details.

**Length of Program:** 2 Days @ 8 am - 5 pm

**Delivery:** Olds Campus

**Admission Requirements:** Previous successful passing of full course.

NOTE: This is a recertification only.

VISIT: [WWW.PVMA.CA](http://WWW.PVMA.CA)

FOR MORE INFORMATION OR TO REGISTER.



# IMPACT OF INSECTS ON TREES:

## PEST IDENTIFICATION, FEEDING DAMAGE & TREE HEALTH

- BY DR. KEN FRY



*The Smaller European Elm Bark Beetle, Scolytus multistriatus, is the pest of elm and a vector of Dutch Elm Disease.*

SUMMARY OF A PRESENTATION MADE TO THE PROFESSIONAL VEGETATION MANAGERS ASSOCIATION FALL WORKSHOP, RED DEER, ALBERTA, OCTOBER 16, 2019 BY DR. KEN FRY, SCHOOL OF LIFE SCIENCE AND BUSINESS, OLDS COLLEGE.

Herbivory by insects and other arthropods can have a significant impact on tree health. Most feeding by arthropods on trees does not constitute a mortal threat, instead, it is a part of the natural process of growth, nutrient cycling and community succession. Occasionally, outbreaks of arthropod feeding can constitute a major mortality threat to plants. For example, sustained defoliation by the Forest Tent Caterpillar (FTC), *Malacosoma disstria*, over several years can stress Trembling Aspen to the point of death.

While this may seem to be a negative impact, it is thought that outbreaks of the FTC actually contributes to the overall health of the host species by removing weak specimens, leaving the strongest to survive. The same can be said of outbreaks of the Spruce Budworm, *Choristoneura fumiferana* and the Yellow-headed Spruce Sawfly, *Pikonema alaskensis*. Invasive species such as the Emerald Ash Borer, *Agrilus planipennis*, can pose a serious threat to their host plants due to the absence of specialist predators and parasitoids that would normally keep the insect in check, allowing the insect to increase to damaging population densities.

Regardless of whether a particular species is invasive, in an outbreak phase of just naturally occurring, there are several ways arthropods feed on host plants, causing characteristic forms of damage. Some examples include biting and chewing, piercing and sucking, stippling, punch and sucking, gall formation, and leaf rolling.

There are several sub-categories to biting and chewing. In its most basic form, insects remove plant biomass using their sharp mandibles. This type of feeding is characteristic of caterpillars, sawfly larvae, and beetle larvae and adults. If only the surface tissues from leaves are removed, it is called skeletonising (the underlying veins and lower tissues remain, resembling a skeleton of the leaf). Another form is referred to as boring or tunnelling, whereby insect larvae feed under the bark or within the stems or leaves of plants. The Smaller European Elm Bark Beetle (*Scolytus multistriatus*), Poplar Borer (*Saperda calcarata*), Carpenterworm (*Prionoxystus robiniae*), and Birch Leafminer Sawfly (*Fenusa pumila*) are examples of insects that feed by boring or tunnelling. The external symptoms of this type of feeding include wilting of branches, growth of adventitious shoots, or yellowing/chlorosis of leaf tissue due to the vascular tissues being damaged. Another symptom is sap flows resulting from the host plant attempting to flush the offending insect out of the vascular tissues.

Piercing and sucking insects can feed in one of two ways; individual cell content consumption or phloem sap consumption. Aphids and soft scale insects such as the European Elm Scale (*Eriococcus spurius*), pierce the plant surface and feed by pumping phloem sap out of the host plant. This results in chlorosis or yellowing of the leaves and possible wilting of downstream foliage. Due to the large volume of liquid removed, the insects produce copious amounts of liquid waste, called honeydew. The honeydew rains down on foliage below and can serve as a food source for the development of sooty mould.

Leafhoppers and plant bugs such as the Lygus Bug (*Lygus lineolaris*) feed by piercing the host plant and removing individual cell contents instead of removing phloem sap. This type of feeding kills individual cells. When leafhoppers feed there can be curling of the leaf or stems in response to toxins in the leafhopper saliva. This condition is referred to as leafhopper burn and can be mistaken for herbicide damage.

Stippling is the term used to describe feeding by Spider Mites (*Tetranychus urticae*). These arthropods insert their chelicerae (structures similar to mandibles) into a leaf or needle cell and remove the chloroplast. The damaged cell leaks over the surrounding cells causing them to undergo a defensive reaction that results in them dying in order to prevent a spread of a pathogen. The Spider Mite moves away from the zone of death to resume feeding on another cell. This behaviour results in a stippled or spotty pattern of damage.

Punch and suck feeding is characteristic of small insects called Thrips. These insects have lost one of their mandibles so instead of biting they punch a hole in the plant cell with their remaining mandible and then suck up the entire contents of the cell. Unlike with Spider Mites, the surrounding cells are not alerted to the feeding. Therefore, the Thrips are free to feed in a patch-like pattern until they encounter their own excrement and move away (many insects defecate while feeding to maximise food intake).

Another form of damage that arthropods and some diseases cause is a gall. This is a woody growth in response to feeding in the case of arthropod-caused galls. These structures are distinct from pseudo-galls which are deformations of existing plant tissue, an example of which is the leaf curl caused by many aphids and some psyllids (Woolly Elm Aphid (*Eriosoma americanum*), Cottony Ash Psyllid (*Psyllopsis discrepans*)). A true gall is comprised of vascular tissue and results in a woody growth instead of leaves, flowers or other non-woody plant parts. It is thought to be caused by the plant misinterpreting the excessive phloem consumption as indicating a need for vascular tissue, hence the woody growth. The arthropods responsible for the feeding are thus housed and fed by the plant as a result. These galls are rarely a mortality factor, instead simply adding stress to the plant. Examples of gall-forming arthropods include the Willow Red Gall Sawfly (*Pontania proxima*), Cooly Spruce Gall Adelgid (*Adelges coolyei*), Pemphigus Gall Aphid (*Pemphigus populitransversus*), and Poplar Bud Gall Mite (*Aceria parapopuli*).

Appearing similar to pseudogalls, leaf rolls are simply leaves rolled up to provide a protected area for insect larvae to feed. The leaves are often tied with silk excreted from the larval salivary glands. The leaves still function for the plant but at a reduced capacity.

While there is a myriad of ways for an arthropod to prey on their favoured plant host, it is questionable whether their feeding activity can have an impact on herbicide uptake used within an area management plan. Plant health is an indicator of its susceptibility to the toxic effects of a herbicide. Stressed plants are considered to be more vulnerable to the effects of a herbicide due to a lessened ability to compensate or detoxify the herbicide. However, an overly stressed plant may have a reduced capacity to translocate a foliar-applied systemic herbicide, thereby reducing its effects. The impact of drought stress, winter kill, or ambient temperature need to be factored into decisions on timing and rate of application of herbicides.

In a study conducted on the impact of insect defoliation on the uptake of herbicides by honey mesquite, it was found that 25-50% defoliation had no significant impact on herbicide impact (Bovey et al. 1998). Defoliation by insects and other arthropods may enhance herbicide impact by concentrating the product onto fewer leaves in spite of the stress caused by the defoliation.

Insects and other arthropods, combined with disease and abiotic stressors such as drought, unusual temperatures, and wind contribute to stress in trees. These stresses will impact the health of trees and their vulnerability to herbicides.



*The Pemphigus Gall Aphid, Pemphigus populitransversus, is a pest of poplars. The first image is the gall on the base of the leaf and the image below is of the aphids inside the gall.*



*The European Elm Scale, Eriococcus spuriosus, is a serious pest of Elm in Alberta*





# THE PERFECT COVID KIT

- BY WADE SMITH, SOUTHBROOK SAFETY AND CONSULTING LTD.

“SO NOW WE ARE SEVEN MONTHS INTO THE COVID EXPERIENCE. KIDS ARE BACK IN SCHOOL, MASKS ARE MANDATORY IN PUBLIC SPACES, AND THERE ARE PALLETS OF POCKET-SIZED HAND SANITIZER AVAILABLE FOR A DOLLAR MORE THAN IT SHOULD BE PRICED. GLOVES ARE AVAILABLE TO PURCHASE ALMOST EVERYWHERE NOW. YOU CAN EVEN ORDER MASKS WITH EMOJI'S!

Ninety percent of my business is from First Nations and when the Reserves were closed, so was I. Even after the start up in August, two of my classes were put off due to some customers having to isolate because of a suspected COVID case. They both came back negative and I had never

been in contact. When I go to the reserves in Saskatchewan my temperature is taken every morning at a check point as I enter. This is a surprisingly comforting experience, to know that everyone in front of me does not have a fever and neither do I. I am going to purchase a temperature gun so I can test my students.

Like most people, I am wiping everything down that is wipeable. My truck steering wheel, shifter and door handles are wiped with hand sanitizer, sometimes several times a day. I suspect that the leather will fall off in a couple years. My credit and debit cards get a wipe daily as well.

Like most of us, I am pretty much in a routine now. I have a couple disposable masks in a zip lock bag and a personal hand sanitizer in my vest pocket just in case I need to go into a retail store. I have a box with disposable gloves in my truck door compartment to use at gas stations. I use the retail store hand sanitizer all of the time, even if I just used some in my truck.

My Father who is 82 this year still likes to have a Martini. I was joking with him the other day during what we call happy hour. I was thinking that I could go back to sucking my thumb and an ice cube and still get the same buzz as the martini I was drinking.

Your company policies have been set now for a while. We still have ten to twelve months of this yet to get through. Stick to your plans, they have worked so far. The next four months will tell the story. Carry spare masks, hand sanitizer and gloves with you. WASH YOUR HANDS often.





# Grow your business with Veseris.

Vegetation management professionals rely on Veseris' expertise and advice for end-to-end support, sound advice, and access to comprehensive training. We are your one-stop resource offering the industry's largest and most reliable selection of professional products.

Our strong focus on customer needs includes training and technology services like ProTraining and PestWeb to help you solve the challenges of today and anticipate what's ahead. Our commitment is to bring value to every business that is ready to grow. Expect more from Veseris.

Let's get started at [PestWeb.ca](https://www.pestweb.ca)



# HOLLY MOFFET : INDUSTRY SERVICE PROFILE

Holly Moffet has been in the agriculture and vegetation management industry for 7 years. She started her career with Dow AgroScience as a summer student in hybrid canola seed production, while studying for her Bachelor of Science in Agriculture Biotechnology at the University of Lethbridge.

The agronomic experience she gained in the field, and the face-to-face communication with producers sparked an interest in the commercial side of the industry. Immediately after graduating in 2013, she accepted a position in the Dow AgroSciences Solutions Center – the technical support hub for all Canadian Dow Agrosciences businesses. In this role Holly was introduced to the industrial and rangeland herbicide platform and developed a strong interest in this unique side of the company.

Late in 2018 Holly accepted the position of Pasture & Land Management Regional Account Manager for Corteva Agriscience, covering south central Alberta and Saskatchewan. In this role she manages both the industrial and pasture-based product portfolios: educating producers and applicators; providing technical support and product advice; advocating for the industry; and driving research and product development.

In the spring of 2020 Holly was elected onto the PVMA Board of Directors where she is the chair of the Conference and Seminar Committee.

Herbicides are an integral and irreplaceable tool in the vegetation management industry; going forward Holly believes herbicide-focused advocacy and education must be made a priority. Public opinions and perceptions of herbicide safety are evolving, and unfortunately these new perceptions are often being shaped by the loudest voices – not necessarily the correct voices. As an industry, Holly strongly believes it is our responsibility to actively share our knowledge and experience associated with herbicides and integrated vegetation management programs. She believes we all have information that can positively impact public perception of the industry, and we should be proud of the important work we do!

Holly looks forward to continuing her career in the IVM business for many years to come and is happy to announce that she and her husband are expecting their first baby early January 2021!



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





**You need safety,  
performance  
and reliability.  
ClearView delivers.**

**ClearView™**

**HERBICIDE**

For superior extended control of shrubs and broadleaf weeds, the solution is ClearView™.

ClearView is the industry standard selective herbicide for professional vegetation management.

It's the clear choice for reliable, high-performing, safe, extended control of broadleaf weeds, with flexible rates. Go with the trusted industry leader. Make it ClearView.



Agriculture Division of DowDuPont

Visit us at [corteva.ca](http://corteva.ca)

®/™, DM Trademarks or Service Marks of Dow AgroSciences, DuPont or Pioneer and their affiliated companies or their respective owners.  
© 2019 Dow AgroSciences | 11/18-63079

# RECOGNIZING IMPAIRMENT IN THE WORKPLACE

- BY IAN STANWOOD

In today's day and age, protecting your workers and those around you is a critical component to overall success. Employers are also being held more accountable through recent changes in both federal and provincial legislation which outlines minimum standards that organizations are required to uphold. For example, employers are required to ensure and verify that all employees, including supervisors, have received adequate training to deal with the hazards associated with company's job types. When considering impairment however, it can take on a number of different forms which need to be treated in different ways. There is a commonality between the various forms of impairment, they all act as a hazard and need to be controlled to ensure a safe working environment.

When considering impairment, the majority of people tend to only think about drug and alcohol use which can be short sighted. Impairment can include but is not limited to (Impairment in the Workplace: 2018);

- Medical conditions both known and unknown
- Prescription and non-prescription drugs
- Recreational cannabis use
- Fatigue or the state of being overtired
- Mental health
- Stress including grief
- Drugs and Alcohol

Given that there are a vast range of potential impairments and possible symptoms, it is important that organizations include impairments in their hazard assessment programs to help identify and mitigate potential issues. It is the employer's responsibility to identify and mitigate hazards. Impairments should be included in the assessment process, and strategies to manage that risk need to be developed. It is also good practice to have a company policy to ensure that workers understand the implications of working while under different types of impairment. Roles and responsibilities should be defined for both Supervisors and Management. Proper training and company policy need to be implemented to ensure that workers understand the implications of working under impairment. Understanding the different types and symptoms of workplace impairments can greatly lower your overall risk and potential for lost time incidents. Impairment will also differ across job types and individuals which often makes it difficult to identify in the workplace.

An impaired worker can be difficult to identify, so what should we be looking for? According to the Government of Alberta and OH&S, there are a few common indicators to watch out for. Changes in physical health such as "slurred speech" or psychosocial variations such as inappropriate behaviours or forgetfulness are all things to watch out for (Impairment in the Workplace: 2018). Employers also need to be vigilant for workplace changes such as abnormal absences or poor performance. These are all indications that someone may be suffering from some form of impairment. This leads to the question, what can we as employers do? Ensure that a well-developed hazard assessment program is in place. It is important that employees have a safe place to report issues or ask for help as well. When instances of impairment are identified it is important that investigations take place and actionable items identified so corrective actions can be implemented.

Overall, it is important for your organization to develop a cohesive impairment policy to ensure that your workers and the public are working in a safe environment. There are a number of external resources and institutions which can point you in the right direction. The Government of Alberta also provides useful resources and templates which can aid your company in policy development. Investing in training programs for management and supervisors on how to recognize the forms of impairment will benefit your organization while reducing risk.

#### Sources

<https://open.alberta.ca/publications/impairment-in-the-workplace>  
<https://open.alberta.ca/publications/workplace-injuries-diseases-fatalities-in-alberta-2018#detailed>



**KNIGHTS**  
 SPRAYING INC  
 SHIELDING YOU FROM VEGETATION RISK



Save the  
**DATE**



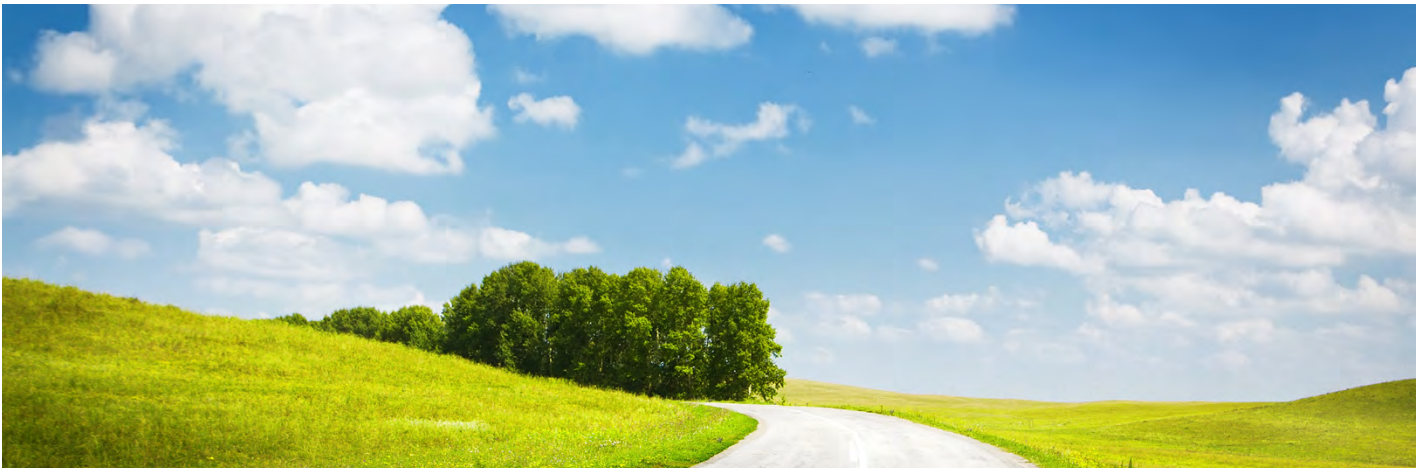
# 2021 SPRING CONFERENCE

## RIVER CREE RESORT

300 EAST LAPOTAC BLVD, ENOCH, EDMONTON, ALBERTA T7X 3Y3, CA TEL. 888-347-2319

# MARCH 2 - 4, 2021

GUEST SPEAKERS | TRADESHOW | BANQUET | ANNUAL GENERAL MEETING



Visit [www.pvma.ca](http://www.pvma.ca) for registration form and full details

**ASPEN**  
SAFETY TRAINING & CONSULTING LTD.  
"WHERE EXPERIENCE MATTERS"

ANGUS HILL  
owner

(780) 514-0711  
[angushill64@gmail.com](mailto:angushill64@gmail.com)

Training for • UTV & ATV • Chainsaw & Tree Felling • Aerial Lift  
• Competency checks for Utility Brushing

 **ARBORICULTURE**  
CANADA TRAINING & EDUCATION LTD

Expert Safety Training & Qualification  
*Your Site - Your Schedule - Our Experts*

[www.arborcanada.com](http://www.arborcanada.com)  
1-877-268-8733 or 403-556-1701

# SPRAYER TIPS : WORDS OF WISDOM

- BY LISA RYBCHUK

After many years of working in the vegetation management field, I have learned some important lessons (as one naturally does while practicing their trade). The following are some words of wisdom that may be familiar to some and new to others. Sometimes it is just nice to share the trials and tribulations of the business amongst your peers, in the hopes that it may spare someone or yourself the pain of learning things the hard way. Or in the words of Eleanor Roosevelt, "Learn from the mistakes of others. You can't live long enough to make them all yourself."



- **When hiring workers; the fastest worker is not necessarily the best worker. Sometimes the faster worker may be more apt to skip steps on equipment maintenance or safety protocols; potentially costing you more in the long run.**
- **Do not wait until there is an incident to find out that your safety program is inadequate. Take the time to consider potential scenarios and be sure you have everything you need to carry out the complete safety plan. Documentation is key; if you did not write it down, it did not happen.**
- **ATVs and UTVs are at a much greater risk of tipping with mounted sprayers. Choose low profile tanks and do not ride crossways on a slope. It is safer to stay on a stable flat surface and use a hose and wand, if possible.**
- **When winterizing equipment, be sure to remove any chemical residues with a recommended sprayer cleaner. Rinsing with water only is not adequate. Be sure to open all valves where chemicals can become trapped. Consult the product label, as some chemical residues are more difficult to remove than others.**
- **After cleaning the sprayer, be sure to flush the complete system with antifreeze. And if possible, store the equipment in a heated storage facility. If you cannot do that, at least dismantle the equipment, and store the pump inside a heated facility. Nothing is worse than putting your equipment away in good working condition in the fall, only to discover it suddenly does not work in the spring.**
- **Use clean water in your spray tank, as it saves you money in the long run from less wear and tear on components, fewer plugged filters and nozzles, and improved effectiveness of the herbicides.**
- **Be sure to flush out your water pump in the spring before using it to fill your sprayer, as mice have been known to build nests in water pumps.**
- **Blue marker dye is great but be forewarned, it has a way of ending up everywhere! A little goes a long way.**
- **When it comes to providing quotes, be sure to assess the job in person. When a client tells you that "it's a small area and it shouldn't take very long" or "I know I have such-n-such weeds", do not assume this to be true.**

**DO YOU HAVE ANY 'SPRAYER TIPS' YOU'D LIKE TO SHARE?  
PLEASE SUBMIT YOUR STORIES AND TIPS OF LESSONS LEARNED  
TO THE PVMA FOR CONSIDERATION IN THE NEXT EDITION OF THE  
VEGETATION MANAGER MAGAZINE.**



# PVMA SCHOLARSHIP & BURSARY PROGRAM

## SCHOLARSHIP:

*The PVMA has made some recent changes including increasing the amounts, broadening eligibility and increasing the number of Scholarships*

and will be awarding two \$1500 scholarships each year to Alberta students who are enrolled in an Alberta Post Secondary Institute in a vegetation management-related program OR in any program but have vegetation management work experience. In addition to the scholarship, the winners will be invited expenses paid to our Spring Seminar.

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

*Application deadline is November 30th each year.*

## BURSARY:

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.

*Application deadline is January 31st each year.*



# WE KNOW

## VEGETATION MANAGEMENT SOLUTIONS

Spectrum Resource Group is a vegetation management solutions provider working actively in forestry, oil and gas, utility and community resource industries across Canada.

We pride ourselves on being results-oriented, socially responsible, safety conscious and having a prominent record of achievement in bringing innovative new technologies and practices into the field.

**Vegetation Management | Forest Management | Reforestation**

[www.srgi.ca](http://www.srgi.ca)



**Wade Smith**

2325 Bailey Court

Edmonton, AB. T6W 1H9

780 983 3426

[www.southbrooksafety.com](http://www.southbrooksafety.com)



*Thank you for rising  
to the challenge*

**and making it safer for everyone in 2020**



**EsplAnade**<sup>®</sup>



**Navius**<sup>®</sup>  
**FLEX**

This year has been unlike anything we have seen before. But like every wildfire, ice storm, flood or blizzard that came before it, Canadians know how to rise to the occasion, meet the challenge and work together to protect what's important. From all of us at Bayer, we want to say thanks for doing the essential work of keeping Canada's roadways, railways, rights-of-way and transportation corridors clear and safe in these unprecedented times.

Darrell Chambers  
Key Account Manager  
British Columbia, Alberta, Saskatchewan  
Tel: 403-498-7006  
E-mail: darrell.chambers@bayer.com

Megan Coverdale  
Territory Sales Manager  
Southeast Alberta and Saskatchewan  
Tel: 587-434-3411  
E-mail: megan.coverdale@bayer.com

Will Roberts  
Territory Sales Manager  
Ontario and Atlantic Canada  
Tel: 226-821-5845  
E-mail: will.roberts@bayer.com

Normand Drapeau  
Territory Sales Manager  
Quebec  
Tel: 905-302-0676  
E-mail: normand.drapeau@bayer.com

[es.bayer.ca](http://es.bayer.ca) 1-888-283-6847

 Science for a **better life**

ALWAYS READ AND FOLLOW LABEL DIRECTIONS.  
Bayer, the Bayer Cross, WeatherPRO, Navius FLEX and Esplanade are trademarks of Bayer. 69598-2/09





# COMMITTEE REPORTS

## - EDITORIAL COMMITTEE

Welcome to the Fall edition of the Vegetation Manager Magazine. As always, we strive to bring you the most up-to-date and pertinent information from the industry. It is no surprise that Covid-19 continues to be at the top of that list, and you will find a helpful article on how to protect yourself and others by preparing your own COVID kits.

You will also find articles on a variety of other topics; from Impacts of Insects on Trees to Recognizing Impairment in the Workplace. Our regular feature of industry profiles will introduce you to one of the new Board members and Seminar Committee chair, Holly Moffet. We are also excited to introduce a new feature platform where industry professionals are encouraged to share their tips and industry insights, aptly titled "Sprayer Tips". Please contact Val at the PVMA office, should you wish to contribute to this feature or offer your input in any way.

*Lisa Rybchuk, Director in Charge*

## - SEMINAR COMMITTEE

In our industry, one thing we can all relate to is the need to be adaptable. Out of consideration for everyone's health and safety related to Covid-19, the BOD and Conference Committee decided to host the 2020 Fall Workshop and AGM virtually. The PVMA is using gaming funds to cover all fees and registration costs associated with the workshop. This makes the seminar accessible to as many members and industry partners as possible. Pending final approval, Alberta applicator credits will be available to attendees, along with Man/Sask credits.

The Spring 2021 Conference is just around the corner, running from March 2nd through March 4th. Currently, the event is planned to take place at the River Cree Resort and Casino. The Conference and Seminar Committee and the BOD will be paying close attention to all Covid-19 related restrictions/recommendations as the event approaches. If you are interested in volunteering/assisting with spring conference planning, the committee can use your help! Contact myself ASAP if you would like to discuss volunteer opportunities. Looking forward to seeing you all this October at the Zoom Workshop and AGM!

*Holly Moffet, Director in Charge*

## - UTT/UTW BOARD OF GOVERNORS

Hello Everyone. I hope that this update finds you and your family healthy. We are currently running sessions this fall for your UTW/UTT recertification requirements. If your UTT/UTW ticket expires this year, then you will need to register for the fall sessions. The dates are Nov 17-18, 2020, and Nov 19-20, 2020. Please contact Olds College to register for the course. We will once again be offering the Stump Treatment course during the Fall recertification course.

We are currently testing the online version of the recertification course and hope to have this in place in November as well. This will help for those folks that can't make the in-class sessions this year. Olds College will also be offering the full UTT/UTW course for the Spring of 2021. Please check on the PVMA website or Olds College website for the dates. Remember to get your logbooks updated, signed off, and sent into the PVMA office for verification. If you have any questions please contact the PVMA office.

*Jason McRobert, Director in Charge*

## - CASINO COMMITTEE

We received an update from AGLC as follows and await to hear further from them:

*"On September 3, the Alberta government posted updated guidance for casinos, including for table games. This means that casino table games may resume in Alberta, including at charitable casinos and Host First Nation casinos.*

*With the reopening of table games, charitable casino events may resume. AGLC will confirm charity attendance in advance of their scheduled event dates. Charities not wanting to work a scheduled casino event at this time can request to be slotted in a future quarter. As charitable casino events resume, temporary changes will take effect to reduce the total number of volunteers required for an event. These changes support the needs of casinos while protecting the safety of volunteers."*

We have purchased promotional items, a portable defibrillator for workshops and conferences, we have increased funding of PVMA scholarships (award amount and number of awards) and we are covering the cost of the PVMA 2020 Virtual Fall Workshop & GM all from casino funds.

*Laura Hammer, Director in Charge*

## - GOV'T LIAISON COMMITTEE

In response to the pandemic, Alberta Environment and Parks has extended all applicator certificates to March 31, 2021. You will still need to obtain the required credits to renew your Applicator Licenses as this deadline to recertify will NOT be re-extended. Alberta Environment and Parks (AEP) is allowing an individual to receive their 10 recertification credits in all forms; In-person (socially distanced), live online, and archived online.

If your applicators license is up for renewal (on your birthday) in 2020 or prior to March 31, 2021 please ensure you acquire the required credits. If you are waiting to recertify after March 31, 2021, the sooner you do so the better for processing purposes. There could be delays if everyone waits until March 31st, 2021 to apply for recertification.

The majority of Pesticide Applicator exams are now available through Sask Polytech (all of which are available for the PVMA membership). Devon Smiegielski reports that "Online exams have been successful, as a department we continue to observe pass and fail trends to confirm that the exam security is maintained. The Federal Provincial and Territorial Subcommittee on Pesticide Education, Training and Certification are currently evaluating the minimum requirements for exams as well as recertification credit sessions to ensure a high standard is maintained nationally. The work we are doing in Alberta leads the way of setting the standard and we are assisting other provinces in ensuring all applicators in Canada are trained accordingly."

For applicators who do not have reliable internet connection or are having difficulty accessing exams, as of this week there are three proctor locations available for traditional exams; Olds College, Grande Prairie Regional College and Lethbridge College. They expect by Jan 2021, that all remaining proctor including Lakeland Colleges will likely be open. Online exams will be available for the foreseeable future, and AEP will reassess once gatherings are permitted consistently.

Finally, I was also on the review committee for the Canadian Pesticide Education Program – Industrial Vegetation Manual for a nationally standardized version of the course. With this, I reviewed and submitted comments and changes by the June 12th, 2020 deadline.

*Geoff Thompson, Director in Charge*

## - MARKETING COMMITTEE

Our website provider has been working on updating our website with a fresh look and better functionality.

*Aaron Foster, Director in Charge*

## - SAFETY COMMITTEE

We continue to make progress on several fronts, the committee is strong with a wide range of experience. With that we have had some members leaving the industry, so we continue to keep our doors open to anyone who has the willingness to get involved. We will continue to work with the editorial committee focusing at providing potential training resource articles, and different safety topics to be published in the Vegetation Manager. We would welcome anyone who was interested in joining the Safety Committee, and it is a fantastic opportunity to share your insight with your peers.

The safety committee has also been involved in the development of competency sheets for tree falling, climbing and bucket that have been put on the PVMA website that can be downloaded and used to help you determine your own programs strengths and weaknesses.

Remember-Competency Evaluations continue to be the common challenge we all face dealing with our work force.

**Competency Gap** is the difference between the current competency level (CCL) of your employees and the required competency level (RCL).

- In other words, the disparity or difference between the existing abilities, skills and competencies of your employees and what are expected of them in achieving the objectives that you want them to achieve IS the competency gap.
- "Competency" consists of the skills and knowledge required by employees to effectively perform their jobs or specific tasks assigned to them from time to time. It can include talent or natural skill.
- One other definition of 'competency' is that it is "the ability to do something successfully or efficiently".
- An organization needs information on employees' competencies in order to improve the quality of human resource training and development programs.

Most important is that the worker must be able to identify when they are working out-side of their level of experience.

*Bob Gordon, Committee Chairman*

## - AWARDS COMMITTEE

We have updated our Scholarship and Bursary criteria and applications, and both are available on the PVMA website. We increased the number of Scholarships available to 2 and increased the amount of the scholarship award to \$1,500 each.

We also opened eligibility criteria to include students registered in any program but who have vegetation management work experience. Deadline to apply for a scholarship is November 30th. Deadline for Bursary applications has been moved to January 30th.

*Codie Anderson, Director in Charge*



# THE VEGETATION MANAGER *magazine*

## - ADVERTISING RATE SHEET

### 2021 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 28, 2021

May 4, 2021

Sept 14, 2021

#### Distribution Date

March 2, 2021 (Print)

June 2, 2021 (Electronic)

October 20, 2021 (Print)

# Advantage VM

1-888-560-5595 | [info@advantagevm.ca](mailto:info@advantagevm.ca)

From toilet paper shortages to e-meetings and “speaking moistly,” we look forward to 2021 as much as you do.

**See you next year!**



[WWW.ADVANTAGEVM.CA](http://WWW.ADVANTAGEVM.CA)  

## Help keep Alberta Dutch Elm Disease Free

### ELM TREES CAN ONLY BE PRUNED OCTOBER 1 TO MARCH 31

The elm bark beetle, which transports the DED fungus, breeds and overwinters in dead and dying elm trees.

- Use correct pruning techniques or hire an ISA certified arborist to prune your elm trees
- Prune all dead wood out of elms
- Ensure wood is properly disposed of at a landfill or by burying, chipping, or burning it immediately
- Never store elm firewood, as it may be infected



**Prevention starts at home.**

[www.stoppeded.org](http://www.stoppeded.org) • 1-877-837-ELMS (3567)



• CANADIAN  
• AGRICULTURAL  
• PARTNERSHIP



# THE ULTIMATE PARTNER.

Provides quick and complete burndown and residual control of tough-to-control broadleaf weeds.

**Detail**<sup>®</sup>  
Herbicide

For more information on Detail<sup>®</sup> herbicide, please visit [www.BetterVM.ca](http://www.BetterVM.ca).

**Always read and follow label directions.**

DETAIL is a registered trade-mark of BASF. © 2020 BASF Canada Inc.

**■ - BASF**  
We create chemistry