

FALL PRINT EDITION

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# **THE** **VEGETATION MANAGER** *magazine* **2017**

## **CHANGING OF THE SEASONS:**

**HERBICIDES ENDING, PREPARING FOR WINTER**

### **ICE - FRIEND OR FOE**

Ice Safety and awareness - taking extra precautions when it comes to frozen water.

### **WORKING IN COLD CONDITIONS**

The Occupational Health and Safety Regulations, require employers and contractors to take measures to protect the health and safety of employees who must work outdoors in cold weather.

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# PRESIDENT'S REPORT



## - BRANDON TUPPER, President PVMA



In most of the province our Industry had a slow start with the poor weather in May.

Like everyone else we have been taking advantage of the nice weather of September and October.

**“ WITH THE CHANGING OF THE SEASONS; HERBICIDES ENDING, PREPARING FOR WINTER, I HOPE EVERYONE HAD A SAFE SEASON.**

We look forward to seeing you at the PVMA Fall Workshop and General Meeting October 26th.

**BRANDON TUPPER**

**President - PVMA**



# CONGRATULATIONS TO NEIL THIESSEN!

## - BY BOB GORDON, Asplundh Canada ULC



The PVMA would like to congratulate Neil Thiessen who has been recognized for his contributions to the education and training of Utility Vegetation Management Professionals by the Utility Arborist Association.

Neil was presented with the UAA Education Award, which honors an individual who has added to the knowledge and practices of the Utility Arborist, at the Trees and Utilities Conference held in Kansas City, Missouri on September 26-28, 2017.

I had the opportunity to sit in on a presentation on Leadership that Neil delivered recently and I came away inspired from that presentation for the following reasons. There was a mix of employees in this crowd that ranged from 1 year to 40 years. Neil was able to speak to the whole crowd recognizing the importance of the veteran employees along with inspiring the newer employees, talking about their importance and how there was great opportunity in our industry for them to advance and make a

career in this industry. It is this passion that Neil brings forward especially when talking with young people looking at coming into this industry that I admire the most. I have had the opportunity to work with Neil on a number of committees and he has set the benchmark for all of us to aspire to, and this award speaks volumes to that achievement.

***Congratulations Neil!***

## PVMA MEMBERSHIP RENEWAL NOTICE:

- Memberships need to be renewed by December 31, 2017 -

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Chairman – Vacant

# SAFETY COMMITTEE



## Mission Statement

The PVMA Safety Committee was developed as a body to collect information from industry in regards to incidents and near-misses and develop trending reports from that information that will be sent out to industry.

## Reporting Process

All information being shared with this committee is to be sent to: [safety@pvma.ca](mailto:safety@pvma.ca) - this e-mail is only accessible to the PVMA Safety Committee. To get things started we would like to get the man hours worked from January up to now. We are looking for significant near misses you have had come in that you are willing to share. We would also like to get in some of the lessons learned from significant incident events that you can share with the industry. Along with that we would be happy to hear about Safety Positives that have occurred in our industry that we can share. From the mechanical side to our herbicide operations we value everyone's input.

## Handling of Information

All committee members have signed a “Code of Ethics” to ensure appropriate and professional handling of information. All information sent in will be reviewed and any information on the report that identifies the company or employees will be removed. Information received will be summarized into trending reports that will be sent out to industry in a quarterly newsletter.

## Significant Events

Any information sent in that the committee deems as a significant event either incident or near-miss and feels that the information needs to be sent out quicker will go out as an alert by e-mail instead of waiting for the quarterly report. The opportunity will be there for this committee to grow as this process moves forward and we will welcome participation from the entire Vegetation Management industry.

# HIGHLIGHTS FROM THE 2017 PVMA SPRING CONFERENCE

- BY CANDICE MANSHRECK, Dow AgroSciences

On Feb 28 – March 2, 2017 the PVMA held another successful spring conference at the Marriott River Cree Resort in Edmonton, AB.

**This year's theme was Right of Way Stewardship: Meeting the Challenges and Navigating the Future.**

We had an excellent line up of speakers for the event which enabled us to offer 10 CEC's and 12.5 CEU's. The conference planning committee included; Kevin Tritten, Mike Bates, Neil Thiessen, Gary Godberson, and myself. We would like to extend another huge thank you on behalf of the PVMA to all of our conference sponsors.

The trade show component of the conference sold out with 24 exhibitors setting up booths at the conference. Thank you to our trade show exhibitors for their participation and support of the event.

The conference planning committee would also like to extend a huge thank you to all those who donated silent auction items, and everyone who bid on, and purchased these items.

Without the support of so many individuals and companies, we could not have had such a successful event.

We would also like to thank everyone who attended the conference; 183 people registered for the event, (this number does not include speakers or tradeshow participants).

We hope that everyone enjoyed the conference and found it valuable. **The next large biannual Spring Conference will be held at the Marriot River Cree in Edmonton February 26-28, 2019.**

We hope to see you all there!

## TRADESHOW EXHIBITORS

- Ace Vegetation
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- Arbor-care
- Arborist Supply
- Arboriculture Canada Training & Education Ltd.
- Arbor-Tech
- Asplundh
- BASF
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- Professional Vegetation Managers Association
- Southbrook Safety
- Stihl
- Stopped
- Univar Environmental Sciences
- Utility Vegetation Management Association



# SPRING CONFERENCE & AGM | 2018

## WEDNESDAY, MARCH 7TH | BLACK KNIGHT INN, RED DEER

[CEC AND CEU WILL BE APPLIED FOR!]

### AGENDA:

- |   |                                  |
|---|----------------------------------|
| 8:30am - 9:25a: Registration                  | 12:00pm - 1:00pm: Lunch          |
| 9:25am - 9:30am: Welcome by Seminar Committee | 1:00pm - 2:00pm: Speaker         |
| 9:30am - 10:30am: Speaker                     | 2:00pm - 2:30pm: Coffee Break    |
| 10:30am - 11:00am: Coffee Break               | 2:30pm - 3:30pm: Speaker         |
| 11:00am - 12:00pm: AGM                        | 3:30pm - 3:45pm: Closing Remarks |

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- Tradeshow Booth: \$150 + gst
- Sponsorship: \$500 – includes booth, recognition at registration table, display board, rolling PowerPoint.
- Group Room Rate March 6&7: \$130.00 + Tax with “PVMA”. Room block held until Feb 6, 2018.
- I would like to receive information about future PVMA conferences and events

# WITH THE CHANGE OF THE SEASON

- AUTHOR BILL JOHNSON (submitted by Bob Gordon)

**AS WEATHER AND ROAD CONDITIONS CHANGE WITH THE SEASON, FOLLOWING FALL DRIVING SAFETY TIPS WILL HELP KEEP YOU SAFE AS YOU ENJOY THE COOL CRISP AIR AND THE BEAUTIFUL COLORS OF THE AUTUMN LEAVES.**

## The Dangers of Leaves on the Road

- When leaves accumulate on the roadway and become wet, they can get extremely slippery, making the driving conditions similar to driving on ice. If the temperature drops below freezing, the wet leaves will freeze and turn into dangerous icy leaves on the roadway. Besides reducing the car's traction, causing skidding and the possibility of losing control of the vehicle, leaves often cover the painted road markings, making it difficult to know the location of the lanes.
- Slow down if you are driving on a road covered with leaves, especially when driving around turns.
- Allow yourself plenty of room to stop in an emergency. Keep a greater distance between you and the car in front of you.
- Leaves make it difficult to see potholes and bumps in the road.
- A pile of leaves raked to the side of the road is an inviting place to a child. Children enjoy jumping into the leaf piles or burrowing down into them and hiding. Never drive through a leaf pile. Use caution going around turns and where children are playing.
- Keep your windshield leaves free to avoid wet leaves getting stuck under the windshield wiper blades.
- In order to avoid the possibility of a fire hazard from the exhaust system or catalytic converter, never park your vehicle over a pile of leaves.

## Changing Weather Conditions

- In many areas, autumn is a damp, wet season. There are many rainy or foggy days and nights. As the temperatures drop, frost often coats the ground at night.
- When driving in fog, drive at a speed so you can stop in the distance you can see and set your headlights to low beam.
- In the fall as temperatures drop, frost often forms on the roadway, causing hazardous driving conditions. Drive slowly and break gently at overpasses and bridges as these areas frost over more quickly than other roadway surfaces.
- Be aware of areas where black ice forms on the roadway.

## Adjust for Fewer Hours of Daylight

- In the fall there are fewer hours of daylight. In the earlier darkness, it is common to see children outside playing or riding their bicycles. People are walking their dogs, jogging or taking late afternoon or evening walks. In the fading light of dusk, it is more difficult to see children and pedestrians.
- Watch out for children at their bus stops in the morning and as they return home in the afternoon.
- Halloween is a fun fall holiday. Take special care where children are out trick or treating. They may be wearing masks or costumes that limit their visibility.
- Always drive defensively.

## Vehicle Maintenance

- Keep your headlights cleaned and in proper working order, making sure they are aligned.
- Replace your windshield wiper blades if they show any signs of wear.
- Keep an emergency car safety kit in your vehicle.

## Additional Fall Safety Driving Tips

- Always keep a pair of sunglasses in your vehicle. Fall sunrises and sunsets can be very brilliant. The bright sun often creates a large amount of glare, making it difficult to see other vehicles, the roadway or the road's shoulder. Wearing sunglasses during

these times reduces the danger.

- If you live in an area where there are deer, they are more apt to run into the roadway especially at dawn and dusk since the fall is an active breeding time. If you see a deer cross the roadway, proceed very slowly as they often travel in groups.
- Naturally safe driving practices are essential all through the year. However, being aware of the unique autumn driving hazards and following the fall driving safety tips here will make you a safer driver.

## Fire Safety Tips for Fall

- When the weather turns cold most people spend more time inside their homes using fireplaces, furnaces, and heaters to keep warm. There's nothing quite as cozy as a fire, but it presents some safety hazards. Keep these tips in mind.

## Service Your Furnace

- Before the cold autumn and winter weather sets in, be sure to call your heating and cooling company to service your furnace. A specialist should inspect the furnace to make sure everything is in working order and that there are no leaks.

## Use Fireplaces Safely

- Keep that fire in its proper place by using a fireplace screen to keep sparks from flying out of the fireplace. Never leave a burning fire unattended, and make sure a fire in a fireplace is completely out before going to bed.

## Use Caution with Space Heaters

- A space heater can be an effective way to warm up a chilly room, but it's essential that you read the instructions on the unit before you use it. If your space heater requires venting, make sure you have vented it to the outdoors. Never use your stove or oven to heat your home; only use space heaters that are approved for this purpose. Always allow at least three feet of empty area around space heaters.

# WORKING IN COLD CONDITIONS

- BY BOB GORDON, Asplundh Canada ULC

*The Occupational Health and Safety Regulations*, require employers and contractors to take measures to protect the health and safety of employees who must work outdoors in cold weather.

Experienced workers usually know the best clothing to wear for their jobs. However, when workers are unexpectedly assigned to outdoor jobs in extremely cold weather, the employer or contractor is expected to:

- Provide appropriate clothing; or
- Allow the workers to obtain suitable clothing before starting the task.

Special attention should be given to good hand and footwear, and face and head protection.

How fast a person's body cools in cold weather depends on:

- Air temperature;
- Wind speed;
- Heat of the sun; and
- Work being done.

The fingers and toes usually feel cold first. Shivering then sets in. Shivering is the body's way of warning that it needs to be warmed-up. If not warmed, a person maybe become distracted by the discomfort and become more likely to have an incident. The risk of frostbite also increases. Employers and contractors should provide a heated warm-up shelter(s) at the workplace where workers can get indoors and out of the cold.

## THE WORK WARM-UP SCHEDULE

**THE WORK WARM-UP SCHEDULE** shows the warm-up breaks required for working in cold conditions and the normal breaks to be provided every two hours. The schedule allows additional breaks for workers as the wind velocity at the work site increases and/or the temperature drops.

Warm-up breaks should begin when the temperature reaches -26oC (-15oF) with winds of 16km/h (10mph) or greater. All non-emergency work should stop by the time the temperature reaches -43oC (-45oF) if there is no noticeable wind. If there is wind, use the chart below for advice.

**NOTE:** The information in the chart applies to moderate to heavy physical work activity in any four-hour period. At the end of the four-hour period an extended break in a warm location is expected. Warm-up breaks are assumed to provide 10 minutes in a warm environment. These guidelines apply to workers wearing dry clothing.

Special measures need to be taken in certain circumstances.

**1.** When the work involves riding on an unshielded vehicle or some other activity that generates wind, the number of breaks should be increased appropriately. If effective protection against the wind can be provided by shields or screens, work modification or other measures, then the work warm-up

schedule for "No Noticeable Wind" would apply. When work must be done in isolated areas, a 'buddy system' or a reliable two-way communication system should be used. Some vehicles may need to be equipped with survival gear.

**2.** Apply the schedule one step lower for work with limited physical activity. For example, at -35oC (-30oF) with no noticeable wind, a worker with a job requiring little physical movement should have a maximum work period of 40 minutes with four breaks in a four-hour period.

## ESTIMATING WIND VELOCITY

If reliable weather reports are not available, use the following as a guide to estimate wind velocity:

- An 8 km/h (5 mph) wind will move a light flag.
- A 16 km/h (10 mph) wind will fully extend the flag.
- A 24 km/hr. (15 mph) wind will raise a newspaper sheet.
- A 32 km/h (20 mph) wind will produce blowing and drifting snow.

Environment Canada may report a wind chill index.

If wind speeds are higher than those identified in the chart, a wind chill of -51o should be used to determine the point at which all non-emergency work should stop.



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# COMMUNITY SERVICE PROFILE

## KEITH SANFTLEBEN



- BY VAL EICHELT, PVMA

Most people who volunteer do not see what they are doing as anything special or care to receive any recognition. A great example of this is Keith Sanftleben.

When this writer asked Keith about his community service work he indicated that he really hasn't done much and what he has done he feels would be boring to most. I beg to differ.

A lot of you will be familiar with Keith's volunteer work with the PVMA (formally the IVMAA). Keith served several years on the Board of Directors, as President and then Past-President of our organization. He sees great continuity and historical benefit in the Past-President role.

As Keith is raising his family he has had opportunities to be involved in activities that his children have been involved in. He has been a scout leader at the Beavers and Cubs level and is a parent volunteer at his son's school.

He is also parent volunteer and the photographer for his son's elite soccer team. Being a Dad has also impacted Keith's humanitarian involvement. After the adoption of his son Tuloro from Ethiopia July 2007, Keith became involved with an organization

called Canadian Humanitarian as a way of staying involved with his son's birth country. Canadian Humanitarian is a grass roots organization that has been working, tirelessly for more than 2 decades to help the people of Ethiopia.

Canadian Humanitarian has helped thousand of impoverished children through the creation of Child Centres, providing children with important resources including medical care and education. An important part of the Canadian Humanitarian strategy is engaging Canadians to assist with the projects through volunteer expeditions. Keith has participated in a couple of these expeditions using his vegetation management experience to help the people of Ethiopia by setting up container gardening and dripline irrigation. These were rewarding experiences.

Keith also sponsors a foster child in Ethiopia, who he met on expedition in 2010. Keith was able to meet her again on expedition in 2013. It is amazing what a monthly sponsorship can do to enhance a child's life and rewarding when you can actually visit the child that you helped to sponsor and see how they are thriving.

In 2013, CTV put together a 60 minute made for television documentary that takes

viewers on a journey to the Horn of Africa to see how compassion and commitment by Canadians is making an incredible difference in the lives of children, their families and communities in Ethiopia. Keith was one of the volunteers whose efforts are highlighted in that documentary. He hopes to have Tuloro join him on one his volunteer expeditions to Ethiopia in the future.

To view the documentary or to learn more about Canadian Humanitarian you can visit: [cielopictures.com/Canadian-humanitarian](http://cielopictures.com/Canadian-humanitarian) or [canadianhumanitarian.com](http://canadianhumanitarian.com).

IF YOU ARE A PMVA MEMBER WHO IS VOLUNTEERING OR YOU KNOW OF A PVMA MEMBER WHO IS, LET US KNOW AS WE WOULD LIKE TO SPOTLIGHT THAT IN A FUTURE ISSUE.



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Solutions for the Growing World

# ICE: FRIEND OR FOE?

- BY WADE SMITH, Southbrook Safety and Consulting Ltd.

Growing up in the Peace Country on a sawmill was a kid's paradise. There were creeks, beaver dams, trees and lots of scrap wood. We had a gang of friends and relatives living at the mill site, or very close by on farms. With that many kids around we pretty much had the run of the place. We learned water safety at a very early age. We knew the water rules. Stay away from the beaver dams and the beavers as well as the creeks when they were flooding. Any breaking of the rules meant a week of no friends and being stuck in the yard.

Once the water froze we had a whole new playground. It had to be checked by an adult who walked out on the ice carrying a 2"x4"x8' board with a rope across their chest just in case they went through the ice. There were ice rules too. No going close to the beaver house because there will be open water there. We were shown where the beaver stored his winter food and told to stay clear of that area because the ice will be thin all winter. We were also told to locate the beaver runs and to not walk or skate on them. After the snow came we were warned to stay away from the end of the beaver pond that bordered to the muskeg as there could be water from over flows and we could get stuck in it. To some of you this may not sound so strange, but to a growing number this may be the first time you have heard these warnings.

I would watch as Cats, with large poplar trees chained to their under carriage, would slowly creep across the ice of the Peace River onto islands to prep them for logging. In those days there were no cabs on the Cats so the driver could tie ropes onto the controls and work the cat remotely. Much like a horse.

Now as we work in the winter we cross water bodies on ice roads and we think nothing of it. Behind the scenes there are licensed professionals making these roads. You will find how they make these roads and how they keep them safe here; **OHS code part 12 General Safety Precautions Section 195 working on Ice** <https://work.alberta.ca/SearchAARC/1561.html>

Also go to the Alberta Labour site and download the "**Best Practice for Building and Working on Ice Covers in Alberta**" [https://work.alberta.ca/documents/WHS-PUB\\_sh010.pdf](https://work.alberta.ca/documents/WHS-PUB_sh010.pdf). These methods are for all working platforms made of ice. Still people make mistakes or just ignore the regulations. There was a company convicted in 2015 after a track hoe went through the ice on a man-made pond and the operator drowned. The hoe was working there for a few days. They did not do their due diligence and test the ice regularly as clearly outlined. Please take the time to download the 70 page Best Practice file it is good reading.

I have a friend that builds 57 kilometers of ice road with four water crossings. The largest of which crosses the Liard River at 1.6 kilometers long. There is a large rock formation about 80 feet down that changes shape every year. Guy knows it is there because it can change the thickness of his ice bridge as the water is directed up. This spot changes year from year so he has to adjust his route. He has to constantly monitor the bridge as it is being constructed and he has to make his bridge extra wide, so he can change the routing. The first Cat across the bridge was a 450 c/w with the cab doors wired open. It still had large poplar trees chained to the under carriage. The driver had to be in the cab, but he was wearing a life jacket. Some things have changed and others have not.

Some clients require that you or your workers have an ice safety course before driving on their ice roads or work from their ice platforms. **You can find it at the Alberta Labour site eLearning "Working Safely on ice"** <https://work.alberta.ca/elearning/icesafety/index.html>.

We take special precautions around ice, remember that not all muskegs will freeze in the winter. Some creeks are warm water creeks and if the snow comes early they will not freeze, the snow forms a dome over the creek on the lee side of the prevailing wind direction. Use caution, walk softly and carry a big stick. One other thing about beaver dams, "don't drive too close to the top of them the ice will give way".



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## BOB GORDON: RECOGNIZED BY THE UTILITY ARBORIST ASSOCIATION - INTERNATIONAL

- BY NEIL THIESSEN



The international UVM industry recognizes excellence in **SAFETY** Sept. 26th, 2017 in Kansas City, Missouri by awarding Bob Gordon the **SILVER SHIELD AWARD**. This prestigious award is to recognize those individuals who have **FOCUS, PASSION, KNOWLEDGE, IS A TEAM PLAYER AND COMMITTED LEADER**.

This very well describes Bob, a worthy recipient! Bob is the second person and first Canadian to ever receive this award.

### FOCUS

Bob is known in the industry as "Safety Bob". He lives safety at home, in the community and at work. He is a hands-on leader that treats people as equals and coaches with knowledge and commitment. Whether its yard work at home, maintenance in the home, observations in the community activities or at work, Bob will intervene if he observes unsafe practices.

### PASSION

"Safety Bob" loves his role as a Regional Safety Supervisor. He constantly shows his passion for his work and mission. Bob chairs the Professional Vegetation Management Association safety committee, participates in the curriculum development for the electrical safety and UVM certification program in Alberta.

He teaches safety at Olds College as part of the certification program. Anyone who interfaces with Bob sees his enthusiasm and passion for safety.

### KNOWLEDGE

Over the years Bob has learned from his mistakes and often, when coaching others he will reference them to the younger less experienced worker. He is very well respected with the field and management within his company. In addition, because of his role as teacher, coach and curriculum developer, he interfaces with many of the utilities and contractors in Canada. Bob is recognized for his knowledge and passion at Asplundh Corporation. Because of the respect he has gained, he is effective in implementing continuous improvements at his work and for the industry here in Canada.

### TEAM PLAYER

Because of Bob's calm nature he is extremely effective in dealing with important and sometimes sensitive safety issues. He believes that safety is more than a rule book. He is willing and able to challenge the status quo and engage key stakeholders, including senior management, to manage changes for the sake of improvement.

Bob does not have an ego. People enjoy working with him on committees or in the field because he listens and respects their opinions. He is ever watchful for opportunities to make a safer environment for others and himself.

### LEADER/COMMITMENT

Bob has and continues to, work with senior management on improving safety practices and the culture within the industry. He also, works closely with crew members, observing, coaching and praising good safety practices. Bob would never let an unsafe situation go unchecked. He would own it until it was fixed. The field crews or students alike respect his encouraging insight always. You will find Bob leading by example whether in the field or in a committee.

If anyone ever doubted Bob's commitment to safety, it's because they never met him! Who else but a very committed and proud safety supervisor would wear a safety vest when travelling across Canada going about his passion?



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# TRAINING NEW EMPLOYEES VS. TRAINING RETURNING EMPLOYEES

- BY MEGHAN BEAUMAN, ACE Vegetation



With spring comes new employees for the upcoming summer season. We have many training activities and competency to go over. It takes around a month for the average new employee to go through all in class training and then on the job training, before being signed off by a supervisor. These training sessions become very in-depth

and employees have multiple tests that they must pass. The supervisors plan the training months in advance to ensure that the employees have the best training.

This all sounds so great for new employees who will be working for only a short amount of time. But what about employees who are returning to work after the winter off?

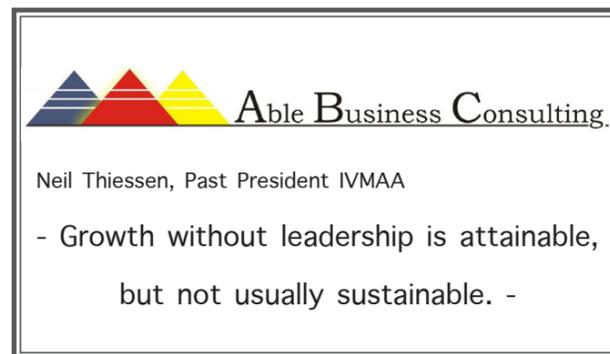
Returning employees are already trained to do the job they are returning to, right? Well yes, but also no. We have the expectation that returning employees will remember the training they received. Unfortunately, they may have been gone from the job for 6 months, a year, or longer depending on the time off before returning to the job. Emphasis is put on new employees over returning employees. This can lead to complacency or

even bad decision making by returning employees who may be embarrassed to admit that they don't remember how to do something.

So, how do we fix the gap that we have created between new employee training vs. returning employee training? Some solutions that have been used within seasonal companies are:

- Use returning employees to conduct training for new hires. This provides both a review and a training session. Have a full-time employee supervise the training to ensure that all the steps are reviewed correctly.
- Put the returning employee training into the schedule. This is a way to ensure that the training is still emphasized but not as in-depth as the new hire training.
- Checklist. Have a checklist to ensure that training is covered off and signed off by a competent employee. This also creates accountability to the training that is being given.
- Bi-weekly practice/procedure review- this is for both new and returning employees. Review the procedures that are being used on a daily basis.

There are many options to ensure that returning employee are being covered off. Choose what works best for your company. This ensures that all employees are being trained to the same standard.



# PVMA GUIDE FOR VIRTUAL COMMITTEE CHAIRS - PART II

- BY BRANDON TUPPER

## MAINTAINING A BALANCE BETWEEN WORK AND PERSONAL LIFE:

Perhaps one of the most enjoyable experiences available is to volunteer. Using your skill set you can give back to your community or your industry by making it a better place. You can expand your network and find valuable coaches and even mentor yourself. With the balance between work and personal life already difficult to maintain, how can you spend any more available time volunteering? Finding the time to balance this is not easy but thus it is very rewarding and worth the effort. As more and more of the volunteer time at the PVMA is becoming virtual, it is important to ensure that you can balance the precious work life and personal life. In this section, we are going to discuss some ways that you can balance your commitment as a volunteer with the precious work and life scenario.

As discussed in Fisher and Fisher (2011) modern technology has made it impossible to separate home from other commitments. If you leave this unchecked relationships, volunteering, work and health all suffer. When these suffer then so does productivity and it can be costly. Initially understanding that the traditional organizational structure will not work with team members that are part of a virtual team. You can no longer get to work at 8:00am and leave at 5:00pm. Technology is a tether and it will follow you. Many organizations have put pressure on individuals to do work at home (answer emails) however they never addressed how to deal with how intrusive some projects can be at the home of the employee.

Recently there has been some guidelines and technology use protocols and systems that incorporate the new organizational structure that includes virtual teams. As managers work to improve this system here are some top pointers from Fisher and Fisher (2011).

1. Reserve a regular time each week for family time and date night
2. Discuss personal times with your team members so that they know that they cannot interrupt you.

3. Find a creative way to stay connected with your family if you are on the road. For example, use facetime or Skype with your family or a close friend.
  4. Outline some guidelines so that your family knows your behaviour while travelling. For example, staying up late or going out for drinks after.
  5. Whenever possible take advantage of any family/friend's events where you can bring them to your work. For example, the PVMA banquet allows for additional tickets to be purchased so you can bring your significant other out to the event.
  6. Don't forget to take care of your body. Putting important appointments off will only cause grief and resentment down the road. Don't miss your dental appointment just because something important came up at work.
  7. Keep exercising and eating healthy. A health mind and body will help you manage the trials that you will face day to day.
  8. Keep a day timer to ensure you are keeping up with these tips.
- Another concept mentioned in Fisher and Fisher (2011) is that it is up to you the volunteer or employee to balance your life. It is not your organizations. Its important to use a shared calendar and being open about your personal life commitments may help in planning and organizing other work-related events. Some tips on how to work better at home are:
- Identify start and stop times
  - Get up and get ready for the day
  - Find times so that you are uninterrupted
  - Not all situations allow it but consider a work only space. A place for phone calls, reading, working, computer, printer, whiteboards etc. This is the space where you work and others know when you are in this space you are at work and should not be contacted.
  - Have a good computer, cell phone, internet at home.
  - Become more tech savvy. Watch some YouTube videos and learn more about problem solving your computer. One of the best ways to become more tech savvy in my opinion is not asking for help and instead research a solution to the problem. This trial an error method will have you solving all kinds of technical issues.

Volunteering is an exciting thing to be a part of. Ensuring that you have a strong balance between work and personal life is important. I hope by following some of these tips you will be able continue as an effective volunteer and contribute to a greater cause.

Reference: Fisher, K., & Fisher, M. D. (2011). Manager's guide to virtual teams. New York: McGraw-Hill.

# THE VEGETATION MANAGER *magazine*

**- ADVERTISING RATE SHEET**

**2017 RATE SHEET** \* SUBMIT ADS OR INQUIRIES TO VAL@PVMA.CA

AD SIZE SPECS:	SINGLE ISSUE RATE (MEMBER)	ANNUAL RATE (MEMBER) * Four Issues - 2 printed, 2 electronic (printable)
FULL PAGE ADVERTISEMENT	\$800	\$2240
HALF-PAGE ADVERTISEMENT	\$550	\$1540
QUARTER PAGE ADVERTISEMENT	\$400	\$1120
BUSINESS CARD ADVERTISEMENT	\$100	\$280

\* 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**

**February 8, 2018**

**April 12, 2018**

**August 9, 2018**

**September 13, 2018**

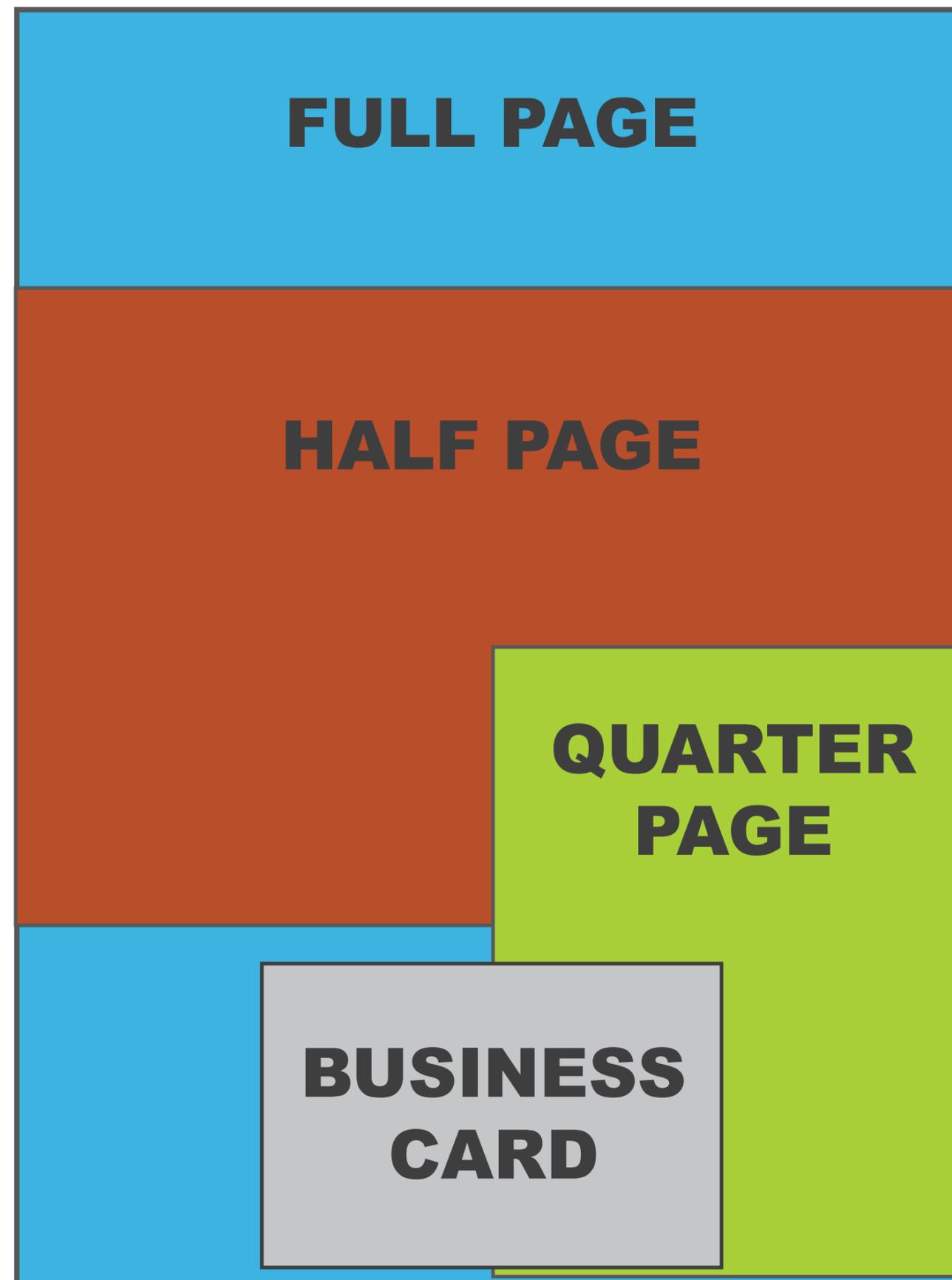
**Distribution Date**

**March 7, 2018 (Print)**

**May 1, 2018 (Electronic)**

**Sept 6, 2018 (Electronic)**

**October 25, 2018 (Print)**





## PVMA Members Bursary Program

### PURPOSE:

To recognize the scholastic achievement of PVMA member dependants and, to foster further academic growth for students in need of financial aid at an approved post secondary institution.

### APPLICATION TO PVMA OBJECTIVES:

By supporting the academic development of membership dependants in need of financial aid, the PVMA furthers its commitment to “foster education about all facets of vegetation management”.

### ELIGIBILITY:

1. Applicants must be enrolled in a second semester at a Canadian post secondary institution which is a member of Universities Canada or, a Canadian college, institute of applied arts and technology or similar institution.
2. Applicants must be dependent children of named PVMA members who have been members (in good standing) for one year and are still members upon the commencement of the academic year.

### GUIDELINES:

1. Annually, the PVMA Board of Directors may establish funding available for the PVMA Members Bursary.
2. A maximum of \$500.00 per accepted applicant may be awarded annually for financial support towards the applicant's selected post secondary field of study.
3. Priority will be given to applicants who have not yet been awarded the PVMA Members Bursary. An applicant may be awarded the award a second time based on the availability of funds, financial need and number of applications received.

### PROCEDURE: [https://www.pvma.ca/awards\\_scholarships\\_and\\_bursaries](https://www.pvma.ca/awards_scholarships_and_bursaries)

1. Eligible applicants shall submit a request for financial support to the PVMA prior to October 31 of a given year for consideration. PVMA Members Bursary applications are available from the PVMA website ([www.pvma.ca](http://www.pvma.ca)).
2. Proof of enrollment in a post secondary institution must be submitted with the application.
3. All applications shall be reviewed by the PVMA Awards Committee for recommendation to the PVMA Board of Directors.
4. The PVMA Board of Directors shall have sole discretion in the final selection and award of the PVMA Members Bursary.

**PLEASE NOTE:** The selected winner of the PVMA Bursary will be featured in a publication of the Vegetation Manager magazine as well as on the PVMA website. This publication will include a picture and a small write up. The winner will be required to sign a waiver of approval upon acceptance of the Bursary.



**\*\*DEADLINE FAST APPROACHING - NOVEMBER 30, 2017**

## \$1000.00 Student Scholarship

### OPEN TO ALL STUDENTS CURRENTLY ENROLLED IN POST SECONDARY STUDIES

### PREFERABLY RELATED TO INDUSTRIAL VEGETATION MANAGEMENT

The Professional Vegetation Managers Association's (PVMA) membership is made up of electric utilities, pipelines and petroleum producers, forestry companies, road authorities and municipal weed managers, contractors, and equipment and chemical suppliers, government agencies and others. An objective of the Association is to promote and support continuous improvement in the industry through development of improved methods, careful regulation and responsible execution of the vegetation management activities, and by supporting training and education of the people working at all levels in the industry.

In keeping with this objective, the PVMA will be awarding one scholarship of \$1000.00 each year to an Alberta student who is enrolled in a vegetation management related program in an Alberta post-secondary institute. In addition to the scholarship, the winner will receive a complementary admission and paid accommodations to PVMA's Annual Spring Seminar. See PVMA website for updated information ([www.pvma.ca](http://www.pvma.ca)).

To qualify for consideration, the applicants must:

1. Be a full-time resident of Alberta.
2. Have completed a minimum of one full year of the related program and have maintained a passing average mark. (copy of transcript is required).
3. Prepare a 1 to 2 page written essay detailing the student's outstanding interests and areas of specialty in the field of industrial or forestry vegetation management.
4. Have never previously been awarded this Scholarship.

**\*Preference will be given to those enrolled in a biology, agriculture, environmental studies, forestry or other program related to natural sciences.**

To apply, please complete the following application and send to the PVMA along with the required documentation. All documentation must be received by us **no later than November 30, 2017**.

The submissions will be reviewed and judged, and a winner chosen at the sole discretion of the PVMA. The PVMA reserves the right to publish the winning essay and the name of the winning applicant publicly including on the Association website. Once a winner has been chosen submissions made by other applicants will be destroyed. The PVMA reserves the right to refuse any application without bias.

The scholarship winner will be notified within 60 days after application cut-off date. Requests for extension to the deadline for submission will NOT be considered.

For more information or to contact the PVMA, please see our website at [www.pvma.ca](http://www.pvma.ca)

Phone: (877) 249-1508 ♦ Fax: (877) 248-3093 ♦ PVMA Box 5468 Leduc, AB T9E 6L7 ♦ [www.pvma.ca](http://www.pvma.ca)  
Information protected by the PVMA Privacy of Information Policy available at [www.pvma.ca](http://www.pvma.ca)

# PVMA COMMITTEE REPORTS

PROFESSIONAL VEGETATION MANAGERS ASSOCIATION

## - MEMBERSHIP COMMITTEE -

The membership committee is in the process of re-commencing and is looking for some keen individuals to help us in the process of re-visiting the structure and benefits of PVMA membership.

Key committee goals will include review and revision (if required) of applications, structure, policies and communications. If you are interested in being a part of this committee, please let me or the PVMA office know.

**Jennifer Edwards – Director in Charge**

## - AWARDS COMMITTEE -

Hello PVMA members! It's that time a year again where school has started and our scholarships, awards and bursaries are being offered. Deadlines are fast approaching so if you know a special someone that qualifies make sure that they get their application in. There is a \$1,000.00 scholarship open to all students enrolled in post secondary studies preferably related to industrial vegetation management.

There is also a bursary program where the PVMA gives out a \$500.00 bursary to a dependant's child of a PVMA member in good standing whose child is attending a second semester at a Canadian post secondary institution which is a member of Universities Canada, a Canadian college, institute of applied arts and technology or similar institution.

Preference will be given to recipients who have not been awarded in a past year.

Visit our PVMA website for more details and 2017 enrollment forms. If you have any questions please give me a call at 780 898 4102.

**Keith Sanftleben – Director in Charge**

## - EDITORIAL COMMITTEE -

We hope you enjoy this issue of The Vegetation Manager Magazine. The Editorial Committee is proud of the issues we have been able to produce this year.

This is our fourth edition as an Editorial Committee and we are excited to share it with you. Our committee continues to meet once a month to come up with a theme and solicit and review articles that our PVMA members and readers will find educational, interesting and informative.

In the process we have discovered what some of our members have been up to outside of their work, through our Community Service Profiles. If you have any suggestions for topics or you know of a PVMA member we might feature in a future issue, please let us know. You can email me at [val@pvma.ca](mailto:val@pvma.ca). You are also welcome to join our committee.

**Val Eichelt - Editorial Committee Co-Chair**

## - SAFETY COMMITTEE -

The Safety Committee has been working hand in hand with the editorial committee over the last few months to help with the roll out and development of articles for the Vegetation Manager. As we move forward we will be including a separate safety section from the committee dedicated to the following. Safety tips; (Work or Home), Near Miss Reports shared with the committee, training resources that are available, and different safety topics.

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.

If you are interested in joining the Safety Committee, please contact Val Eichelt, PVMA Office Manager [val@pvma.ca](mailto:val@pvma.ca)

**Bob Gordon - Safety Committee Chairman**

## - SEMINAR COMMITTEE -

**2017 PVMA Spring Conference:  
February 28 – March 2, 2017**

**Location: Edmonton Marriott at River Cree Resort, Enoch AB**  
This event is a critical fundraiser for the association; thank you to everyone who attended, sponsored, and donated items.

183 people registered, not including speakers or tradeshow participants.

Thank you to the organizing committee for all of their hard work, and long hours in organizing the conference; Kevin Tritten, Mike Bates, Neil Thiessen, & Gary Godberson.

**PVMA Fall Meeting – October 26, 2017**

**Location: Bass Pro Shop Conference Room at Cross Iron Mills Outlets Mall, Balzac AB**

Speakers:

Connor Wollis - Wildfire and Land Management Specialist, Alberta Agriculture and Forestry  
An Overview of the Industrial FireSmart Program and related Vegetation Management Options for reducing wildfire risk in the Wildland Industrial Interface  
Dan Stickney – Senior Planner, Forest Operations – ATCO Electric  
Managing Vegetation for Wildfire Risk on Utility RoWs

**SAVE THE DATE – 2018 PVMA Spring Meeting –  
Wednesday March 7, 2018**

**Location: Black Knight Inn, Red Deer AB**

Speakers: To be determined

**2019 PVMA Spring Conference –  
Tuesday Feb 26-Thursday Feb 28, 2019**

**Location: Edmonton Marriott at River Cree Resort, Enoch AB**

Speakers: To be determined

**Candice Manshreck - Director in Charge**

## UTW-UTT RECERTIFICATION COURSE NOVEMBER 16 & 17

For all those who have expired or will be expiring before March 2018.  
(Information is on PVMA website under UTW-UTT/Course offerings <https://www.pvma.ca/course-offerings>)



## - MARKETING COMMITTEE -

After a busy summer, the PVMA Marketing Committee is ready to get back to work. While advancement on the Committee's strategic priorities chart slowed over the summer, some members may have noticed the addition of a PVMA Facebook Page. With the completion of this page, as well as, the addition of the PVMA twitter feed the association has completed its expansion into social media. Make sure to like and follow these pages for updates from the PVMA.

The committee will now turn its attention to the review of the PVMA website, review of brochures and other promotional material, as well as, coordinating activities with the Editorial Committee to ensure a consistent image. 2017 is continuing to be an exciting year for the Committee and we are still looking for more members to help contribute to the continued success of the PVMA.

**Mike Bates - Director in Charge**

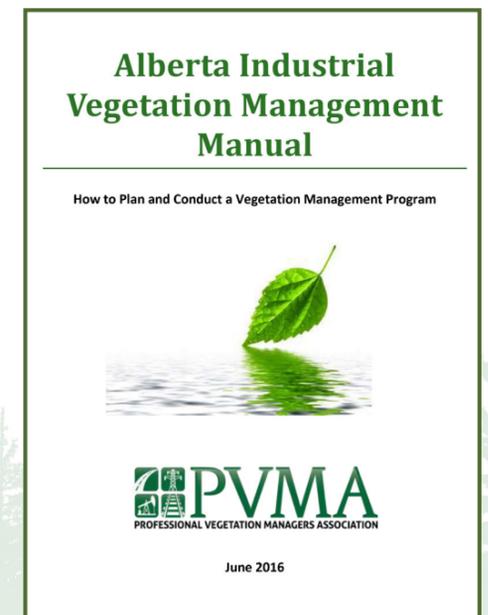
## - PROTOCOL COMMITTEE -

**PVMA PROTOCOL MANUAL**

**"How to Conduct a Vegetation Management Program"**

Purchase one print copy at regular price and receive up to 4 electronic copies at a 15% discount. A 20% applies to copies of 5 or more. You can get your digital or printed copy from the PVMA store at [www.pvma.ca](http://www.pvma.ca).

Cost: Print - \$310 (incl. gst & shipping) Digital - \$235 (incl. gst)



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