

DIGITAL EDITION

OCTOBER 26, 2023

# **THE** **VEGETATION MANAGER** *magazine* **2023**

**CALIBRATING BOOMLESS SPRAYERS**

**ARE YOU A LEADER OR A BOSS?**

**ENVIRONMENTAL WATER MONITORING**

**PVMA SCHOLARSHIP &  
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# PRESIDENT'S REPORT



## - LISA RYBCHUK, PRESIDENT PVMA



With Fall upon us, we are looking forward to our upcoming Fall Virtual Conference planned for October 26th. Shout out to board member, Orville McLean, for taking the lead on the conference. This is another FREE online event, thanks to the Casino funds! Thank you to all the volunteers that have stepped forward to work

the casino for the PVMA! Didn't get a chance? It's not too late, as our next Casino is on November 7-8th, in Calgary! Contact Laura Hammer or the PVMA office to volunteer.

Aside from the great networking and learning opportunities, another benefit of being a member of the PVMA is to be part of the unified voice for the Vegetation Management industry in Alberta. The following are just a few highlights of some of the recent steps taken on behalf of the PVMA membership, in partnership with other stakeholders, to various government departments.

- Submitted a letter to the Minister of Municipal Affairs regarding the recent change which transferred parts of the Alberta Electrical Utility Code to Occupational Health and Safety, affecting the UTT/UTW program.
- Met online with the Ministry of Advanced Education to discuss the possibility of the UTT/UTW program becoming accredited trade program. This designation would fall under the Skilled Trades and Apprenticeship Act (STAEA), a newly released piece of legislation that provides flexibility for expansion of trades and apprenticeships to new occupations.
- Submitted a letter to Alberta Environment and Protected Areas to voice concerns on behalf of Industrial Pesticide Applicators.

For more information about these items, please refer to the Committee Reports and plan to attend the General Meeting planned for October 26th, 2023.

Lastly, on a more somber note, we are all deeply saddened to hear of the sudden recent loss of Keith Sanftleben. He was an incredible individual, in both his personal and professional life. He will be missed by everyone who knew him.

*Lisa Rybchuk, PVMA President*

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# MEET ONE OF YOUR NEW DIRECTORS:

## DARCY SODERSTROM

- SUBMITTED BY KIMBERLY LAING



Darcy started working in this industry at a summer job in grade 10 and has been involved in vegetation management ever since. Darcy's 30+ year career is reflective of someone who has grown up in and moved through this industry in a variety of roles. His career began in British Columbia working behind the chipper and then he moved to Alberta in the early 90s to work in the bucket and climb trees.

During his career, Darcy has received several credentials including ISA Certified Arborist, ISA Utility Specialist, Certified Utility Arborist (CUA), Utility Tree Trimmer (UTT), D.I.T.S graduate and is also working on the UVMP course through the University of Wisconsin.

Darcy is a people-person and enjoyed the sales aspect of the job as it allowed him to connect with people who shared his love of the industry and work towards a long-term strategy. One of Darcy's biggest career highlights was managing a large line clearing contract in BC that cleared the lines from Ucluelet to Tofino. The project involved over 40 people including multiple First Nations groups including the Chief as well as parks, municipalities, and towns. The job was a massive undertaking and was completed in 6 weeks. For Darcy this was a personal and professional accomplishment, the forestry equivalent to winning a playoff game. His biggest learning lesson from this experience was that the foremost strength to a company and project is the people. It's not about the equipment, budget, or contract, but people working together to achieve a common goal are at the heart of project success.

For the past 5 years, Darcy has worked for ATCO Electric, beginning as a senior Forestry Coordinator, and now managing the entire east region of Alberta. His favorite part of the job is overseeing and executing a project from beginning to end and helping the plan evolve, this includes monitoring the schedule, budget, and risks at every step. Darcy enjoys seeing the entire vision come together into a tangible outcome that has an immediate impact on the power grid and communities it serves.

Darcy has enjoyed volunteering in several different capacities, including earth days, western UAA, and the Utility Arborist Association. He is looking forward to serving in his new role at the PVMA to champion this industry through changing times. As someone who has worked in both utilities and consulting companies, he appreciates the unique challenges faced on all sides of this business. It's an exciting time for the industry, there's rapid changes in many fronts that impact on our work, no matter which side of the business you're on. Some of these changes bring on the evolution of exciting new ideas, IVM and technology which help us adapt, but some of the changes require an accelerated plan for recruiting and attracting new talent into the industry.

As someone who started in this industry at a young age, Darcy loves mentoring young people just starting their careers with the same eagerness and enthusiasm that he did. Darcy has a passion for helping people get more opportunities and would like to see trade recognition for this talent, which would bring value to both people and organizations in this Industry. Organizations like the PVMA and its members are a bedrock in our industry, and Darcy is looking forward to being proactive in a forum that brings us all together.

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# CALIBRATING BOOMLESS SPRAYERS

- SUBMITTED BY DR. TOM WOLF, SPRAYERS101.COM



Industrial vegetation management is among the most challenging areas in which to use sprays. Not only can the terrain be very rugged, but specialized sprayers are needed to meet the specific demands required to treat remote areas, steep slopes, rights of way, ditches, well-sites, and the like.

Accurate application depends on calibrated equipment, including calibrated people. Correct dosing is required to control the weeds in question, and also to avoid environmental contamination and to control costs. Calibrate your system at least once a year and each time you have a new operator.

## Equipment

- Tape measure
- Catch bucket
- Measuring cup
- Stopwatch & calculator
- Flags or pylons or chalk
- Pencil & paper
- Water sensitive paper

Calibration for all sprayers is underpinned by the same basic principles. We need to know two things, the rate of flow of the sprayer, and the rate of work of the operation. We then combine these to create the rate of application.

$$\text{Application rate} = \frac{\text{flow rate}}{\text{work rate}}$$

$$\text{flow rate} = \frac{\text{volume}}{\text{time}}$$

$$\text{work rate} = \frac{\text{area}}{\text{time}}$$

**Flow Rate:** There are two ways to calculate sprayer flow rate. The first is to use catalogues. These contain the official flow rate of a nozzle at a specified pressure. For example, a flat fan nozzle's nominal flow rate is usually stamped on the nozzle itself. A nozzle containing the numbers 80-03 tells us that the spray will have an 80 degree fan angle, and that it will flow at 0.3 US gallons per minute (gpm) at 40 psi (in metric, it's 1.2 L/min at 3 bar). As long as we have an accurate pressure gauge and the nozzle isn't worn or damaged, that information gets us pretty close.

Some nozzles are harder to decipher. For example, the

Boom Buster Nozzles have their own numbering system and the flow rates must be obtained from the manufacturer.

The problem with this approach is that spray pressure can be difficult to measure because the gauge may read incorrectly, or it may be some distance from the nozzle itself, not accounting from pressure drop of a hose. And of course, the nozzle may be old. For these reasons, taking an actual flow measurement is preferred.

To take an actual flow rate, make sure the sprayer is clean and operating properly. Add plain water to the tank, set the spray pressure to a value you plan to use when spraying, and use a container to collect the spray for a set period of time, usually about one minute. Measure the volume with a graduated cylinder.

It's a good idea to repeat the measurement more than once to get a reliable average value.

When calibrating, measure the pressure close to the nozzle. Pressure drop through a 50 m long 3/8" hose on a reel can be as high as 10 psi, not counting any valves the liquid needs to pass through. For the same reason, measure pressure while spraying the liquid. Static pressure is always higher.

**Work Rate:** Obtaining the work rate is more challenging, requiring both the swath width and the travel speed. With a conventional boom sprayer, the boom width equals the swath width, and can be measured directly on the boom without operating it. With a boomless sprayer, swath width measurement requires operating the sprayer.

**Example 1:** Boomless nozzles on side by side. The swath width can be estimated by operating the sprayer on a cement or asphalt area and checking the width of the spray swath visually. It's likely that the outer edge of the pattern contains larger and fewer droplets, requiring some overlap to make up deficiencies. A common value is to assume the actual swath width is 85% of that being measured.

A better way is to operate the sprayer at its intended speed.



This will incorporate any changes in swath width from uneven terrain or deflection from wind. Water-sensitive paper can be very handy to estimate not only swath width, but also expected coverage, perhaps offering a more accurate estimate of the required overlap.

**Example 2:** Hose and reel or knapsack. Coverage is achieved by consistent back and forth movement of the wand/gun while walking backwards. What we're really doing is calibrating the spray operator so they cover the required area in the correct time.

A good way to calibrate an operator is to measure an area that needs to be covered, mark it, and practice spraying it at a rate that meets your application goals. Say you are using a spray tip that has a flow rate of 1.0 US gpm, and your goal is to apply spray at 20 gallons per acre (gpa). You would need to cover 1/20 acre/min (one gallon/min divided by 20 gallons per acre). 1/20 acre \* 43560 sq ft/acre = 2178 sq ft, or a square measuring 47' \* 47'. The operator would practice covering this area in one minute.

In metric, if the tip's flow rate is 4 L/min, and you want to apply at 200 L/ha, you'd need to cover 4/200 = 1/50th ha per minute. The area is 1/50 \* 10000 sq m per ha = 200 sq m, or 14 m square.

Or perhaps the operator knows the swath width they can achieve with a hose and reel. Create a rectangle with that width and adjust the length accordingly. Always allow for a certain amount of overlap to eliminate gaps in coverage.

### Adjustments

Measuring both the work rate and the flow rate provides a certain application rate. The spray mix can be made to the correct concentration for that application rate. But in many cases, the application rate is fixed, to accommodate tank capacity, for example. In those cases, either the flow rate or the work rate need to be adjusted.

Changing the flow rate can be done in two ways. The easiest is to change the spray pressure. Lower pressures result in lower flow, and vice versa, according to the following formula:

$$\frac{\text{Volume 1}}{\text{Volume 2}} = \sqrt{\frac{\text{Pressure 1}}{\text{Pressure 2}}}$$

Where

Pressure 1 is the pressure setting at which we achieved Volume 1, and

Pressure 2 is the new pressure needed to achieve the new Volume 2.

We re-arrange to solve for the new pressure:

$$\text{Pressure 2} = \text{Pressure 1} \left( \frac{\text{Volume 2}}{\text{Volume 1}} \right)^2$$

For example, let's say we delivered 250 L/ha at 60 psi.

What would the pressure need to be to deliver 200 L/ha?

$$\text{Pressure 2} = 60 \left( \frac{200}{250} \right)^2$$

$$\text{Pressure 2} = 38 \text{ psi}$$

Whenever changing pressure, make sure the new spray pattern and droplet size still meet your expectations for coverage and spray drift. And it's a good idea to conform the new flow rate, particularly when pressure drop issues may be involved. Lower flow rates cause less pressure drop.

Another way to change application volume is to change nozzles. Since nozzles come in fixed sizes, the new spray application rate may still be different from the desired rate, and spray pressure adjustments may still be needed to fine tune.

For this reason, a change in work rate may be the preferred method. Walking or driving at a different rate, within reasonable limits, is easier than changing nozzles or dealing with the variations introduced with a new spray pressure.

Always take the time to re-do the calibration after calculating an adjustment in speed or pressure. While the math will get you close, it's important to practice the new procedure and to document it as part of your good management practice.

Spray calibration often seems either mundane or complex, or both. But don't let that dissuade you!. It is fundamental to good spray practice. Include a calibration exercise whenever you obtain new equipment, or new staff to ensure a quality job.

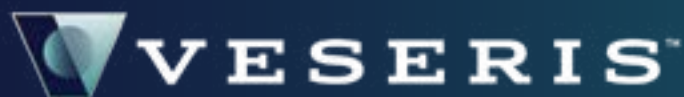


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# ARE YOU A LEADER OR A BOSS?

- SUBMITTED BY BY RANDALL H. MILLER, DIRECTOR OF RESEARCH AND DEVELOPMENT, CNUC



Are you a leader or a boss? There's an important difference. Bosses demoralize their organizations and are ineffective. Leaders inspire their teams and succeed. Effective leadership will far more likely enable you and those who work with you to have fun on the job while achieving results than being a boss ever could. At the same time, leadership will advance your career by better serving your employer with improved production, higher quality work, and great customer service. This article will explain why.

## John Maxwell

We start with John Maxwell, who is among the transformative thinkers on leadership. Maxwell offers some useful insight in his classic 2011 book, 5 Levels of Leadership. Level 1 is the lowest and least effective stage. He describes those in Level 1 as Positional Leaders.

Positional Leaders have been given authority through promotion. Positional Leaders are bosses and least effective at motivating their group. Subordinates follow only because they need to keep their jobs. Positional Leaders often lack genuine belief in the people who report to them. Positioners assume their reports can't instead of believing they can, that they won't instead of that they will, and that people are problems instead of

assets. Unless Positional Leaders advance, they create dysfunctional teams. Level 2 represents Permission Leaders. Permission Leaders develop relationships and focus on serving others and nurturing trust. Unless they advance, Permission Leaders can appear too soft and be taken advantage of. If they advance to Level 3, they become Production Leaders. Production Leaders still have their authority and enjoy developed relationships, but they focus on results. They bring clarity to the goals of an organization and can form effective teams. However, productivity alone is not enough, although it often creates a delusion of leadership. Production leaders can burn out by putting too much pressure on themselves. Level 4 is People Development. People Development leaders use their position, relationships and focus on productivity to invest in their team members and coach them to become leaders in their own right. They expand an organization and its potential by empowering others to fulfill their leadership responsibilities. Level 5 is the Pinnacle Leadership. This is the most effective leader - someone who is willingly followed because of who they are and what they represent. They create movements that survive long after they are no longer active.

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## WHAT IS LEADERSHIP?

So, how do you advance in Maxwell's leadership hierarchy? Theodore Roosevelt offers good advice. Roosevelt once observed that the difference between a boss and leader is that a boss drives and works in secret, while a leader inspires and works in the open. It turns out there is lots of information to support Roosevelt and help us understand why good leadership is so effective.

### **Mindset**

The book that best explains leadership to me is *Mindset* by Carol Dweck (2016). Dweck categorizes people into fixed and growth mindsets. For a fixed mindset supervisor, it's about them and their authority. They're arrogant and insecure. Fixed mindset managers consider people's attributes, like intelligence and other capabilities, to be inherited in the same way as height or gender, and there isn't much any one can do to enhance their skills. Fixed mindset supervisors consider themselves to be in positions of authority because of their inherent superiority. On one hand, they have contempt for those they consider less able and scoff at what, from their perspective, are futile attempts at improvement. On the other hand, they are threatened by those who demonstrate aptitude. Fixed mindset supervisors are compelled to protect their positions and keep underlings in place by repeatedly proving their superiority as a defense against "ineptitude" or those who are potentially more talented. They are adversarial, mistrustful and prone to micromanage. They disrupt their workplace, produce negative emotions, crush morale, drive people away, undermine productivity and create dysfunctional teams. Then, they blame the "incompetence" of others for the wreckage. Notice that Dweck's description of managers with a fixed mindset is similar to the language Maxwell uses to describe Positional Leaders. Fixed mindset people turn out to be Level 1 bosses who sow misery rather than achieve results.

A better approach is to adopt a growth mindset. Those with a growth mindset consider personal attributes to be subject to improvement through hard work and practice. They are mentors and coaches who value effort, encourage their employees' development, manage through positive accountability, develop elite teams and get things done. Growth mindset managers view the success of those who report to them as a personal achievement. They often minimize their own contribution and credit great team members for their success. Growth mindset managers often develop into Level 4 or 5 leaders who advance their organizations and leave a legacy of achievement.

### **The Talent Code**

Daniel Coyle, in his 2010 book *The Talent Code* explains why a growth mindset works. It turns out that with work, our body streamlines nerve pathways so they function more efficiently.

The mechanism is a myelin sheath that forms on the axons of nerve cells that are used repeatedly. It takes energy to form a myelin sheath, so our bodies don't unnecessarily form such pathways. Rather it takes work. That's why we hear of the effectiveness of "10,000 to mastery". It requires that long to develop myelin. So, "talent" requires tenacity, inspiration, a master coach to help, and a growth mindset.

### **Emotional Intelligence**

Emotional intelligence is another indispensable leadership concept. In their emotional intelligence book *Primal Leadership*, Daniel Goleman, Richard Boyatzis and Annie McKee (2002) explain that the importance of emotional intelligence is that leaders have power to sway people's emotions, positively or negatively. They advise that the strongest predictor of job satisfaction is the amount of time employees feel positive emotions at work. By contrast, Positional, fixed mindset supervisors create negative emotions, make people uncooperative and drive employees out of the company. The best and brightest who contribute the most are also those most likely to leave – they don't have to put up with a bad boss.

Emotional intelligence consists of four domains: self-awareness, self-management, social awareness and relationship management. Self-awareness requires an understanding and acknowledgment of one's core values, goals, strengths and weaknesses. Self-management is derived from self-awareness and commitment to one's desired goals. Social awareness involves empathy. It enables leaders to take the most appropriate action for the benefit of the group. Finally, relationship management includes collaboration, conflict management and persuasion. Skilled relationship management is centered on consensus building. Those are the skills needed to advance to become a Level 4 or Level 5 leader.

### **Punishment**

Fixed mindset, positional bosses over rely on punishment as a motivational tool. Of course, employees must be accountable for willful rule violations, maliciousness, horseplay or other intentional misconduct. Many times, punishment is a supervisor's only recourse to address that type of misbehavior. However, Judy Agnew and Aubrey Daniels in their book, *Safe by Accident* (2010), offer practical insight on how punishment is often unnecessary and counterproductive. They caution that, when used inappropriately, punishment can be a shortcut that undermines morale, creates a mistrustful work environment, discourages crewmembers and contributes to a dysfunctional workplace. One of the reasons unnecessary punishment fails is that it threatens employees and makes them feel vulnerable. Michael Bungay Stanier (2016) puts it another way—You want your people to feel that working with you is a place of reward,

not risk. Fixed mindset, positional bosses create a risking work environment, and that is why they are so ineffective.

Before meting out punishment, Agnew and Daniels advise supervisors to ask four questions:

- What is the desired outcome and will punishment provide that result?
- Has punishment been effective with that individual or behavior in the past?
- What side effects might punishment have and are the benefits worth the cost?
- Can positive results be achieved without punishment?

Agnew and Daniels make a distinction between punishment and discipline. They point out that the root of the word discipline is disciple, or a willing follower. The appropriate goal of discipline should be to coach employees to develop into self-managers who perform at a high level, even when no one is watching. They make a distinction between forward looking and backward-looking accountability. Backward-looking accountability fixes blame.

Forward-looking accountability is positive. While it acknowledges mistakes, it also identifies changes that need to be made and assigns responsibility. The focus is on coaching to create willing followers who self-manage. That is —disciples.

## EXAMPLES OF BAD AND GOOD LEADERSHIP

In order to illustrate how these concepts work, here are a couple of examples to contrast bad and good leadership. First, a bad example. I once worked for a fixed mindset, positional boss named Steve. He was a tyrant who considered the people who worked for him to be incompetent. He'd browbeat us for what he considered to be under performance. He threatened our jobs and carried out that threat. Sure, he got employees to salute in short run, but out of fear rather than respect. We were in constant flight-or-flight mode, stressed, and resentful about our abuse. Rather than concentrating on our work (like safety, production and quality), we constantly groused about the creep we were dealing with. It destroyed our team culture and broke the back of our organization. We were miserable. Those who could, left for other opportunities. Some to different companies, others took demotions to get out from under Steve. I was saved by a timely reorganization.

On the other hand, I once worked for a pinnacle leader named Danny Quast at a prominent country club, which hosted major golf tournaments like the U.S. Open. I was the club arborist and Danny was the superintendent. He had a growth mindset, coached, encouraged and mentored his employees. Danny worked to advance our careers and improved our quality of life. His employees not only followed willingly, but also enjoyed going to work every day. People wanted to work for Danny for who he was and what he represented. He attracted the best and brightest and it paid off for him. In a profession notorious

for gruelingly long hours for superintendents during golf season, he only worked 40 hours a week. Yet, he was successful. At the time (over 30 years ago), the United States Golf Association (USGA) had been conducting multiple championship events every year for nearly a century. In that history, there were only two USGA tournaments where the course had no ground under repair. Both under his superintendence. His achievements came as a direct result of his leadership, and he and the rest of us had fun in the process.

## CONNECTING THE DOTS

Think of the consistency among the leadership experts. They agree that leadership requires treating people well, mentoring them and using positive accountability to inspire them to succeed. They make work enjoyable while achieving excellence. It's about we, not me. They also agree that being a boss is about "me"—personal authority and ego. Bosses are ineffective in building successful teams in the long run. Rather, they demoralize employees, create a miserable work environment and drive the best and brightest away. Table 1 contrasts the attributes of bosses and leaders from the various authorities that are presented in this article.

**See Table 1. Comparison of the characteristics of a boss and a leader - Page 14**

## WHY IS THIS IMPORTANT?

Being a leader is the best way to contribute to yourself, the company you work for and your profession. One of the ironies of bosses who throw their weight around is that by trying to serve themselves rather than others, a boss works against their self-interest. Ask yourself – would you rather enjoy work, inspire a team, advance your career, have everyone's cooperation and be a valuable contributor to your employer; or create an antagonistic work environment, struggle every working day and buy a ticket on the express to the cardiac unit? The choice is clear – be a leader and succeed; not a boss who fails.

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**TABLE 1. Comparison of the characteristics of a boss and a leader.**

Boss	Leader
Adversarial	Collaborative
Creates risky work environment	Inspires a rewarding work environment
Criticizes	Mentors
Demand respect	Is respected for who they are and what they represent
Demote subordinates	Builds people up
Drives	Inspires
Duplicious	Leads by example
Finds fault	Encourages results
Fixes blame	Problem solves
Makes work risky	Makes work rewarding
Micromanages	Creates self-managers
Mistrustful	Trustful
Provokes fear	Generates positive emotions
Inconsistent	Consistent
Orders response	Communicates purpose and meaning
Punishes	Coaches
Reactive supervision	Proactive supervision
Secretive	Transparent
Selfish	Generous
Spreads misery	Makes work fun
Takes credit	Gives credit
Undependable	Constant
Undermines moral	Creates an enthusiastic workforce
Unreliable	Reliable
Untrustworthy	Honest



## SCHOLARSHIP/BURSARY DEADLINE REMINDER

### **Scholarship:**

The PVMA will be awarding up to four \$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.

APPLICATIONS ARE ACCEPTED FROM SEPTEMBER 1ST TO NOVEMBER 30TH OF 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 OF EACH YEAR.



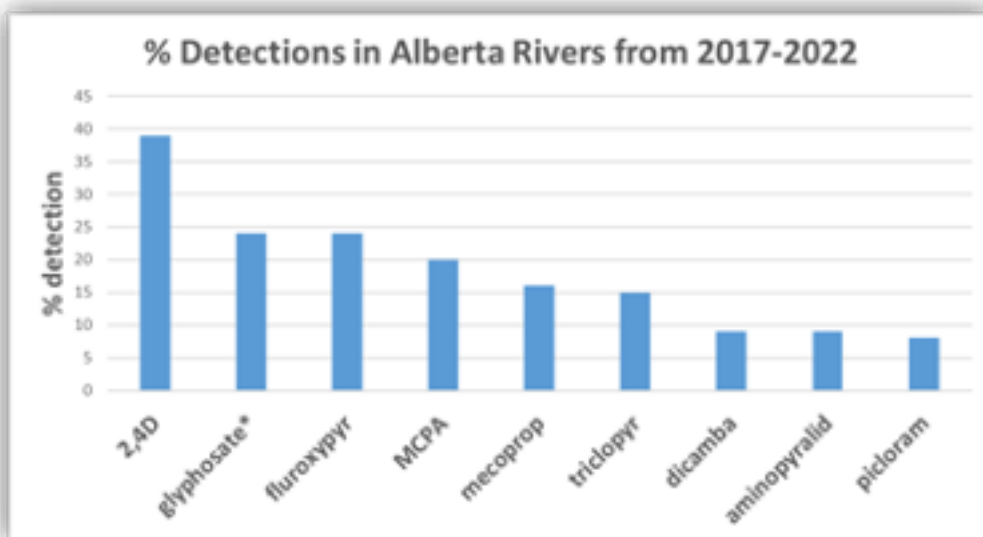
# ENVIRONMENTAL WATER QUALITY MONITORING IN ALBERTA

- SUBMITTED BY VIVIANNE SERVANT



Alberta Environment and Protected Areas (EPA) has been monitoring pesticide levels in Alberta surface waters since 1995. The first EPA published monitoring report covered the period from 1995-2003 and included results from over 3,000 samples taken from all types of surface waters throughout Alberta, monitoring for 64 pesticide active ingredients. This report indicated that the most prevalent active ingredients were herbicides, because over 88% of pesticides sold and used in Alberta were herbicides.

EPA continues to monitor pesticides in river waters, sampling 5 times/season (May – September) and currently, 86 different active ingredients are being monitored at 28 long term monitoring points in every major watershed and river across Alberta. Herbicides continue to be the most often detected pesticides. The table below identifies the active ingredients most often detected province wide from 2017 to 2022.



*\*for a number of reasons, glyphosate analysis was discontinued in 2012 however, average levels found in surface waters from 1995-2012 are included as significant amounts of this active ingredient are still being used.*

The average concentration of pesticide residues over the past 10 years has been 0.06ppb which is low. The levels of pesticides in river waters are below the Canadian Council of Ministers of the Environment guidelines for protection of aquatic life, drinking water, livestock drinking water and recreation. However, 4% of the samples exceed the Irrigation Guidelines for the active ingredients dicamba and MCPA.


Agricultural pesticide applications contribute significantly to pesticide residues being found in water with highest average pesticide detections where irrigation canals return back to the river and in high intensity agricultural areas. Active ingredients most often detected in high agricultural areas include 2,4-D (68% detections), MCPA (55% detections), picloram (40% detections) clopyralid (25% detected), imazamethabenz (30% detected). Pesticide use in urban areas also contributes significantly to increased pesticide detections downstream from major urban areas (i.e. Edmonton, Calgary, Red Deer, Lethbridge, Grande Prairie, etc.), especially for the active ingredients, 2,4-D (71% detections), MCPA or mecoprop (45% detections), fluroxypyr (45% detections), MCPA (29% detections), dicamba (11% detections).

Pesticide use near surface water is a significant reason why pesticides continue to be detected in water. It is important to follow all label specified buffer zones to water to minimize pesticide residues in water.

Native riparian vegetation adjacent to river water.

taken from <https://agriculture.canada.ca/en/agricultural-production/soil-and-land/riparian-area-management>

It is also important to know the rainfall period for each pesticide being used (check the Alberta Crop Protection Guide or contact the registrant) and actively monitor the weather to ensure there is sufficient time between when the pesticide was applied and when rain is predicted or expected to occur. When pesticides have not had sufficient time to be absorbed into the plant or adsorbed onto soil, especially if the pesticide is quite water soluble, it will flow with water and potentially get into river water. Lastly, protecting riparian habitats (vegetation immediately adjacent to the water) is everyone's obligation as it significantly filters all types of residues and prevents them from getting into the water.




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# BUCKET TRUCK SET UP AND OUTRIGGER PADS

- SUBMITTED BY DARCY SODERSTROM – PVMA SAFETY COMMITTEE

## BUCKET TRUCK SET UP AND OUTRIGGER PADS

Remember to **STOP AND THINK!** We need to help keep our crews safe.

Winter and Fall conditions can make road shoulders soft.

1. BE AWARE OF THE HAZARDS AROUND YOU. ASK YOURSELF WHAT THINGS COULD GO WRONG. START THE ELIMINATION PROCESS FOR THESE HAZARDS.
2. ALWAYS USE OUTRIGGER PADS.
3. PERFORM A DRY RUN-ON EQUIPMENT FOR STABILIZATION.
4. HAVE GROUNDMAN CHECK PADS FROM TIME TO TIME TO ENSURE THEY ARE NOT SINKING IN SOFT SOILS.

Montgomery County, TX – An unidentified worker was uninjured after the bucket truck he was operating overturned.

According to a report, the worker was clearing trees in preparation for new high-tension power lines. The outrigger was set up on grass that was soft from recent heavy rain. The outrigger began to sink and caused the truck to slip off of the roadway.

Fortunately, the boom of the truck rubbed up against a tree and made the decent slow leaving the worker in the platform uninjured.

### STOP AND THINK!



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# LETTER RESPONSE FROM GOVERNMENT OF ALBERTA

ON AUGUST 10, 2023, THE PVMA BOARD OF DIRECTORS SENT A LETTER THROUGH EMAIL TO SUSAN MCGILLIVRAY, DEVON SMIEGIELSKI AND NASIR SHAIKH, EXPRESSING SOME CONCERNS. HERE IS THE EMAIL RESPONSE RECEIVED BY US ON SEPTEMBER 11, 2023:

Thank you for your August 10, 2023, email and your diligence in bringing the following matters forward:

- Changes to the reciprocity exam process;
- Code of Practice Pesticide update; and
- National Industrial Vegetation Manual Update.

I am pleased to provide the following information.

## Changes to the reciprocity exam process

Alberta Environment and Protected Areas (EPA) recognizes reciprocity for pesticide applicators from all provinces. The change on using BC exams occurred when it came to our attention that the BC pesticide applicator exams and answers were leaked and therefore compromised. In response to this issue, as of May 15, 2023, EPA requires Alberta residents to write Alberta exams. Our exams are secure, and we have greater confidence that applicators can have their actual knowledge assessed to obtain a certificate. This new process will reduce costs as applicators will only have to write an exam in one place. Below I have provided more detailed information from EPA's pesticide certification specialist on the changes.

The concerns you brought forward on industrial exams are understandable. The exam has roughly a 75% pass rate. The pass rate is meant to reflect that an individual has spent time to learn and understand the materials. Although this is within the acceptable range, we take your points seriously and the Lakeland College Pesticide Coordinator and the EPA Pesticide Certification specialist have prioritized a review of the industrial exam. The review will evaluate any exam questions that do not perform well statistically and re-evaluate wording to ensure clarity and fairness with all exam questions.

## Additional Information - Changes to Reciprocity

Previous to this change, reciprocity was allowed for all residents regardless of where they live. An example of this is an Alberta resident could go to BC, pay to purchase the study materials and pay to write the exam. They could then come to Alberta to pay for Alberta legislation study materials and pay to write the reciprocity exam. Once successfully complete, Lakeland College would issue an Alberta certificate for up to five years from their BC certificate issue date. In this scenario an applicator was choosing to pay for their certification in two different jurisdictions. The new process will result in applicators only having to write an exam in one place.

If an Alberta resident goes to BC to write a pesticide applicator exam, Service BC provides them with an information statement identifying that Alberta residents are required to write the Alberta exam. This is also posted on Lakeland College's website. Any applicators who wrote their BC exam prior to these notifications being made (May 10, 2023) can contact Lakeland College and they will have their BC exam recognized for reciprocity as they were not aware of this change prior to writing an exam. In the cases where an applicator can demonstrate that they have either lived in BC when they obtained their BC certificate, or they can identify that they work in both provinces, Alberta will continue to recognize BC reciprocity.

## Code of Practice pesticide update

EPA agrees the Code of Practice update is of high importance. EPA will be filling the Provincial Pesticide Policy role in the near term, as it is currently vacant. Upon hiring a successful candidate, the department will propose a workplan to decision makers in 2024 to update the Code of Practice for Pesticides.

## National Industrial Vegetation Manual update

The new national industrial vegetation manual is live and available at Lakeland College. We currently have a 'transition exam' in place to ensure that both individuals who purchased the old manual and individuals who purchased the new manual are both able to find the exam questions within their materials. In roughly six months, we will modify the exam to add more questions that focus on newer manual materials.

If you have any further questions, please reach out to me.

Kind regards,

Susan McGillivray, P.Ag.  
Manager of Reclamation, Remediation and Pesticide Policy  
Land Policy and Programs Branch  
Alberta Parks and Protected Areas  
Government of Alberta

Susan.McGillivray@gov.ab.ca



# COMMITTEE REPORTS

## - INDUSTRIAL/NATIONAL

**IVMA B.C** continued in 2023 with some on-Line webinars. The 2023 Biennial Conference Titled "Agility in Vegetative Management" in Kamloops BC is on November 7-9th. Conference includes a Ministry of Environment Strategy Workshop. Sessions on Climate Change, Fire & Floods, Indigenous Perspectives, Doing Business, and Innovative Techniques. Check out their website at <https://www.ivma.com/> for association information.

**IVMA -ManSask** has no current updates

The IVMA Man-Sask website is <http://ivmamansask.com/>

**OVMA** – Tour, Seminar and golf tournament was held in North Bay, ON. Golf on September 26th, and Tour on September 27th. Tour included IVM product demo trials and a sunset dinner cruise on Callandar Bay. The In-Person Seminar on the 28th included seminar topics such as Forestry, Ministry of Environment, Tank Mix Regulations and Spruce Bud Worm updates. There were 9.25 Continue Education Credits were available.

Executive has Chad Horton as President, Brad Hayhoe is Past President, Alana Respondek Treasurer. Keith Lockhart is the Business Manager.

Information on the OVMA can be found at <https://www.ovma.ca/>

**AVMA** The Atlantic Vegetation Management Association (AVMA) in-person conference and AGM 2023 is slated for October 17-19th in St. John's NFLD. Agenda includes: Pollinator Programs, LIDAR, Drones, Railway Herbicide Data Collection Programs, Newfoundland Hydro Veg program, Ministry of Environment updates, Manufacturer and Distributor updates. Group outing to the Dildo Brewery for a dinner and Tour.

President - Jason Pond, VP – Mike Porter, Secretary – Holly Toner

Information on the AVMA is located at <http://myavma.ca/blog/>

**National Industrial Vegetation Manual Update** A new national industrial vegetation manual is live and available at Lakeland College. There is currently have a 'transition exam' in place to ensure that both individuals who purchased the old manual and individuals who purchased the new manual are both able to find the exam questions within their materials. In roughly six months, modifications to the exam to add more questions that focus on newer manual materials.

**Geoff Thompson, Director in Charge**

## - EDITORIAL COMMITTEE

We hope you enjoy this October 26, 2023, edition of our magazine.

Directors' reports are included. We have a lot of volunteers researching and prepping future articles on GIS, remote sensing, field inspections, compatible vegetation and ROW stewardship, new developments in herbicide application, herbicide disposal and management. If you have an article that would be of interest to our readers that you would like to contribute, please contact Val at the PVMA or myself.

**Orville McLean, Director in Charge**

## - MARKETING COMMITTEE

As previously noted, the PVMA had put an ad in the Canadian Land Reclamation Magazine last March. In a continuing effort to promote what the PVMA offers, we renewed our advertisement in the biennial publication with additional information about our field manuals available as resources to people within the reclamation industry across Canada and internationally.

We plan on attending the upcoming AAAP In Service Training in Calgary this December. Please look for our booth in the tradeshow. We look forward to seeing everyone!

As our busy season comes to an end, our committee hopes to set aside some time to explore additional advertising opportunities.

**Joanne Ireland – Executive Director**

## - PROTOCOL COMMITTEE

With recent changes to Alberta Occupation Health and Safety requirements, the PVMA has decided to follow suit and develop a Harassment and Violence Policy to ensure the safety of our members, executive and support staff. Our new policy will include the responsibilities at all levels within our organization as well as suggested training in harassment and violence prevention. This policy will be added to our Directors and Committee Chairs Guidelines once finalized and communicated to our members.

**Joanne Ireland – Executive Director**

## - MEMBERSHIP COMMITTEE

Your membership is instrumental in promoting environmentally safe vegetation management. Membership in PVMA will allow you to contribute directly to our industry, while promoting environmentally safe vegetation management for the benefit of everyone.

Benefits also include:

1. The opportunity to become acquainted with and learn from fellow professionals in vegetation management, as well as other facets of the industry.
2. Informative meetings with high quality speakers presenting interesting and useful information of key topics in vegetation management. Many of our meetings also have CEC's and CEU's available.
3. A newsletter to provide an opportunity for members to express their views on matters of current interest, as well keeping them informed on recent developments in the industry.
4. Access to a no cost accidental death and dismemberment benefit.
5. Access for dependents of members to bursaries for post-secondary education.
6. Voting rights.

Current Membership: Here are the membership numbers for 2023 to date.

Corporate: 16 (16 x 5 = 80 named members)

Group: 32 (32 x 3 = 96 named members)

Individual: 86

Total Named Members: 262

**Jay Manganaro, Director in Charge**

## - SEMINAR COMMITTEE

Our online Fall Workshop will be taking place the same day this publication is being released. The presentation topics are An Examination of Safety Values – Culture vs Compliance and The Role of Invasive Species Management in Ecological Restoration. The workshop is being funded by the Casino Committee, making it free to attendees.

Planning has begun for our in-person conference in Q1 2024.

**Orville McLean - Director in Charge**

## - CASINO COMMITTEE

We are still in need of Casino workers for our next Casino taking place November 7 & 8 at Cowboys Casino in Calgary. Please contact either me or Val at the PVMA office to volunteer ASAP. Company owners and managers please consider some of your employees. PVMA can reimburse volunteers for mileage and hotel room. Food is also covered during your shift.

Casino proceeds fund the PVMA Scholarship program and have covered the costs of our online Workshops over the past few years so we can offer them as no charge to members. They also cover costs associated with updating manuals and promoting the Industry and the Association. They also help cover rent and office equipment.

**Laura Hammer, Director in Charge**

## Announcement

*It is with deep sadness we announce the recent passing of long time PVMA member and former President, Keith Sanftleben.*

*Over his 35-year career in the Vegetation Industry, Keith was an asset for his wealth of knowledge, leadership and dedication to the stewardship and growth of the Industry. He utilized that knowledge and leadership to the benefit of the PVMA while serving on our Board of Directors and committees for several years, including the role of President from 1996-1997 and again in 2008-2011. Presently he was serving on our Industrial and Awards Committees.*

*Keith Sanftleben*





# THE VEGETATION MANAGER *magazine*

## - ADVERTISING RATE SHEET

### 2024 RATE SHEET

\*submit ads or inquiries to Val@pvma.ca

AD SIZE SPECS:	SINGLE ISSUE RATE (MEMBER)	ANNUAL RATE (MEMBER) * THREE Issues - One printed, Two digital (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 18, 2024

May 2, 2024

Sept 19, 2024

#### Distribution Date

February 28, 2024 (Print)

June 4, 2024 (Digital)

October 24, 2024 (Digital)



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