

DIGITAL EDITION

MAY 9, 2019

**THE**  
**VEGETATION MANAGER**  
*magazine*  
**2019**

**SPRING TRAINING:**

**PROJECT START-UP**

**AUTHORIZED ASSISTANT  
INFORMATION & CHECKLIST**

**TRAINING PROGRAM EVALUATING  
PART II**

**2019 SPRING CONFERENCE SUCCESS**

**PVMA**

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**PUBLISHER:**

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

**DESIGN:**

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**GRAPHICS LICENSING:**

Regular Licensing from Adobe Stock

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# PRESIDENT'S REPORT



## - CODIE ANDERSON, PRESIDENT PVMA



I would like to take this opportunity to introduce myself as the new President of the PVMA. I have spent several years working in the Industry and have previous experience serving on the PVMA/IVMAA boards as well as other boards.

I am a manager with ArborCare Tree Service in Calgary and a Registered Consulting Arborist.

Brandon Tupper has moved into the role of Past-President for the next year. Brandon has served this membership well as it's president for the past 7 years and will be stepping off the Board come March 2020, as he has served the maximum number of terms allowed under our bylaws.

The PVMA also welcomes some newcomers to the Board of Directors. Laura Hammer, of Cortex Vegetation Control, has taken on the role of Vice-President and Jesse Imbeault, with Davey Tree, will be the new Director in charge of the Safety Committee.

Geoff Thompson has now moved into the Treasurer role.

We thank Wade Smith for serving as Treasurer over the past number of years, he has stepped down now that his term has ended. Thank you also to Jennifer Edwards and Vaughn Leuchen whose terms also ended. Vaughn will continue to serve on the Protocol Committee and Wade with the Safety Committee.

As some of the remaining board members take on new roles, we all look forward to serving the PVMA and its membership.

Have you been thinking about getting involved with the PVMA? We are always looking for people to serve on any of our various committees. These committees are a good place to get your feet wet. Check out the committee listing in this publication to see where you might get involved. You can contact the committee chair or the PVMA office.

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Michael Badger – Blueweed Vegetation





# EVALUATING AND DEVELOPING YOUR TRAINING PROGRAM - PART II

- BY BRANDON TUPPER, ANTHONY FIELDS, OMENDRA ADHIKARY, ALICIA SOUTHALL

By establishing an ongoing and effective training program, the likelihood of competent and confident employees is increased. Last issue we talked about Needs Assessment and Evaluating Effectiveness, now lets look at training content and delivery.

## DEVELOPMENT OF TRAINING CONTENT

The training content must be developed with the final user group in mind. The ultimate goal of the training is to make sure that employees learn the skills required to do their jobs efficiently and accurately. The training must be effective in doing so otherwise the organization stands to lose significant amounts of time and money as the training is wasted away. There must be a continuous feedback process so that employees being trained can obtain the most amount of information. The training content must be approved by all the stake holders if it is to remain successful in the long run. Content must be effective in teaching the employees what is necessary. Several factors account for the effective development of a training program.

One of the principle factors that determine the training content is learner readiness. Employees must have the sufficient ability to comprehend new, and many times different, concepts. They must, "... have the basic skills to comprehend their training effectively" (Zinni et al., 2011, p. 289). Ability to learn speaks to rudimentary skills such as reading, writing, basic mathematics, and cognitive abilities (Zinni, et al., 2011). Learners must also be motivated. They must have the desire to want to learn new techniques and abilities to do the job more efficiently or effectively. Without the necessary motivation, a training regimen is not nearly as successful. Potential learners must also possess self-efficacy. Self-efficacy is a, "Person's belief that he or she can successfully learn the training program content" (Zinni et al., 2011).

Different styles of learning must also be considered when creating a training program. Many learners are visual, while others are auditory, meaning they learn better with sound. It is up to the organization to create a program that is broad based and appeals to all learners in their company. It is also a very different learning experience depending on the age of the employee. For some areas, it may take adult learners more time to become familiar with new concepts and topics.

Trainees can also learn through behavior modeling. This is the concept of copying someone else's behaviour to learn new ideas. This is a basic idea and has proven to work in numerous industries. Reinforcement and immediate confirmation is essential for many different types of learners. Reinforcement is, "based on the idea that people tend to repeat responses that give them some type of positive reward and avoid actions associated with negative consequences" (Zinni et al., 2011). This type of learning relies very heavily on managers and supervisors to reinforce the work that is being done by the employees.

Training must only be considered effective if learners take information

from the courses and apply it to their jobs. It is up to the organization's leaders to make sure that the training is being used by employees. Employees must also continue to use the newly learned material over the course of time (Zinni, et al., 2011). This will ensure that the training is successful and will allow for the evaluation of the training program for its effectiveness.

## TRAINING DELIVERY

For new employees, an orientation program will include having the HR administrator meet with the employee to discuss HR-related job specifics and set expectations. The new employee will then meet with his or her group's supervisor for both formal and informal job-specific and technical training. This will involve a classroom session using technical manuals and process diagrams, which will also be hosted in the company's Knowledge Base on its internal intranet and corporate portal.

The bulk of a new employee's training will be conducted via the OTJ (On the Job) method, where the employee "shadows" existing senior employees to see how the work is done properly. The employee will also have the opportunity to be monitored by various senior staff while they perform the work themselves; this method will also provide for immediate feedback from senior staff and supervisors who can "answer questions, suggest more effective strategies, correct errors, guide towards goals, give support and encouragement and provide knowledgeable feedback" (Training Today). For existing (non-management) employees, a blended training approach will be used. These staff will have any new technical information communicated to them through email and will be afforded work time away from the line to review posted changes to process and technical manuals in a self-study fashion on the corporate intranet. In-class training sessions will then be scheduled and facilitated by group supervisors who will review the new material with staff, provide feedback, clarification and answers to any questions. In addition, both video and in-person demonstrations of the new processes (where applicable) will occur. These employees will also have opportunities to participate in third part training (both on and off-site) to enhance their technical skills and provide career advancement training in areas that have been individually identified through the company's Performance Development process.

For Management staff, training will be offered externally (either hosted on or offsite, depending on cost and feasibility). Management employees will also have the opportunity to enrol in approved third party programs (ie. post-secondary diplomas/degrees and industry certifications) to enhance their leadership skills. Employees will be reimbursed upon successful completion of the courses, and certain higher level programs may include conditions which require the employee to commit to staying at the company for a pre-determined amount of time after completion of the company-sponsored program.



For all staff, regulatory and Occupational Health and Safety related courses will be hosted online on the company's portal for staff to complete, as time permits. This method will provide the company with more flexibility to deliver these courses to all staff in a convenient and more easily manageable manner. Other advantages include the fact that this type of training is self-paced, interactive, allows for consistency, incorporates scoring and guidance and is good for presenting simple facts and concepts (Zinni et al., 2011, p. 299) HR, along with Management, will monitor staff compliance with mandatory training and will deem any continued non-compliance a performance issue.

The criteria for determining how training would be provided and by whom, was based on a number of different criteria, but primarily focusing on cost, quality and ease of delivery/flexibility. Whenever possible, training will be provided online. Although, due to the nature of the job on the factory floor, job shadowing or On the Job Training provides a much improved experience for staff as it has been found that employees in these roles learn better and faster by "doing." There is great value in new employees working alongside SME's (Subject Matter Experts) using a more hands-on approach for additional training. The two-way feedback experienced in this situation also cannot be replicated using any other delivery method.

## CONCLUSION

The value in training for both new and long-term employees is vast. However, recognizing the need and value of training does not necessarily mean that the training itself will be well received or retained by those who participate. There are many factors that must be considered prior to, during, and after the completion of training.

Prior to implementation, the trainer must consider various ways to present the information to the target group; the more ways the information is presented, the more ways the employees will learn. During training, the trainer should make attempts to use variety and make the information interesting to the employees. Consideration of employee participation during the actual training is a way to keep the audience focused during the process. After the training, the employees should be provided with opportunities to apply the knowledge that they have learned as soon as possible and as often as possible. The more opportunities that are available for the employee to use the knowledge that he has learned, the increased likelihood that the information will eventually become engrained in that employee as 'the norm.'

The feedback that is gathered after the training is a very important step for ensuring that what has been taught is effective and geared towards the goals that the organization (and its employees) hopes to achieve. The structure of training needs to be reviewed and amended as necessary after completion of the training course. That being said, if a training program has been completed successfully and there is only positive feedback from staff across the board, this does not mean that the process is complete. Opportunities for refresher courses must be made available to staff, for as time progresses and staff get back into their individual routines, important knowledge can be lost.

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*continued top right page...*

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**Zinni, Deborah M., Mathis, R., & Jackson, J. (2011). *Human Resources Management*. 2nd ed. Toronto, ON: Nelson Education Ltd.**



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# AUTHORIZED ASSISTANTS

- SUBMITTED BY BOB GORDON

“ AUTHORIZED ASSISTANTS ARE ABLE TO PERFORM PESTICIDE APPLICATIONS UNDER THE SUPERVISION OF A CERTIFIED APPLICATOR WITHOUT REQUIRING DAILY ON-SITE SUPERVISION BY A CERTIFIED APPLICATOR.

In addition, Authorized Assistants are able to apply pesticides listed in section 5(11) of the Environmental Code of Practice for Pesticides without direct supervision by a certified applicator.

For example, an Authorized Assistant can apply Tordon 101® along a roadway without a certified applicator being present at all times.

## QUALIFICATION

Individuals wanting to become an Authorized Assistant must complete a “core” examination and complete the Authorized Assistant Training Checklist with their supervising certified applicator.

The “core” examination can be taken through one of the following two processes:

1. Complete the Pesticide Applicator “Core” examination administered through Lakeland College. Upon successful completion of this exam, Lakeland College will issue an “Authorized Assistant” Certificate.
2. Lakeland College : Authorized Assistants who obtained the certificate issued by Lakeland College can go on to write the remainder of the Pesticide Applicator Certification exam without having to rewrite the “core portion” of the examination.

Authorized Assistants who obtained the certificate issued by a trainer must, if they want to become a certified applicator, write the entire Pesticide Applicator Certification exam including the “core portion” of the examination.

## TRAINING CHECKLIST

The Authorized Assistant Training Checklist is provided to all individuals who pass the Authorized Assistant examination. The Training Checklist must be completed with their supervising certified applicator:

- prior to any pesticide application
- whenever the pesticide, the application equipment or the use location changes,
- at least yearly thereafter.

The Training Checklist is also available in the:

***Environmental Code of Practice for Pesticides***

## SUPERVISION

No daily or direct supervision is required. However, the certified applicator is responsible for the Authorized Assistants’ pesticide related activities and must remain in radio, cell or telephone contact with them at all times when they are handling or applying pesticides.



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# PROFESSIONAL VEGETATION MANAGEMENT ASSOCIATION MINISTERIAL VARIANCE APPLICATION

- BY BRANDON TUPPER, PAST PRESIDENT

*It is the intention of the PVMA to apply for a Ministerial Variance for members affected by recent changes in the Employment Standards Act 2018. On March 12, 2019 members of the PVMA BOD met with Government Officials to discuss the process for applying.*

If you answer yes to any of these questions your company, or the company you work for will require a Variance.

1. Will remote work or weather conditions cause you or your staff to work beyond a 12-hour day?
2. Does your company require staff to work split shifts due to weather related events? i.e. Start at 6:00am-2:00pm and then 6:00pm-10:00pm
3. Do you have any concerns that staff may not fall in the Brush Cutting Exemption as herbicide applicators?

If you answered yes to any of these questions, then we recommend you read on.

The PVMA will be putting an application together for interested members.

If you are interested you must respond to Val immediately via email [Val@pvma.ca](mailto:Val@pvma.ca) with answers to these fields - Legal name, Operating Name, Address, Email, Phone Number, WCB Industry Code and Account number and # of employees affected . If you have further questions you can contact [Brandon@knightsspraying.ca](mailto:Brandon@knightsspraying.ca) or [Codie.anderson@arborcare.com](mailto:Codie.anderson@arborcare.com).

*If you know of other companies who many not be reached by this message but would have an interest, please pass this information on to them.*

Additional Notes:

- The Minister will not accept an application until the election is over.
- In the PVMA application we will generate Job Titles and Job Descriptions. We are going to have to unify around this one.
- WCB account is needed for them to make sure you have no issues with OHS.
- We will have to send a survey out to you to reach out to employees (Need 50%)
- Any of our membership have bargaining agents? Please let us know.



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[pestweb.ca](https://pestweb.ca)

# 2019 CONFERENCE & TRADESHOW

## SHAPING THE FUTURE; PEOPLE, PERFORMANCE & PROSPERITY

On behalf of the conference committee, and the Board of Directors I would like to extend a huge thank you to all delegates, PVMA members, industry partners, exhibitors, sponsors and speakers who attended and supported the 2019 bi-annual conference and tradeshow. The conference provided an excellent opportunity for networking, and education.

“ WE WOULD LIKE TO EXTEND A HUGE THANK YOU TO OUR CONFERENCE SPONSORS FOR THEIR SUPPORT.

Their continued dedication and generous financial contributions were very much appreciated, and once again have contributed to the success of this event.

**GOLD:** BAYER CROP SCIENCE, CORTEVA AGRISCIENCE, UNIVAR ENVIRONMENTAL SCIENCES, & ADVANTAGE VM.

**SILVER:** BASF, ARBOR-TECH, WEST COUNTRY, DAVEY TREE, SURE SHOT, & ATCO.

**BRONZE:** ACE VEGETATION, & KNIGHT'S SPRAYING INC.

Thank you to our trade show exhibitors for their continued participation and ongoing support.

Many thanks to you, the conference attendees, for their continued support. We really appreciate you taking time out of your busy schedules to attend our event, and we hope you found it valuable.

Thank you from the conference planning committee;

*Candice Manshreck, Kevin Tritten, Brandon Tupper, & Jason McRobert.*



**SPEAKER BRENDA ROBINSON**



**DR. BILL HAMMAN POSES WITH CHAINSAW WINNER TERRA LAPAGE AT THE PVMA 2019 SPRING CONFERENCE. TERRA WON THE CHAINSAW AFTER ATTENDING THE BANQUET WITH HER HUSBAND JEFF FROM WARNER COUNTY.**



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# PVMA SCHOLARSHIP WINNER

## CONGRATULATIONS TO KAYLIE KRYS!

THE PVMA 2018 SCHOLARSHIP WAS AWARDED TO KAYLIE KRYS. A FORMAL PRESENTATION WAS MADE DURING THE BANQUET AT THE PVMA SPRING CONFERENCE AT THE RIVER CREE RESORT ON FEBRUARY 27TH.

IN ADDITION TO A \$1,000 CASH AWARD KAYLIE ALSO RECEIVED A COMPLIMENTARY REGISTRATION AND ACCOMMODATIONS TO THE CONFERENCE. SHE WAS ABLE TO TAKE IN ALL THE GREAT SESSIONS AND TO NETWORK WITH INDUSTRY PROFESSIONALS.



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# BEYOND RELIABILITY, TO IVM, STEWARDSHIP AND SUSTAINABILITY

- SUBMITTED BY JOHN GOODFELLOW

## HISTORY OF INTEGRATED VEGETATION MANAGEMENT (IVM)

### WHAT & WHY IVM?

**WHAT?** It is a process, a framework, a system. It provides structure for planning, decision making, achieving economic efficiency, etc.... It is a strategy based on managing for an outcome vs. simple control of a problem. It is a philosophy of "less is more", efficient systems.

**WHY?** The reason for Integrated Vegetation Management is to: Create, promote, and conserve sustainable plant communities that are compatible with the intended use of the site. Discourage incompatible plants that may pose concerns including...

### WHAT IS INTEGRATED PEST MANAGEMENT (IPM)?

Five KEY components of IPM:

1. Ecological understanding of the pest
2. Establishment of tolerance levels and treatment thresholds
3. Monitoring pest populations
4. Emphasis: pest prevention
5. Emphasis: biological control (reduce/minimize pesticide use)

### BOTH IPM AND IVM ARE MANAGEMENT SYSTEMS

**ANSI A300 PART 10 -IPM** is a system intended to optimize management of the interaction between the pest and host using an integrated array of cultural, biological, physical and chemical control methods.

**ANSI A300 PART 7 -IVM** is a system of managing plant communities in which compatible and incompatible vegetation is identified, action thresholds are considered, control methods are

evaluated, and selected control(s) are implemented to achieve a specific objective.

**KEY POINT:** both systems share a strategy of active management of the threats posed by pests rather than simply focusing on short-term control of a problem. Less is more!

### TWO FOUNDATIONAL DEVELOPMENTS NECESSARY BEFORE IVM WAS POSSIBLE

1. Development of effective methods of eliminating vegetation incompatible with management objectives for a site.
2. Recognition that competition between plant forms can suppress the establishment and growth of incompatible trees.

### "MANAGING VEGETATION WITH VEGETATION" (Lew Payne, NYPA) 2,4-D

- First developed in the early 1940's.
- Post-war development of commercial applications.
- 2,4-D and the rest of the phenoxy "growth regulating" herbicides provided a means of selective management of vegetation

### 1951 -FIRST INDUSTRY REFERENCE - TREE CLEARANCE AND OVERHEAD LINES BY GEORGE D. BLAIR

The first edition of this book, published in 1939, did not include any references to "chemical brush control". The second edition in 1951 did:

- "2,4-D type compounds of various strengths do a wide variety of jobs in arboriculture and general agriculture"
- "Additional developments appear promising for the future".

### 1940'S - PROBABLY THE EARLIEST WORK

Charles E. Pound and Frank E. Egler  
Published in: Ecology, Vol. 34, No. 1  
(Jan., 1953), pp. 63-73 Describes a fire

break cleared by hand in 1934 -1936, some of which remained largely tree free: "As a demonstration of relatively stable low plant covers that could be created today by selective applications of herbicides its description and interpretation is not only of academic interest, but of importance in the field of Plant Community Management where such covers are practical for many special purposes."

### 1950'S - NEIRRING ET.AL

Economic Botany, Vol. 12, No. 2 (Apr - Jun., 1958), pp. 140-144.

"Right-of-ways occupy a vast acreage of our landscape where vegetation management is necessary." "On these areas indiscriminate use of chemical weed killers is widespread even with sound ecological techniques readily available." "The application of sound management would not only benefit the utility with reduced costs on a long-range basis but also result in high conservation values to the nation".  
Long Term Research: PA Game Lands 33 a.k.a. "Bramble & Byrnes" 1954 -2018 64 years and going strong!

### 1960'S - RACHEL CARSON, "SILENT SPRING"

"The object of brush control along roads and rights-of-way is not to sweep the land clear of everything but grass; it is, rather to eliminate plants ultimately tall enough to present an obstruction to driver's vision or interference with wires on rights-of-way. This means, in general, trees."

"The objective of selective spraying is not to produce grass on roadsides and rights-of-way but to eliminate the tall woody plants by direct treatment and to preserve all other vegetation."

### 1970'S - DR. FRANK EGLER - THE PLIGHT OF THE RIGHTOFWAY DOMAIN VICTIM OF VANDALISM

"Right-of-way vegetation management is the practical art of managing the

vegetation on rights-of-way and roadsides at the lowest long-term cost, with the highest conservation, resource, social, and scenic values, within the engineering needs." "Ecologically it aims for the quickest development of the most stable permissible shrub vegetation using any methods whatever that do not contaminate the total environment or have undue hidden deferred or social cost."

### ESERCO STUDY IN 1975 ... THE 1980'S (AND EARLIER)

Selective removal of "undesirable" species  
Intent was to favour stable, "desirable", low-growing plant communities

### THE 1990'S

The term "IVM" is coined and application methods become increasingly selective.

### 2002 - ENVIRONMENTAL ENERGY ALLIANCE OF NEW YORK, LAND USE SUBCOMMITTEE.

The first direct reference to application of Integrated Pest Management (IPM) as a construct useful for managing transmission line ROW.

### THE REST OF THE 2000'S

August 14, 2003 - Northeast Blackout initiated by three trees in Ohio. Extended across Ontario and NE USA

2005 - 2007 - NERC Standard FAC-003.1 pertaining to North American HV "Grid"

2006: ANSI A300 Part 7- IVM

2007: ISA Best Management Practise For Utility Rights-of Way New York City at dusk, August 14, 2003

### THE 2010'S

2011 - FAC-003-2 Minimum Vegetation Clearance Distances (MVCD) reduced, based on the Gallet Equation

2012 - ANSI A300 Part 7 IVM, rev 2 - ROWSC ROW Stewardship Initiative begins to take shape

2013 NERC FAC-003.3, basically a reformatting, but with FERC Order to empirically establish MVCD's.

2014 - ISA IVM BMP, rev 2 - ROW Steward Accreditation Program, Requirements Document, v.1

2016 - ROWSC Accreditation Requirements, rev 2 - NERC FAC-003.4 with new MVCD's base on EPRI testing.

2017 work begins on ANSI A300 Part 7 IVM, rev 3

2019 , ANSI A300 Part 7 IVM (2018), rev 3 published January 2019

**THREE IMPORTANT IVM REFERENCES -  
INCREASING DETAIL AND RIGOR  
ANSI A300 PART 7  
ISA IVM BMP**

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# FATIGUE MANAGEMENT: A WAKE-UP CALL



Dr. Don Melnychuk is a psychologist, nationally recognized speaker and trainer.

**'Dr. Don' on the risks of – and remedies for – worker fatigue**

BY ROBERT J. HOLT

You wouldn't let a friend polish off five bottles of beer and get behind the wheel of their car. It's dangerous, of course, and everyone knows it. And yet, when you or your crew show up to the job site tired, you may be walking into a situation that's just as dangerous.

"We have to realize," says Dr. Don Melnychuk, "that in the same way we look at drug and alcohol impairment, fatigue is just as severe ... when we say fit for duty, we have to put in there, alcohol-free, drug-free, fatigue-free." Melnychuk is a psychologist with over 21 years of experience, specializing in stress and fatigue management. He's also a nationally-recognized speaker, trainer and writer who has worked with clients like Epcor, Telus and the Alberta Roadbuilders and Heavy Construction Association. 'Dr. Don' helps his clients to develop fatigue risk management systems, educating workers and supervisors about the dangers of fatigue on the job and how to overcome them. Simply put, fatigue is the feeling of extreme tiredness or exhaustion. When we work too hard for too long, without appropriate recovery time, fatigue sets in. And, as Dr. Don is quick to point out, it can be a very real hazard in the construction industry.

Melnychuk cites an Australian study which found that after being awake for 17 hours straight, a person's reaction times can be just as impaired as someone with a blood alcohol content of 0.05 per cent. In most provinces

(including Manitoba), that would be enough to earn an instant license suspension if you were behind the wheel.

**“WHEN WE SAY FIT FOR DUTY, WE HAVE TO PUT IN THERE, ALCOHOL-FREE, DRUG-FREE, FATIGUE-FREE.”**

– Dr. Don Melnychuk, Psychologist

**“WE’VE GOT THE SCIENCE TO BACK THAT UP,” SAYS MELNYCHUK, “AND THAT’S THE ONE THAT’S REALLY HITTING HOME FOR A LOT OF WORKERS.”**

The solution to fatigue may seem straightforward – try and avoid the all-nighter – but Dr. Don is quick to point out there's far more to it than that. "A sleep debt will accumulate, that's the other thing our construction workers have to be aware of," he explains. Let's say you need eight hours of sleep to feel rested the next day, but you've only been getting five hours a night. In one work-week, all those missed hours add

up to 15 hours of recovery time your body hasn't gotten.

"The further away you get from not having the right number of hours of sleep you need," says Melnychuk, "the harder your brain will force you to eventually sleep." Over time, that sleep debt can be just as detrimental – and dangerous – as staying awake for 18 or 20 hours all at once.

Of course, there are a number of sleep disorders – insomnia and sleep apnea being among the most common – which can severely impact worker fatigue and for these Melnychuk recommends professional treatment.

"Most sleep disorders can be treated," he says, "and the result could save your life."

Fatigue risk management is about far more than just getting in your 40 winks each night. The field of strategies to combat the issue within workplace safety is diverse and involves employers and employees alike.

"We have a tipping point here," says Melnychuk. "Industry, government and science are all together on this now, and what they're forming is a whole new emphasis when it comes to fatigue risk management ... the whole idea is not to be punitive, it's to be constructive and helpful. It's to give [workers] counter-measures and fatigue-proof them from the dangers, the risk that they're involved in. It's a win-win."

# MAURICE PELLETIER : INDUSTRY SERVICE PROFILE

- SUBMITTED BY VAL EICHELT



MAURICE PELLETIER HAS BEEN WITH THE CITY OF EDMONTON PARKS DEPARTMENT FOR THE PAST 31 YEARS AND HAS BEEN A LICENSED PESTICIDE APPLICATOR WITH MULTIPLE LICENCES SINCE 1991.

After starting with The City of Edmonton in 1988 in pest management, he then moved to vegetation management in 1994. In 2002 Maurice accepted a leadership position in the vegetation management industry with the City's Parks Department.

Maurice's introduction to the PVMA, which was the IVMAA at the time, was first as a seminar participant. He then served as Chairman of the Seminar Committee the first very year the IVMAA Spring Seminar was held at The River Cree Resort. This has continued to be a great venue for our seminar. Elected to the IVMAA Board of Directors, Maurice served until 2013.

2014 brought a promotion for him within the City of Edmonton. He became Turf Team Leader in the northwest parks district. He has moved away from the Vegetation Manager Industry and is not actively spraying.

As Turf Team Leader Maurice and his team have been involved in the deployment of rechargeable electric equipment. In 2016 Maurice put together a cost benefit analysis and this year their Solar Assist Mower will be in operation. This mower is a 60" battery powered ride on that is rechargeable due to solar panels on its roof. With a goal of zero emissions, this summer Coronation Park grass will be managed by 4 autonomous mowers along with the solar assist mower plus hand held rechargeable equipment. They are partnering up with the Telus World of Science to have field trip participants through the summer head out to see the mowers and to ask questions about the technology. The equipment is lighter, lower decibels (although ear protection is worn it is not needed) and has eliminated the potential for fuel spills.

Maurice has been chosen as a 2019 Smart 50 Award recipient for his innovation and will be receiving his award in Denver, Colorado on April 1st, 2019. A Smart 50 Award is an International Environmental Award. The PVMA congratulates Maurice on this significant achievement and recognition.



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





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## - PUBLICATION SCHEDULE

### Deadline for submission

January 29, 2019

April 11, 2019

Sept 26, 2019

### Distribution Date

February 26, 2019 (Print)

May 9, 2019 (Electronic)

October 24, 2019 (Print)



# DRUG AND ALCOHOL TESTING

- SUBMITTED BY IAN STANWOOD



Drug and alcohol testing in the workplace are not a new concept and for many companies this is already common place practice. Often drug and alcohol tests are used to deter potential or active employees from working on site while under the influence as there is an increased risk of harm. When it comes to protecting workers in safety sensitive positions, organizations have a duty to ensure that employees and the public are protected while protecting individual rights. This can often be a delicate balance as worker rights are in part governed by the Canadian Human Rights Act (CHRA) which has the ability to set standards and hold organizations accountable through the legal process. With the recent change in marijuana legislation and its legalization in October of 2018, many organizations are scrambling to ensure that their health and safety policies meet industry standards and regulations. Drug and Alcohol testing is primarily utilized in one of two ways by organizations in Alberta; Pre-Employment testing and or post incident testing.

Pre-employment drug and alcohol testing can be a useful tool in determining if a future employee is going to present greater harm or risk to your organization. In the vegetation industry, there are many safety sensitive work environments which often require the operation of commercial vehicles, heavy machinery and dangerous tools. There are however a few things which need to be considered prior to implementing a pre-employment testing policy in your organization. It is often misunderstood but pre-employment testing is to occur once a job offer has been presented to the employee and conditionally accepted (as a condition of employment). Employers

must ensure that testing does not discriminate, which is outlined in Section 2 of the Canadian Human Rights Act. Employers must accommodate workers to the point of undue hardship if they fall into one of the 13 groups as outlined in the CHRA. That being stated, there are limits on the duty to accommodate when a candidate for hire, during the selection process, does not meet the essential qualifications required for the position (Government of Canada, 2019). Therefore, it is important for employers to do their due diligence during the hiring process and to consider pre-employment drug and alcohol testing.

There are several agencies and companies in Alberta which specialize in occupational testing and can provide the expertise organizations are looking for when it comes to testing and developing drug and alcohol policies. With the constant changes in law and employment standards, it is important for companies to seek and obtain the proper information through trusted institutions. Overall, a pre-employment drug and alcohol test can provide several useful benefits for an employer and is recommended to ensure members of your team are fit for work.

#### Sources

<https://www.canada.ca/en/treasury-board-secretariat/services/values-ethics/diversity-equity/duty-accommodate-general-process-managers.html>

<https://laws-lois.justice.gc.ca/eng/acts/h-6/>

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