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THE

VEGETATION MANAGER
magazine

2022

**ALBERTA PESTICIDE REGULATIONS
AND USE NEAR WATER**

UNDERSTANDING WORKPLACE STRESS

**THE AERI-TULANE LAW SCHOOL UVM LAW RESEARCH
PROJECT: DEVELOPMENT OF VEGETATION MANAGEMENT
LEGAL EXPERTISE (PART II)**

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PRESIDENT'S REPORT



- LISA RYBCHUK, PRESIDENT PVMA



Autumn is my favourite time of year. I love the bright palette of fall colours and the rich sweet scent of decaying vegetation. It's the equivalent of Pumpkin Spice for vegetation managers! And now, with another hot and dry summer

behind us, I'm putting in my order for a mild winter; cold enough to help control the insects and disease and with enough snow to restore the soil moisture. Now we just wait to see if Mother Nature will cooperate!

We are excited to announce that the PVMA has hired an Executive Director, Joanne Ireland! We are thrilled to have Joanne on board, with her wealth of knowledge and experience across the industry. Once Joanne has settled into her role, she will be busy consulting with our stakeholders, strengthening our mission, and providing additional value to our membership. You will have a chance to meet Joanne (virtually) during our Fall General Meeting and in person at our 2023 Spring Conference and AGM. We will also be profiling her in our February 2023 issue of the Vegetation Manager magazine

Lisa Rybchuk, PVMA President

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The advertisement features a background image of several black graduation caps (mortarboards) on a wooden surface. The text is overlaid on this background, with 'NEW' in red and 'SCHOLARSHIP PROGRAM' in large white letters. The UVMA logo is at the top right. A white box contains the program details and deadline. At the bottom, there is a call to action 'Apply Now' and a website link.

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The image shows a scenic landscape with a paved road curving through a green field under a blue sky with white clouds. The slogan is written in a large, elegant font. The PVMA logo is in the bottom right corner.

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ALBERTA PESTICIDE REGULATIONS AND USE NEAR WATER

- SUBMITTED BY TANYA RUSHCALL, ALBERTA ENVIRONMENT AND PARKS



HEALTH CANADA'S PEST MANAGEMENT REGULATORY AGENCY (PMRA) IS RESPONSIBLE FOR THE REGISTRATION AND RE-EVALUATION OF ALL PESTICIDES PERMITTED TO BE SOLD AND USED IN CANADA. THE PMRA SPECIFICALLY PERMITS HOW REGISTERED PESTICIDE PRODUCTS CAN BE USED THROUGH THE PESTICIDE PRODUCT LABEL. PESTICIDES IN ALBERTA ARE FURTHER REGULATED UNDER THE ENVIRONMENTAL PROTECTION AND ENHANCEMENT ACT, WHICH INCLUDES THE PESTICIDE (MINISTERIAL) REGULATION, THE PESTICIDE SALES, HANDLING, USE AND APPLICATION REGULATION, AND THE ENVIRONMENTAL CODE OF PRACTICE FOR PESTICIDES.

These pieces of legislation govern all aspects of pesticide use in the province and allow for appropriate use of pesticides in integrated pest management approaches.

Main aspects of this legislation includes certification for pesticide applicators, registration requirements for services and vendors, and restrictions for use around sensitive habitats (for example, open bodies of water).

Pesticides are not permitted in, on or within 30 horizontal meters of an open body of water unless;

- You are following the Environmental Code of Practice for Pesticides (Code),
- You hold a valid Special Use Approval (SUA), or
- You are applying on cultivated land.

The key piece on applying pesticides near water is the definition of an open body of water. Is any water you come across considered an open body of water? No. The easiest way to determine this is to look at what is NOT an open body of water. The definition is included in the Pesticide Sales, Handling, Use and Application Regulation and does not include waterbodies that are part of waterworks, storm drainage, or wastewater systems, roadside ditches, and waterbodies with no outflow surrounded by a specific land type (public, private) and of a specific size etc. Please refer to the regulations for a complete definition.

Once you've determine if you are applying near an open body of water, the next piece is to determine if you are applying on cultivated land. This is defined in the Pesticide (Ministerial) Regulation.

If you are applying on cultivated land or near water that is NOT considered an open body of water, you would be permitted to apply pesticides up to the high water mark line. At no time can pesticides enter the water either through direct application or indirectly through runoff, drift, leaching etc. This is where your knowledge and experience as a pesticide applicator is important. Consider factors such as slope, soil types, chemistry of the pesticides itself i.e. solubility in water, persistence, toxicity etc. Even though the provincial regulations may permit you closer to water in these scenarios, adverse effect is not permitted. Additionally, you must ensure that you are following any restrictions on the federal pesticide product label (buffers or vegetative filter strips). It is important to note that whichever (provincial regulation or federal label) is more stringent must be followed.

If you are applying near an open body of water and you are not applying on cultivated land, you MUST remain 30 meters away from the waterbody or be following the Code or hold a Special Use Approval. The Code does contain provisions that would allow the application of specific pesticides and under specific conditions. If there is a need for any deviation from the Code, a Special Use Approval would be required.

FOR MORE INFORMATION ON THE SPECIAL USE APPROVAL PROCESS, PLEASE CONTACT TANYA RUSHCALL AT TANYA.RUSHCALL@GOV.AB.CA OR 780-644-4647.

Now would be the perfect time to explore the need for a Special Use Approval for the 2023 season as they can take 60-90 days to complete the application process.

Applying pesticides near water does, inherently, have an increased risk. This is why the provincial regulations have additional restrictions around water. The regulations are not always easy to interpret and it can be difficult to determine how your specific scenario might fit into those regulations. Staff with the pesticide program can assist you in this and would encourage you to reach out!

TANYA RUSHCALL
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THE AERI-TULANE LAW SCHOOL UVM LAW RESEARCH PROJECT: DEVELOPMENT OF VEGETATION MANAGEMENT LEGAL EXPERTISE (PART II)

- SUBMITTED BY LARRY KAHN AND CORINNE GEEKIE

MY NAME IS LARRY KAHN. I AM THE CHIEF COMPLIANCE OFFICER OF AERI, A VEGETATION MANAGEMENT COMPANY BASED IN SACRAMENTO, CALIFORNIA. AERI IS A RELATIVELY NEW COMPANY, BUT OUR LEADERSHIP HAS DECADES OF UNPARALLELED INTERNATIONAL EXPERIENCE IN THE UVM AND RELATED ELECTRIC AND TELECOMMUNICATIONS INFRASTRUCTURE PROTECTION INDUSTRY. AS FOR MY OWN PERSONAL BACKGROUND, MY FULL BIO IS ON THE PROGRAM.

Please see my previous article published in the October 2021 issue of the Vegetation Manager Magazine, https://www.pvma.ca/TVM_October_2021_Final.pdf which outlines the collaboration between AERI and Tulane Law School on the creation of a program that would develop real legal expertise in vegetation management, and the AERI-Tulane Law School Intern UVM Law Research Project.

To quickly recap...In a project funded by AERI, these Tulane Law Students have engaged in two tasks: First, they compiled information about the laws, rules and regulations applicable to utility vegetation management across North America in what we are calling the “UVM Law Compendium”. We fully expect that by March 2021 we will have the compendium information assembled and available as a research tool. AERI will then generate a report based on the information that has been developed and this report will be delivered to public utility commissions and utilities in each jurisdiction and will be available for download on our website. We plan to continue this project with Tulane Law School to both expand the scope of information developed and to also add additional countries, all while ensuring that any changes to the laws, regulations and rules are also updated in the UVM Law Compendium.

The second task undertaken by AERI's Tulane Law School

students was the development of independent, peer-reviewed research papers, with hopes of accomplishing:

1. Development of an important research tool – the UVM Law Compendium – which will ensure that everyone in the industry has access to what the laws, regulations and rules actually say, and can therefore get reliable information and advice regarding these laws, regulations and rules.
2. Development of a cadre of lawyers who have knowledge of this industry and how it functions so that everyone impacted by vegetation management issues can have lawyers they can turn to for reliable advice.
3. Having those lawyers become internationally recognized for their expertise in this area.
4. Development a platform for the future.

In this article, you'll hear from one of the students in our AERI-Tulane Law School UVM Law Research program. In the prior article we reviewed the work that AERI undertook, on its own, to advance the state of legal expertise to meet the growing challenges in this changing world. During this article, we're suggesting a plan for what the industry can do collectively to further develop this desperately needed expertise.

Corinne Geekie, a law student at Tulane Law School. Corinne is a member of the Utility Arborist Association and has found that her experience as a part of the AERI-Tulane Law School Intern UVM Law Research Project has influenced her decision to pursue a career in vegetation management law.

CORINNE: I'm glad to have this opportunity to share the research we conducted on UVM law. What's amazing about the format of the Compendium is that anyone wanting to research the information in it can find everything there is to know about a single jurisdiction, or, alternatively, could trace a single point of information across as many jurisdictions as desired. So,

for example, if you wanted to know all the UVM laws in New York, you could do that. Alternatively, if you want to know all the municipal tree ordinances in the states east of the Mississippi River, you could do that too. Or, if you want to compare Fire Protection laws between Maine and California, you could do that too. What's also great about this research tool is it is infinitely expandable. Other jurisdictions can easily be added to trace the same or similar information, and additional data points from within the jurisdictions already studied can always be added. Additionally, any time any law, regulation or rule is modified in any way, the change can be incorporated into the system.

From my standpoint as a scientist, what I think is most important about this Compendium is that it doesn't only capture laws, regulations and rules. It also captures data regarding weather, electric reliability, and natural and human-caused disasters. This will give the vegetation management industry what is probably the first-ever opportunity to definitively correlate the impact of vegetation management law and policy with what's actually happening in the natural world. We'll be adding financial data to the compendium together with electric consumption data, so either utilities themselves, or the public utility commissions that govern them, can consider the likely financial impact of policy changes that will result from enhancing vegetation management programs by looking to the costs expended in other similar jurisdictions that may have already enacted similar programs. Ultimately, I think that both legislatures and NGOs will also find this data very useful.

The jurisdictions I researched comprise both the Midwestern and Northeastern states of the United States, 16 in all. I've also done research on Canada. I'd like to do is point out some of the interesting regulatory requirements impacting UVM in some of these states.

Delaware automatically adopts all new versions of NESC 218. Delaware's PUC interestingly requires reporting of all outages by cause, meaning that in Delaware – unlike most other states – it is possible to find the extent of outage problems caused by conflicts between vegetation and powerlines. Delaware has been introducing progressively more expansive regulations compelling utility vegetation management statewide with regard to distribution circuits.

Illinois is a significantly larger state with an interesting demographic in that the north, along Lake Michigan, is densely populated and highly industrialized, while the majority of the rest of the state is primarily farmland. Illinois has not fully implemented NESC 218, but interestingly it has adopted ANSI A300 arboricultural standards as law regarding the manner in which trees are to be trimmed and removed. Illinois utilities are required to submit vegetation management plans to the PUC and once approved, they are deemed the standard that the utility must comply with, but if municipalities desire more expansive vegetation management plans, they can compel utilities to perform more expansive trimming and removal. Illinois also has a process by which each year's worst performing utility is audited for, among other things, the condition of trees along distribution circuits. Utilities that do not maintain their trees at least according to plan can be penalized by the Illinois PUC.

Indiana borders Illinois to the east, but unlike Chicago-driven Illinois, Indiana is most definitely a red voting state. Indiana has adopted NESC 218 and has taken vegetation management issues very seriously, partly due to the fact that Indiana has long been a significant source of ash trees and the devastation caused by the emerald ash borer has been significant and has resulted in quarantining large parts of the state to protect against this insect infestation. As far as utility vegetation management is concerned, the Indiana legislature has focused keenly on tree issues, and while it is requiring strict standards on utilities to maintain distribution circuits free from interference with trees, it also provides requirements that are favorable to landowners who refuse to allow utilities to trim or remove their trees. This attempt at balancing competing interests, in my view, is dangerous and will lead to more conflicts than it will prevent.

Iowa borders Illinois to the west, and has adopted NESC 218, but will only adopt modifications to NESC 218 if debate is held first. Iowa has adopted ANSI A300 and requires utilities to file vegetation management plans with the PUC, but the PUC does not analyze or approve plans. Instead, Iowa utilities are obligated to self-report any time they fall six months or more behind on their own vegetation management plans.

Maine is a sparsely populated state that has prided itself on its forest products industry since its earliest days. Maine has adopted NESC 218 and automatically adopts any amendments.

Maine appears serious about UVM matters and has commissioned multiple third party studies of its UVM system. However, legislative enactments have been slow.

Massachusetts, by contrast, is densely populated and takes electric reliability very seriously. Massachusetts law provides that the Chairman of the PUC has the power to take over control of one utility company and turn it over to another utility company if that utility appears incapable of restoring service after an outage. Massachusetts utilities are required to report on their performance each year, and if they fail to meet state and national standards, they can be penalized up to 2.5% of their annual revenue and can additionally be fined as much as \$20 million.

My home state of Missouri is near the geographic center of the United States. Several years ago, a major push was made to adopt what would have been at the time the strictest UVM laws in the country – far exceeding the requirements even of California. That effort, though, died in committee and what passed instead was a watered down version that didn't contain many of the important provisions that those advocating for the change had wanted. In the time that followed, Missouri's UVM regulations are relatively strong in comparison with the other states I studied but have not changed substantially over the intervening years. In Missouri, for example, circuits must be inspected every two years, and annual reporting on UVM is required by each utility, each of whom must hire a vegetation manager.

New Jersey is the most densely populated state in America, but it also has a tremendous number of trees, even in cities and towns. As a result, New Jersey has suffered mightily from every major storm since Hurricane Sandy in terms of massive and long lasting power outages, all relating to UVM conflicts between downed trees and powerlines. New Jersey has recently embarked upon a series of hearings to set new UVM requirements and it is definitely going to be a state to watch for further developments.

I think you can see that the laws, regulations and rules concerning UVM with regard to distribution lines varies quite widely from state to state, and that each state has its own particularities. My paper topic started with the inescapable fact that utility companies throughout America spend billions of

dollars each year trimming and removing trees in an effort to provide uninterrupted flow of electricity to their customers, and yet spend little to no money actually planting any trees to replace those that have been removed. It shouldn't take a scientist to tell you what the net effect of removing more trees than you plant will be. The answer is straightforward – climate change. Climate change – as we've all seen with the fires in America's western states and in Canada's western provinces – has resulted in hotter, drier weather that causes drought and tree failure. Moreover, it results in people turning on their air conditioners for longer periods each day, and also for more days each year. That means more electric draw over the distribution circuits, resulting in heavier loads, more wear and tear on utility equipment, and resulting higher incidence of utility equipment failures on an ever faster pace. That in turn leads to more fires, more outages, and more injuries and property damage, raising the cost of both electricity and insurance for everyone.

PG&E, California's largest utility, has a budget line item of \$750 million dollars each year for vegetation management within its service area. Southern California Edison, the state's second largest utility, has a \$500 million dollar line item for vegetation management. For each of these utilities, vegetation management is one of the largest single budget items. Just these two utilities in just one US state (albeit a large one that demands a lot of electric production) are spending one and a quarter BILLION dollars a year on vegetation management, all of which goes to cutting trees. My paper posits that it is high time for utility companies to face what is probably an uncomfortable fact for them: like it or not, they are in the tree business.

That being the case, utilities need to look at what the rest of the tree industry does with regard to trees that they've felled. The answer is that generally throughout the rest of the timber industry, for every tree taken out, at least two more are planted.

If utilities started planting trees at this rate, like the rest of the tree industry, what would be the net effect? Well, there would certainly be more carbon capture occurring. That would mean cleaner air, more humidity, and lower temperatures. Lower temperatures leads to lower demand for electricity and consequently less wear and tear on utility equipment. That translates directly to safer and more consistent delivery of electric power along with lower utility bills for ratepayers.

There would be side benefits as well. More trees means more pollinators, and that means that bee populations, for one, would have a better chance of stabilizing. Assuming utilities followed the Arbor Day Foundation's "Right Tree / Right Place" recommendation of only planting trees which at maturity would never be tall enough to threaten powerlines, then ultimately what we're looking at is a massive relandscaping campaign that protects both powerlines and the environment, and in the long run reduces the need for future vegetation management, even further lowering costs for ratepayers.

Just how would utilities go about doing this? Well, there are two ways. First, the utilities could acquire land for the purpose of planting trees. Second, the utilities could offer ratepayers coupons to take to their local nurseries to get saplings of the correct species, together with tools, equipment and instructions for planting and care.

In fact, I would respectfully submit to all of you that this is actually the correct thing to do. Let me explain. Take any urban environment and look at a poor neighborhood and a rich neighborhood served by the same utility. Here in New Orleans, I'll compare the very poor lower ninth ward neighborhood with the uptown neighborhood where Tulane is located. The lower ninth ward has no trees at all. The uptown neighborhood, on the other hand, has big, beautiful trees lining every street. Ratepayers in both neighborhoods pay the same fee to the same utility per kilowatt hour consumed. A substantial proportion of this rate that is paid in both neighborhoods, though, goes only to the cost of tree trimming in the uptown neighborhood. None of that money is going to trim trees in the lower ninth ward, because there are no trees there. What you have in effect, then, is poor people paying for the trimming and maintenance of rich peoples' trees. Now that's just not fair, and there are really only two solutions: either make the rich people pay for the trimming of their own trees, or proportionately provide trees for planting by poor people in their neighborhoods. I favor the latter. Trees planted in poor neighborhoods, particularly if they are fruit or nut trees – which tend to be shorter anyway, and so won't interfere with powerlines – will provide healthy food to eat (or to sell) and will help to raise property values in poor neighborhoods.

By engaging in a project like this, utilities can become part of a change for good in the neighborhoods they serve that need the

most help. It will strengthen the relationship between the poor communities and their power providers, which itself will have beneficial side effects for all.

LARRY: One of the things you all can see is that in a relatively short timeframe, our small new company has started an ambitious program to develop true legal expertise prepared to handle changes in the world of vegetation management.

We have a lot of confidence that our first round of students in this program will graduate law school as already vetted experts in vegetation management. Instantly employable and ready to work with little to no additional training required. They're familiar with every significant issue in vegetation management and will be graduating from one of the top law schools in North America, ready to handle any legal challenge in this industry.

AERI is a small company, and we undertook the development of this legal expertise willingly and we have every intent to continue. But let's face it, the generation of one or two legal experts per year is insufficient to meet the need that's out there. So, I propose to you that the time has come for the industry to consider a concerted effort to establish a Vegetation Management Law Institute. That institute would be a center for learning and for the creation of expertise that is so desperately needed to deal with the challenges that we will all be facing – on a global basis – over the next several decades.

AERI has made a tremendous start to develop expertise to assist this industry, but the industry needs more than what AERI alone can develop. My call to you is to join us to support further development of this desperately needed expertise.

AERI (Asoneo Environmental Restoration Industry) is a vegetation management company based in Sacramento, California. AERI is a relatively new company, but its leadership has decades of unparalleled international experience in the UVM and related electric and telecommunications infrastructure protection industry. This expertise includes direct experience in every aspect of vegetation management, contracting, FEMA level emergency response, fire mitigation and critical infrastructure protection. In addition to direct experience doing the work, AERI leadership has been involved with development of many of the current industry BMPs and regulations that actually compel the work. This includes, for example, ANSI BMPs, regulatory



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requirements such as NERC FAC-003 and California GO 95 Rule 35. AERI's successful early work achieved top marks in both safety and production, resulting in a rapid promotion to prime contractor status for a major utility and expansion into related vegetation management work throughout California.

Larry Kahn is an attorney with over 25 years of practice as well as an entrepreneur. Lawrence was named Chief Compliance Officer of AERI in September 2018 and has served as Secretary and Director of the company since its inception, where he was charged with creating a safety program for the removal of hazard trees from powerlines in California for a major investor owned utility. Mr. Kahn drafted the company's safety manual, developed the company's training modules, and trained the tree industry professionals in AERI's safety culture and principles. AERI became the first company to pass PG&E's safety assessment on the first attempt and has become the model for safe and professional tree work for utilities in California. He helped transition AERI to new areas as well, including pre-inspection, QA/QC and work verification, herbicide application and wood management activities. He now heads up AERI's program in conjunction with Tulane Law School, the UVM Law Research Project, which is developing a compendium of laws, regulations and rules in the UVM industry and is developing a cadre of legal talent to handle the legal expertise demands of the vegetation management industry.

Corinne Geke is a wildlife biologist who earned her Bachelor of Science degree from the University of Missouri. After significant work experience at the St. Louis Zoo and the World Bird Sanctuary, Corinne chose to go to Tulane Law School because she realized that her career in wildlife biology was successfully aimed at saving individual animals, but that unless she became involved in policy-level work, there was little she would be able to do to make a significant improvement to the natural world. Tulane's Environmental Law program enticed her because it was not only one of the leading programs in the world, but because it was well known as a place that leads innovation in the law, changes policy for the better, and offers students an opportunity to get actively involved prior to graduation.



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TYSON MITCHELL: INDUSTRY SERVICE PROFILE

- SUBMITTED BY VAL EICHELT



YOU NEVER KNOW WHERE A SUMMER JOB MIGHT LEAD YOU. TAKE FOR INSTANCE TYSON MITCHELL WHO, AT THE YOUNG AGE OF ONLY 16 YEARS, LANDED A PART TIME JOB WITH EDWARDS PESTICIDE SERVICES IN LLOYDMINSTER.

He worked for this small pesticide company for 2 years during high school and then his first summer out of college. At that time the owner of the company was wanting in getting out of the business and asked Tyson if he might be interested in taking it over. Tyson and his brother Jason, who had worked for Ace Vegetation for a summer and was also out of college, made the decision to go into business together. So, in 1997 the two brothers purchased 2 older trucks and some basic equipment from Edwards Pesticide Services and, with the introduction from the old owner to his customer base, they began operating under the name of Mitchco Environmental Corp.

The 2 brothers continued to work together in expanding their customers and growing the business for the next 10 years. Both brothers were also very involved in the family farm/feedlot operation during the same time frame. As their customers' businesses expanded and grew, so did Mitchco. In 2007 Tyson took over the vegetation management business entirely from his brother who returned full time to the family farm. The business continued to expand quite quickly. Tyson married his wife Tracy who became a 50% partner in the business, taking care of the office administration, safety programs, and putting systems in place while Tyson focused on the field crews.

While the oilpatch expanded in the Lloydminster area, there was plenty of opportunity for Mitchco to grow and expand. In 2013 Mitchco continued spraying and mowing, primarily oilfield work. They also diversified into Environmental Drilling, which allowed for year-round work, and in 2016 they utilized their same contacts and expanded into reclamation work. Whenever they saw opportunities for

growth and to make things more manageable, they pursued them. This summer they had 15 two-man spray crews and 6 mowing crews, comprised mostly of University and College students. They have an additional 30 employees in the reclamation and environmental drilling businesses.

Tyson says they try to hire local college and university students as much as possible for their VM work. Many of these students will return year after year while they complete their studies. He appreciates this positive group of people who are ambitious, smart, energetic, with a strong work-ethic.

Tyson would not describe himself as a good marketer. He believes the company's success comes as a result of providing good quality work, and with a good reputation they have been able to take advantage of new opportunities. He likes to say if you are not growing you are going backwards. He uses the term vertical integration where he has used the same contacts to develop more services.

How has the PVMA benefited them? Tyson says they had opportunity to become members and attend a few meetings early on. It opened their eyes to the fact that vegetation management is an Industry with many growth opportunities. He appreciates the PVMA annual conferences and tradeshow where they have been able to see the new technology and equipment. He also appreciates the network opportunities, especially with vegetation managers in other parts of the province and country who are not direct competitors. This allows for open communication and sharing of ideas.

What does he enjoy most about the VM industry? He enjoys the people involved in the industry. He enjoys the opportunity to interact with the bright, young labour pool. Tyson and his wife continue to farm together on a small scale with about 80 head of cattle. Since their work revolves around local farms, and being a farmer at heart, he is passionate about dealing with the noxious and problematic weeds on agricultural lands. One of the most positive things he says about the VM industry, is that even with the oil patch's ups and downs, booms

and busts, the VM work is consistent. With that they have not just weathered the storms but have almost always been able to experience growth year over year.

One of the biggest challenges Tyson sees is herbicide resistance. They are relying on the manufactures to bring new technologies and as a company they are always eager to try new things, on a small scale to start. He considers it a partnership of sorts.

TYSON AND TRACY ARE RAISING 3 BOYS. IT IS THEIR PLAN TO KEEP THEIR BUSINESS GOING FOR THE LONG TERM, WITH THE HOPES THAT IT WILL BE A LONG-TERM OPPORTUNITY FOR FUTURE GENERATIONS.



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DEALING WITH STRESS IN THE WORKPLACE

- SUBMITTED BY BOB GORDON



UNDERSTANDING WORKPLACE STRESS

Stress in the workplace may have many causes or it may be the result of a single event. Stress affects us all differently. Things that you find stressful may not be a problem for your co-workers and things that they find stressful may not worry you at all. The result — positive or negative — depends on how you react to the stress and adapt to it.

Your reaction to stress can affect your mental and physical health, so you need to learn how to deal with it. We all have a different tolerance for stress; some people thrive on it, while others can cope with relatively little. Everyone's ability to cope with demands on them varies and even vary for the same person in their life. For example, we can usually handle less stress when we're sick, injured or are temporarily away from important people in our lives. Learn to recognize your early warning signs of being negatively affected by stress.

HEALTH EFFECTS OF STRESS

Our bodies have a set of automatic responses to deal with stress that are very effective for the short-term. We

need these “fight, flight or freeze” responses when facing immediate danger. Unfortunately, our bodies deal with all types of stress in the same way. When we experience a low level of stress for long periods our response system activates and doesn't get the chance to “turn off.” That's where the problems begin.

SIGNS AND SYMPTOMS OF STRESS

There are many different signs and symptoms that may indicate that someone is having difficulty coping with the amount of stress they're experiencing:

PHYSICAL:

Headaches, teeth grinding, jaw clenching, chest pain, shortness of breath, pounding heart, high blood pressure, muscle aches, indigestion, constipation or diarrhea, increased perspiration, fatigue, insomnia or frequent illness.

PSYCHOSOCIAL:

Anxiety, irritability, sadness, defensiveness, anger, mood swings, hypersensitivity, apathy, depression, slowed thinking or racing thoughts, or feelings of helplessness, hopelessness or being trapped.

BEHAVIOURAL:

Overeating or loss of appetite, impatience, loss of temper, procrastination, increased use of alcohol or other drugs, increased smoking, withdrawal or isolation from others, neglect of responsibilities, poor job performance, poor personal hygiene, change in close family relationships or religious/spiritual practices.

DEALING WITH STRESS IN THE WORKPLACE

Some of the most well-known stress-busting methods such as exercise or massage actually deal more with the physical effects of stress and don't do much to help us get at the root of what's creating stress for us.

TRY THESE TIPS FIRST:

Practice structured problem solving.

Most of us don't reflect often enough on what really is the source of stress or all the options we actually have available to us. Break down and identify a specific problem, brainstorm all the possible solutions, and then try one solution and evaluate the results.

TALK IT OUT

Talk to a good friend or relative about your feelings. Also, talk to your co-workers and your boss about specific

workplace stresses, particularly if they're new, increasing or affecting several people.

TAKE CHARGE OF YOUR SITUATION

Try not to just react or slip into habits without thinking. Take 10 minutes at the beginning of each day to prioritize and organize. Be honest with your colleagues but be constructive and make practical suggestions. Be realistic about what you can change. Also, be aware that there are some stresses in the workplace you can have an impact on. Try changing how you approach your work, being more assertive about your needs and limits or talking to your supervisor.

WHAT ELSE YOU CAN DO TO MANAGE STRESS

In many cases, the origin of the stress is something that can't be changed immediately. Therefore, you must find ways to help maintain good mental health. It's important to recognize the danger signs that say you're under too much stress and to act on them before they begin to affect your well-being. You might try some of the following ideas, many of which can be incorporated into a workday:

TAKE THINGS ONE STEP AT A TIME

Don't neglect your physical health or your private life.



DON'T NEGLECT EXERCISE

Even a brisk walk can do wonders!

EAT A BALANCED DIET

Don't skip breakfast—your body needs all the energy it can get to fight stress. And cut down on sweets; simple sugars upset your blood sugar levels and can cause mood swings. Choose healthy fats (from non-animal sources) more often than saturated fats.

DRINK PLENTY OF WATER

Limit caffeine intake and alcohol. Excessive caffeine can lead to interruption in sleep, irritability and nervousness. Alcohol can also impact mood, making some people feel low or depressed.

QUIT SMOKING.

The single best thing you can do to improve your health is to quit smoking.

LAUGHING

It is one of the easiest and best ways to reduce stress. Share a joke with a co-worker, watch a funny movie at home with some friends, read the comics, and try to see the humour in the situation. (It might be challenging but keep trying!)

LEARN TO RELAX

Take several deep breaths throughout the day or have regular stretch breaks. Stretching is simple enough to do and only takes a few seconds. You can also try meditating, start yoga classes or listen to calming music.

DON'T FORGET THE POSITIVE

Make a point of feeling grateful and focusing on all the good things in your life, and even the successes and pleasure in each day.

RELEASE TENSION.

Have a massage, take up a hobby, pet an animal, listen to music that makes you want to sing or dance.

PRACTICE SPIRITUALITY

if it's a part of your life. It doesn't have to be organized religion or prayer; meditation or connecting with nature can be spiritual activities for many people.

EXPRESS YOURSELF THROUGH

Art, music or creative writing. If these aren't talents you have or want to try, journal-writing is expression anyone can do.

TALK TO YOUR DOCTOR

Or another health care professional.

CALL THE EMPLOYEE ASSISTANCE PROVIDER IF YOUR COMPANY HAS ONE.

Ask about confidential, short-term counselling services for employees with problems that affect their work performance.

Check with the human resources department for contact information.

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We create chemistry



COMMITTEE REPORTS

- INDUSTRIAL/NATIONAL COMMITTEES

IVMA B.C will continue its On-Line webinar. Upcoming On-Line credit events includes: October 19, 2022 – Canadian Pesticide Registration 'From Lab to Label'

Check out their website at <https://www.ivma.com/> for association information

IVMA -ManSask has no current updates. Their website is <http://ivmamansask.com/>

OVMA – Tour and golf tournament Belleville Ont. September 27/28th, 2022
Information on the OVMA can be found at <https://www.ovma.ca/>

AVMA - The Atlantic Vegetation Management Association (AVMA) have scheduled their in-person conference and AGM October 19th – 21st in Halifax, NS. Information on the AVMA is located at <http://myavma.ca/blog/>

Updates on the National Industrial Vegetation Manual will be provided at the PVMA on-line Fall Seminar October 20th, 2022.

Geoff Thompson, Director in Charge

- MEMBERSHIP COMMITTEE

Please remember to complete your 2022 membership renewal if you have not already done so. 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.

If you have not yet renewed your membership, please contact the PVMA office and they can help you out. PVMA office number 780.752.9800 877.249.1508 (Toll Free)

Jay Manganaro, Director in Charge

- CASINO COMMITTEE

We received just over \$79,000 in net proceeds from the Casino we worked back in March of this year. We also received an extension from AGLC for extra spending on administration until December 31st of this year. We are using some of the gaming proceeds to sponsor the PVMA 2022 Fall Workshop.

Laura Hammer, Director in Charge

- EDITORIAL COMMITTEE

We hope you enjoy this issue of our magazine. We continue to produce 3 issues each year with the next issue to be distributed in print form at the PVMA 2023 Spring Conference. Both current and past issues are available online through the pvma.ca website.

Val Eichel, Committee Co-Chair

- GOVERNMENT LIAISON COMMITTEE

2022 ushered in the change from a pandemic to an endemic. As the system wound up so did the workloads. This has been a welcome change for many as we move to pre-pandemic times.

I attended the PAC meetings in January in which there was great discussion around applicator certification and the approval of the national applicator certification course materials.

Many bottlenecks were discussed in terms of applicator certification and the CEC process. I am happy to announce that through the work of the AB Government (Devon Smiegelski) and Lakeland College, many of the bottlenecks have been rectified and the process of CEC acquisition/ training has been enhanced.

The National applicator certification course binder has been reviewed and submitted for approval, which hopefully occurs in this calendar year. I have fielded many questions this year around soil remediation with respect to herbicide spills/ over application. I would like to remind members the PVMA has an excellent resource binder which can be purchased through the website for a very nominal fee. This binder has proven to be an excellent resource for many of our members. I look forward to chatting with you in the upcoming meetings

Vaughn Leuschen, Director in Charge

- UTT/UTW BOARD OF GOVERNORS

As a busy summer for all of us comes to an end the BOG is back focused on the following.

- Logbook process for collecting hours and documenting proficiencies.
- We are looking at the logistics of utilizing an electronic platform for recording hours and documenting proficiencies. The focus will be to develop a streamlined user-friendly process that will allow the student to keep up to date records and know where they are at in regard to their collected hours at the push of a button.

Online Training

- We will be reviewing the UTT/UTW Online Training program that has been developed to determine what our next steps will be with this platform.

Bob Gordon, Director in Charge

- SEMINAR COMMITTEE

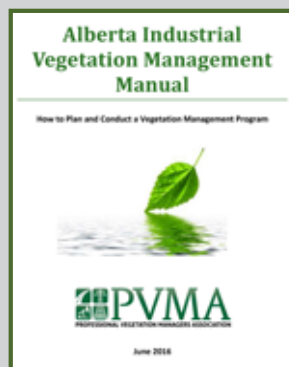
The Seminar Committee is happy to offer the Fall Conference once again for FREE to members, by making use of the Casino funds. We strive to find a balance of topics that will be of interest across the spectrum of our membership and hope that you will make the most of these educational opportunities.

Be sure to keep your calendars open for the in-person Spring Conference planned for February 28 - March 2 at the River Cree Resort. There will be a Meet and Greet, Banquet, Tradeshow and Silent Auction all taking place. Contact the PVMA office if you would like to become a sponsor and/or to reserve your Exhibitor booth.

Lisa Rybchuk, Director in Charge

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PVMA SCHOLARSHIP AND BURSARY PROGRAM:

SCHOLARSHIPS: 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.





SPRING CONFERENCE & TRADESHOW

FEB. 28 – MARCH 2, 2023



UTT/UTW RE-CERTIFICATION COURSE DATES

AS A CERTIFIED UTILITY TREE WORKER OR UTILITY TREE TRIMMER, YOU MUST ATTEND THIS RE-CERTIFICATION COURSE EVERY FIVE YEARS. CONTACT OLDS TO REGISTER.

IN-PERSON SESSIONS: NOVEMBER 16-17, 2022 | APRIL 19-20, 2023

ONLINE SESSIONS: NOVEMBER 7-8, 2022 | JANUARY 9-20, 2023 | MARCH 13-24, 2023

UTT/UTW CERTIFICATION COURSE DATES

TO BECOME A CERTIFIED UTILITY TREE WORKER OR UTILITY TREE TRIMMER, YOU MUST SUCCESSFULLY COMPLETE THIS PVMA-SANCTIONED SAFETY COURSE.

PRE-APPROVAL BY THE PVMA OFFICE IS REQUIRED.

IN-PERSON SESSIONS: APRIL 17-27, 2023 | APRIL 24-MAY 4, 2023

THE VEGETATION MANAGER *magazine*

- ADVERTISING RATE SHEET

2023 RATE SHEET

*submit ads or inquiries to Val@pvma.ca

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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 19, 2023

May 4, 2023

Sept 14, 2023

Distribution Date

February 28, 2023 (Print)

June 1, 2023 (Electronic)

October 19, 2023 (Print)



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