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THE **VEGETATION MANAGER** *magazine* **2024**

**PESTICIDE CONTAINER RECYCLING PROGRAMS
FOR A SUSTAINABLE INDUSTRY**

RE-THINKING SAFETY METRICS

THE IMPORTANCE OF MENTORING

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PRESIDENT'S REPORT



- LISA RYBCHUK, PRESIDENT PVMA



We are at that time of year where we reflect on our successes and examine the challenges that bring new opportunities for growth. Some challenges are beyond our control, such as the weather, but others may require us to change our practices and embrace new technologies. Even with extensive experience, there is always something new to learn and appreciate.

Personally, after suffering a serious injury earlier this year, I had to take a step back to focus on my recovery and learn

the importance of rest. I am very appreciative of the support I received from the PVMA community, and it really highlights the strength and camaraderie within the industry. It's reassuring to know that even in a large field, there are networks that offer genuine support and assistance when needed. Here's to continued learning, resilience, and the incredible community that makes it all possible.

Speaking of support, thank you to Chris Johnson for coordinating the upcoming fall conference and to everyone involved in preparing for our second in-person event this year. When we took an informal poll at the spring conference on whether in-person events are preferable to online events, we heard you loud and clear! The value of face-to-face networking can never truly be replaced so we are looking forward to seeing you all on October 24th in Red Deer!

Lisa Rybchuk, PVMA President

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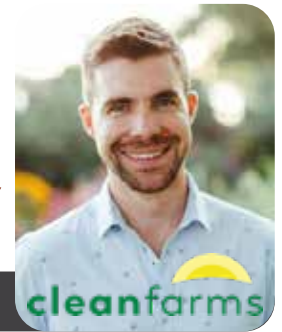
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PESTICIDE CONTAINER RECYCLING PROGRAMS FOR A SUSTAINABLE INDUSTRY

- SUBMITTED BY SHANE HEDDERSON, DIRECTOR, WESTERN CANADA (CLEANFARMS)



Cleanfarms is a not-for-profit stewardship organization that develops and operates programs for farmers and industrial users to recycle and safely dispose of agricultural/industrial packaging, plastics and other agricultural waste on behalf of industry. As the nationwide organization in Canada that manages extended producer responsibility (EPR) for ag plastics and packaging, Cleanfarms helps over 180 members from across the agricultural supply chain meet the regulatory requirements to responsibly manage the products they sell once they become waste after use. Although Industrial Vegetation Management (IVM) isn't agriculture, the products used in IVM applications are supplied by the same companies and are included in the Cleanfarms collection programs.

EVOLVING AG RECYCLING OVER DECADES

Propelled by the mission of diverting as much ag waste as possible from landfills, Cleanfarms' roots are in the empty pesticide container collection programs which started in the late 1980s. The program to collect and recycle empty pesticide containers (under 23L) from farms across Alberta launched and soon expanded to other provinces, and ultimately into other new programs such as the program to collect obsolete pesticides and expired animal pharmaceuticals, the inclusion of fertilizer containers, seed and pesticide bags, and more. Today, Cleanfarms programs recover a wide range of plastics used on farms, including non-refillable bulk containers, maple tubing, animal feed bags, and more recently, other agricultural plastics like grain bags and silage wrap.

Managing ag waste collection across Canada's vast landscape presents a significant logistical challenge. Cleanfarms tackles the challenges efficiently with over 1,500 collection sites and collaborators throughout the industry sprawling across the country.

In Alberta, Cleanfarms offers a mix of permanent EPR-regulated programs funded by Cleanfarms' members as well as pilot programs that help uncover new solutions for materials that are difficult to recycle or lack the regulations and funding to do so on a permanent basis. The four permanent programs in Alberta address small containers under 23L and large non-deposit pesticide and fertilizer containers, unwanted pesticides and old

livestock medications, and seed, pesticide, and inoculant bags. Through the three pilot initiatives, farmers can bring back grain bags and baler twine, bale wrap and silage film, and feed bags to collection sites.

THE TRANSITION TO RETAIL COLLECTION SITES IN ALBERTA FOR UNDER 23L CONTAINERS

Since the program began, Alberta and Manitoba were the only provinces in Canada with collection sites for pesticide and fertilizer containers under 23L established at municipal depots instead of ag retailers. Since 2022, Cleanfarms has embarked on a three-year gradual transition towards a retail collection model at the request of Alberta Environment and Protected Areas and the Alberta Agricultural Services Board (ASB) for several reasons;

- Aging municipal sites require significant upkeep and reduced municipal oil and gas revenue strains resources;
- Unsupervised municipal sites in the province often faced issues with illegal dumping and improper container preparation;
- Shifting to a retail collection model harmonizes the program with the rest of the country, which has seen great success operating collection sites through ag retailers for many years.

The process behind the retail collection model is straightforward. Farmers/users receive collection bags when they purchase products from their retailer or distributor. They triple or pressure-rinse their empty containers and remove the paper booklets. Then they place the containers in a collection bag. Full bags are sealed or tied closed and dropped off in the designated areas at their local retail collection site. Once a sufficient number of bags (typically ten or more) accumulate at the collection site, a pickup request is filed and a Cleanfarms transportation partner collects the bags within ten business days.

For users who receive their products directly from distributors instead of through a retail location, or for large-volume users who generate large numbers of containers each year, Cleanfarms will arrange direct pickup for program materials upon request.

THE PATH TOWARDS CIRCULARITY FOR AGRICULTURAL PLASTICS

For decades, the plastic containers collected across Canada have been recycled into new end products; products that are often used right back on the farm like agricultural drainage tile. Looking ahead, Cleanfarms is actively exploring ways of working towards a closed-loop system for agricultural plastics in Canada, meaning that the materials collected through various programs get processed back into their original form to be resold and reused on the farm. This effort is fuelled by the ambitious goal of one day establishing an entirely circular economy to propel the industry. The road to circularity for ag jugs presents three key challenges:

1. High-quality plastic pellets: The ability to wash and convert collected plastics into high-quality pellets suitable for new containers or other products needs improvement. In the context of pesticide containers, this requires users to properly rinse and prepare the containers they drop off.
2. Bottle manufacturing: Developing cost-effective manufacturing methods to create new containers/jugs from high-quality recycled pellets that meet industry specifications and UN certifications.

3. Industry acceptance: Facilitating the industry-wide collaboration needed for brand owners to adopt the new containers made from recycled plastic over traditional containers once the technical hurdles are overcome and they are available on the market.

Cleanfarms is actively investigating these challenges. At the same time, day-to-day operations continue to run and provide users with new and accessible solutions to keep their farms and communities clean. Cleanfarms' partners are some of the biggest assets in the push towards circularity - they provide support and collaboration across all facets of the Canadian agricultural chemical industry to help realize a more sustainable future for all.

Finding new opportunities to work together is not only a benefit but an essential step in the process of diverting all ag plastics from landfill and one day establishing a circular economy for Canadian agriculture. We always welcome opportunities to work with new partners to broaden the ability to keep used pesticide jugs and other materials out of landfill and keeping these items in the circular economy, with the plastics continuing to be in play for productive use as packaging and products used in agriculture and IVM across Canada.



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INDUSTRY PROFILE: JAMIE WILTZEN



At 18, Jamie embarked on a transformative journey, driving from British Columbia to Alberta with a blend of hope, determination, and a few dollars in his wallet. He proactively reached out to a vegetation management company he had learned about from a friend, sending his resume and making a phone call. This marked the beginning of a 14-hour drive into the unknown.

Despite having no prior experience or education in the industry, Jamie's unwavering commitment, forward-thinking attitude, and strong work ethic propelled him beyond expectations. Over the past decade and a half, Jamie has accumulated extensive experience and continuously sought mentorship from leading industry experts. This dedication has enabled him to reflect on his growth within the closely-knit vegetation management community.

Jamie has demonstrated remarkable career progression, moving from a herbicide applicator to a general foreman, and eventually to pivotal management roles. He has successfully led high-impact projects for major industry players, including Imperial Oil, Esso, Enbridge, and Fortis, and has driven vegetation management programs across a diverse range of oil and gas sectors.

A core driver of Jamie's career is his expertise in Integrated Pest Management, complemented by his broad interest and knowledge across multiple platforms. His passion for combustion engines and machinery has also facilitated his exploration into various fields.

Jamie's commitment to professional development is evident in his certifications. He is a certified Argo and UTV instructor with the Canadian Safety Council, and also holds certifications as a skid steer and applicator assistant instructor. In addition, Jamie possesses industrial licenses for Alberta, Saskatchewan, and Manitoba.

Jamie's passion for training, coaching, and mentoring, which began in sports, has been a cornerstone of his career. He values the opportunity to apply these skills in his professional life, finding it a fulfilling aspect of his work.

After consistently attending the majority of PVMA conferences over the years, Jamie took a shot at an empty Director's position in the spring of 2024. Being a bigger part of the PVMA has always been on his radar, and the opportunity arose. His outlook on the PVMA is that it is an integral part of the IVM industry. He seized the chance to lend his abilities and interest to help further the association's drive into the future. Being part of a well-organized program filled with current and past leaders within the industry, Jamie hopes to absorb and gain even more knowledge with his time here. He thanks everyone for giving him the opportunity to be a part of it all.

At home, Jamie is supported by his exceptional family: his wife Kathleen, who has also been rapidly advancing in her teaching career, and their two children, Jackson (9) and Thomas (4). Jamie takes great pride in nurturing their growth and fostering their interests in powersports and nature. He believes that the support and positive influence of family are invaluable.

While Jamie does not single out one program as his greatest achievement, he takes pride in the continuous improvements, learnings, and challenges of team management, resource allocation, and strategic planning. He derives satisfaction from reviewing completed projects, recognizing the positive impact on clients, his company, and his team.

Jamie believes that true success comes from surrounding oneself with knowledgeable and skilled individuals, rather than being the loudest or smartest person in the room. This approach fosters a well-rounded and intellectually robust environment. He also values the importance of family, friends, and embracing new experiences, adhering to the principle of working to live, living to ride, remaining humble, and making a positive impact on others and the environment.

“

I genuinely and passionately love the work I do.

- JAMIE WILTZEN, PVMA BOARD MEMBER



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THE IMPORTANCE OF MENTORING

- SUBMITTED BY BOB GORDON



The mentoring relationship is inherently flexible and can vary tremendously in its form and function. The mentoring relationship exists between one individual in need of developmental guidance and another individual who is both capable and willing to provide that guidance.

MENTEE NEEDS

- Guidance in a general or specific professional area
- Series of questions or issues
- Broad career development
- Early career development
- Ethical and moral guidance
-

ROLES AND CHARACTERISTICS OF MENTORS

- Acts as an experienced role model
- Provides acceptance, encouragement, and moral support
- Provides wisdom, advice, counsel, coaching
- Acts as a sponsor in professional organizations, supports networking efforts

SETTINGS

- Professional settings
- Organizations
- Community

RELATIONSHIP TYPES

- Established career and early career
- Professor to student
- Professional to professional
- Peer mentoring (same developmental level with specific experiential differences)
- Friendship

- Parent-like features can be present
- Task-focused versus relationship-based

INFORMAL MENTORING

Informal mentoring relationships develop spontaneously and are not managed or specifically recognized as a mentoring relationship within a larger organization. A mentor reaches out to a mentee (or vice versa) and a relationship develops which benefits the mentee's professional development. Due to the spontaneous development, these relationships depend somewhat more on the individuals having things in common and feeling comfortable with each other from the beginning. The relationship may develop out of a specific need by the mentee around a task or situation for guidance, support, or advice. The relationship is most likely to be initiated by the mentee as she or he seeks support around a specific task. This type of relationship might also develop when an established professional needs an early career professional to complete certain tasks within an office or project setting.

FORMAL MENTORING

Formal mentoring relationships develop within organizational structures that are specifically designed to facilitate the creation and maintenance of such relationships.

Six primary characteristics of formal mentoring programs that can directly influence the program's effectiveness: (a) program objectives, (b) selection of participants, (c) matching of mentors and mentees, (d) training for mentors and mentees, (e) guidelines for frequency of meeting, and (f) a goal-setting process.



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RE-THINKING SAFETY METRICS

- SUBMITTED BY SIMON KENYON, ARBORMETRICS SOLUTIONS



The advent of social media has produced a new phenomenon that we now know as ideological bubbles. Whether it's Facebook, or even mainstream media and news channels, we are increasingly subject to the decisions of third parties and algorithms as to what we should read and what conclusions we should make. My experience of these processes is that it is near impossible not to have the opinions and ideologies of others subconsciously influence us and push us to someone else's desired conclusion.

Most ideological positions contain truth but are usually overly simplistic when addressing complex issues and can be unhelpful and even divisive.

In my own personal life, I have seen this issue when discussing homelessness with different people. I have worked among the homeless in Austin, TX for the last twelve years. I have often heard the conservative ideologue tell me that 'these people need welfare pulled, be given a good kick up the backside and to go find a job'. Liberals tell me that the homeless are victims of an unjust system and cannot be held responsible for their situation.



Figure 1 Heinrich's Triangle

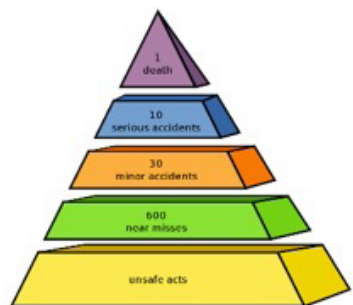


Figure 2 Heinrich's Triangle was further developed by Frank Bird in 1968

From my experience both statements are absurdly simplistic and unhelpful for addressing such a complex issue.

Knowing this social phenomenon exists, recently I began to look more closely at the safety processes and culture, and to ask whether there are simplistic, dogmatic, ideological statements that are unquestioningly accepted, that may warrant a fresh look.

In 1931 H.W. Heinrich looked at 75,000 accident reports and graphically depicted the relationship between major and minor accidents, and accidents that did not result

in injuries. Heinrich's Triangle was further developed by Frank Bird in 1968. He compiled a study from 1,753,498 accidents from 297 participating companies across 21 sectors of industry and 3 billion work hours. He produced the following diagram (left) that showed a relationship between fatalities, major and minor incidents, near misses and unsafe acts.

One major application of Heinrich's study and furthered by Bird's study, was the belief that since serious injuries and fatalities are rare, and hence more difficult to influence and understand, attention should focus on reducing the number of less serious incidents and near misses. The hypothesis being that by doing so, the base of the accident triangle would become shorter, and the triangle would become smaller thereby eliminating fatalities at the top of the triangle.

The result is that companies have tended to focus on easily identifiable, non-fatal risks which follow the Heinrich triangle. The logic being that if less serious accidents are reduced then so proportionately will fatalities also be reduced.

Our industry uses TRIR (total recordable incident rate) and DART (days away restricted time) as metrics to measure the success of an organization's safety program. Poor safety TRIR and DART figures affect a company's ability to compete for contracts, which incentivizes reducing these figures.

Has this made companies safer?

A paper published in 2010 by the oil and gas industry (Anderson, Denkle, and Schlumberger) showed that the oil and gas industry's TRIR in 2008 was a third of what it had been in 1993. This is a great achievement. However, in that same time period the Fatality Accident Rate had actually gone up!

The paper suggested that the Heinrich model worked as a tool for mitigating lower risk, high frequency events, but different approaches were necessary for rare, infrequent, high impact events.

Less serious, more common events are easy to measure, mitigate and control, making it tempting for management to concentrate on such events because management intervention is easy to measure and demonstrate. We all love a positively trending graph!

High impact events are harder to justify since you are mitigating situations that may never happen, so investment in them is very rare. The Union Carbide plant explosion in Bhopal, India in 1984, killed thousands and left more than half a million people injured. No one would argue after the fact that investment in preventing such incidents should be a priority. But spending money preventing something that may never happen can be a tougher sell.

Are the different levels of the triangle causally linked? The statistics cited above would suggest not.

Does a driver reversing into a trash can in a narrow driveway mean that at some point one such driver will inevitably reverse at high speed down an off-ramp after a wrong turn? The triangle implies that this is so. But is it really?

I remember an event a few years ago when a colleague was observed by a manager slipping on ice in a parking lot. Nothing happened and she got up and went about her day. She was reprimanded for not reporting it as an incident. This story is not unusual. Is this helpful? Will this stop a climber forgetting to tie in and fall out of a tree? Both are falls, but is one behavior really related to the other?

Because catastrophic losses are rare, it is difficult to identify common factors across similar incidents that are statistically significant. One solution to this has been the more recent focus on studying High Potential Event reports. High Potential Events are defined as any incident or near miss that could, in other circumstances, have resulted in one or more fatalities. Or more simply described as incidents that could have been much worse than the eventual outcome. Because these happen far more regularly than actual events, they provide a much greater opportunity to identify consistent root causes across all events. (Anderson, Denkle, and Schlumberger) pointed out that only 1-2 % of submitted risk reports address potentially catastrophic events. Separating wheat from the chaff is part of the challenge of using this data. The vast majority are slip, trips, fender benders, etc., that yield little to no real information with which to address high risks. Nevertheless, 1-2% represents a far greater number of reports compared to ones derived from actual catastrophic events.

One of the other challenges of using High Potential report data is standardizing what the definitions are that define a High Potential Event. This is not as easy as it sounds since technically almost any activity has some potential high risk.



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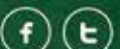
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Most safety professionals have at some point been asked to produce a High Potential Report that did not meet their own criteria. Hopefully this will improve over time.

Training and incentivizing employees to report such events will also improve results. This will mean eliminating the fear of retaliation, which will have to be balanced against the importance of disciplinary policy. Employees will not report events if it results in negative consequences.

One of the greatest risks associated with my own line of work is working alone in remote areas. Our company has never had a serious incident that was exacerbated by an inability to raise the alarm. But the fact it hasn't happened does not mean that it won't. When we heard about new personal locator beacons (PLBs) that use satellite rather than cell tower technology we established a program that required our remote employees to use one. In the seven years since we began the program, the SOS services have only been called once, and no one was hurt in that incident. Nevertheless, I would argue that the program, far from being a waste of money, is a crucial part of our safety program. It mitigates a risk that results from one of our biggest distinctives - that of being a company comprised of single-person crews.

I began this short essay talking about homelessness in Austin, TX. Politician after politician has spoken with confidence about how to fix it. But I would argue that society wants to fix the problem because it is easy and measurable. We can all visualize a roof over someone's head. Maybe we do the same thing with our measurable safety metrics. Improving them may look good but may not actually help in reducing truly catastrophic events. I would go as far as to suggest that Austin, despite the thousands

of people who live on its streets, does not actually have a homelessness problem and that homelessness is simply a symptom of deeper more serious issues such as mental illness, addiction, criminal records, high cost of housing, etc. Housing the chronically homeless in Austin may simply be putting a roof over people's problems.

Perhaps it is time to recognize that Heinrich's triangle, while a useful metric for a general program, has distracted or masked greater risks by mistakenly concentrating safety efforts elsewhere.


My own company, at the time of writing this, is three days away from finishing a year for the first time ever with an empty OSHA log. I wasn't sure it was even possible. But does this mean that this year we are less likely than ever to have a fatality? That would be a dangerous assumption to make.

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UTT/UTW SAFETY TRAINING CERTIFICATION COURSES

SPRING 2025 COURSE DATES: MARCH 31 TO APRIL 10, 2025

DEADLINES:

APPLICATIONS MUST BE WITH THE PVMA OFFICE ON OR BEFORE FEBRUARY 24, 2025

REGISTRATION WITH OLDS COLLEGE MUST BE DONE BY MARCH 14, 2025

PLEASE NOTE: STUDENTS WILL NEED THEIR OWN COMPUTER WITH INTERNET ACCESS, A MICROPHONE AND A WEB CAMERA FOR THE ONLINE VIRTUAL CLASSES AND EXAMS

UTT/UTW SAFETY TRAINING RECERTIFICATION COURSES

IN-PERSON SESSIONS: APRIL 2-3, 2025

(NEW) ONLINE OPTION: SELF DIRECTED 24/7

PLEASE NOTE: STUDENTS SHOULD BE COMFORTABLE WITH COMPUTERS AND SHOULD BE PREPARED TO LOCATE AND SCHEDULE A PROCTOR TO WRITE THE EXAM WITHIN THE 2-WEEK COURSE DATES. IT IS IMPORTANT TO CONTACT A PROCTOR ASAP TO AVOID DISAPPOINTMENT

ONLINE DATES: CALL 403-556-4740 TO REGISTER ASAP!

NOVEMBER 11-22, 2024 | MARCH 10-21, 2025

APRIL 14-25, 2025 | MAY 12-23, 2025

VISIT WWW.PVMA.CA/COURSE-OFFERINGS FOR MORE INFORMATION



COMMITTEE REPORTS

- AWARDS COMMITTEE

We are now accepting applications for the 2024 Keith Sanftleben Memorial Scholarship worth \$4,000, as well as 4 PVMA Scholarships in the amount of \$1,500 each. The deadline for Scholarship applications is November 30th. Preference will be given to those enrolled in a biology, agriculture, environmental studies, forestry or other program related to natural sciences and/or work experience in vegetation management.

Please note that applicants may apply for both scholarships, however, if chosen to receive the Keith Sanftleben Memorial Scholarship, they will no longer be eligible to receive a PVMA Scholarship in the same year.

Bursary Applications for 2025 will be accepted from January 1st to January 31st. Applicants can be enrolled in any educational program; however, only dependants of PVMA members in good standing are eligible to apply.

Visit the pvma.ca website for more details on eligibility and documentation required for all of our award programs.

Lisa Rybchuk, Director in Charge

- EDITORIAL COMMITTEE

We are pleased to present the latest edition of Vegetation Manager. This issue continues our tradition of delivering high-quality content, featuring contributions from our advertisers and follow-up articles from speakers at previous conferences. We remain committed to fostering innovation and dialogue within our community and welcome ongoing support and submissions. For inquiries or contributions, please contact Val or Jamie. We hope you find this Fall edition both informative and engaging.

Jamie Wiltzen, Director in Charge

- PROTOCOL COMMITTEE

As a continued effort to update our Directors and Committee Chairs Guidelines, Val, Lisa and Joanne met at the start of July to have a brainstorming session on a much-needed update to the document. We are hoping to have revisions completed before our next AGM election at our spring conference in March 2025 as the document will be a valuable tool for newly voted directors joining the executive.

Joanne Ireland, Committee Chair

- MARKETING COMMITTEE

Before the busy summer season started, PVMA had the opportunity to attend the Edmonton Job Fair and Training Expo on May 9, 2024. As an added benefit to our members, we offered free advertising to anyone interested in posting open job positions. With over 2,000 attendees it was an excellent opportunity to advertise for our industry's job opportunities as well as educate potential candidates about our UTT/UTW Program.

This fall we have continued with a presence at in person events. On September 27, PVMA attended another career fair at Christ the King High School in Leduc hosted by Selections Career Support Services and we also had the opportunity to attend the ISA Fall Conference in Okotoks October 7-8, 2024, with a booth in their tradeshow.

Going forward, we would like to focus on attending career and education fairs at post secondary institutions with environmental programs related to the vegetation management industry. Please help us get the word out about our booth at Olds College November 20, 2024. If you would like your company contact info added to our distribution list provided at career fairs, please email execdirector@pvma.ca.

Joanne Ireland, Committee Chairman

- GOV'T LIAISON COMMITTEE

The pesticide industrial exam has undergone a recent review and revision to ensure fairness and to incorporate updates from the new training materials scheduled from Spring 2024. The content of the exam has been thoroughly validated to align with both the previous and the newly updated study materials.

Additionally, we are pleased to announce the launch of a new online reporting system for 24-hour emergency situations and complaints. The system is now available through the Digital Regulatory Assurance System at Digital Regulatory Assurance System | Alberta.ca <https://www.alberta.ca/digital-regulatory-assurance-system>. This new platform does not introduce any additional reporting requirements but provides an alternative for those who prefer to report online.

Jamie Wiltzen, Director in Charge

- SAFETY COMMITTEE

The safety committee is focused on providing content for the PVMA Magazines safety corner, if you have ideas or topics you would like to see covered, please reach out to the PVMA office and share your ideas. Also, if you have ideas or you would like to join the Safety committee, please reach out to the PVMA office.

Bob Gordon, Director in Charge

- NATIONAL/INDUSTRIAL COMMITTEE

As we wrap up the 2024 season, I hope everyone had a safe and successful year, with continued success into 2025. Below is a quick update of what our colleagues have been up to.

AVMA- The Atlantic Vegetation Management Association will be holding a fall seminar in New Brunswick Oct 1.

OVMA- The Ontario Vegetation Management Association will be holding a fall seminar and field tour Sept 24, 25, and 26th in Chatham Ontario.

IVMA MAN/SASK- The Integrated Vegetation Management Association of Manitoba and Saskatchewan, has been inactive since 2020. The board has started the conversation and is looking at options to get operational.

IVMA BC- No update to provide.

Chris Johnson, Director in Charge

- SEMINAR COMMITTEE

Planning is well under way for our 2025 Spring Conference (February 25-27th), we are happy to be heading back to River Cree Resort and Casino.

We are currently working on the speaker line up and banquet entertainment. There has been lots of interest in the trade show again this year and we look forward to welcoming returning vendors along with some first-time participants.

If there are any specific speakers you would like to see, or if you would like to put your name forward to join the committee, I would love to hear from you. Please contact me via email Chris.Johnson@Davey.Com

Chris Johnson, Director in Charge

- CASINO COMMITTEE

Our next Casino is slated for Quarter 1 of 2025 in Edmonton at the Starlight Casino. Lots of Volunteers will be needed. The PVMA can reimburse casino workers for mileage (if travelling from out of town) and hotel room. Meals are covered during your scheduled shift. We will also cover the cost of your PVMA annual individual membership.

Laura Hammer, Director in Charge

- MEMBERSHIP COMMITTEE

We continue to add brand new members to the Association. Membership renewal reminders for 2025 will be emailed out in December.

Orville McLean, Director in Charge

- UTW-UTT BOARD OF GOVERNORS

We continue to move forward in the talks with the government in regard to Trade Designation for our industry.

Things slowed down for the summer with everyone busy over the summer, but discussions are back on track now. Presently the AB Skilled Trades and Professions has engaged a 3rd party contractor to complete a desktop research project in the viability of Utility Arborist Trade designation in AB. This is good news as it shows commitment on behalf of the Government of Alberta.

The PVMA and the UVMA will continue to work together while going down this road working with the government, industry, and the Utilities to see this through to completion for the betterment of the industry.

Bob Gordon, Director in Charge

- TREASURERS REPORT

The financial picture of the PVMA remains healthy thanks to our loyal members and sponsors and everyone's support of our workshops and conferences. Thanks to the numerous volunteers who work our casinos, that source of funding has also contributed to our financial stability by covering some operational expenses and subsidizing some events, while also supporting the next generation of Vegetation Managers through scholarships. As a Board we strive to provide value for membership through the many benefits we offer, as well as provide affordable opportunities to obtain credits and network. With your support we continue to be a strong voice for the Industry.

Kelly Malmberg, Treasurer

SPRING CONFERENCE & TRADESHOW



RIVER CREE

 RESORT AND CASINO

 ENOCH, ALBERTA

FEBRUARY 25th - 27th 2025

Visit www.pvma.ca for more details including the earlybird deadline and sponsorship opportunities!



SCHOLARSHIP DEADLINE REMINDER

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.

https://www.pvma.ca/awards_scholarships_and_bursaries

KEITH SANFTLEBEN MEMORIAL SCHOLARSHIP: (NEW)

Keith Sanftleben was an active member of the PVMA for many years and had a passion for helping other people and communities. This scholarship has been set up to honour his memory and to highlight students that have an interest in making a positive impact on the community and others. The PVMA will be awarding a Scholarship totalling \$4,000.00 (\$3,000 from PVMA and \$1,000 from AdvantageVM) each year to a student enrolled in post secondary study at an Alberta government approved provincial, national, or international institution or program.

Refer to the Keith Sanftleben Memorial Scholarship Application form for more information and application instructions.

Applications are accepted from September 1st to November 30th of each year.



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