

SPRING ELECTRONIC EDITION

MAY 01 | 2017

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

## **SAFETY**

A number one priority and everyone's responsibility.

### **OPERATING A CHAINSAW WHILE CLIMBING**

Chances are, as an arborist, you will be required to accomplish this task often and to do so safely and effectively.

### **LET'S TALK TRAINING (OFF ROAD UNITS)**

With trained workers there are less personal injuries, less damage to equipment, less down time and less impact on the environment.

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# TABLE OF CONTENTS

## - THE VEGETATION MANAGER -

### **PUBLISHER:**

Professional Vegetation Management Association (PVMA) <http://www.pvma.ca>

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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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## 3 PRESIDENT'S REPORT

Message from President, Brandon Tupper.

## 4/5 PVMA BOARD OF DIRECTORS & COMMITTEE LISTING

Current Board of Directors and Committee Member Listing.

## 6 YOUR TICKET, YOUR NAME, YOUR RESPONSIBILITY

Responsibilities of a Certified Utility Tree Worker.

## 8 COMMUNITY SERVICE PROFILE

Featuring Kevin Tritten.

## 9 OPERATING A CHAINSAW WHILE CLIMBING

Become proficient with your tools before you use them at height.

## 10 LET'S TALK TRAINING (OFF ROAD VEHICLES)

Less personal injuries, damage to equipment, down-time and impact on the environment.

## 12 HOW TO BUILD A BETTER WORK FORCE

Reducing injuries and decreasing employee turnover are near the top of the list for managers.

## 14 HERBICIDAL CONTROL OPTIONS

Safe & effective management.

## 16 PVMA COMMITTEE REPORTS

## 18 SHORTCUTS

Shortcuts an unsafe risk in the workforce.

## 20 WHAT AM I? HAZARD IDENTIFICATION QUIZ

## 22 SCHOLARSHIP RECIPIENTS

## 26 CREATING A SHIFT IN SAFETY

Risk identification and analysis.

## 27 FACES OF THE PVMA OFFICE



# PRESIDENT'S REPORT



## - BRANDON TUPPER -



We had a very successful conference and tradeshow and I think I can speak on behalf of everyone who attended by thanking the organizing committee, sponsors, exhibitors, staff and speakers.

It was a wonderful time to network and learn more about our industry. I reflect on what the largest benefit the PVMA offers myself and I can say that it is these networking opportunities.

I met some many new people and had the opportunity to make some solid network relationships.

With Neil retiring from our Executive Director position and Val moving up to Office Manager we had an opening to fill. Mindy has been a terrific addition to the office helping Val out and learning the ropes of our industry. She is energetic and excited to continue in the position and we look forward to getting to know her more!

We had two new BOD join us this spring. Both Jason McRobert and Jennifer Edwards join us from division at ATCO and I look forward to working with them as they learn new roles as Directors of the PVMA.

May is a busy month for everyone – so on behalf of the PVMA BOD I wish everyone a safe and prosperous season!

**BRANDON TUPPER**  
President - PVMA



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## OPERATING PROTOCOL

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# SAFETY COMMITTEE



## Mission Statement

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

## Reporting Process

All information being shared with this committee is to be sent to:

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

## Handling of Information

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

## Significant Events

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



# YOUR TICKET, YOUR NAME YOUR RESPONSIBILITY

- BY RYAN MURRAY, DAVEY TREE EXPERT CO. OF CANADA, LIMITED -



As a Certified Utility Tree Trimmer or Worker, you have been deemed competent at your trade by the PVMA.

This designation means, according to OH&S, that you may work unsupervised. That is the easy part. The hard part is when your boss asks you to train the next line of tree workers. Now you are responsible for another's wellbeing and for their training.

We all have that one crew leader from our past that we remember fondly. Whether it was how much they taught us or the way in which they were able to explain a task. Chances are you can also think of a crew leader that was the polar opposite of that great teacher.

This crew leader didn't care to teach or wasn't able to do so effectively. **ASK YOURSELF THESE QUESTIONS:**



**1**  
Which one of these crew leaders are you?

**2**  
How would you like to be remembered?

**3**  
Are you giving the next generation the same chance to succeed you were given?



We need to do our part to ensure the integrity and safety of our industry.

When you sign hours for an apprentice or check off proficiency, you are putting **YOUR** name on the line.

Make sure that when you do sign off, you are doing so for the right reason. No one can make you sign hours or proficiencies, not a customer, not another worker, not even your boss. If you are being pressured to do so, please contact the PVMA immediately.

We will ensure your anonymity and will work to stop this.

With your support, this industry will continue to be a safe, fun and fulfilling field for future generations. And maybe in ten or fifteen years, someone you've trained will be sharing stories with their apprentice about how great a teacher you were.



“It is the mission of the PVMA to provide vegetation management industries, related agencies and the public with communication and educational opportunities in the area of industrial vegetation management.”



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# COMMUNITY SERVICE PROFILE

## KEVIN TRITTEN

- BY BOB GORDON & NEIL THIESSEN

Kevin Tritten is no stranger to most in the industry. Many of you know him through his industry participation as Past President PVMA (IVMA), UTW-UTT Board of Governors and the UVMA as well as the many industry committees he serves on.

What you may not know is that Kevin has been very active in his community for several decades as well.

Kevin, like others, got tagged with the community name of “coach”. It started in earnest in 1990 within the hockey community. Over time he responded to an ad in the Leduc paper looking for kids to join baseball. That ad invited kids and parents to an AGM where they learned of the community’s wish to grow the Leduc baseball activities and the need for coaches and sponsors. Never one to shy away from helping or a challenge, Kevin dove

in head first. Because of his community connections he started by helping to find the needed sponsorships to help the local teams.

“I don’t like working bingos but knew I needed to help so I offered to help out on the executive”. As a result Kevin was elected and became the director of sponsorship and equipment and facilities manager.

“We started with 4 board members in 2009 and had about 100 local kids participating in baseball at various levels”. Because of his son, Kyle, Kevin also became a very active coach. A couple of years later he was elected Vice President, then President of the Leduc Baseball Association (LBA).

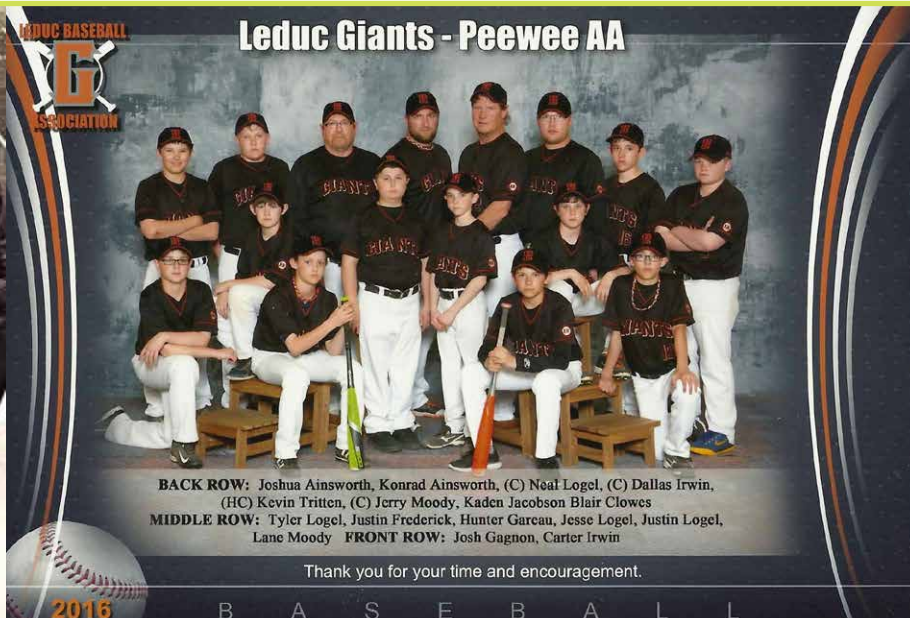
By this time Leduc had grown the number of community kids to over 400, and had a number of competitive house teams at all levels. In 2011 Kevin was elected to the

Edmonton League Board of Directors and in 2015 to the board of Alberta Baseball. Needless to say, where there is baseball, there is Kevin.

Anyone who has ever been around him in his community will tell you he can’t go anywhere in Leduc without “kids”, many who are adults now, walking up to him and saying “hi coach, how are you doing?”.

Community Service comes to many naturally and Kevin will tell you,

“ You get out of it what you put into it and it’s very humbling to think about the small part I could do to serve our community”.



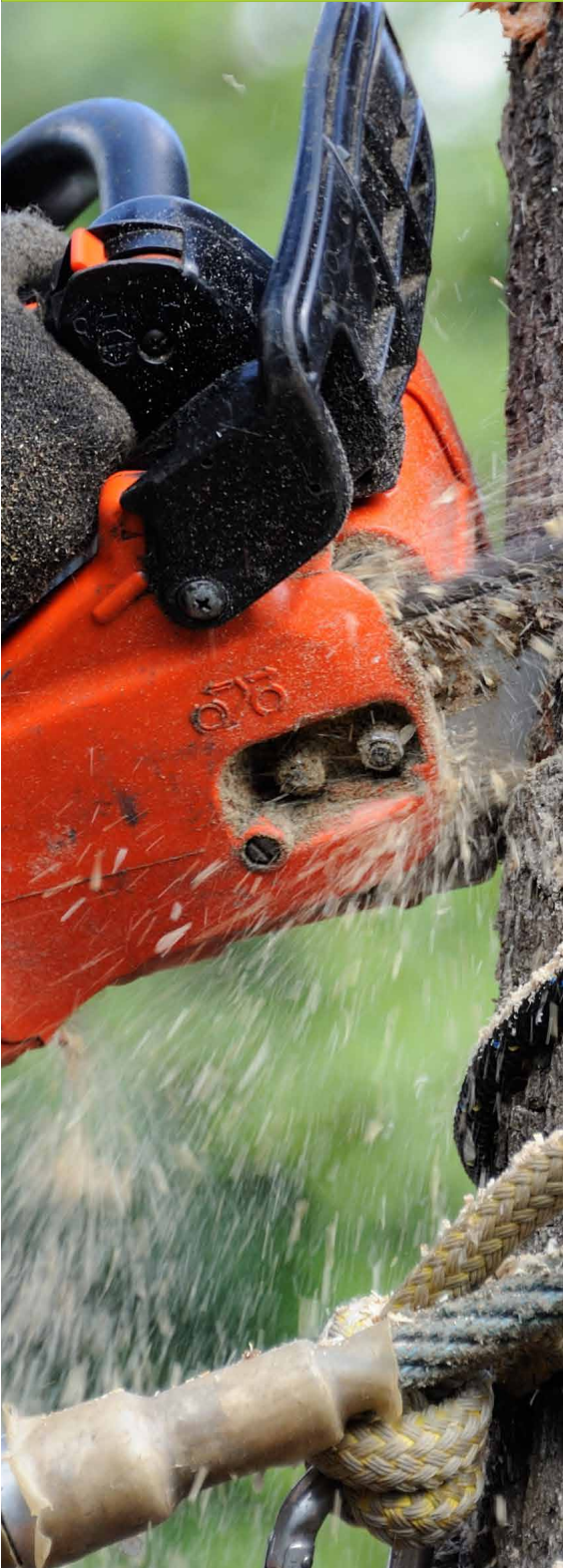
DO YOU KNOW OF A PVMA MEMBER WHO IS GIVING BACK TO HIS/HER COMMUNITY OR ARE YOU ONE? PLEASE EMAIL VAL@PVMA.CA AND LET US KNOW.



# OPERATING A CHAINSAW....

## WHILE CLIMBING WITHIN A TREE

- BY DEVIN KOWALSKI, DAVEY TREE EXPERT CO. OF CANADA, LIMITED



Chances are, as an arborist, you will be required to accomplish this task often and to do so safely and effectively.

First and foremost, keep in mind the proper daily practices you've made habitual while utilizing the saw on the ground. Become proficient with your tools before you attempt to use them at height.

Warm the chainsaw up prior to ascending the tree, and ensure the chain is properly tensioned and that all safety features are functioning as they should be. You might want to stretch your muscles and inspect your climbing gear for defects during this idling time.

When you're ready to climb the tree, shut the saw off and engage the chain brake. It is good practice to avoid leaving the chainsaw running unless you are actively cutting, and never when you're ascending/descending or repositioning your body. This eliminates excess noise, allowing for easier communication with other crew members, and eliminates the possibility of accidental or unintended chain motion.

After selecting the branch you wish to prune or remove, and communicating your intentions to the ground crew, it's time to restart the chainsaw. Remember that you're required to have two (2) points of attachment to the tree and steady balance and body positioning to cut any vegetation safely.

Place the saw against a sturdy limb or branch. Ensure that the chain brake remains engaged, and that all parts of your body and any climbing or working lines are free and clear of potential kickback strike. Then start the chainsaw.

Maintain an appropriate two-handed grip of the chainsaw at all times while cutting. Keep your thumb wrapped around the handle, just as you would when limbing or bucking a fallen tree. Avoid the temptation of operating a topping saw with one hand while your other grasps the branch being cut. This is poor practice, and a good way to sustain a serious injury or worse. Performing "snap cuts," for example, or securing the branch with a rigging system are excellent methods of controlling the falling wood while utilizing the saw correctly.

Remember, there is always a way to get the job done efficiently and safely. Keep in mind the number two (2); tie in twice, double check your surroundings, and keep two hands on the chainsaw. Employ these methods, and you will develop the skills to become a great arborist!





## LET'S TALK TRAINING - OFF ROAD UNITS

- BY WADE SMITH, SOUTHBROOK SAFETY & CONSULTING LTD.

“ So if it costs time and money why do we train our workers? The best answer is that with trained workers there are less personal injuries, less damage to equipment, less down time and less damage to the environment. This can save us money and damage to our reputation in the long term.”

This is also the complicated answer because it requires a will to spend time and money on a perceived future cost of failing to do so.

How much do you spend, how often do you spend it, where do you spend it?

The simplest answer is Occupational Health and Safety Regulation, Safety training section 15(1) An employer must ensure that a worker is trained in the safe operation of the equipment the worker is required to operate.

It goes further in section 15(2) as it itemizes the eight minimum requirements. I am not going to list them here, we all have a blue book in our possession. Here are the minimum Occupational Health and Safety requirements but also here is the opportunity for you the

employer to slide in your specific company requirements. I.e. speed limits, load requirements, record keeping, PPE requirements, special maintenance requirements, hours of operation, etc.

Further in section 15(4) A worker must participate in the training provided by an employer. Does this mean that it is the worker's responsibility to show up and actively take part or that the employer must ensure that all workers participate in the training. Perhaps at a later date if need be. It is both.

In section 15(5) A worker must apply the training referred to in subsection (1) and (3). This is the best opportunity that you have to be sure that your policies are being followed.



- **How do you verify that a worker is applying the training being provided?**
- **Is there a test on the knowledge needed to operate the equipment to your requirements?**
- **Are there any task observations.**

I had a client this year contact me, they had three incidents with UTV's all three were with workers that were repeat rehires.

They were not new employees, why did they have the incidents?

They had current operator cards meaning that they were on their second and final year of three year cards. So why the incidents? Is it complacency, distraction, laziness, fatigue?

Do you have a rehire orientation policy? Do you do task observations and how often?

Could you partially solve this issue with a 2017 season orientation and cover your policies, review incidences plus procedures at the time of rehire? Follow this up with task observations.

We set this up both as a remedial procedure and a rehire procedure.

**I still get questions about ATV, UTV (side by side), Argo training. I will try to answer them clearly.**

#### **I HAVE AN ATV CARD IS IT GOOD FOR UTV (SIDE BY SIDE) OR ARGO AS WELL?**

They are all different from each other requiring different riding strategies and maintenance requirements. So yes they each have their own course.

#### **IF A SIDE BY SIDE IS LIKE A CAR WHY CAN'T I USE MY DRIVER'S LICENSE?**

The UTV (side by side) is a low pressure tire unit that has to be driven differently from a truck. It is inherently more top heavy than and automobile thus special training is required.

#### **I HAVE A CANADA SAFETY COUNCIL CARD AND IT HAS NO EXPIRE DATE, WHY DO I HAVE TO TAKE THE COURSE AGAIN?**

Mostly, it is because it is a COR requirement that the worker must be proven competent to operate the off road unit at the work place.

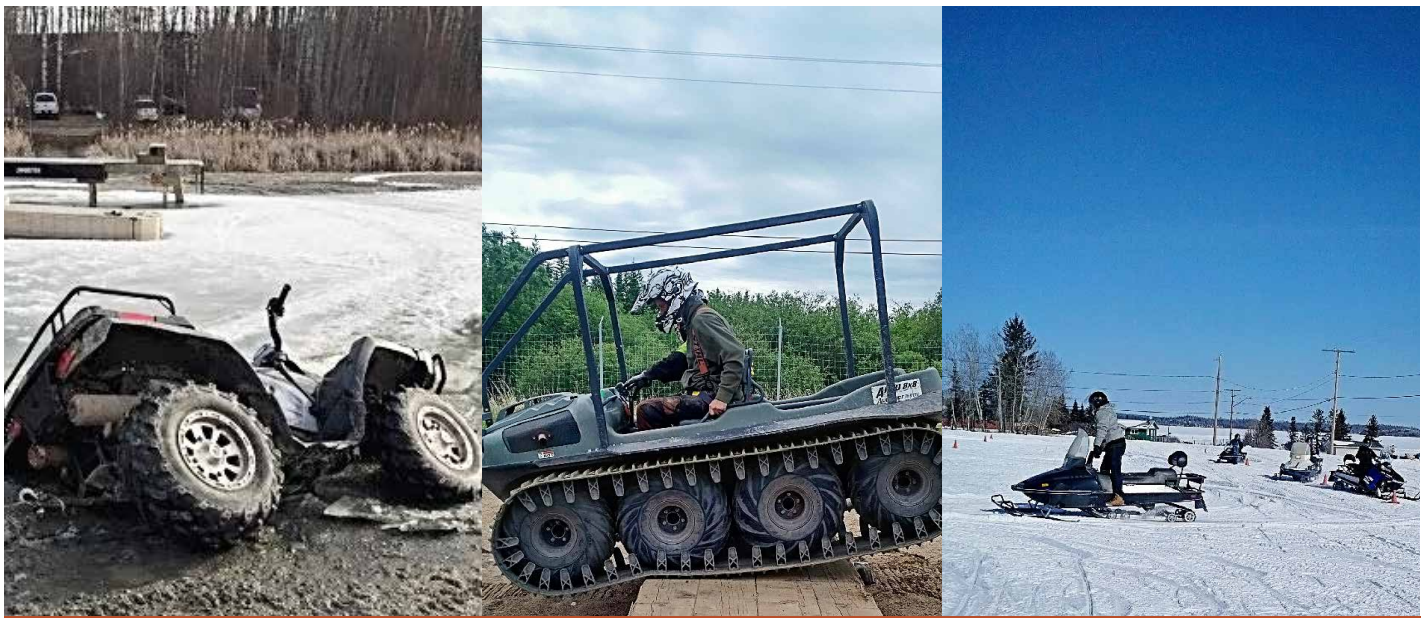
Most clients require current certifications of not more than 36 months in order to comply with their COR policies.

Your company most likely has the same policy unless they applied for a variance.

#### **DO I HAVE TO USE A MOTORCYCLE STYLE HELMET?**

No, not at all work sites but there are conditions, speed limits less than 10km -15km. you must apply for a variance. Some clients may not recognize the variance. Then when you leave the work site you may have to use the helmets to get to another work site. Be prepared.

Thank you for reading this article hopefully you found it helpful.



# HOW TO BUILD A BETTER WORKFORCE

- BY RYAN MURRAY, DAVEY TREE EXPERT CO. OF CANADA, LIMITED

## Reducing injuries and decreasing employee turnover are near the top of the list for managers across the country.

Injuries cost money and have a negative impact on contract bids, while training costs continue to grow. Implementing a Job Rotation and Crew Swapping strategy into your company will have a positive influence on both of these issues.

Doing so you will also reduce complacency as a whole and will help you identify the trainers in your organization.

Job Rotation is the practice of sharing the tasks that must be done each day. It should be done intentionally and be rewarded to be effective.

We see this already in the training of our apprentices. The crew leader may begin the day to ensure production is at a good level then hand the controls over to his or her apprentice.

We must now ensure that this is taking place across the board. With critical tasks, such as tree felling or climbing, a gradual process must be in place to ensure safety.

For example, you wouldn't ask someone with little or no experience to piece down a large tree overhanging a three-phase line.

You can however let them do smaller, less hazardous work. Rotating these tasks through all employees will; reduce repetitive strain injuries, increase crew morale, improve training, decrease employee turnover and lower complacency. There is a saying, "certified employees don't grow on trees, they grow in them." By allowing your less-experienced workers to train daily in a measured approach, you will end up with a highly trained, motivated and healthy workforce.

The accompanying part to this strategy is Crew Swapping. Let's say you have six trucks with two employees per truck. Every two months you would have the ground-persons/apprentices switch to a different truck.

By the end of the year, every crew leader would have an opportunity to train and evaluate their helpers. The crew leaders will also be getting evaluated by their trainees and their peers.

If I get an apprentice that was previously working under you and notice some bad habits, I can address that with you on a peer-to-peer level or take it up with my supervisor.

As a manager, you will end up with a certified employee who is well-balanced and has a vast repertoire of work methods that he/she picked

up from all the different crew leaders they worked with.

Furthermore, we know that not every employee gets along with one another. If they know they only have to work with someone for a set time, it can be more bearable. This works with crews that get too complacent with one another as well, and we all know that a complacent crew is a dangerous one.

Finally, not every crew leader is a good trainer. Some of them just want to go out and produce in a safe and effective manner while others are natural-born trainers. This can lead to some apprentices having a leg up on others. Crew Swapping ensures all of the new and less-experienced employees have an equal opportunity to work with your trainers.

In conclusion, if you are having trouble keeping people or preventing injuries, ask yourself if Job Rotation and Crew Swapping is the answer.

It will increase morale, decrease complacency and help you identify your trainers, along with reducing your injury frequency and employee turnover.





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# HERBICIDAL CONTROL OPTIONS - SAFE & EFFECTIVE

- BY JON FROESE, UNIVAR ENVIRONMENTAL SCIENCES

“ Picture this... You're a vegetation management pro, within your close personal circle of friends you are justifiably known as either the weed guy or the tree girl.

You know things about weeds and trees that, while they may not be the most interesting conversation topics over a round of beers or martini's, are quite impressive to the lay person.

You are passionate about your work and you take the opportunities to spew a little of your knowledge whenever it's relevant to the conversation.

One of those friends, let's call him Bob, is relatively well to do, owns a quarter section of land on the fringes of agricultural land out in the foothills. He uses the land to keep a couple of his wives' horses, and for his spoiled kids to ride their many motorized toys around.

Bob has a problem. The local weed authority has spotted a few Salt Cedars growing on his land, a nasty invasive species that can consume up to 750L of water per day which has decimated habitats in the Southwest US. They told him that the seed was probably brought there on one of those toys they took down to the US during a camping trip.

It's on the early detection, rapid response list, so he has 30 days to destroy or they will be back to take care of it for him, with a bill in hand.

As the known "fixer" of all vegetation problems Bob quickly calls you, thinking that your services will come way cheaper than paying a government run organization, right?

You see an opportunity to either garner a future favour or bleed Bob's pocketbook, so challenge accepted.

As an eager IPM steward, you show up at Bob's place a week later with all your tools; Mower, chainsaw, herbicide, water tank and backpack. After driving out back in the homestead you realize that this is some rough terrain. Bob shows you where this salt cedar is, and luck would have it that it's on a 35% slope and they are relatively mature plants. Mowing is not going to be an option.

Next option, the chainsaw. You grab that saw, put on your safety glasses and head up the 35% slope, 2 stroke engine roaring. Salt cedar is a

brushy plant with branches very low to the ground, so not ideal for cutting, but some of those IPM "experts" say that pesticides should be the last resort. You've made the choice to follow that advice.

As you navigate your way through this brush to locate the trunk of the tree to cut, a branch slingshots back into your face knocking off your safety glasses.

Your reaction triggers an accidental squeeze of the throttle on the chainsaw which is not yet in position. It catches a branch and jumps back at you.

The slope already has you off balance so you fall backward and the saw lands on your leg tearing your pants apart and cutting your leg.

Thank god, it's just a minor cut because you were able to let go of the throttle in time, but you will still need to postpone this job until you can get some bandages on. Your heart is racing at the thought of how much worse this could have been...

Taking the approach that pesticides are a last resort is very simply the wrong approach. A herbicide control option would have been the safest option, and also would have provided the most effective control of this problem.

Doesn't navigating that 35% slope with a backpack full of 5 litres of water, only to gently spray the canopy of the tree sound a lot more desirable and safe than that chainsaw experience? This is just one of hundreds of stories us industry pros can tell to the Bob's of the world, to help them have their Ah-ha moment and realize that pesticides are in fact a **SAFE CHOICE**.







When we state that pesticides are safe, there is always that caveat or disclaimer at the end of the sentence, “when used properly and according to label directions”. You will, at some point in your lifetime, run into that person that believes in their heart of hearts that pesticides are all terribly unsafe, causing many terrible diseases and ruining the world.

I personally love to point out a few examples from every persons household that are more dangerous than most pesticides we use. Like that chlorine bleach they use to clean their bathtub, which oddly enough is a pesticide itself. Or even the salt they put on their food which, by the way, is more toxic than glyphosate... All sorts of factual evidence to support these claims, we are not making this stuff up.

You can also point to the regulatory system that governs pesticides, and that here in Canada ours is one of the most stringent in the world. All products must undergo and pass over 200 tests before they can be approved for sale in Canada. These tests are designed in a way to “dummy proof” for safety purposes. By that I mean that they test the products at levels that are WAY outside of the label instructed uses, and they have to prove that they are safe even in those circumstances. Harming yourself or others with a pesticide is no different than anything else, it takes a blatant disregard for the rules to do so.

So use and handle all pesticides properly people. We all know it only takes one bad apple or one incident to ruin the party for everyone. Don't be that apple, help protect our industry.

Now, I do understand that those rules I mention are not entirely simple ones. Sure, each product has a label, and it's easy enough to read and follow those directions, but the education process goes far beyond that. It includes things like application methods, equipment operation, safe handling, use sites definition, disposal... And to make it even more challenging the rules can completely change as you cross those imaginary lines into different provinces and municipalities.

This complexity makes the education process a difficult one. I've admittedly been in the business for 13 years and am consistently learning new nuances all the time. Even though it's difficult, we can't bury our heads in the sand when it comes to education. We must make every effort to ensure that all of us, and those that we have responsibility for, are properly trained before sending them out on that 35% slope.

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# COMMITTEE REPORTS

## MEMBERSHIP

Our 2015 membership:  
Corporate 11, Group 11, Individual 46  
Our 2016 Membership:  
Corporate 13, Group 44, Individual 75

## CURRENT MEMBERSHIP

Corporate 13, Group 37, Individual 77  
TOTAL NAMED MEMBERS: 232

## - GOVERNMENT LIAISON COMMITTEE -

I have become the new director and am looking forward to serving the membership in my new role.

**Vaughn Leuschen – Director in Charge**

## - CASINO COMMITTEE -

We have finally received approval to spend our casino funds. This should be a smoother process going forward.

Our next Casino date is scheduled for the fall of 2018. We are in need of committee members and a chairperson. If this is an area you can help with, please contact Val at the PVMA office.

**Brandon Tupper, Director in Charge**

## - MEMBERSHIP COMMITTEE -

We will be looking for a chairperson and members interested in participating in this committee - a meeting will be scheduled for Fall 2017 where we will begin to address outstanding membership issues, membership structure and benefits in addition to other potential goals.

Solidifying our membership structure, policies and procedures is an important component in aligning and complying with our by-laws.

**Jennifer Edwards – Director in Charge**

## - MARKETING COMMITTEE -

The PVMA Marketing Committee is tasked with improving the overall branding of the PVMA as well as, ensuring a cohesive image of what the PVMA stands for.

The Marketing Committee has been recruiting new members and determining priority objectives for 2017. These objectives include further expansion into social media, a website review, review of brochures and other promotional material, as well as, coordinating activities with the Editorial Committee to ensure a consistent image.

2017 is shaping up to be an exciting year for the Committee and we are looking for more members to help contribute to the continued success of the PVMA.

**Mike Bates – Director in Charge**

## - EDITORIAL COMMITTEE -

The Editorial Committee has been working hard to produce the second issue of “the Vegetation Manager” for 2017. This will be the first digital edition that the new committee has produced.

As the committee wraps up this successful edition we are setting our sights on the next issue. Is there a topic that you think we should be covering? Do you know someone that has been giving back to his/her community? Send us a message and let us know!!!

**Jason McRobert - Director in Charge**

- SAVE THE DATE -

**PVMA FALL WORKSHOP | OCTOBER 26<sup>TH</sup> | LOCATION TBA**

**CREDITS WILL BE APPLIED FOR**



## - AWARDS COMMITTEE -

As current President of the Professional Vegetation Managers Association (PVMA) I had the opportunity to grant an awesome award this year.

The President's Award is given to an individual - at the sole discretion of the president - whose volunteer impact has had the greatest impact on our association. I sit as an ad-hoc member of every committee to the PVMA and see all the volunteer hours that make the association move.

This year I chose to give this award to two people. Candice Manshreck and Kevin Tritten were selected for the 2017 Presidents Award for the impact they had on the association over the last year. Candice sits as VP on the PVMA Board of Directors and contributes substantially at these meetings. The experience she brings to the various committees she sits on is appreciated by all. Her greatest contribution to the association this past year was her work on the 2017 PVMA Conference and Tradeshow where she sat as Director in Charge and Co-Chair with Kevin Tritten.

Kevin's work on the 2017 Conference and Tradeshow showed with another fantastic event. There were just short of 200 delegates and speakers who joined from around the continent to come together and learn about Right-of-Way Stewardship. Kevin has also been active as a Governor with the UTT and UTW board.

On behalf of the PVMA it was an honor to award Candice and Kevin the President's Award this year! We greatly appreciated all the time and work they have done for the association and we all look forward to working with them in the years to come. Moving forward we have some great innovative ideas to continue to recognize individuals in the association. I will be working with Keith Sanftleben to execute some of these ideas in the future. If you are interested in having some input to the awards committee please feel free to contact anyone of us.

**Brandon Tupper – Director in Charge**

## - WEBSITE COMMITTEE -

This is a new Committee that will be looking after the PVMA website. Are you looking for a place to post some job ads? The job board is a great place to post for current openings within your organization.

The job posting board is open to everyone to use, members and non-members. Paid members also have the opportunity to post announcements and upcoming events on the website as well. Getting the word out about an event was never easier. There is also advertising space available on the website. This is a great place to showcase your business. If you are interested in joining this committee please send your info to Jason.mcrobert@atco.com.

**Jason McRobert - Director in Charge**

## - PROTOCOL COMMITTEE -

Our newest manual, "How to Conduct a Vegetation Management Program" is now available for sale.

You can get your digital or printed copy from the PVMA store at [www.pvma.ca](http://www.pvma.ca).

**Cost:**

**Print - \$310 (incl. gst & shipping)**

**Digital - \$235 (incl. gst)**

## Alberta Industrial Vegetation Management Manual

How to Plan and Conduct a Vegetation Management Program



June 2016



**JIM HEPPER**  
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# SHORTCUTS: THE BAD HABIT, THE FALSE REWARD, THE POSSIBLE IMPACT, THE SOLUTION

- BY BOB GORDON, ASPLUNDH CANADA ULC



I have had the opportunity over the years to see our industry grow as more and more men and women join our industry, taking on the challenges of being in the Vegetation Management field.

The challenge of what we need to do to keep these individuals on the track for safety success is something many of us face every day. When we look at this challenge we need to look at why an employee would consider a shortcut to be acceptable at all, when they know better.

Let's be honest, the reality is we're all guilty of taking shortcuts at one time or another, whether it's not signaling to change lanes, skipping a step on the stairs or using a chair instead of a ladder to reach something on the top shelf.

But when it comes to safety on the job or at home, each time you take a shortcut you also risk cutting your career short by suffering a significant injury – or even death.

## THE “BAD HABIT”

All of us, at different times in our lives, have developed the bad habit of taking the occasional shortcut while working on the job or at home. If you are nodding your head right now and saying that's me; it's time to stop and break the bad habit now.

It can sometimes take a long time, or a really good scare, like a coworker getting hurt utilizing a shortcut they learned from watching you, to truly understand and accept the fact that not only is your safety important to your family it is also important to the company you are working for.

Your commitment to safety can give you the opportunity to turn what may have started out as just a job for you, into a potential career.

Far too many times we have heard the excuses that have either come from ourselves or co-workers that safety needed to be sacrificed in order to achieve productivity.

The response when questioned about the decision to take the shortcut is we had to “get er done”. The real question we have to ask is; how much is your life worth or the life of the person working with you, who is learning from you that shortcuts are okay, whenever you decide the situation dictates?

## THE FALSE REWARD

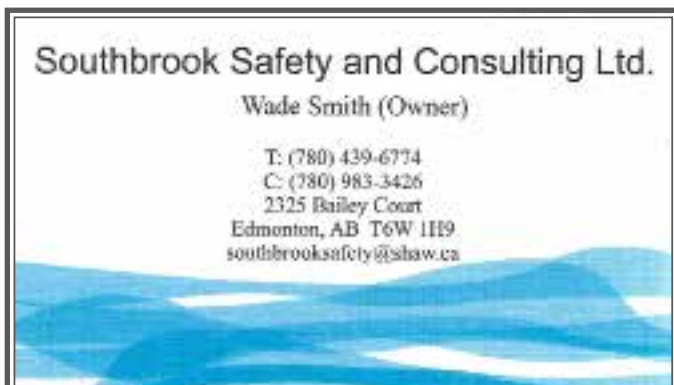
The short term gain achieved from taking the shortcuts may create a situation where you become known as the employee who can always be counted on to get the job done ahead of schedule.

While your peers and those above you in management may admire and appreciate your conscientious effort to finish the job ahead of schedule every time you are called upon, where will that appreciation and admiration be if the shortcuts being taken result in an injury to you or one of your co-workers?

## THE POSSIBLE IMPACT

We all need to step back for a moment and imagine, if a short cut you chose to take resulted in an injury or worse to you or one of your co-workers, not only could this have a sever effect on you emotionally as well as your family at home there is the potential financial impact an injury could cause to you and your family. For the company the incident that resulted from the decision to take a shortcut means the job now will take a lot longer to complete because it has probably come to a stop while an investigation is being carried out.

How many times have you heard of employees incurring back injuries because it was “faster” to lift the load by themselves instead of asking for help or using a mechanical aid? Or someone falls because he stepped onto the top of the ladder instead of locating another ladder long enough for the job?







**WE ALL NEED TO STOP AND  
MAKE A COMMITMENT TO TRY  
AND ELIMINATE THE TRAPS  
AND MANAGE THE SHORTCUT  
TEMPTATIONS THAT EACH  
AND EVERY ONE OF US HAS  
FALLEN PREY TO AT ONE TIME  
OR ANOTHER, BUT HOW?**

### THE SOLUTION

We all need to stop and make a commitment to try and eliminate the traps and manage the shortcut temptations that each and every one of us has fallen prey to at one time or another, but how?

We need to look at how we plan our work and ensure we allow ourselves enough time to do the job at a safe pace, especially when starting a new job or working in an unfamiliar environment.

Just because you've done something a "thousand times" doesn't mean you're impervious to an accident or injury, so don't improvise to save time. Ensuring you go through a daily tailboard and ensuring you have all the proper tools and safety equipment on hand before starting work are just a few ways to save time.

Remember we all have a responsibility to avoid any potentially dangerous or unsafe job practices, and to watch out for our fellow workers. Make sure you take the time to lock out/tag out equipment, use fall protection when needed, follow safe working procedures and use all required PPE for the task at hand and the proper tools for the job. This not only requires planning ahead, it takes a team effort from the most senior employee to the newest employee on the job site.

Most important always remember, if you ever feel unsafe working on a job, or feel you cannot do the job safely; Stop and please call your supervisor and/or safety office. It's a phone call that only takes a second, but it can save your life.



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Neil Thiessen, Past President IVMAA

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# WHAT AM I?

## WHAT'S THE DEAL WITH CLOSE CALL/HAZARD ID'S

BY RYAN MURRAY

**1.** After finishing up for the day, you perform a walk-around check of your truck. You discover that your topping saw is sitting on the chipper fender. You promptly return the saw to the correct cabinet and head back to the shop.

What am I? \_\_\_\_\_

**2.** You are cleaning up some spruce boughs in an alley when the trimmer, not seeing you, cuts a 3 foot top which lands beside you.

What am I? \_\_\_\_\_

**3.** You arrive back to the shop after a long day. While performing your post-trip walk-around check you find your pole pruner set is sitting on the bins.

What am I? \_\_\_\_\_

**4.** You are walking in an alley, performing a tree count for a customer. As you approach a homeowners fence you notice a new hole has been dug for pole replacement. There is no warning or cover on the hole.

What am I? \_\_\_\_\_

**5.** While driving through the city, you see a stop sign that is missing the top bolt. Because of this, the sign is hanging upside down.

What am I? \_\_\_\_\_

**6.** You hit a bump as you are driving down the Whitemud. Suddenly, a car behind you careens out of control and hits the median. You safely pull over to assist the driver and provide medical aid if necessary. Upon seeing the car, you can't help but notice the 'Men Working' sign that has pierced their windshield. You look back at your truck, and to your dismay, realize that the sign is yours. Someone failed to secure the sign properly.

What am I? \_\_\_\_\_

**7.** You are slashing some poplars on a 25kV line in the boonies. You make a conventional notch in a 15' tall, 5" dbh tree, aiming it at a clearing you have created. When you make your back cut you end up cutting off the far side holding wood, causing the tree to hangup in a tree to the left of the clearing. You stop and update your \_\_\_\_\_, then proceed to safely remove the felled tree from the other.

What am I? \_\_\_\_\_

### Answers:

1. Hazard ID    2. Close Call/Near Miss    3. Close Call/Near Miss    4. Hazard ID  
5. Hazard ID    6. Incident    7. Job Plan, Close Call/Near Miss

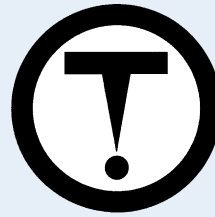
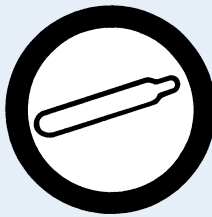




# Do You Know These Vital Signs?

## THE HAZARD SYMBOLS OF WHMIS

**CLASS A**  
Compressed  
Gas



**CLASS D-2**  
Poisonous and  
Infectious Material  
(material causing  
other toxic effects)

**CLASS B**  
Flammable and  
Combustible  
Material



**CLASS D-3**  
Poisonous and  
Infectious Material  
(Biohazardous  
Infectious Material)

**CLASS C**  
Oxidizing  
Material



**CLASS E**  
Corrosive  
Material

**CLASS D-1**  
Poisonous and  
Infectious Material  
(material causing  
immediate and  
serious effects)



**CLASS F**  
Dangerously  
Reactive Material

WHMIS provides you with information on the safe use, storage, handling and disposal of hazardous materials at Canadian workplaces.



Workplace  
Hazardous Materials  
Information System

For more information, consult the MSDS, and  
visit the Health Canada WHMIS Web site:  
[www.health.gc.ca/whmis](http://www.health.gc.ca/whmis)

# SCHOLARSHIP RECIPIENTS

## PVMA SCHOLARSHIP WINNERS

### - KATIE WYERING

The 2016 PVMA Scholarship winner was Katie Wyring. She received a \$1,000 cheque, and was invited to our 2017 Spring Conference, where she was recognized and presented with a certificate.

Katie is a student at the University of Alberta in the Faculty of Agriculture, Life and Environmental Sciences. As a future agronomist she has always been interested in how plants work, and the processes that they undergo in order to survive. One of the areas of vegetation management that her degree has focused on quite a bit is chemical control, and the use of herbicides to control weeds or unwanted plant species.

She has gained experience as a summer student at a crop inputs retail location, and has plans to continue her career in that area after graduation. We wish her every success in her future endeavors.

### - MILES LADD

Miles Ladd was the 2016 recipient of the PVMA Members Bursary. Miles is the son of member Lisa Rybchuk and is currently studying Biological Sciences at Concordia University in Montreal.

He is an avid outdoorsman, spending his summers as a Heli tack forest fire fighter and his winter holidays as a ski patroller in the mountains.

Miles has a keen interest in forestry and forest health issues. We wish Miles all the best in his studies.





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## PVMA'S SCHOLARSHIP, BURSARY, AND AWARD PROGRAMS

### Scholarship:

The PVMA awards one scholarship of \$1000.00 each year to an Alberta student who is enrolled in a vegetation management-related program in an Alberta post secondary institute. In addition to the scholarship, the winner will be invited expenses paid to our Annual Spring Conference.

### 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.

### Awards:

Larry Beaton Memorial Award | Honorary Membership Award | Past President Award

To learn more about our scholarship, bursary and award program visit the website at [www.pvma.ca](http://www.pvma.ca)

# THE VEGETATION MANAGER magazine

## - ADVERTISING RATE SHEET

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

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

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Business Card: 3.5" (w) x 2" (h)

### NOTE:

Keep live matter 1/4" from trim on each side. For ad spread units, please supply 1/16" duplicated image on both sides of the centerline.

## - PUBLICATION SCHEDULE

### Deadline for submission

**January 10, 2017**

**April 13, 2017**

**August 11th, 2017**

**September 14, 2017**

### Distribution Date

**February 28, 2017 (Print)**

**May 1, 2017 (Electronic)**

**Sept 7, 2017 (Electronic)**

**October 26, 2017 (Print)**



**FULL PAGE**

**HALF PAGE**

**QUARTER  
PAGE**

**BUSINESS  
CARD**



# CREATING A SHIFT IN SAFETY

- BY WILLIAM MOSSER, SPECTRUM RESOURCES GROUP

A positive safety culture is not something that can be purchased or simply acquired; it is something that needs to be developed and grown from within an organization.

Building a safe workplace and a proactive safety culture requires constant attention and development. The focus is on transforming the safety culture and mindset of employees throughout the ranks.

What does a proactive safety culture look like? Having a proactive safety culture is one of the core enablers of our safety performance and is fundamental to achieving the safety vision and goals. A proactive safety culture is evident when there are highly motivated, competent people who are aligned with your strategic and daily operational safety objectives and priorities. At a strategic level, the safety culture has a huge influence on our ability to protect the company's reputation, business profitability and assets; at an operational level, safety culture plays a significant role in helping to reduce human error, inefficiency, incidents, and injuries.

- A strong, proactive safety culture provides:
- A high degree of trust and respect between your workforce and senior management
- An enthusiasm and commitment to participate in reporting with strong feedback
- A willingness to positively challenge and change old business practices
- An ability to continually adopt change, without dilution to the safety climate
- An environment in which learning actively drives improvements and questioning is actively and openly encouraged

More often than not, people think that incidents occur due to the negligence or mistakes that employees make, but in fact, most incidents in the workplace occur due to insufficient hazard assessment controls.

At the forefront of our proactive approach is a Hazard / Risk Assessment. This sets the foundation for a safe and healthy workplace. Workplace hazards are not always obvious to everyone. Experienced workers will recognize different hazards than newer or younger employees.

Therefore, we take steps to involve all levels of the workforce in developing a comprehensive assessment, which includes controls that work for all workers.

Proper Hazard / Risk Assessment's can prevent many incidents that may occur in our workplace. Conducting a Hazard / Risk Assessment's in your workplace will allow you to minimize risks, better comply with workplace safety regulations and help you to create and maintain a healthier work environment.



# THE FACES OF THE PVMA OFFICE

## BY VAL EICHELT, OFFICE MANAGER

We welcome Mindy Paradis to the office staff. Mindy was hired in February on a part time basis to help in the area of office administration.

I have transitioned into a new role as Office Manager and picked up some new responsibilities with our Executive Director vacancy.

Mindy has worked as manager and assistant manager in several of the departments at Costco and has a long history of employment with them. She also worked as a Resource Management Support Clerk with the Canadian Forces.

She is learning how to complete the UTW-UTT Certifications and her strong work ethic and attention to detail are a great asset. The office has been very busy the last few months.

I started the year with an office move and set up followed by interviews for a new assistant. I also helped produce a new issue of the Vegetation Manager as co-chair of the Editorial Committee.

Mindy and I were busy with new memberships, membership renewals, conference registrations, conference preparations, and pre-screening of UTW-UTT Training Course applicants, including several last minute applicants.

I could not have managed it all without Mindy's help. We are starting to catch our breath again but anticipate an onslaught of certification renewals heading our way after the April recertification courses.

We enjoyed getting to meet several of you face to face at the conference and anticipate seeing some of you again at our workshop in the fall.



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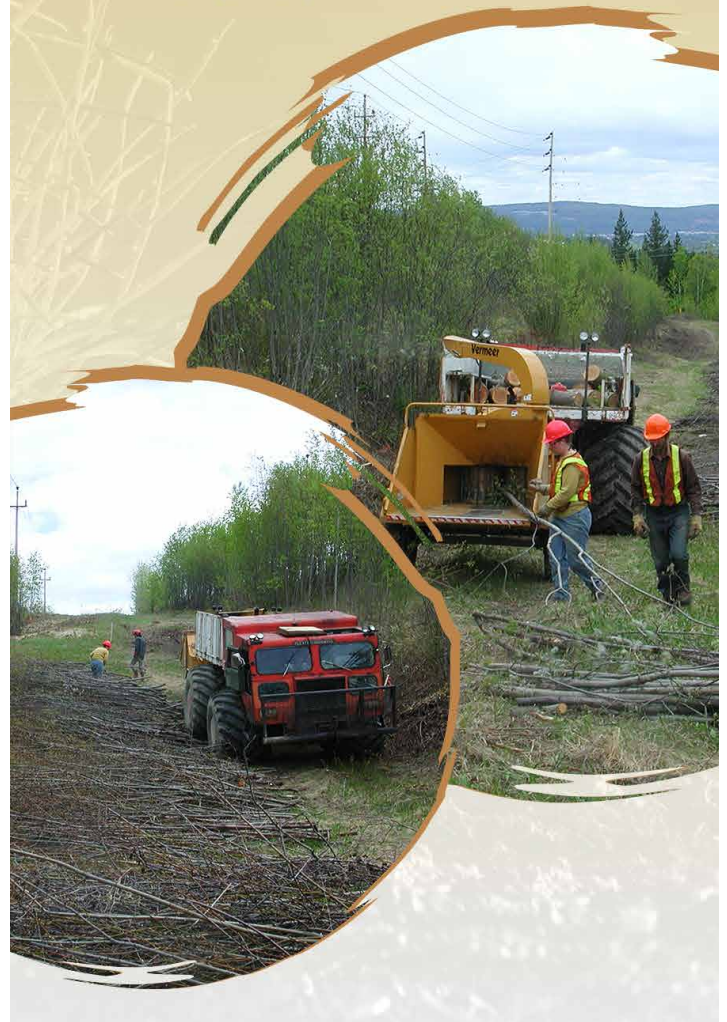
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