

The Link

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Check Your Cell Phone at the door...

In an attempt to move meetings along in a timely fashion and to curtail interruptions the Island Division has initiated a



“Check Your Cell Phone at the Door Policy”.

The penalty for not following the procedure is a **\$20 donation to the Children’s Hospital Fund.**

The first contributor to the Fund was the North Island Bridge Supervisor, Nasch Aguir, and he



sportingly handed over \$20 to Christine to forward to the **Children’s Hospital Fund.**

‘Tis the Season...

This is the season when we are **thankful for what we have and for what we can share** with others that are not so fortunate as ourselves. Every year our division offices support the local food banks and hopefully make someone’s Christmas just a little brighter with their thoughtfulness.

At the Corporate Office we chose a family from a list offered to us from the local food bank. The staff raised a total of \$186.00 plus purchased gifts for each member of the family according to their needs and wishes. We

delivered the hamper in time for Christmas.



Madalene Espenhain and Pierre Corbeil (above) present a Cheque for \$200 to the **Grand Forks Food Bank** (Dec 23, 2008). Non-perishable food items were also donated by Emcon Employees.



Brett Green, RF2 and Oliver Watson, Road Supt. from Cumberland receive gifts of Christmas cookies and baking along with a **letter of thanks** from Karen Robertson of Union Bay for the good job the crew does every year

New Faces, Future Employees and Changes



Tara Robbins is the new Island Division Receptionist/Secretary. Tara worked in the Insurance Industry for a year and half prior to coming to work for Emcon. Tara was raised in the Comox Valley and lives here with her fiancé Danny and her Min Pin (dog) Roxy. Tara has been racing BMX since a child and has competed on a National Level since 1999. She and Danny enjoy camping, fishing, hiking, quadding and spending time with their families and friends. Her karaoke parties are the talk of the neighbourhood! Tara's youthful enthusiasm and conscientious work habits have been a breath of fresh air into the Island Division office.

The Golf Pro on the right is our very own **Shane Jarvie**. Shane currently compliments Jack Burnham in the Accounting Department in the Corporate Office. Shane is a CMA and has just recently moved to Merritt from Lloydminster, Alberta where he worked as the Accountant for Beretta Pipeline Construction. Shane is very outgoing and will definitely make his mark with the company! Welcome Shane.



Ranjit Bhangu has been with the Corporate Office for well over a year, but for some reason the camera didn't manage to get her picture taken before now. Ranjit has a Diploma in Financial Management from BCIT and worked as a Controller Assistant for a business in Surrey. Ranjit grew up in Merritt and moved back when she was successful for the position of Payroll/Accounts Clerk. Ranjit has been a welcome addition to the Corporate Office family.

Madalene Espenhain started with Emcon in the Grand Forks Division Office recently and has brought with her many skills. Madalene is an outdoor enthusiast and animal lover. She spent 7 years working for a Grand Forks Veterinarian as a Veterinary Assistant/Receptionist. Then she went onto work for the BC SPCA as the Branch Supervisor and Special Provincial Constable. Madalene has extensive computer experience along with a positive attitude and friendly smile. Welcome Madalene—we are pleased to have you as a member of the Team.

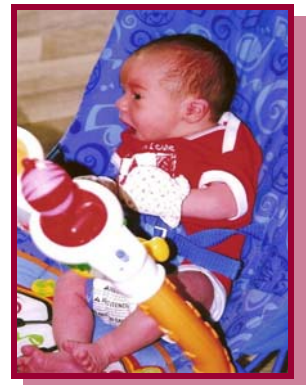


Future Employees



Pictured here in the plow truck is a new edition to the Emcon family. **Tysen Ehman** arrived at approximately 8 am on Wednesday the 16 of July. Proud parents are Greg & Kristie Ehman. Welcome Tysen!

On the right is another new face. **Victoria Baxter** came into the world on July 19, 2008 and brought joy to Kevin and Yvette Baxter and to grandparents Charlie and Teresa Baxter. Here she is commanding attention in her little seat — maybe she will be the next addition to the Corporate Office. Welcome Victoria!



Management Changes & Additions



Pierre Corbeil (left) has just joined the staff in Grand Forks in the capacity of Heavy Duty Service Manager. Pierre comes to us from the Queen Charlotte Islands, where he was an owner / operator of an Auto Repair Facility. Welcome Pierre to the Team!



Ken Lawson, (above) the former Road Superintendent in Grand Forks has stepped into the shoes of Mike Hopkins as Operations Manager for the Kootenay Boundary Division.

Wade Wheaton (right) has recently accepted the challenging position of Superintendent for the Grand Forks Road crew. We have encouraged Wade to apply his skills to achieve success in this new position. Wade has been with us in Grand Forks since 1991 as an auxiliary employee and he became a regular employee in December 1996.



Mike Hopkins has taken a position with HMC as the Operations Manager for the Quesnel Division. Congrats to you both on your new challenges!



Damian Girard, joined the Emcon Team on the Island in July of this year. Damian comes to us with experience in construction, masonry, building and boat repair and maintenance. Damian has always been fascinated by roads and bridges, excels in math and physics and is a skilled woodworker. His position with Emcon as a Quality Assurance Trainee is a good fit and he is looking forward to this opportunity. We are pleased to have Damian as a member of our team.

Funding for last years' storms



Damian Girard, QAT learns as Hans Van de Vosse supervises

The Island Division was given additional funds to complete a project left behind from last years' storms. These repairs were not completed at that time due to the MoT funding shortage.

Tracy Cooper, MoT, toured the area and agreed that the funding should be provided to complete the project.

Placing the filter cloth



Damian Girard observing the rip-rap placement

Partnering

"The bridge is over the Oyster river in the Courtenay area and is Circa 1945. "

This partnering project is a replacement of bridge support timbers on a Howe truss bridge. The bridge is over the Oyster river in the Courtenay area and is Circa 1945.

The bridge requires over 10 timber support replacements as well as re-decking and other works.

This work is structurally critical and the stress on the supporting steel rods had to be equalized during replacement.

Bob Vanlerberg the bridge manager for HMC came over to the Island to lend his expertise to this project as he has experience with this older type of structure. This is a learning opportu-

nity for the young bridge crews from area 02 and 03, both of whom were involved.



Training Sessions



Winter Awareness training in Parksville yard—looking over new brine truck and pup tanker unit.



Roads Supervisors, RFs, bridge and mechanical lead hands, and QATs attend a two day course presented by Royal Roads entitled:

Plan the work, Work the plan, a planning and scheduling training opportunity, Sept 17/18th 2008 in Courtenay, BC.



Excavator Assessments & Training

The Island Division has implemented a trial operator assessment program. This program is fully supported by the BCGEU and the Island Safety Committee members. The trainers, Dan McClellan and Ross Shepherd have



The assessment includes the operators ability in ditching , loading rock, placing rock, using the machine on in-clines, loading and unloading the machine.



The assessment is discussed with the operator.



Class 1 Driver's Licenses. Mitch Jensen and Robin Jasbec, two of the Island's Bridgeworkers are assessed on their abilities to operate the excavator.



New Equipment

Keeping with the company philosophy of bringing on board new and innovative equipment to assist in providing more efficiencies in the highway maintenance industry, the Port Alberni crew receives a new Asphalt Roller. The crew got together and presented management with an OFI in mak-



ing the argument for an upgrade of this machine.

The company has also had in place a replacement program for pickup trucks, sign trucks, etc. Pictured here Ron Kirk receives the keys to his new foreman truck.



Ron Kirk, RF2, Parksville, presents key to new sign truck to Michelle Bush, Parksville, Sign Person.



Condensary Bridge



Bridge crews from both Area 2, Mid Island and Area 3,

North Island worked together on the Condensary Bridge project. This project included replacing all sidewalks and wheel guards on both sides of the bridge. This bridge is very long and has very high volume of both vehicular and foot traffic. The bridge is located in the Town

of Courtenay. All apprentices from both areas worked on this project and received great exposure to major wood bridge repair and replacement work. Paul Laughlin, Lead hand and Nasch Aguir, Bridge Superintendent, were in charge of the project.



Dwayne Randall in basket and Mitch Jensen installing safety rails.

Safe Winter Driving Campaign



Montrose, BC—ICBC & Emcon Services “Safe Winter Driving Campaign”

Emcon Services Inc., in conjunction with the Ministry of Transportation and Infrastructure, and ICBC held a “Safe Winter Driving Campaign” at Montrose on Highway 3b on November 6th, 2008.

Motorists were stopped and provided with safe winter driving tips to assist them in preparing for winter. This campaign is held each

year over a two-day period within Emcon's Highway Maintenance Division in the Kootenay Boundary area.

The campaign was very well received as approximately 750 vehicles travelled through the site at Montrose over the 2 hour timeframe on November 6th.



Pictured above from left to right—John Hand, MoT; Joe Mottishaw, Div. Mgr, Area 9; Gerry Popoff, Road Supt. Birchbank; and Bruce Donaldson, ICBC

SAFE WINTER DRIVING TIPS

- 1 Winterize your vehicle (suitable winter tires, anti-freeze etc).*
- 2 Check www.drivebc.ca for road conditions throughout BC.*
- 3 Drive with headlights on.*
- 4 When driving on ice or snow, allow plenty of room to stop and start.*
- 5 Maintain a safe distance between your vehicle and others.*
- 6 Do not use cruise control on slick highways.*
- 7 Check weather and road conditions along your route before traveling.*
- 8 Keep your gas tank full to prevent the gas line from freezing and to maximize traction on slick roads.*
- 9 Stay on well-traveled roads if possible.*
- 10 Be sure all windows, lights, mirrors and license plates are free of snow.*
- 11 Keep some emergency items in your car at all times, including an ice scraper/snow brush, first aid kit, jumper cables, a flashlight and warm blanket.*
- 12 If you have a cell phone, bring it. If you can afford to purchase chains, do so.*
- 13 Let others know about your route and your expected arrival time.*
- 14 Always wear your seat belt.*
- 15 A four-wheel drive vehicle has no more traction on ice than any other type of vehicle.*
- 16 Avoid driving in poor weather conditions whenever possible.*

Perkins Road Pipe Arch



Emcon in Service Area 9 partnered with MoT in August of 2008 to install a pipe arch complete with footings and headwalls at snowball creek on Perkins road in the Grand Forks foreman area. The project involved dewatering, creek diversion, a temporary detour, excavation, building of forms and installation of rebar, pouring of

concrete footings and support walls, erection of pipe arch and headwalls, and backfilling to grade.

The project was supervised by Dale Nordstrom with assistance from Mike Prystae and Jim Kastrukoff of the Grand Forks bridge crew.

The project was completed in early October 2008. Special thanks to the local hired auxiliaries and 2 members of the Cumberland bridge crew—Trent Brown and Grant McClellan—who helped keep the project on time.



Manly Meadows—a Partnership Venture



Manly Meadows road and area was subject to frequent flooding. MoT & Emcon partnered in September 2008 to raise the level of the road with pit run and crush. This also included major rip-rapping of the outside of the dyke. Work



was completed by the Grand Forks Road crew under the direction of Ken Lawson and Wade Wheaton.

Phoenix Ski Hill

On the Phoenix Ski Hill road gravelling project, Wade Wheaton initiated a proactive approach with local CVSE Inspector Jason Odland to ensure legal weights were being hauled. A portable scale was set up on site to demonstrate to operators the proper legal loading limits.



Positive feedback was provided to us from CVSE for taking this proactive stance.



It is with regret that we announce the passing of long-time auxiliary employee, Kevin Carlson.

Kevin started with Emcon in the Fruitvale area as an Equipment Operator in November 1991.

Kevin was a good operator and shift foreman who was dedicated and hard working.

Kevin leaves behind his wife Kerry and two children.

He will be missed by his fellow employees.

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Road & Bridge
Maintenance
Contractor

How to Manage Anger

Frequently losing your temper not only alienates others, it can contribute to health problems, including headaches, upset stomach and heart attack. **To take control:**

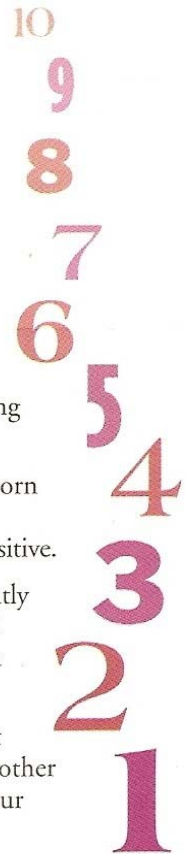
COUNT to 10. When something angers you, give your body time to defuse before you react. Take three or four deep breaths. **Ask yourself:** "Will this really matter a week or a month from now?"

WALK it off. Go for a short stroll until you calm down. **Helpful:** Find a quiet place where you can think things through calmly and take a second look at how you're reacting to a situation.

DISTRACT yourself. **Example:** Instead of pounding on the horn in a traffic jam, play soothing music or listen to an upbeat program. At work, dive into a task to turn negative energy positive.

KEEP a log. Monitor hostile thoughts to discover how frequently your temperature rises. **Benefit:** You'll help sort out the real causes of your anger, which are often things over which you have no control.

ASK for help. If managing outbursts seems impossible, don't be afraid to try counseling, meditation, lifestyle changes or other kinds of ongoing psychological help. Your health — and your relationships — may depend on it.



Following the Company Safety Rules is important, not only for your personal safety, but the safety of your co-workers and your family as well. Please make sure that you:

Know and understand company safety policy and commitment.

Learn and follow safe standard operating procedures.

Be alert to dangers and take an active part in protecting yourself and your fellow workers.

Report known dangers, hazardous conditions, practices or behaviour in your work area immediately to your supervisor.

Follow all industry standard safety procedures including task specific safety procedures as directed by supervisor.

Correct unsafe conditions and make safety recommendations.

Make full use of protective clothing and equipment.

Report accidents to supervisor.

Must not remain on the worksite while your ability to work is impaired.

And most importantly

SET A GOOD EXAMPLE

for others.

The company motto is "Think, Act & Operate Safely" and with your help we can all achieve our safety goals.

