



Minister plants B.C.'s three billionth tree in Kamloops

More than two hundred people attended the planting of B.C.'s three billionth tree June 4 at the University College of the Cariboo in Kamloops. Forests Minister **Dan Miller** and **Art Charbonneau**, minister of transportation and highways, were also on hand.

Miller told the audience that reforestation is a critical component of forest management in B.C. "In today's forests, tree planting helps speed the reforestation process. Continuing advances in research have resulted in higher-quality seedlings, improved planting practices and a greater survival rate than when the first seedling was planted over 60 years ago."

Referring to the symbolic three billionth seedling, Miller said that "in 60 years time it will stand as a legacy that we have made to sustainable forestry in British Columbia."



Dignitaries attending three billionth tree ceremony (left to right). Back row: Smokey Bear; John Drew, Forestry Canada regional director; Fred Jackson, Kamloops-North Thompson MLA. Front row: Cliff Branchflower, Kamloops mayor; Jim Wright, president, University College of the Cariboo; Dan Miller, minister of forests; Fred Baxter, regional manager, Kamloops forest region; Art Charbonneau, minister of transportation and highways.

Executive committed to easing transition

In September of 1994, the Vancouver regional office will move from Burnaby to Nanaimo. Over the next few months Forest Service members in the Vancouver regional office will have some difficult decisions to make — whether to relocate to Nanaimo, or stay in the Greater Vancouver area. In the following interview, Wes Cheston, assistant deputy minister, operations, explains the steps that are being taken to ease this transition for staff members and their families.

How many people are likely to be relocating for this move?

Of the 154 staff in the Vancouver regional office, speculation is that we are probably looking at less than half the staff who won't be able to move or won't want to move.

When the minister and deputy and I made our comments at the meeting we had with all staff, we committed doing our utmost to place all the staff who are presently in Vancouver.

What that means is that those people who choose to move to Nanaimo will maintain their jobs. Those who either choose not to go, or, for whatever reason, can't go — we have also committed to try to place them in another job on the lower mainland.

What support will there be for placing people who stay in Vancouver?

There are a number of avenues for doing that. We're opening as many doors as possible within other government ministries. We're going to put into place a system which will help people who are interested in staying in Vancouver to be placed in a vacant position before it is advertised.

We also were requested by many of the staff to look into advising forestry companies within the Vancouver area that we have qualified staff who wish to look for opportunities in the

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private sector. We pointed out that we are certainly prepared to do so. That would be an initiative that the transition team could, and should, address.

To help ensure that we meet our goal of placing one hundred percent of those people that stay in Vancouver we are going to be providing a full-time person in Vancouver to deal with placing those people, rather than it being dealt with off the corner of someone's desk.

What is the transition team, who is on it, and what is its mandate?

The transition team is a group of staff from the Vancouver regional office. Their purpose is to ensure that all human resource issues relating to the Vancouver regional office move are addressed.

The team is comprised of 10 individuals. There are two *ex officio* members: **John Mallett**, operations director; and, **Derek Hamlet**, assistant director of the human resources branch in Victoria. **Jack Biickert**, director of valuation branch, will also be available for sage advice. He was the regional manager in Prince Rupert when that office moved from Prince Rupert to Smithers.

The team is headed up by **Jim Spring**, regional staff manager of management services in Vancouver. His alternate is **Rich Scarrow**, regional staff manager. The membership is a cross section of staff within the Vancouver office. They were nominated and elected by their peers.

The core responsibilities for the transition team are: to obtain pre-move data; to put into place a communication plan; to establish a process to actively collect and document concerns from staff in writing; and, to provide answers to questions quickly. Where those answers are insufficient, the committee will provide solutions and work to resolve them.

They will also: establish a process to disseminate job opportunity information; assist all individuals who choose to stay in Vancouver to find a job within government; represent individuals in their quests for benefits and early retirement; develop a staffing maintenance plan; and, meet or exceed the stated principles and objectives of relocation.

The team members are going to be available to hear concerns from any of the staff over the move, or for that matter, whether the jobs are available to them or whether there are problems in getting recognition.

There's also going to be a newsletter that will be prepared by the team for regional office staff about progress being made in the transition.

Essentially the team is there to do all they can to assist employees through the transition period associated with the move from Vancouver to Nanaimo. That move is scheduled for somewhere around the first of September 1994 — fifteen months down the road.

What benefits can staff look forward to as a result of this move?

From a personal perspective, I would suggest that, because of Nanaimo's size and its proximity to Parksville, Qualicum Beach and Duncan, it offers the opportunity for staff to live in a more rural setting. Nanaimo certainly offers a situation where the cost of acquiring accommodation is much less than it would be in Vancouver. Staff could expect to see less commuting time than they have in Vancouver. For those staff who like the outdoors, it certainly enhances access to all the recreational amenities that exist on Vancouver Island.

From a work perspective, I see our specialists being better able to assist the district managers on a direct basis rather than by telephone. People will be able to spend more time in the field working on some of the challenges that district managers have relative to integrated use and other resource management issues.

What about people classed as auxiliaries?

Auxiliary appointments will be amended to terminate on or before the scheduled move date. On a case-by-case basis, some auxiliaries may be offered a position in Nanaimo, however, those employees are not eligible for relocation benefits.

How are people reacting so far?

The minister and the deputy have both said it's not a question of whether or not we're going to move — the decision has been made.

However, when faced with the reality of the decision and its impact on careers and family, I am very pleased with our staff's positive attitude. They may be upset with the decision but they are working towards solutions to their personal concerns with the transition team.

We were approached by some people who said "this is wonderful. I always wanted to raise my kids in a more rural area." But we've also had people say "we don't think this move should take place. We're very comfortable where we're at and we want to stay where we're at."

What sort of time frame will people need to make the decision within?

What we told the staff was that we didn't want to rush people and that we also understood people may change their minds. We are trying to impress upon the staff that they should become fully familiar with the thrust of the move and all of the options that are available to them and then make their decision in whatever period of time is practical.

We hope to see people coming forward in early August of this year. That affords us the maximum amount of time to find them jobs if they choose to stay behind. We set this move for September '94 so it would coincide with the start of the school year. People could move while their children are out of school.

We know that September is a busy time of the year for us but we're trying to put the needs of our people ahead of the day-to-day work load.

AIFM update

ASEAN study tour, secondments

An Association of South East Asian Nations (ASEAN) study tour is planned for August 3-8 in B.C., and August 8-18 across Canada. This is a joint project with the B.C. Forest Service Asian Institute of Forest Management (AIFM) and Forestry Canada.

The tour, which will involve representatives from all six ASEAN member nations, will focus on: forest management; sustainable development; information management; growth and yield; multiple resource inventories; ecology; biodiversity; genetics; tree improvement; seed tree physiology; and, storage and handling.

Along with twelve ASEAN representatives the B.C. segment of the tour will include: Chief Forester **John Cuthbert**; Inventory Branch Director **Dave Gilbert**; and **Kathi Mitchell**, AIFM administrator. Mitchell and **Raoul Wiart**, manager, technical audit and planning, inventory branch, will be accompanying the tour across Canada.

AIFM Secondments:

The following positions have now been filled:

Growth and Yield Specialist: **Stephen Omule**, forest mensurationist, inventory branch.

Remote Sensing Specialist: **Malcom Gray**, head, image applications group, Ministry of Environment, Lands and Parks.

Soils and Hydrology Specialist: **David Toews**, research hydrologist, Nelson forest region.

Forest Ecologist: **Del Meidinger**, research ecologist, research branch.

The AIFM was established in 1986 with assistance from the Canadian International Development Agency (CIDA) to implement sustainable yield forest management. The six ASEAN members are: Brunei, Indonesia, Malaysia, Philippines, Singapore and Thailand.

Environment award nominations deadline

Environment Canada's **Environmental Achievement Awards** recognize individuals, organizations, companies and communities who have made an outstanding contribution to a cleaner and healthier environment.

The deadline for this year's nominations is **June 30, 1993**. The awards will be presented in Ottawa on November 25th. For additional information call the Environment Canada Inquiry Centre at (819) 997-2800, or 1-800-668-6767.

Golf tournament

The 18th Annual Vancouver Region Golf Tournament is scheduled for June 26, 1993 at the Cowichan Golf and Country Club, Duncan B.C.

\$35/person - 18 holes*

\$30/person - 9 holes*

*Includes green fees, prizes and BBQ dinner at the Forest Museum

For more information contact:

Neil Robertson, Duncan forest district, 746-5123.

Forest Service suggestions earn special award

The Forest Service has been named "Most Improved Ministry" for adopted suggestions in 1992. Deputy Minister **Philip Halkett**, shown right, and **Marilyn Seifert**, suggestion awards coordinator, accepted plaques on behalf of Forest Service employees. **Bill Bell**, awards committee chair, made the presentation at the deputy ministers' council meeting on April 21.

In a letter to all Forest Service staff, Halkett said that, of all government ministries, the Forest Service ranked number twelve in 1991 and climbed to number four in 1992. Adopted suggestions resulted in savings of \$1,226,723. This improvement is a direct result of staff submitting more suggestions, along with the support and encouragement of supervisors and managers willing to implement employees' ideas.

*Contributed by **Marilyn Seifert**, suggestion awards program coordinator, technical and administrative services branch.*



Resource assistants attend "boot camp"

Many long serving members of the Forest Service fondly remember starting their careers in ranger camp. Prince George region has taken an old concept and added a new twist. This April, a group of resource assistants, most of whom had joined the Forest Service over the past two years attended a two-week "boot camp" at Westar Timber Ltd.'s Kluskus Camp.

Rae Gilberg, regional human resource officer, describes the exercise as "taking from the past and applying what worked for our present-day training requirements."

From a long list of identified training needs, the topics to be covered were eventually condensed to three main areas: timber inspections; road inspections; and, pre-harvest silviculture prescriptions (PHSPs). In addition, participants would learn about Forest Service history plus many environmental, social, cultural, and economic issues that effect forest management.

As this was the first camp of its type in the region, making everything come together was a challenge. Gilberg says that the goal was to deliver a training package in an intensive two-week setting using facilitators drawn from regional and district staff.

Prince George region was able to sponsor five facilitators to the Timber Harvesting Inspector Training Program in Vancouver. With a few adaptations this course formed the foundation for the field exercise. According to Gilberg, the facilitators were not necessarily experienced in delivering formal training programs but were people who had broad knowledge and good communications skills.

The next step was to recruit participants. Eventually 23 students were selected from the various districts.

Kluskus Camp was chosen for its location and facilities. Also, students in the field would be able to observe a variety of pre-harvest and post-harvest situations. As with most such

endeavours, getting to the site was part of the fun as students found ample opportunity to hone their tire-changing abilities.

Along with the course participants, the camp had five trainer/facilitators, as well as regional and district staff and local resource people. Students spent half of each day in the classroom (the camp's recreation hall) and then went out into the field to look at roads, cutblocks and other real life situations. Evening sessions featured guest speakers on a variety of forestry subjects.

All course participants were asked to complete detailed evaluations of everything from relevancy of content to quality of food and accommodation.

Regional Manager **Ken Collingwood**: "From my perspective the building of a field training camp was the fulfillment of a long standing regional management commitment to improve the level of field and enforcement training for our forest officers. Building on our region's success with an annual week-long fire training camp at Leo Creek, this session was a logical and timely addition. As this sort of training event improves, I am confident it will help us fulfill our forest stewardship role. All the organizers, facilitators and particularly the staff who attended are to be congratulated for a highly successful first effort."

Genevieve Lachance, Mackenzie district silviculture auditor, has been with the Forest Service for three years. Lachance says that, since a big part of her job is to ensure licensees have done proper de-activation, she found the training very helpful. "There was lot of new information, like what a water bar should look like—to know exactly what we should be looking for in the bush."

Lachance describes her experience as an excellent training opportunity and acknowledges that the real success factor was the diverse range of trainers with a wide variety of expertise.

Kirk Pedersen, resource assistant, Prince George district, who has been with the Forest Service since 1981, also has high praise for the trainers and guest lecturers.

Pedersen says he gained a lot of new information. "I was personally interested in finding out more about the greater emphasis on environment and public input," Pedersen said. "I went there hoping to learn two or three new things and came away with a lot more."

Pedersen would have liked to spend more time in the field and says that two weeks are not enough to absorb all the information.

Gilberg said one of the benefits for the students was in team-building and networking. "It was great that people who might only know each other as voices on the phone could meet in person to share information and ideas. After the first day you could see the group coming together. When these people go back to their districts they will be taking all that with them. We even made a video that will become part of future training programs."



Happy campers, left to right: Sheri Harnden, Kelly Grant, and Ler Palajac.

New Horsefly forest district office grand opening

The grand opening of the new Horsefly forest district office on May 5, 1993 was blessed with the first sunny day Horsefly had seen in some time.

Approximately 75 people gathered for the opening ceremonies. District Manager **John Menning** introduced visiting dignitaries: **Wes Cheston**, assistant deputy minister, operations; **Mike Carlson**, Cariboo regional manager; Cariboo North MLA **Frank Garden**; and, **John Lee**, property manager, and **Gord Mickelson**, project superintendent — both of BC Buildings Corporation.

Cheston and Garden cut the ribbon by wielding wooden mallets to drive a froe through the ribbon and on through a shake block, splitting off a large shake.

The opening coincided with National Forest Week and program staff set up numerous displays for the public. Visitors were also treated to hamburgers, hotdogs and salads thanks to **Rosalie MacAuley** and her helpers. Two splendid cakes were baked by Resource Clerk **Doris Laskey**, one depicting the Horsefly district (including trees) and one with the Forest Service logo.



*Forest Service Assistant Deputy Minister **Wes Cheston**, left, and MLA **Frank Garden**: splitting shakes with encouragement from **John Menning**, Horsefly district manager.*

The “big move” was completed in December 1992. The new \$1.9 million, 1,500 square metre complex is a welcome change from the various buildings and rental apartments at, and near, the old district office.

*Article and photo contributed by **Syd Monteith**, resource assistant, timber, Horsefly forest district.*

Freedom of information: “personal information”

The Information and Privacy section would like to draw your attention over the next three issues of this newsletter to privacy issues. In this issue, we would like to focus on what constitutes personal information under the *Freedom of Information and Protection of Privacy Act*. In the next issue we will address the rules governing the collection of personal information. The third will clarify what is meant by an invasion of personal privacy under the *Act*.

The *Act*, passed in June 1992 and to be proclaimed in October 1993, defines personal information as *recorded* information about an *identifiable* individual. The definition is, of course, crucial to an understanding of the sections of the *Act* that speak to protection of privacy. Most types of personal information in the definition are self-explanatory. They include:

- the individual’s name, address or telephone number, race, national or ethnic origin, religious or political beliefs or associations;
- the individual’s age, sex, sexual orientation, marital or family status, fingerprints, blood type or inheritable characteristics;
- an identifying number, symbol or other particular assigned to the individual;
- information about the individual’s health care history,

- including a physical or mental disability;
- information about the individual’s educational, financial, criminal or employment history;
- anyone else’s opinions about the individual; and,
- the individual’s personal views or opinions, except if they are about someone else.

Public servants and other individuals have a right to access and request correction of their own personal information. There are no fees charged in such requests.

To qualify as personal information under the *Act*, the information must meet certain criteria. Recorded information would not, of course, include comments made in an oral conversation that was personal in nature. Usually the information is identifiable because the name of the individual could be ascertained or deduced by information in the record. To be considered personal, the information must be about an individual, not a corporation. However, there may be cases where information about a sole proprietor’s business is intertwined with the individual’s personal information. These would have to be reviewed on a case-by-case basis.

*If you have any questions about Freedom of Information and Protection of Privacy contact **Jack Boomer** (phone: 356-6986) or **Doug Kelk** (phone: 953-3387).*

Joint labour/management committee revitalized

Ministry joint committees were first established in 1977 to provide a forum for employees to have input into various issues affecting them. The committees have not been active since 1983, however, during collective bargaining in 1992 the government agreed to an initiative to revitalize ministry joint committees.

What is the committee's mandate?

The committee derives its authority from Article 29.04 of the Master Agreement between the Province of British Columbia and the British Columbia Government Employees Union (BCGEU). Its primary mandate is to deal with issues of organizational change. Organizational change is defined in the master agreement as *"any substantial reorganization in a ministry approved by Treasury Board, which results in redundancy, relocation or reclassification."* The committee also has the authority to deal with all issues that impact on employees and is empowered to *"review matters, other than grievances, relating to the maintenance of good relations between parties; correcting conditions causing grievances and misunderstandings."*

Finally, the committee will be reviewing ways to: reduce workplace consumption of non-renewable and renewable resources; increase the amount of material that is reused; and, implement recycling programs. In other words, the committee has a very broad mandate and can discuss almost any subject as long as it doesn't discuss active grievances. Also, the committee can only recommend changes to both parties.

Who is on the committee?

The eight members of the Forest Service Ministry Joint Committee are a mix of Forest Service managers and representatives appointed through the BCGEU. The BCGEU representatives on the committee are: **Louise Dunn**, Cranbrook forest district, representing the administrative services component; **Rob Babiarz**, Chilliwack forest district from the engineering, technical and inspectional component; and,

Bage Singh, Penticton forest district and **Larry Johnson**, Prince George forest district — both appointed by the environment, resources and operations component.

The employer appointments were made by Deputy Minister **Philip Halkett**. They are: **Bronwen Beedle**, deputy chief forester; **Evan Fagan**, labour relations manager, human resources branch; **John Mallett**, operations director; and **Thea Vakil**, assistant deputy minister, management services.

What issues are being discussed?

At present three central issues are under discussion:

- **Employment Equity** - How it was implemented in the Forest Service, what the timelines are for implementation of the program, the need for employee input and education on employment equity, and the Forest Service's implementation program;
- **Training Opportunities** and access to these opportunities by employees in different job classifications and at different geographic locations; and,
- The use of disposable cups, plates, glasses and utensils in Forest Service fire camps.

Other issues identified that will be discussed once priority issues are dealt with include: hiring practices; hours of work; the Forest Practices Code; safety recognition; clothing (uniforms); employee recognition and respect; office space; and, staffing in isolated locations.

The committee does not view these issues with a negative attitude, but as an opportunity to discuss and make recommendations for improvement.

Where and when does the committee meet?

The committee's first meeting was held on April 15 in Victoria at 595 Pandora Avenue. Members agreed to future meetings on the third Wednesday of each month from May until October. Although the first two meetings are to be in Victoria, subsequent meetings will be convened in Vancouver and other locations throughout the province. Varying locations will give the committee the opportunity to meet Forest Service members and become better acquainted with regional issues.

Despite sometimes different viewpoints, the committee is dedicated to working in an environment of cooperation and consultation to resolve issues of mutual concern. For those issues where a solution cannot be found committee members will make recommendations to their respective bargaining principals and carry on to the next topic.

If you have issues that you feel should be dealt with by the committee you are encouraged to contact a committee member. Joint committee activities will be communicated to all forest service members through future articles in this newsletter and other publications.

*Contributed by Larry Johnson,
Prince George forest district*

The **B.C. Forest Service Newsletter** is published by the Public Affairs Branch, Ministry of Forests, at 595 Pandora Street, Victoria.

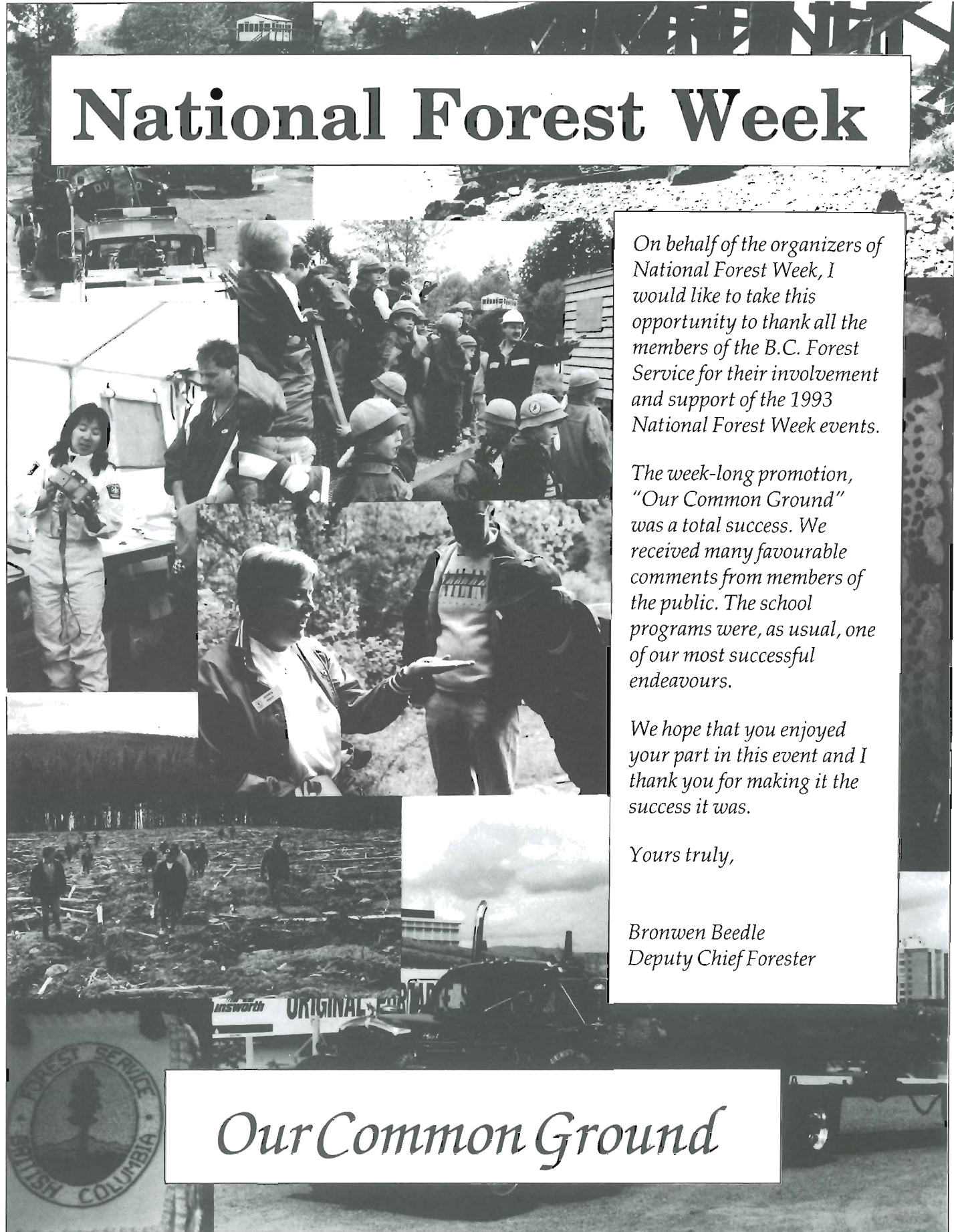
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Contributions are welcome. Please send your comments, suggestions and contributions to **Gordon Williams** (phone/fax: 380-9959) or **Paul Lackhoff** (phone: 953-3142, PROFS: PTLACKHO) at Public Affairs Branch.

The deadline for submissions for the next issue of Forest Service is June 30, 1993.



National Forest Week

On behalf of the organizers of National Forest Week, I would like to take this opportunity to thank all the members of the B.C. Forest Service for their involvement and support of the 1993 National Forest Week events.

The week-long promotion, "Our Common Ground" was a total success. We received many favourable comments from members of the public. The school programs were, as usual, one of our most successful endeavours.

We hope that you enjoyed your part in this event and I thank you for making it the success it was.

Yours truly,

*Bronwen Beedle
Deputy Chief Forester*

Our Common Ground

Forest Service to purchase a new coastal patrol vessel

*After withstanding on-board fires, battering seas and captains who occasionally ran her onto the rocks, the Forest Service vessel **Yellow Cedar** has finally retired after 48 years of duty.*

Originally constructed on Vancouver Island, the 53-foot wooden boat served a long, and sometimes punishing career with the Forest Service as a coastal patrol vessel from 1944 until 1992. For the past five years, the *Yellow Cedar* was stationed in the Mid-Coast forest district.

During 1992, the *Yellow Cedar* was used full-time from February until October by timber, silviculture, and forest revenue teams. With much of the Mid-Coast district inaccessible by road, the boat was used for timber sale administration and initial development plan reviews of new areas with no camp facilities. *Yellow Cedar* also provided a Forest Service presence, helping to prevent illegal activities such as log theft and movement of unscaled wood.

Unfortunately, the past year saw the *Yellow Cedar* "falling apart in chunks," says **Paul Gambling**, marine equipment superintendent for the Vancouver forest region. Over the years *Yellow Cedar* had battled fires, floods, pounding seas and "she'd seen green water come over the top of her many times," notes Gambling.

An independent marine survey determined that the *Yellow Cedar* was no longer safe and that a refit would cost more than \$500,000. Faced with serious decay in the hull and



*The **Yellow Cedar** in better days: on patrol in Bentinck Arm near Bella Coola, ca. 1986.*

superstructure, the Forest Service recently decided to purchase a newer vessel thus allowing the *Yellow Cedar* a graceful retirement.

Yellow Cedar's replacement is a 55-foot former RCMP boat that was built in 1974. It is now undergoing a comprehensive refit in Victoria. Aside from the fibreglass hull, the new boat will be completely rebuilt to suit Forest Service needs. In addition, the as-yet-unnamed boat will receive a new set of colours with the hull painted deep forest green and the cabin in white.

*Contributed by **Nancy Argyle**, regional public affairs officer, Vancouver forest region.*

News in brief: Recent news releases

- Binational panel rejects U.S. Government imposing countervailing duties on Canadian softwood lumber - #027
- B.C. fire fighters to assist Saskatchewan - #028
- First class of aboriginal fire prevention technicians graduates - #029
- 91 projects throughout B.C. get forestry grants - #030
- New soil guidelines released for interior harvesting operations - #031
- Minister approves Westar-Slocan transfer with conditions - #033
- Timber sale allows Port Moody company to increase staff - #034
- Minister to plant province's three billionth tree June 4 in Kamloops - #035
- Forests Minister Miller urges caution on long weekend - #036
- Timber Supply Analysis begins for North Coast Timber Supply Area - #037
- Regional Forest Service office to move to Nanaimo - #038
- Amendments to Forest Act introduced in house - #039
- Harvest level for Strathcona timber supply area reduced proportionately - #040
- Minister to sign transfer documents in community ceremonies - #041

Name that boat!

All that is now required to complete the Forest Service's new marine acquisition is a name for the vessel. In traditional Forest Service spirit, a name-the-boat contest will determine the new vessel's signature. Suggestions from across the regions are welcomed, with the winning entry receiving a thank-you gift from the career apparel program.

Name suggestions should be faxed to **Nancy Argyle**, regional public affairs officer, Vancouver forest region, fax: 775-1564. Submissions should be dated no later than July 15, 1993. All districts and regions are encouraged to participate!