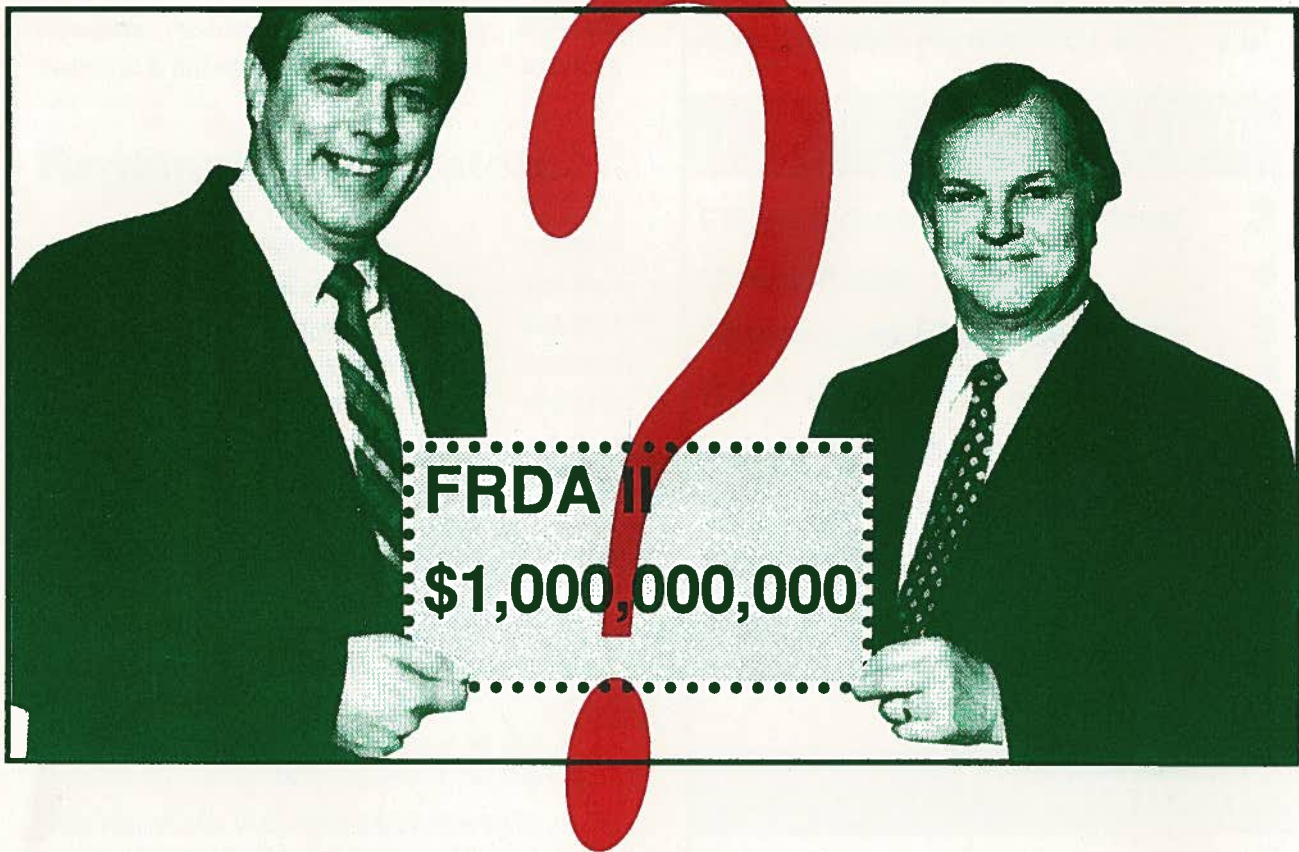


# WSCA

Spring 1988

## NEWSLETTER

Plus:  
Special  
AGM Report



**Q: *What's Missing for this Picture?***

**A: Action and Support from the Siviculture Community.**

*Focus on FRDA II*

# Western Silviculture Contractors Association

## Newsletter Spring 1988

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# Editorial: Darned if you Do, Damned if you Don't

## The Green Machine

In 1983-4, the forestry community started up the "Green Machine." This was the name given to an informal lobby concerned about federal and provincial neglect of the forests. Their goal was to induce a Federal/Provincial Forest Resource Development Agreement (FRDA) to plant the backlog, tend the plantations and conduct adequate research to solve the problems of forest renewal.

## FRDA I

By 1985 the forest industry was in its third year of severe losses. The silviculture slums of the sunset industry should have easily attracted a substantial handout. However, the requested \$450,000,000 agreement became a \$300,000,000 agreement when finally signed.

To some of us that was a disappointment. To others, perhaps closer to the fickle fabric of political deals, an agreement for \$300,000,000 over five years was a victory.

We are in the fourth year of the FRDA I agreement.

## FRDA II

Last fall Dave Parker, Minister of Forests & Lands formally requested that the federal government enter negotiations for a \$700,000,000 FRDA II.

At the WSCA AGM Parker declared his governments commitment to "Eliminate the Backlog by the Year 2000." At the same time he reported that he had received no official reply from the federal government on the "\$600,000,000 FRDA" agreement.

## Darned Forest by 2000

The backlog holes in the productive forest extend over 1,700,000 hectares of NSR (pre-1982). For the governments to darn these holes in ten years would require an average of 170,000 hectares a year of FRDA reforestation. At a bargain price of \$1000 per hectare that is \$170,000,000 per year, or \$850,000,000 over five years for reforestation alone. Add money for tending the FRDA-I plantations plus research and we need a \$1,000,000,000 FRDA II.

## Mature Stands

The silviculture industry is no longer in its infancy; we need to present a mature socio-economic case for silviculture. No one knows how much silviculture society can afford to not to do.

The Silviculture Program Review report due soon will attempt to put some perspective on the provincial program.

## Free-Enterprise-Growing

Awareness that planting without tending is a wasted investment has escalated the projected cost of establishing free-growing plantations. This was one factor that led the government to the new forest policy requiring industry to pay for regeneration. Their assumption is that free-enterprise initiatives and efficiencies will cap the escalating costs.

Our vigilance is needed to ensure there is not a silviculture free-for-all in poor economic conditions.

## Federal Kudos

The sunset beggar dressed in the cloak of two very profitable years makes an unlikely mendicant. It will take more than an upturned palm to solicit the needed funding.

Federal MPs have gained little praise for FRDA I. They have not seen the votes of appreciation from the forest communities that benefit from this agreement. The fed-bashing provincial government has not gone out of its way to publicly recognize the federal contribution to FRDA.

Several articles in this newsletter emphasize that it is our job to tell the

public and the politicians about the success of the current FRDA and the need for FRDA II.

## The deadline is past

The present FRDA agreement expires on March 31st, 1990. Because almost all the NSR is in the interior, the 1990 backlog planting will be funded under FRDA II.

Most successful interior stock types require 2 years in the nursery before planting. To increase planting in 1990 under FRDA II, we need to start seeding the stock now.

## Reasonable Men

John Cuthbert, the Chief Forester for B.C. assumed a FRDA II for the five year plan that was part of the 1988 forestry budget. He projected that in 1990 FRDA II planting would continue at the same level as FRDA I. Any increases in FRDA II will have to be phased in for 1991.

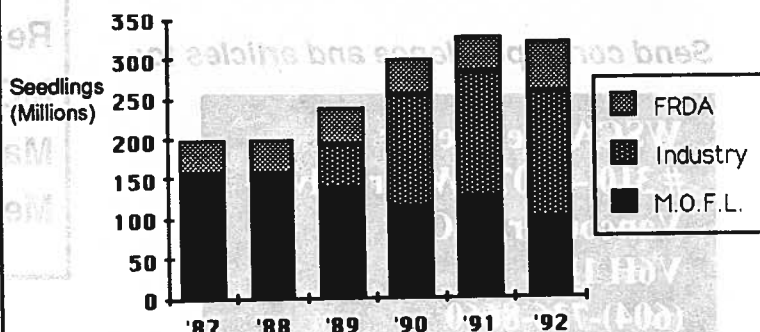
This is reasonable given the huge increases in the provincial program projected for 1990.

## The Bog of Reason

Reasonable compromise is dangerous pothole that could bog down the green machine. To keep from slipping further back from our FRDA goals we must keep our foot on the treadle.

From our coastal success we know the green machine works. To keep the green machine darning the holes in quiltwork of B.C.'s forest stands requires bold declarations by everyone in the silviculture industry. ♦

Planting under 5 Year Plan





## News...

### Area-based Articles

To improve the quality and diversity of the WSCA Newsletter, we will now pay for articles and photos that are accepted for publication. WSCA reprints accepted. Payment will be area-based and end-results oriented. We will do quality plots on 100% of the article—uproot excess words (and ideas that are too shallow or too deep) and straighten-out J-rooted facts. The tentative rates are \$35 per page of the final article and \$15 per photo or drawing.

The next submission deadline is July 7th. interested? contact:

Gordon Murray  
3505 Commercial St.  
Vancouver 877-1403

p.s. We apologise for not crediting Hugh Jarvis for his cartoons last issue.

### Non-planting Issue

The next issue of the Newsletter (appearing in early August) will feature articles on aspects of silviculture other than planting. Another step towards a Silviculture Contractor Association.

### Fungicide Pamphlet

Included with this issue of the newsletter is a fungicide pamphlet produced by the Council of Forest Industries. While preaching caution, it claims that the low level of fungicides on seedlings is not dangerous to planters' health.

Before you breathe a heavy sigh of relief, read the next item (also see Ted Davis's analysis of the pamphlet). The studies conclusions are based on two visits to a planting crew. They do not represent some of the extremes that planters encounter. Inclusion of the pamphlet is not a WSCA endorsement, we are including it for your interest.

### CFS suspends Pest IDs

The Canadian Forest Service has suspended its pest identification program for nurseries. Nursery operators will no longer have the free resource of CFS experts. With less specific data private growers may resort to heavier and more frequent "blanket spraying." This could increase the residue and inhalation levels the planters are exposed to.

## Davis Response

The WSCA asked Ted Davis (biologist, former contractor, and author of *Caution Before Yield*) to respond to the fungicide pamphlet put out by COFI.

The following excerpt some points:

1. The study is a single sample. The results are only true for a specific seedlot on a particular day and does not establish a mean for all planters on all days nor the extremes of variance about the mean.

2. What is meant by "low risk"? Risk of what? A substance is considered safe if the risk is acceptable. We might accept a 1% risk of getting a skin rash, we would not accept a 1% risk of cancer. What health issue are they addressing?

3. As far as I know there is no "threshold effect" for lung cancer, so if any fungicide is inhaled the risk is not zero. Therefore the statement "...the low levels of airborne fungicide... do not present a health risk..." is not true.

4. They claim that there is "a low risk to treeplanters," but what they studied was exposure levels not health effects.

## The FRDA Advisory Committee

The FRDA Advisory Committee includes representatives of these groups: WSCA, MOFL, PRWA

Assoc. of BC Professional Foresters  
BC Forestry Association  
BC Cattleman's Association  
Canadian Forestry Service  
Council of Forest Industries  
BC Wildlife Federation  
Ministry of Environment & Parks  
Department of Fisheries & Oceans  
Nurseryman's Association  
Forest Sciences Dept., UBC

The committee mandate includes:

- Promoting the need for FRDA II
- Advising on current and future FRDA priorities and policies

The following is a summary of the report from the February meeting of the committee.

### Future Agreements

There may be an extension to the existing agreement prior to the negotiation of FRDA II.

Nova Scotia has received a two year extension on its current agreement while P.E.I. has concluded a new five year agreement.

Chief Forester John Cuthbert stated that the Province will proceed as if FRDA II is definite.

### Recommendations

Committee members showed strong support for FRDA II. We must clearly identify and publicize the accomplishments under FRDA I.

Resources should be fairly allocated to industry. Earnings should relate to effort and input.

Integrated use is a very important aspect of FRDA and should be given a higher profile.

Focus on local involvement through the TSA steering committee.

Research should continue to play a prominent role, but there is a need to significantly improve extension.

Communications between the various participants and agencies involved in FRDA need to be improved.

The committee needs to keep informed on the status of negotiations in other provinces.

To obtain the full benefit of the agreement, the research information must get out into the field and we must train people how to apply the results.

### Future Action

Representatives will be assigned to meet with politicians and determine their understanding of the FRDA process.

Obtain more information in order to make balanced recommendations.

Draft a letter to MOFL and CFS proposing new ideas on communication.

Retain specialists who can review and interpret the lengthy FRDA reports and help get the information out effectively. ♦

# AAC exceeded by 20 per cent

## Are we overcutting?

John Betts

There is some uncertainty regarding the rate at which forest companies are harvesting trees in B.C.. In 1987 loggers cut a record breaking 90.6 million cubic metres of wood—a harvest equal to seven rows of loaded logging trucks extending the full length of the Transcanada Highway. That is a 20% increase over 1986 and 15 million cubic metres in excess of the province's Allowable Annual Cut (AAC) of 75 million per year. The AAC is the amount of wood that the Ministry authorizes logging companies to cut annually.

**1987 harvest—  
seven rows of  
loaded logging  
trucks extending the  
full length of the  
Transcanada  
highway**

This year's first quarter totals from the province's stumpage account indicate that 1988 harvest is on its way to equaling 1987 levels.

The apparent excess cutting, according to the government and industry spokespeople, does not mean that harvesting is out of control. On the other hand, foresters cannot completely explain the startling figures.

Under the terms of their harvesting agreements, logging companies can vary the amount of wood they cut up to fifty percent from their allowable annual cut in one year. They must, however, be within five percent over a five year cycle. The forest industry needs this flexibility in order to respond to market conditions.

For the past five years the volume cut has been equal to or slightly above the allowable annual cut. At present, province-wide, we are cutting within the tolerances of the AAC. However if the

1988 volume cut equals last year we will exceed the five year average AAC by almost 10 percent. An annual overcut equal to the entire harvest of the Nelson Forest Region.

Averaging the cut over the whole province may create a distorted overcut projection since it assumes that all timber harvesting is in the same year of a five year cycle. Logging companies may be making up for undercuts in the past; or may be cutting to the maximum now to take advantage of good markets, with the intent to lower their cut later in their five year cycle.

But even with this allowance the figures still appear high to some foresters. In the past decade there have been other boom times and recessions, but the AAC has never been exceeded by such an amount.

According to Brian McCloy, Manager of Environment and Forest Management, at the Council of Forest Industries, "We can account for five million cubic metres through increase in the harvest due to the salvaging of bug infested and fire damaged wood in some regions and the availability of non quota wood through short term timber sales. There is also approximately another two million cubic metres harvested on private land which is not included in the AAC." But the figures still don't balance and McCloy predicts that some regions will have to cutback soon to avoid overcutting.

The figures have attracted the attention of B.C.'s Chief Forester, John Cuthbert. Busy with implementing the recent forest policy changes, Cuthbert's office has managed a "preliminary scrutiny" of some Timber Forest License operations around the province and has not found any of them to be out of line. "If companies are overcutting they are mortgaging their futures," says Cuthbert, but he believes many companies are compensating for past undercutting.

Cuthbert goes on to point out that increased cutting can result not only from the salvage operations, but also the harvesting of new species (such as hardwoods that were previously considered unmerchantable).

These factors seem to indicate that the Allowable Annual Cut could be set higher. McCloy estimates a more realistic provincial level would be 80 million cubic metres harvestable per year.

But our existing harvest rates may be founded on some shaky assumptions. According to Les Reid, U.B.C. Forestry analyst, "The allowable annual cut calculations are based on practicing good basic silviculture—promptly regenerating cut over land—something we have not been doing."

The rate of the Allowable Annual Cut is calculated so that in the future when we run out of the existing reservoir of old growth timber the new forests will be ready to harvest harvest (any delay is known as the "falldown effect").

**an annual overcut  
equal to the entire  
harvest of the  
Nelson Forest  
Region**

Reid believes we could actually increase the harvest in some areas. "We can buy our way out of a severe falldown in our timber supply by spacing and thinning our stagnant forests and practicing intensive silviculture," says Reid. "Intensive silviculture can double the mean annual increment in a managed stand, in some cases we've seen yields quadrupled."

The mean annual increment is the amount of wood a stand of trees grows in one year and this growth is a critical factor in calculating the rate at which a forest area can be cut. According to Reid we are using growth rates from wild, unmanaged stands in calculating our cut levels and not recognizing the potential increase in growth a managed stand can produce. From a theoretical silviculture perspective, our growth estimates are conservative.

But even if we were to start practicing intensive silviculture province-wide we may still be overestimating the AAC if our estimates of the wood supply are

optimistic. The existing reservoir of old growth forests is the most important factor in calculating the AAC.

"We are overestimating the amount of wood that is economically harvestable," says Dr. Peter Pearse, Chairman of the Forest Economics and Policy Analysis Project, a federally funded study group based at UBC. According to their analysis of coastal regions, the wood supply is exaggerated. "The Ministry estimates we have 70 years of old growth timber left if we harvest at the present rate. Our estimates using 1985 log prices and harvesting costs produce a pessimistic projection of only 20 years."

Pearse's study group takes the Ministry's inventory of existing timber and combines it with industry logging costs to estimate which stands are profitable to harvest under certain market conditions. The results of this analysis indicate at present it is unprofitable to log much of the coastal wood supply.

The analysis is highly sensitive to changes in log prices and logging costs. As loggers cut more low yield stands (what they refer to as "the guts and feathers" of the forest) these factors will

be critical and determine how much wood is harvestable at a profit.

The recent audit of harvest practices and wood waste in the Queen Charlottes raises the issue of 'slippage' in the AAC or the amount of wood which is cut and depleted from the wood supply but

## companies can attempt to increase their cut by including inaccessible timber in wood supply estimates

never gets utilized. Although, the allowable annual cut calculation takes some depletion into account, the audit indicates that government and industry are not monitoring the amounts effectively.

The audit also shows that companies can attempt to increase the cut in some

areas by optimistically including marginal and inaccessible timber in the wood supply estimates.

General economic forecasts predict a downturn in the near future. The last decade has brought a prolonged recession, a recovery that has not produced high prices for many of B.C.'s wood products, and higher stumpage and reforestation costs. Many forest companies, particularly marginal operations, are expecting the worst in the future.

The low prices for our lumber products is partly due to over-production. Combined with record harvests are record exports but the profit margins are thin. With a pessimistic outlook for the next phase of the business cycle some companies may be cutting high volumes of wood while they can still afford to.

Whether the logging industry is accelerating the harvest in the short term to compensate for past losses and an anticipated downturn or whether they are mortgaging their— and the province's— future by cutting more than our forests can grow, one fact remains clear: the logging industry is cutting trees as never before. ♦

# Sunspun

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# Dimensions of Silviculture Funding

*Dirk Brinkman*

*(The following article is taken from a talk Dirk gave to a Forest Industry Employment Forum at BCIT.)*

## **The Public's Forests**

The source of all silviculture funding is the public's interest in its forests.

The privilege of harvesting the public's forests now carries emerging legal responsibilities. These responsibilities are legislative expressions of the public's concern for the forest.

As a high profile contractor, I often get questions from the public about the state of the forest. The public's concern for the forests has evolved through several distinct stages. These stages reflect dimensions of comprehension and interest. Public concern forges forest policy.

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**public concern will fuel increased and more appropriate silviculture**

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These stages show where we have been and where we are going.

The question I used to be asked was:

### **1) Are we planting as many trees as we cut?**

This is the first stage of public awareness: Treeplanting. It is linear and one dimensional— visualize the planters replacing the fallen trees.

The question represents a legitimate concern that felled trees be replaced.

There are 350 mature trees per hectare on a site that requires a 1000 planted seedlings per hectare. The claim that "we are planting more trees than we cut" was a temporary haven for the politicians. It got us over the hundred million tree mark.

Treeplanting is what I did in the seventies. In the worst view it was just sticking trees in the ground and forgetting about them.

### **2) Are we planting as much area as we denude?**

This is a two dimensional area-based view: Reforestation.

It is a map reader's perspective with a legitimate concern for maintaining the productive forest base.

FRDA 1— the 1985 federal provincial agreement worth \$300 million comes out of that concern.

Bill 70, the New Forest Policy, comes out of that concern— if you log an area you should regenerate it. This is called

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**the new Forest Act leaves behind the plant 'em & forget'em world of the flatlander**

---

Steady State or 100% current regeneration.

The commitment to steady state silviculture is expected to increase planting to over 320 million seedlings in B.C. by 1990.

We have left many areas unstocked in the interior— they are a hole in the productive forest base the size of Vancouver Island.

Even with a new Federal/Provincial Agreement, it will take ten to fifteen years to reforest all of this backlog.

There is public support for a second FRDA agreement of at least \$600 million.

The public needs to be roused to put pressure on the politicians before 1989 when the present agreement expires.

### **3) Are growing as much volume as we cut?**

This question is the birth of silviculture. It is 3 dimensional. Now we are concerned with plantations that are tended until they are free to grow and their rates of growth.

The new forest policy left behind the "plant 'em and forget 'em" world of the flatlander. Bill 70 requires that all areas be regenerated to a free-growing stage.

Free-growing responsibility is a new concept. There is very little documentation of regeneration performance to a free-growing level. In many areas we do not know what it will cost. We do know who will pay: the forest companies—or in the end, the consumer.

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**the fall-down means the loss of over \$3 billion in forest products**

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For my business the challenge is "end-results contracts"— the practical business of delivering the best free-growing plantations at the least net cost.

The National Forest Sector Strategy also calls for "end-results" contracts and an "end-results" perspective.

Now that this dimension of concern is manifest in legislation the silviculture industry will see a whole new genre of integrated silviculture companies and a new era of silviculture management by the forest industry.

### **4) Can we keep cutting at the present rate? Can we sustain the harvest?**

Forest management. This includes the fourth dimension —time.

It looks at the age classes of the forest and the current rates of harvest. Before we began to find the limits of the resource, this was a simple art in B.C..

This stage of awareness represents a legitimate public concern that there will be a major fall-down in harvest volume when we run out of the high-volume old growth stands.

For the last forty years the Annual Allowable Cut has increased at an average rate of two percent per year.

Last year we harvested 91 million cubic meters of wood. The harvest is predicted to fall down to 60 million—a loss of over \$3 billion in shipped forest products, a loss of export dollars, the stalling of a key engine of our economy, the eroding of the funding base for BCIT.

to prevent a fall-down in the levels of the provincial harvest.

As public concern extends into each dimension of the forests, it widens awareness and forges legislation that creates more silviculture work.

I identify at least three more questions or dimensions beyond the primitive dimensions of tree-planting and reforestation and the practical dimensions of silviculture and forest management.

These dimensions suggest some of the long term directions of forest policy.

### **5) Are we maintaining the integrity of the forest?**

Ecological. This is the interactive dimension of life.

Who should pay? Those who benefit.

The forest industry is not the only one to benefit from the forests and good forest management.

Integrated forest management that serves all the users of the forest is the highest form of silviculture.

A complete socio-economic analysis of silviculture does not exist so we do not know if society can afford (or afford not) to pay for higher levels of silviculture funding.

### **7) Are we preserving the ancient cathedral for our children?**

Spiritual. The spiritual dimension has different forms for different people, but

## **integrated forest management serving all users of the forest is the highest form of silviculture**

This concern over a bleak economic future is public fuel for a whole new phase of silviculture— what I call silviculture for forest management.

Forest management includes thinning, fertilizing, genetic improvement of stock and pest management.

This is identified in the new Forest Act as "incremental silviculture".

Industry has been given the right to harvest any additional volume that they create. This incentive is not adequate to stimulate enough incremental silviculture to avoid the fall-down. We are too far behind.

With silviculture for forest management it is possible to continue increasing the Annual Allowable Cut (currently 75 million cubic meters).

The public concern with a sustainable supply is not fully embodied in current legislation. We need further legislative initiatives to increasing forest growth

Although B.C. leads Canada with its biogeoclimatic site classifications, we still know little about the interdependence of soil, water, ecosystems, and species.

Our emerging understanding of ecological systems will continue to change our industry and may result in the allocation of additional resources to the silviculture industry.

### **6) Who should pay for silviculture? Can we afford more?**

Economic. This is the quantified dimension of human culture and values.

there is a common concern for the absolute value of wilderness.

The wilderness forest lies at the limit of my mathematical metaphor.

Virgin forests are the prototype and inspiration for all forest management and silviculture. Many people of us are motivated by the absolute value of the forests.

Despite a lack of articulate consensus there will continue to be increasing pressure save wilderness for "re-creation".

Park and environmental reserves deleted from the productive forest base put greater pressure to practice good silviculture on the remaining "forest farm" areas.

Public concern over the forests, as it emerges, will fuel increased and more appropriate silviculture. The industry future is bright. ♦

## **we know little about interdependence of ecosystems**



# R.I.P. A.T.V.

Lynn Norton

It appears that we are about to witness the demise of the 3-wheel All Terrain Vehicle as government once again intervenes to protect us from ourselves. I regard the Honda Big Red as the ultimate work horse for the silviculture industry but Honda will not be producing a 3-wheeled ATV for 1988. Parts will continue to be available for those of us who already own one or more.

Honda's action results from a civil suit

## WCB will probably approve the use of ATV's for this year and for the next few years

brought by the United States at the behest of the Consumer Product Safety Commission against the five manufacturers of ATV's available in that country for manufacturing, distributing and retailing a "consumer product which presents imminent and unreasonable risk of death, serious injury, or severe personal injury." The plaintiff is going so far as to demand the defendants halt sales of all three-wheel ATV's and offer reasonable refund for those machines already purchased.

It has not been possible to obtain figures on deaths and injuries related to the use of ATV's in Canada—neither Honda Canada or the Member of Parliament for Prince George responded to our inquiries. Instead I will use the figures furnished by the U.S. Consumer Product Safety Commission.

There were nearly 900 deaths due to use of ATV's reported in the United States since 1982. A review of these fatalities indicates that 377 victims were under 16 years of age (43%) and 169 victims were under twelve years (19%). In addition:

- 30% of all fatal ATV accidents involved alcohol use.
- 31% of the ATV's in accidents were carrying passengers.

- Poor judgement was noted in 31% of the fatal accident cases.
- Insufficient proficiency was noted in 22% percent.
- Nearly 10% of the accidents occurred on paved roads and 8% occurred at night.
- 11% of the accidents involved collisions with another vehicle.

It would seem that the incidence of accident is relatively low for an experienced adult rider who is aware of the dangers associated with carrying passengers, driving on logging or paved roads, excessive speed and driving under the influence of drugs or alcohol.

In fact, the Commission acknowledges that operators using an ATV for utility purposes are at less risk than those using it for recreational purposes. The Commission complained, however, that the manufacturers promote the illusion that riders of all ages can perform "remarkable feats and stunts" and that they fail to alert operators to the hazards and "dire consequences of not abiding by prohibitions and instructions."

As contractors using ATV's, it is our duty to ensure that certain standards are followed by our employees. They must understand the ATV's are to be used solely for work and are to be treated with respect. A safety helmet must be worn when operating a machine. Each employee should be informed in writing that he or she is not to carry a passenger, drive on a logging or

paved road, use excessive speed or operate the vehicle while under the influence of alcohol or drugs. Field supervisors are responsible for ensuring that these guidelines are followed when a job requires the use of an ATV.

Inquiries at the WCB office indicated that they will probably approve the use of ATV's for this year and perhaps for the next few years. A local insurance agent assured us that as long as the machines are approved by the WCB

## people must understand the ATV's are to be used solely for work and are to be treated with respect

then a company using them is covered by their liability insurance. We can expect to see rate increases if the amount of accidents climbs.

In conclusion, we can continue to use three-wheel ATV's with caution but we should be prepared to replace aging three-wheel vehicles with four-wheelers. It may be to Honda's financial advantage to cease producing three-wheelers voluntarily, as customers must now purchase the four-wheel machine at an additional cost of a thousand dollars. ♦



# WCB Health and Safety Regulations

*Carl Loland*

The following presentation was made to W.C.B. on behalf of all contractors.

The WSCA, who represent 90% of the tree planting done in B.C., would like variance from the following W.C.B. requirements:

1. A #4 first aid room for crews over 30 people (Section 1.10, 1.28).

Instead we would supply an ETV with #3 equipment, oxygen equipment, and spine boards/basket stretchers designed for helicopter use.

2. A "B" certificate in areas located more than two hours from hospital (Section 1.130).

3. An ETV has to be at the worksite (Section 1.64 a,d).

We would only ask for variance where it is impossible for an ETV to reach the worksite by road. In those cases, #3 equipment (where required) would be on-site during working hours.

There are several reasons for requesting these variances and the following background information may help you understand our concerns:

Injuries from planting are not life-threatening, the worst case would be a broken limb or sprained joint.

Injuries of any severity are treated immediately on the job site and dispatched to town via road or air.

Most planting sites are within a normal two hour drive of a hospital but transporting an injured person over gravel roads the time may exceed two hours.

The time regulations have not been mentioned or enforced in the past. From inquiries I have made with coastal and southern interior contractors, they are not being enforced in other jurisdictions.

Treeplanting is a younger persons industry; a large portion of the workforce are university students and the average term of employment is two years. Because of the frequent turnover there is heavy reliance on recently trained "C" ticket holders. I would often rather have a fresh "C" ticket holder than a stale "AA" first aid attendant. The senior attendant may have better exam technique rather than better first aid skills.

Tree planting is a very mobile industry with camp moves every 5 to 30 days. Therefore equipment must be self-contained, quick to set-up and very portable.

Crew sizes can change dramatically from day to day in for maximum efficiency. Two crews of 25 people each may start a project together and then one crew will leave and join another camp. Coordination of first aid equipment would be extremely complicated because a 16 person crew would need a #4 Room whenever they are joined by another 16 person crew.

## Short Notice

The northern contracting community was given notice of these changes two weeks before their season opened. It will be impossible for many contractors to meet the standards due to:

**Time and physical constraints**— it is not possible to acquire and assemble the required equipment in two weeks.

**Equipment Availability**— it is unlikely that equipment to supply a workforce of 7000 is available in the region.

**Staff Availability**— it will be extremely difficult to find "B" ticket holders prepared to go into the bush under treeplanting conditions on such short notice. Traditionally we have trained our current workers in first aid.

**Financial constraints**— This is a period of heavy cash outlay for contrac-

tors with no revenue coming in for at least a month. Costing and bidding was completed in October so any changes made after the fall are not incorporated in bids or cash flows.

## Changing Industry

Over the last two years there have been major changes in the industry. Much higher camp standards, quality control, work requirements and a stricter enforcement of all regulations have created enormous workloads and financial burdens for the contracting community. In many cases our Association has lobbied for these changes but we require time to adjust to the new circumstances. ♦

## W.C.B.'s Reply

Your letter of April 13th requesting variance to the Industrial Health & Safety regulations has been thoroughly reviewed by members of our staff and I regret to advise that the request cannot be granted for the following reasons:

1. The variances requested are for an entire industry whereas variance is only granted on a site specific (employer by employer) basis.
2. A blanket acceptance of the alternatives put forward by the Association without site specifics would seriously dilute the intent of our Regulations.
3. Silviculture (treeplanting), without site preparation (chain saws, etc.) is classed as a "B" hazard, not "A" class as the Association has assumed in the presentation.

If you require further information concerning this matter please do not hesitate to contact Mr. Courtney, Manager of the First Aid Section.

*H.G. Carruthers*

Director, Field Services  
Occupational Safety & Health

# Employment Standards in B.C.

Lynn Norton

As employers in B.C., there are a number of regulations in the Employment Standards Act that we are expected to follow. These regulations are summarized in a pamphlet entitled 'Employment Standards Bulletins' available from your local Employment Standards Branch.

It's important to realize that this act is meant to protect the rights of employees and most dealings with this department lean in the favour of the worker. You should also note that the officials at the Branch operate on complaints only. If, however, they receive complaints that your workers haven't been paid (and they think that you might be insolvent) they often conduct a full audit of your payroll records.

Here are some of the areas by the Act which affect the silviculture industry:

## Minimum Wage

This shouldn't be a major concern for treeplanters, but some rookies may struggle to achieve the minimum wage while they're training. You are required to pay them at least \$4.00/hour if they are 18 or older.

Although most contractors pay their planters by the tree, you should keep track of the hours worked. If you don't, you will have no evidence to dispute any complaint made against you.

## Vacation Pay

Most of us know that we are required to pay our employees an additional 4% of their wages for vacation pay. It is not acceptable to the Branch to tell your planter that the rate is 12 cents per tree including vacation pay. To qualify for vacation pay, a worker must work for at least five days.

## Statutory Holidays

Some contractors are not aware that they are required to pay for employees for working statutory holidays (for em-

ployees that have been on the payroll for at least 30 days and have worked at least 15 of the 30 calendar days prior to the holiday). The holidays that normally affect us are Victoria day, Dominion Day, British Columbia Day, and perhaps Labour Day.

## Payment of Wages

We are required to pay our employees at

**it is vitally important that you have a written agreement with your employees**

least semi-monthly. If an employee quits, we are required to pay all their wages and vacation pay within 6 days. If we fire the employee, however, all their wages and vacation pay must be paid on the day of termination.

## Payroll Deductions

We cannot make any payroll deductions that are not to the benefit of the employee. This rules out quality reduction charges or fines for improper stock handling, etc. You can deduct for items that the employee has received (e.g. advances, camp costs, commissary items) provided that you have signed authorization from the worker.

## Non-payment

You cannot refuse to pay your planters if a block is non-payment (below 85%). You are permitted to pay them only minimum wage for non-payment work (or pay 90% for 90% quality), **provided you have a written agreement prior to the work being done.**

## Statement of Wages

We must provide each employee with a written statement outlining how the wages were calculated and the amount being received.

## Employee Agreements

It is vitally important that you have a written agreement with your employees outlining respective rights and responsibilities. But you cannot avoid your requirements under the Act by denying them in your employee agreement. The Employment Standards Branch will not recognize such an agreement as legal.

## Don't Ignore It

If you get a request from the Labour Standards Branch, don't ignore it. Over the years, a lot of planters have never been paid, so failing to respond will make the Branch nervous. They may file a notice with the Ministry of Forests and you'll find that your contractor rating has dropped to 'D'.

Although some of the items covered in this Act are a difficult for our industry, as responsible contractors we should do everything possible to live up to the spirit of the regulations. ♦

## Northwood Achievement

Northwood Pulp and Timber Ltd. will plant its 100,000,000th seedling early this year. We are very proud of this silviculture achievement and we plan to mark this event with planting of a commemorative seedling at 10AM, June 11 at our Forest Centre in Prince George.

We would appreciate if Carl Loland, the WSCA president would consent to be present at that time to assist us in recording this achievement.

**J.D. Little, R.P.F.**

Senior Vice-President,  
Forest Operations



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**AGM Report**

The following articles report on the W.S.C.A. Annual General Meeting and Convention that was held at the Vancouver Trade and Convention Centre in January.

The convention was highlighted by a number of WSCA firsts:

Dave Parker was the first Minister of Forests ever to address a WSCA meeting.

The glitzy Vancouver Trade & Convention Centre had its first glimpse of be-suited WSCA members. Perhaps the move from the Biltmore Hotel, known as the murder capital of B.C., signals an end to the Cut-throat Contractors Association.

For the first time the Truck Loggers and the WSCA were meeting in the same place at the same time, making it possible to attend both conventions.

The WSCA took advantage of this coincidence by setting-up their first ever information booth at the Truck Loggers Convention.

Ian Mahood, ex-President of the Truck Loggers, made some controversial assessments of the new forest policy and gave his view of contracting to the forest industry. WSCA members took note as many will be contracting directly to licensees for the first time next fall.

*Unfortunately, Ian Mahood is abroad so his speech will not appear until the next issue of the Newsletter.*

# New Directions

*Dave Parker, Minister of Forests and Lands*

## Economic Restructuring

I have been asked to speak to you today on the silvicultural implications of the government's new directions, and the new forest policies we are now implementing in this province.

The government's new initiatives reflect our vision for British Columbia: a province that is competitive, efficient, and entrepreneurial in character, and that offers economic opportunities and prosperity its residents.

How are we achieving this?

First, we are trimming government and re-focussing it on the things it can do best. This is our government restructuring program.

Second, we are examining which government resources might be redeployed in communities across the province. This is our decentralization program.

Third, we are moving real government decision-making closer to the people it affects. This is our regionalization program.

And fourth, we are taking ownership back to the people and to the market place. This is our privatization program.

These are the four cornerstones of our economic restructuring, giving it the balance, steadiness and the strong foundation that it needs.

These four initiatives are inter-linked with each other and with our new forest policies. They are at the core of our new forest policies and the evolving structure and mandate of the Ministry of Forests and Lands.

## The New Forest policy

1987 will go down in history as the year when we announced, and started implementing, the most extensive changes in the way we manage, charge for and renew our forests.

Amendments to the Forest Act, introduced and then approved unanimously by the legislature near year's end, reflect these fundamental changes.

We undertook these measures for three reasons:

First, we have a tremendous forest resource, which must be managed effectively and efficiently for the long run.

Second, we have a strong and innovative forest industry, which can and must take on more responsibilities, and a young silviculture sector which is growing in importance, relevance and maturity.

Third, because our forest industry, in response to world market conditions, has worked hard in the past few years to increase efficiency, we have lost thousands of jobs, partly due to automation. We must take steps to restore employment in our primary industry.

## new forest policy will increase silviculture employment

One of the measures we have taken is to make basic silviculture mandatory. We will accomplish this by making pre-harvest silviculture planning mandatory. We will also enforce silvicultural performance and audit it. This will achieve our "steady state" goal: balancing harvesting and forest renewal.

We have also initiated a basic shift of the cost and responsibility for ensuring that our harvested lands are reforested from the government to the companies harvesting our timber. Previously, the costs of basic silviculture were credited to the stumpage accounts. Now our forest companies, with long-term tenures, will assume the full costs for the basic silviculture that will be required to replace our forests after timber has been harvested.

We are confident our forest industry will accomplish the goal of renewing every hectare that is harvested. It has the necessary professional foresters and the qualified technicians. And they

now have access to a growing silviculture contractor community that will do most of the field work.

We are confident that this new approach will significantly increase employment and offset to some extent the losses due to the increase in automation in the forest industry.

The great majority of seedlings required for forest renewal will now be grown by the private sector with forest companies having the option of producing their own seedlings.

We want to stress that we will ensure that the private sector produces healthy, free-growing stands of trees that will support the future industry and provide forests for wildlife and recreation enjoyment by the public.

## Accountability

Your association has expressed a concern about the enforcement of these new requirements under the Forest Act.

Dirk Brinkman, in citing the recent media coverage of MacMillan Bloedel's controversial waste wood assessments, says it has publicly called into question the government's capacity to audit industry foresters.

He adds that many people do not trust industry to realistically report the progress of their regeneration program.

We want to assure you that the 'reporting' provision in the amended Forest Act is clear.

It calls for a professional forester to sign and seal the silviculture performance reports submitted to the government.

We will audit a portion of these reports and if we find problems, we will take action to correct the situation.

Other measures which will ensure compliance include:

- The public's scrutiny of Management and Working Plans for Tree Farm Licenses.
- The public's access to the Pre-Harvest Silviculture Prescription and their results, which will be tabled with the TSA steering committee.

### Short Term Licensees

Companies harvesting timber under short-term licenses will not be expected to carry out basic silviculture.

We've recognized that it would be unreasonable to expect these licensees, especially under our Small Business Enterprise Program, to have silviculture expertise.

We will share in the responsibility for forest renewal.

They, however, will still have to pay their way. We will not subsidize them and the full cost of basic silviculture will be required before the timber is sold.

We will hold funds to ensure that the full renewal process is accomplished.

## the public have not heard from the silviculture industry about the benefits of FRDA and about the need for further work

The work on these short-term licenses, particularly those under the Small Business Enterprise Program, will be administered by ministry staff.

Practically all the field work, however, will be contracted out to the private silviculture industry. This will further add to the creation of new jobs, particularly for members of your association.

### Challenges to the Silviculture Industry

These changes offer major new challenges to our silviculture sector.

You now have the opportunity to push. Under this agreement, 240 million dollars are allocated for cost-shared programs, with approximately 100 million dollars of this amount being spent on planting, brushing, weeding, conifer release and juvenile spacing.

for, and enter into, comprehensive multiple-year and multi-phase contracts with forest companies to carry out planting, brushing, weeding, conifer release and juvenile spacing.

You have the opportunity to pick the forest companies you want to work with. You no longer have to rely mostly on the provincial government for silviculture contracts.

You now have, in short, the chance to spread your wings and soar higher than before.

### Standards In Silviculture

Over the past few years, your association has worked with the Pacific Reforestation Workers' Association and government agencies in developing standards for silviculture contracts, payment procedures, and the living and health conditions in your work camps.

We hope that under the new situation, where you will be dealing more with private firms and less with government, the silviculture industry will keep up these standards and build on them.

A positive sign, and one that gives us full confidence in your abilities, is the report of the Silviculture Joint Adjustment Committee, to be released during this annual general meeting.

This committee, formed to study and recommend improvements for human resource use in our silviculture industry, has made some excellent recommendations in 14 key areas.

We are particularly impressed by the recommendations on job training for silviculture work, management and contractor training, camp and working conditions, and work methods, productivity and quality.

Our congratulations to the committee for a job well done.

### Forest Resource Development Agreement

In another two years, a program that has been important to the management

of our forest resource will come to an end. We are referring to the 300-million-dollar Canada/B.C. Forest Resource Development Agreement.

Under this agreement, 240 million dollars are allocated for cost-shared programs, with approximately 100 million dollars of this amount being spent on planting, brushing, weeding, conifer release and juvenile spacing.

The prime beneficiaries of this 100-million-dollar portion, in monetary terms, are you, the silviculture contractors, and your crews.

To this day, however, we haven't heard enough from your corner in the way of public pronouncements on the value of the program to our forest resource and its long-range benefits to our economy.

We want another federal-provincial

## we hope to eliminate all the backlog by the year 2000

agreement, this time a 600-million-dollar program. Negotiations have yet to begin for FRDA TWO and they are expected to be lengthy. The provincial government is supportive, in principle, of FRDA TWO. However, we have received no indication of support from the federal government. Perhaps the federal politicians are not convinced that there is a need for another development agreement. Neither they nor the public have heard from you in the silviculture industry about the benefits of FRDA and about the need for further work.

We hope to eliminate all backlog reforestation by the year 2000. We understand this is also the goal of the Western Silvicultural Contractors' Association.

We are reducing the backlog, thanks to FRDA ONE. We are proud that by the end of this program we will have the backlog in the Vancouver forest region under control.

...continued



## New Directions *continued...*

### Ministry Silviculture Programs

At present the forest service and commercial nurseries around the province have already lifted the majority of the seedlings for this year's planting.

Our target is for 200 million seedlings to be planted this year, under FRDA and the ministry's programs. Planting by forest companies at their own costs under our new policies, will be minimal.

In the 1989-90 fiscal year, the mix will change.

With the privatization of the government's nine nurseries and the private sector taking on more responsibilities for forest renewal, approximately 175 million seedlings will be planted under FRDA and the ministry's programs. Industry is expected to plant up to 55 million seedlings, as their direct responsibility.

This means a total of up to 230 million seedlings will be planted in 1989.

In successive years, industry's portion will increase while government's will decrease, as it should.

Associated with this planting is site preparation, surveying, and brushing...the full sweep of silvicultural activities.

### a total of up to 230 million seedlings will be planted in 1989

#### 'Falldown' in Allowable Annual Cut

Finally, I was asked to comment on a question: Is British Columbia facing a "falldown" in the allowable annual cut that could be averted with intensive silviculture?

Yes, there is an anticipated 'falldown'. In some cases, intensive silviculture may be able to alleviate it. But not in all cases. It depends on the age class structure of the management unit. Intensive silviculture will not save the day, but it will help improve the quality of our forests.

Timber supply problems in every Timber Supply Area are different and, therefore, must be handled accordingly. It is for this reason, and many others, that the Chief Forester has to look at each TSA independently before determining its allowable annual cut.

There are many issues involved in the question and we are seeking answers to many of them. One thing is certain, there is no single or general solution.

#### Conclusion

Our silviculture contract community has made great progress in the last few years, and will be making greater progress under our new forest policies.

We have made many changes in the past few months. They are necessary.

In today's rapidly changing and complex global economy, adjustments will occur constantly.

We must keep abreast of them in order to build a strong economy that will be capable of meeting the challenges and demands of the future. ♦

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# Fire as a Site Preparation Tool

*W.J. Beese, Site Preparation Specialist, MacMillan Bloedel*

The purpose of site preparation is to create an environment suitable for establishing the desired tree species. While accomplishing this objective, the forester must also try to minimize site degradation and cost.

There are many specific objectives of site preparation: remove or redistribute slash, reduce competition, prepare a mineral soil seedbed, mix organic and mineral soil, improve drainage, create more favourable microsites, control disease. Prescribed fire can accomplish several of these objectives.

Four major factors influence the choice of site preparation method:

- 1) seedling requirements
- 2) site condition
- 3) costs
- 4) external constraints.

## foresters should prescribe the lowest impact fire possible

It is important to remember that site preparation may produce positive and negative effects, depending upon the site and species being regenerated. One must consider the dynamic changes that may lead to new problems, and the trade-offs between costs, site productivity, establishment needs, and operational constraints.

There are four main types of prescribed burning: broadcast, windrow/pile and burn, spray or brown and burn, and burning of spot accumulations. The effects of broadcast burns vary greatly by season, historic and current weather (influencing fuel moisture and fire

behaviour), ignition method, and ignition pattern. Too often, we talk about "burned versus unburned" when there are often greater differences between different kinds of fires than between burned/unburned.

Some advantages of prescribed fire over other site preparation methods are: lower cost than mechanical, can be used on steeper slopes than mechanical, no compaction, reduces wood debris to improve planting access and fire protection.

Some disadvantages of prescribed fire are: risk, public concerns (pollution, visibility), critical timing, high manpower and expertise requirements, induces germination of some competitor species, improves animal access (greater browse).

Because of concerns over the effects of prescribed fires on site productivity, MacMillan Bloedel initiated a research project to study the short and long term effects of prescribed fires of different intensity on tree growth, soil nutrients, and vegetation competition. The study compares four prescribed fires of different severity and two unburned controls on three cutblocks southwest of Port Alberni.

Funding for the project is from MacMillan Bloedel, Supply and Service Canada, and the Canadian Forestry Service and FRDA, with several sub-projects funded by the B.C. Ministry of Forests (Section 88) and B.C. Science Council.

The research sites were burned during 1985 and will be monitored for 5 years, with plans for long-term monitoring.

Total nitrogen losses from the forest floor ranged from 216 kg/ha (10%) for the lowest impact burn to 1328 kg/ha

(81%) for the highest impact (worst case) burn. Consumption of woody fuels less than 7 cm, however, was over 70% on even the lowest impact burn. This suggests that increased plantability can be achieved with minimal impact on site nutrients.

After two growing seasons:

- Volume growth of Douglas Fir (Fd), Western Cedar (Cw) and Yellow Cedar (Cy) was greater on burned areas than on adjacent unburned areas.
- Trees planted in exposed mineral soil had as good or better survival and volume growth as those planted where there was duff remaining.
- Higher intensity burns reduced shrub and herb growth to a greater extent than lower intensity burns.
- Deer browse was greatest in the first year on Douglas-fir. Browse was greater on burns than adjacent controls.

## increased plantability can be achieved with minimal impact on site nutrients.

While these early results suggest that even the most severe fire had positive effects on initial seedling growth, the substantial losses of organic matter will affect long-term productivity. Future measurement of the sites will quantify these effects. I suggest that foresters should prescribe the lowest impact fire possible that will accomplish the desired silvicultural objectives.

A final report on short-term effects is scheduled for March 1991.

# Fire and Pest Control

Peter Fuglem, MOFL Protection Branch

## The Economics of Protection

Funding for forest protection is allocated through two Votes: the Forest and Range Management Vote (that has a fixed budget) and the Fire Suppression Vote (that in theory is not fixed so that any wildfire emergency can be accommodated). These budgets have been developed from numerous analyses, although the final evaluation is audits of individual fire seasons and individual fires.

Several economic principles have emerged such as Least-Cost-Plus-Loss (Figure 1): increasing fire control expenditure becomes uneconomical when

**as we change the ecology of the host the pest problems change with it**

it surpasses the reduction in damage.

The US Forest Service modeled the effects of changing the level of presuppression (such as available resources). The resulting graph (Figure 2) shows the effect of increasing presuppression expenditure on suppression cost and resource value.

In Alberta, they used the model to estimate the optimum expenditure for the resource value at risk (Figure 3). For resource value of \$72 per hectare, the optimal expenditure was \$33 million, whereas at \$200 per hectare, the optimum was \$63 million.

As you might expect, budgeting for Fire Management is more developed than for Pest Management.

## The Cost of Fires

Modeling the effect of fire suppression on timber supply is essential when considering fire control budgets relative to other programs, silviculture included. During the past 5 years, the

Ministry and the U. of Victoria have been developing of a stochastic model to demonstrate the effects of fire on long-term yield.

Fire can be seen as an interruption in the normal process of production and harvest of the forest. We can generate volume rotation curves (VCR) showing volume versus age for different fire probabilities (Figure 4).

There are two dramatic effects of fire—at a fire probability of 1% per year, the long-term average yield in northern spruce (Fort Nelson) is reduced by about half, and the culmination age is reduced from about 105 years to 92 years. (approximately 1% of a normal forest is harvested annually).

The historical level of fire before fire suppression was about 1.3% per year, whereas the present level is about .36%. For example, against a potential yield in Fort Nelson of 2.54 million cubic meters, the present rate of fire would reduce this to 83%, and the historical rate would reduce it to 45%.

By eliminating fire, we could regain the lost 17%, but the suppression costs would far outweigh the value of the resource preserved. If we eliminate fire suppression it would cost us the entire 45% of future forest volume!

We are also attempting to model Pest Management and will release results when available.

## Costs of seedling protection

Fire protection is considered a cost of production in forestry, which may be calculated at about \$50 million per year for the forest land area of 36 million hectares, or about \$1.39 per hectare per year (although protection extends beyond forest lands). At a final stocking of 800 stems and a rotation of 100 years, this gives a fire protection cost of 17 cents per harvested tree. How's that for rough calculation?

Realistic pest management costs are

much more difficult to provide. Many pest management activities are integrated into phases of forest management including seed production, nurseries, site preparation, stand tending, and harvesting. The costs and benefits are embedded in these activities and cannot be calculated as simply as fire management.

We must consider pest management as being an integral to planning our forests and conducting both short-term and long-term activities. The bark beetle has shown us that our management can be driven by the pests if we do not understand their potential and plan appropriate strategies. Pest management is and will always be an evolutionary science as we change the ecology of the host the pest problems change with it.

**with a fire probability of 1% per year, the long-term average yield is reduced by about half**

## Probabilities of fire or pest destruction

The proportional area of forest land destroyed by fire is about 60,000 ha per year. With a total forest area of 36 million hectares, the probability of destruction is about .17%. Using complementary probability, a tree would have a probability of 90.5% of surviving to 60 years and 81.9% of surviving to 120 years.

With pests the question is again much more complex. For example, the probability of destruction or mortality due to bark beetles changes with age. In some species this is a function of tree vigor, in others cambium thickness, and in some cases both. With spruce leader weevil the probability decreases if the tree is able to grow above the reach of the pest. Generalized figures for pest probability are not yet available as they are not very meaningful.



## Fire Equipment Regulations

ALL operations in the forest are covered by the Fire Prevention Regulations including forest industry, general industry, and the Forest Service. The Regulations list the equipment that must be carried by operators in the forest. Adequate equipment is essential because you have a legal obligation to take initial action on any fire in your area of occupation whether you started it or not.

## Fires caused by Silviculture contractors

Without naming names, most of us know contractors that have caused a fire. The most common problem in our recent experience is the burning of seedling boxes. The statistics for all contract crews for the past 10 years show 149 fires, burning 3300 hectares and costing \$4.2 million dollars. The responses of the contractors in each case are not recorded.

Predominant causes of contractor fires have been slash burning (61 fires), smoking (22 fires), brush burning (12 fires), burning landing debris (11 fires), hangover from slash burning (10 fires), hangover from landing fires (8 fires), and refuse burning (6 fires).

## Contract pest control

There are two potential areas for contract pest management:

### Pest detection/surveys

Surveys of bark beetles, root diseases, dwarf mistletoe, rodents, gypsy moth, sclerodermis (requires special training), and site-specific surveys for special needs, as well as the pest portions of

**you have a legal obligation to take initial action on any fire in your area of occupation whether you started it or not**

free-growing surveys and pre-harvest assessments. Also some data can be collected for damage appraisals involving wood quality and/or mortality.

### Pest control activities

Activities include beetle cut, pile and burn, hack and squirt, pheromone trap deployment, weevil leader clipping, spot spraying for black army cutworm, dwarf mistletoe sanitation, fomes stump treatment, sanitation harvesting, and support for aerial spraying.

For information on specific projects, contact the Regional Protection Officer.

## Contract fire fighting

At present the Ministry is contracting five of the eight regional and provincial attack crews. The contracts tendered are listed in the BC Gazette. Full privatization of fire fighting operations is an executive decision, but we presently contract all aircraft applications and use short term hiring for pick-up suppression crews.

## Prescribed Burning Limited Liability

Dirk asked that I touch on the limited liability policy of the Ministry. I am not directly familiar with the administration of this policy, so I quote from the policy as follows:

"during authorized prescribed burning for silvicultural purposes on Crown lands, the Permittee's costs of control, mop-up and extinguishing of fires which escape from areas which are undergoing or have been treated with prescribed fire may be limited."

There are, of course, a number limiting conditions pertaining to application of this policy that can be discussed with your regional or district manager. ♦

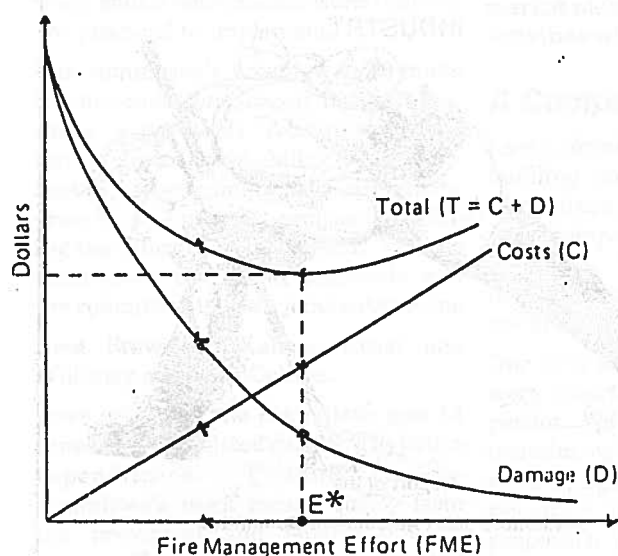


Figure 1: Least-cost-plus-loss

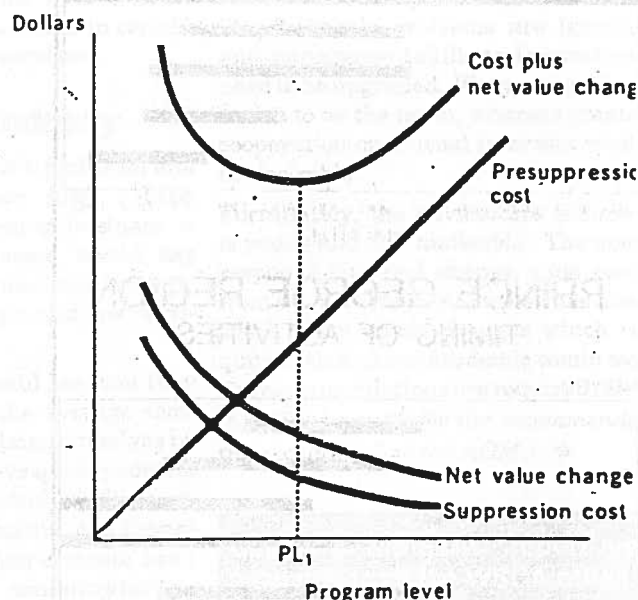


Figure 2: Minimization of cost plus net value change

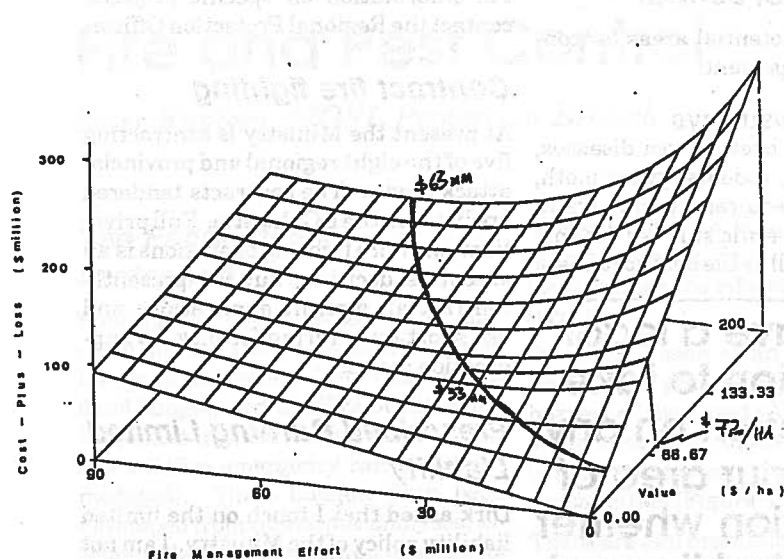


Figure 3: Estimation of optimum Fire Management Expense for various forest resource values

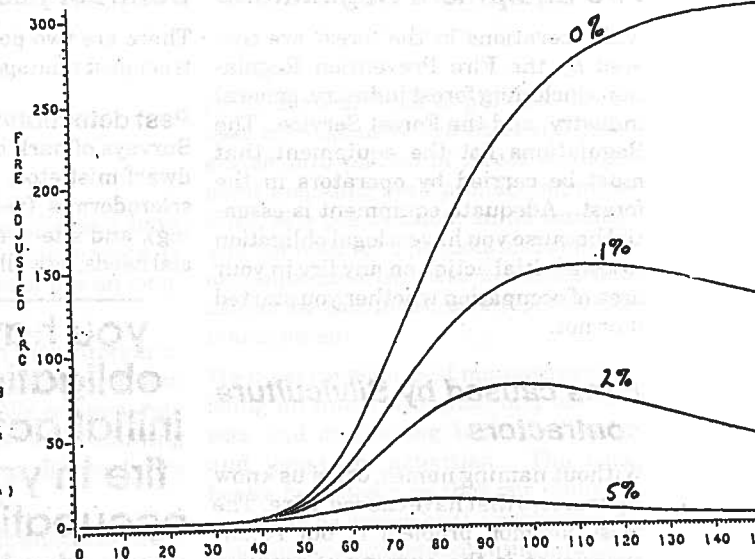
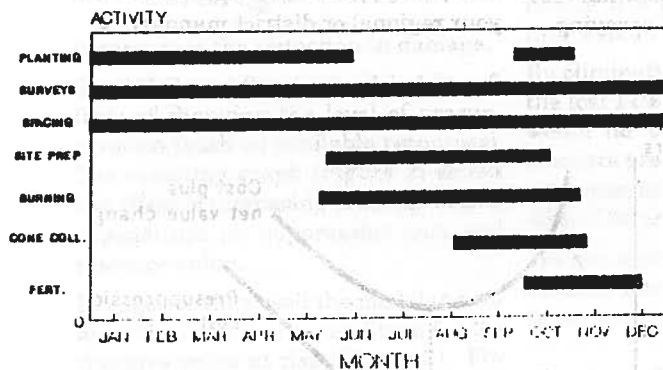


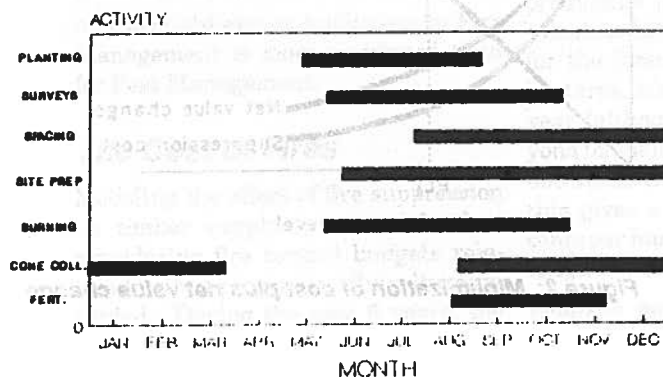
Figure 4: Fire adjusted Volume Rotation Curve for various fire rates.

## The Timing of Silviculture Activities (Other Regions graphed in the SJAC Report)

### VANCOUVER REGION TIMING OF ACTIVITIES



### PRINCE GEORGE REGION TIMING OF ACTIVITIES



### HUMAN RESOURCE ISSUES IN THE BRITISH COLUMBIA SILVICULTURE INDUSTRY



Report of the  
Silviculture Joint Adjustment Committee

January, 1988

# Survival of the Smartest— or Luckiest

*Dr. William C. Wedley, Professor of Business Administration at SFU*

Survival of the smartest, or perhaps the luckiest, is my main message to the WSCA. I will present my observations and experiences as the Chairman of the Silviculture Joint Adjustment Committee (SJAC). The committee has recently published its report on Human Resource Issues in the B.C. Silviculture Industry.

## **Silviculture Joint Adjustment Committee**

The SJAC was formed as result of the dramatic increases in reforestation activities. Such increases have placed strains and stresses on industry's human resources and raised questions about the availability and training of workers.

Membership on the SJAC committee came from the federal and provincial governments as well as industry groups. Since viable solutions require actions by more than one party, the sensible approach is to bring the parties together to analyze the situation and make recommendations. Although differences of opinion were expressed, the committee operated in a healthy and constructive manner. The result is many sound recommendations that can be practical to implement.

The committee's intent was to make recommendations based on facts because supportable recommendations have a greater probability of being accepted. Accordingly, the committee drew up a request for proposals outlining the information it needed. Various contractors submitted proposals and the committee chose a joint submission from Stevenson Kellogg Ernst and Whinney and Reid Collins.

Over one year, the committee met 14 times and committed close to \$70,000 in expenditures. Funding for the committee's work came equally from the provincial and federal governments. The other parties contributed their time and knowledge.

## **Survival of the Fittest?**

Despite the theory of evolution as survival of the fittest, paleontologists have not found fossil evidence to support a smooth evolution from one species to another. Instead, species suddenly disappear and new ones arise. The evidence suggests that evolution has been strongly affected by major catastrophes that affected the environment. The survivors are those that are smart enough to find a safe crevice (niche) or lucky enough to be in a safe place.

Fitness is important, but not necessarily crucial to the survival of sil-

## **the new forestry policy is the type of catastrophic environmental change that will affect how firms operate**

iculture organizations. The firm smart enough to find a favourable market niche or to specialize in certain activities will be the survivor.

## **A Competitive Industry**

I am a former owner of a janitorial and building maintenance firm. Like silviculture, the cleaning business is very competitive— some would say cutthroat. It has unrealistic bidders, firms that come and go, and low barriers to entry.

Our firm was successful because they were smarter than the average competitor. We differentiated ourselves by introducing an effective quality control system, tight cost control, worker participation, public relations, and formal proposals. Rather than compete head on with others, we concentrated on commercial and industrial jobs which were in the suburbs, out-of-town jobs, and contracts by proposals.

## **A Changing Industry**

Silviculture contractors face a similar competitive situation. In addition, the new Forestry Policy is the type of catastrophic environmental change that will affect how firms operate. The change provides both threats and opportunities, and the firms that adapt most successfully and seize the opportunities will be the ones to thrive.

Competition and sharp pencils on bids will still be important. But new business with forestry licensees will entail more bids by invitation, more long term contracts, and more end results contracts. Private enterprise, unlike public organizations, can consider other criteria beside the lowest bid. Firms will have to be smarter to survive.

## **A Challenged Industry**

Of a total of 41 recommendations made by the SJAC, twenty-one— or slightly over half— require action on the part of the WSCA or the silviculture industry. In other words, many of the solutions to the industry's human resource problems are directly under the control of the silviculture contractors themselves. Currently some practices are illegal, people problems are ignored, and management skills and procedures need to be upgraded. Wary competition seems to be the norm, whereas greater cooperation on mutual interests would be desirable.

Fortunately, the silviculture industry is young and still malleable. The main responsibility and change must come from within. The SJAC report has identified many viable changes which require action. As an academic would say, its recommendations are required reading. (See page 22 for the recommendations endorsed at the AGM.) ♦

Copies of the SJAC report are available from the WSCA office.

The cost is \$6 for members and \$12 for non-members.



# WSCA Association Business

## SJAC Recommendations

The following recommendations of the Silviculture Joint Adjustment Committee were adopted:

### 1) Continuing Human Resource Committee

A Silviculture Human Resource Committee should be established to coordinate the implementation of these recommendations and to continue monitoring human resource problems in the silviculture industry. Membership on this committee should include the constituents of the present committee plus a representative appointed by the four forest industry associations. This new Silviculture Human Resource Committee (SHRC) should be advisory to the many bodies which have an influence on the silviculture industry. Funding for this committee should come from the federal and provincial governments.

### 2) Industry communication

The Silviculture industry needs to better explain its requirements to CEIC offices, as well as recommendations as to how CEIC can be of better use to them.

### 3) Better Publicity

Organizations and agencies who place advertisements about the silviculture industry should indicate that:

1. community stability is enhanced with silviculture
2. many women undertake silviculture work, more are welcome
3. many university, regional college, and technical school students acquire employment in the silviculture industry.

### 4) Screening Information

A critical success profile should be undertaken of the people who are productive and remain in the industry. This information, when made available

to contractors and recruitment agencies, is valuable for screening out people who will not be successful in the bush. The information should be collected by the consultant who periodically reviews human resources in the industry.

### 5) Standardized Tree Planting Course

The Treeplanter curriculum developed by the Ministry of Advanced Education and Job Training should be used as a basis for developing training programs, both on and off the job. This course has been well received by all parties.

### 6) Training Standards

The SHRC which has been recommended as a vehicle to facilitate the implementation of these recommendations should act as a clearing house and guidance committee which provides advice on training and job creation programs. This committee should also promote occupational standards through modular programs which can lead to certification.

### 7) Training Environment

Contractors should be encouraged to cooperate with educational institutions to provide an operational environment for training.

### 8) On-The-Job Training

Contractors should take the initiative in providing extensive and improved on-the-job training. Such training will remain the most important method for developing work skills, and contractors should recognize that this training has a major effect upon the quality and efficiency of work.

### 9) Management Skills

The WSCA should increase their efforts to improve the management skills of their members. In performing such a role, they will attract more contractors to their ranks, and the contractors will be able to speak to the industry with a more unified voice. Some possible courses for managers would be strategy formulation, leadership, financial plan-

ning, marketing, bid calculations, quality assurance, productivity and cost control.

### 10) Management Initiatives

The WSCA should work with other bodies (e.g. Enterprise centres, regional colleges, government agencies, PRWA and the proposed SHRC) to develop training courses, sponsor conferences, and provide consultations.

### 11) Supervisor Training

The WSCA should work with the educational institutions to provide skill courses for silvicultural supervisors. The SHRC should provide advice on an appropriate modular course which can be easily presented in different parts of the province. Some possible courses for supervisors would be safety procedures, motivation, communications, training techniques, and grievance procedures.

### 12) Contractor Success Factors

One of the periodic surveys of silviculture human resources (which has been recommended herein) should endeavour to collect information on critical success factors of contractors. The collection and dissemination of such information on an aggregated basis will do much to indicate to contractors how they compare to others. WSCA and a knowledgeable consultant should participate in the design of the study. Some examples of success factors would be the degree of labour turnover, number of trees planted, average price, years of experience, size of firm, and quality of work.

### 13) Camp Meetings

As a part of improving communications on the job site, contractors should hold weekly meetings where the supervisors and the workers have an opportunity to talk about quality, working procedures, camp conditions, work schedules, etc.

**Amendments passed:**  
Delete the word "weekly."

### 14) Camp Inspections

Independent inspectors from the Ministry of Health should make camp inspections during the silviculture season and enforce appropriate standards. If appropriate standards for temporary

work sites are not available, then they should be developed.

### 15) Herbicide Notification

Adequate protection from herbicide applications must be achieved by the following mechanism:

1. The PRWA and the WSCA must request the Ministry of Environment to establish regulations which ensure that all herbicide application areas are properly posted beforehand at every 200 meters around the circumference of the treated area. These signs should be dated and legible for at least a year.
2. The Ministry of Forest and Lands and the Canadian Forestry Service should review guide-lines for re-entry to herbicide-treated areas. These re-entry standards should be specific for each herbicide and type of application, and they should be supplied to the PRWA, all contractors and forestry licensees.
3. The PRWA should request the Ministry of Health to include a regulation in their Silviculture Camp Standards that requires the administering forester (who is usually the only one with local knowledge) to advise the contractor in writing of all herbicide applications over the previous year in the watersheds in which the crew will be working or living.
4. The WSCA should stipulate in their code of ethics that their members actively seek and disseminate information on herbicide and pesticide applications.

#### Amendments passed:

1. Delete "at every 200 metres".
2. Add to the end: "that affect their operations".
3. Add: "The WSCA will lobby WCB to replace requirements for respirators to positive respirators".

### 16) Equipment Research

Contractors, suppliers and outside research institutes should improve the design of tools and equipment used by silviculture workers so that productivity is improved, fatigue is lowered, and

accidents are minimized. Considering the repetitiveness of some silviculture tasks, very small improvements can generate major benefits.

### 17) Plan Work Methods

Specific efforts must be directed toward assuring that effective work methods, schedules and plans are used. They should be matched to the terrain, the site preparation procedures, and the stock type which is being processed.

### 18) Quality Responsibility

Although the ultimate responsibility for quality is placed upon licensees, effective responsibility for quality should be placed upon the silviculture contractors. They are the ones who perform the work, and they should be responsible for monitoring and measuring it. With standardized guide-lines and procedures (established as a result of the previous recommendation), licensees will be able to accept the quality report of the contractors and only do periodic double checks to see if contractor reports are correct.

### 19) Pay Procedures

The PRWA, the WSCA and the Employment Standard Bureau must get together to define the legal and ethical standards for payments. They should discuss procedures for handling hold-backs, quality fines and planter penalties. With frank discussion of the issues and with suggested methods for solution, the industry should be able to settle on methods which are both legal and effective.

### 20) Employment Contracts

The PRWA and the WSCA must work together to specify standard elements and information which should be in an employment contract. These elements are to be distributed and made available to all contractors, forestry licensees and prospective employees.

### 21) Industry Leadership

The WSCA and the PRWA are encouraged to continue their leadership roles to improve the industry and to seek areas where they can work for mutual benefits. Through their leadership, further progress can be made.

## Other Association Resolutions

### *The Following resolutions were passed:*

#### Resolution 1: New Constitution

To continue with the old constitution and bylaws while we study the new constitution and bylaws for adoption in a year at the AGM.

#### Resolution 2: Constitution Committee

To continue with Ross Styles as the Coordinator of the Constitution Review Committee.

#### Resolution 3a: Info Booklet

The WSCA publish a booklet, for the use of its members, setting forth policies and procedures of the Association.

**Supporting Statement:** Past AGMs and Executive Committee meetings, have created the policies and procedures of the Association. These policies and procedures should be effectively recorded and communicated to our membership, especially with the recent influx of new members.

#### Resolution 3b: Reforestation Leaflet

The WSCA assemble and publish a leaflet which provides a brief statement about the state of reforestation in B.C. In particular, data on past achievements and current efforts in contrast with the needs dictated by adequate forest sustenance, e.g., keeping current and clearing up the backlog.

**Supporting Statement:** It is in the interest of silvicultural contractors to inform the public about the state of B.C.'s reforestation efforts and to forcefully point out areas of need. Each planting season, many young people get first hand experience with tree planting, spacing, herbicide application, etc. Many of these develop a sense of proprietorship toward our forests. Effort on our part to inform our employees—and through them their friends and families—could make an important start in the job of telling the public about the real state of forests in B.C.

...continued

#### Resolution 4: Survey Accuracy

The Kootenay Chapter draft a letter addressing Resolution #1 in the Nelson Chapter Report:

Present to the MOFL and all licensees the WSCA position on the need for accurate stocking density information at the time viewing. Stocking density clauses in all planting contracts should be based on recent surveys (completed less than 7 months prior viewing or 1 year prior to planting). These surveys should be 90% confident and state this on a survey form that is distributed at the time of viewing.

**Supporting Statement:** Recently contractors have suffered problems due to inaccurate, non-existent or out of date data. Current information is vital for bidding accuracy (especially on area-based contracts). The contractor is often at the mercy of survey data on whirlwind viewings. Inaccurate data caused at least one termination in 1987 in the Nelson Region.

#### Resolution 5: Invitations

Resolution #4 of the Nelson Chapter Report be accepted: The WSCA heartily endorse and support the MOFL's new invitation guide-lines. Members should not complain if they are not invited to a viewing.

**Supporting Statement:** Ministry staff are concerned that the new guide-lines will create complaints from excluded contractors, so they refuse to use them. Continual complaints may make the MOFL cancel the guide-lines.

#### Resolution 6a: Non-payment

WSCA members will not provide services to clients who are in arrears (\$10,000 or more) to other WSCA members, if the Executive confirms that the client is actually in arrears.

#### Resolution 6b: Arbitration

The WSCA ensure the Forest Committee (headed by Graham Bruce) include in its responsibilities the issue of arbitration in the silviculture industry.

### WSCA Officer Elections

#### WSCA Executive:

Carl Loland	President
Dirk Brinkman	Chairman
Tony Harrison	Treasurer
Lynne Norton	Director
Ross Styles	Director

#### 1988 Ethics Committee

Chris Akehurst  
Doug Hearn  
Rami Rothkop

#### New Regional Coordinators

Prince George: Bruce Hawkenson  
Kamloops: Ross Styles

#### Other Committees

Employment Standards: Colin Eades,  
Greg Witt

Constitution & Bylaws: Ross Styles

Booklet Policy: Ross Styles

Fact Sheet: Alan Baines

Human Resources: Tony Greenfield



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# Regional Chapter Reports

## Kamloops Report

Ross Styles

### Financial Report

Ross Styles reported that costs for last year's operations of the chapter amounted to \$55.07 per member plus \$16.03 for those attending the Nov. 27/88 meeting. Members have been billed for these costs plus a fee of \$50.00 for 1988 operations. (Two members, Mt. Pacific and Rainbow have yet to pay.)

### Report from AGM

Ross Styles reported on proceedings and reviewed several of the many resolutions put before the membership, especially those with immediate significance for chapter members.

### Employment Agreement

A motion was carried to have a meeting in the fall, regional members pool ideas and try to come up with a standardized employment agreement for use by chapter members.

(Members currently using an employment contract agreed to send a copy to Ross Styles for duplication and mailing to members in advance of the fall meeting by way of advance preparation. Such members are: Nu Growth, Arland, Crowpoint.)

### Central Office mail

Materials recently received were distributed. Significant items were discussed, principally the minutes of the AGM and letters written by the president as a result of discussion and resolutions at the AGM (see the AGM Report on page XXX and the Mail on page XXX).

### WSCA membership

The need to broaden membership was discussed and it was resolved that each member should try to identify potential members and inform them about the WSCA and its activities.

## SISCO

Winter workshops were scheduled for March 22/23 in Penticton at the Delta Lakeside Inn. This year's theme is Engleman Spruce/Sub-Alpine Fir ecozone. Registration forms were available at the meeting. Bob McAtamney looked into the possibility of setting up a WSCA information booth using materials left over from the booth at the trucklogger's convention. The objectives/purposes and organization of SISCO were briefly described and discussed. To receive notice of their meetings and workshops, contact Don Purdy, MOFL, Vernon, 542-0264 and get placed on their mailing list. To register for the forthcoming workshops, contact Randy Burgess, MOFL, Penticton, 492-3721.

### Relations with Licencees

We decided that contact should be made with licensees for three purposes:

1. Enlist their support and action in maintaining camp standards.
2. Provide information about the WSCA and our local chapter, including a list of members, and reasons for them to prefer working with chapter members.
3. Provide information to put the spring '87 planting cost increases into perspective.

We agreed to prepare an information leaflet with this information. Ross Styles and Bob McAtamney have volunteered to work on it with any others interested.

### FRDA

The WSCA's prime objective for 1988 is to lobby for a renewal of the FRDA agreement. We discussed what the chapter might do to support this objective. Two actions were identified:

1. Collect data about local FRDA funded projects from district MOFL offices (e.g. dollar value, employment created, variety of activities, economic benefits, impact on backlog, value in forest enhancement, need for funding of

maintenance work on work already done, etc.). This information would be fed to local media for publication—stressing the value of federal participation.

2. Individual contractors write their MP's pointing out that the mid-term evaluation of the current FRDA is underway and urging them to support efforts to secure a second five-year agreement.

The work of assembling and disseminating information about FRDA activity is to be done by the following volunteers:

Penticton— Bob McAtamney  
Vernon/Nakusp— John Grandy  
Salmon Arm— Murray Smith  
Kamloops— Ross Styles  
Merritt— ?  
Clearwater— ?  
Lillooet— ?

Ross Styles agreed to prepare and circulate a specimen letter to an MP.

### Contract Problems

Bruce Hawkenson phoned seeking information about contractor's problems in carrying out their contracted work, especially on-going matters in court or preparing for court. Summary:

### Court Actions

No matters in court, one contractor moving in that direction but hoping for pre-court action resolution.

### Stock Fall-down

Two contractors noted significant reductions in contracted volume of work after contracts were signed for work last spring, principally with licensees where no provision existed in contracts for compensation.

### Stock Delivery

Two contractors reported delays last spring due to frozen stock.

One contractor reported a daily delivery of stock only 60% of the promised volume.

One contractor reported an instance where the reefer was a 3/4 hr drive from the worksite when it was promised to be located within 1 km.

### Access to Worksite

One contractor reported delays due to a

road to a block being blocked with snow.

### Daily Production Quotas

Two contractors reported that licensees demanded they double daily production (on two days notice) or give up a substantial part of the contracted work.

### Re-tendering

Two contractors reported instances where tenders were called, opened, announced, rejected and then re-tendered in the hope of obtaining lower prices.

### Health and Safety Requirements

On-going infractions by some contractors were discussed and those present resolved to try to effect improvements.

### Treatment of Complaints

A motion was carried as follows: Those aware of unjust treatment of a contractor or violation of health and safety standards should notify the chapter

coordinator who will consult other chapter members to determine if a letter should be sent to appropriate authorities. If hard evidence is clear, the coordinator can send a letter without consulting other chapter members.

Note: In a case of a complaint about a chapter member, the coordinator attempts to contact the member about the complaint and to resolve the matter before further action is taken.

### Future Meetings

1. A workshop for chapter members on financing and dealing effectively with financial institutions was discussed and approved for a later meeting—perhaps in the fall.
2. Discussion of tree planter training courses deferred to next meeting.
3. Next meeting proposed for late July—perhaps a houseboat cruise on Shuswap Lk. Brad Welch to investigate cruise possibility and report.

## Prince George Chapter Report

*B.R. Hawkenson*

The program conducted by the M.O.F., Licensees and Silvicultural Contractors is such an extensive and intensive undertaking that the effort and results deserve high marks.

Under the spotlight of success we sometimes fail to see the problems of such a large program or write them off as inevitable. Everyone involved in problem situations suffers repercussions, but we are writing from the contractors' point of view.

The contractor is busy for 6-10 months of the year but their money productive time is confined to a 30-45 day period. Depending on the scale of the contractor's operation, each day produces a \$500-5,000.00 return. Every day the contractor misses in the peak season he is denied the return on his

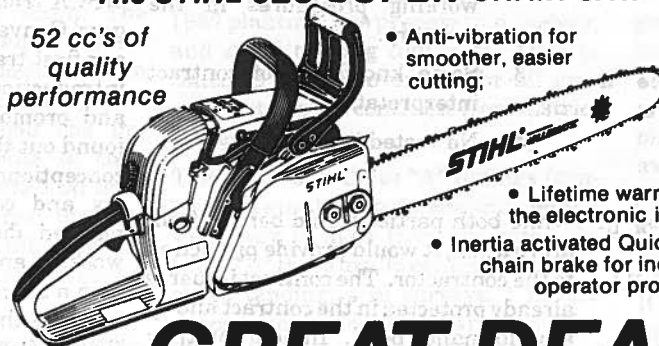
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investment. If he has to pay for labour during a down day this figure could quickly jump to a loss of \$750.00 to \$7,500.00 per day.

What are circumstances create down days? The following list is representative not exhaustive:

1. He may be summonsed to start work but unable to start because of various circumstances
  - a. Access not available or ready
  - b. Frozen stock
  - c. Failed stock delivery
  - d. Site not ready
2. Changes in prescriptions
  - a. Stock fall-down
  - b. Block substitution
  - c. Stock substitution
3. Inadequate representation of work required to do the job.
  - a. Inaccurate descriptions of planting conditions
  - b. Unusual care of stock. (Heel-in, watering, trimming the roots, etc.)
  - c. Extra long roots
  - d. Increased distance for stock pick-up
  - e. Changes in production quotas
  - f. Extra screening

Other factors that influence a contractor's financial situation are:

1. Non payment
2. Delayed payment
3. Contractual disputes
4. Inexperienced M.O.F.L. or licensee representatives.
5. Disputes between M.O.F.L. and licensees.

Although we do not know the precise number of disputes throughout B.C., contractors in every Region reported numerous down days. We know of eight disputes in the Prince George Region that are before the courts or in

some stage of legal action. There are 5 or 6 more contractors who feel they have grounds for action but decided not to proceed. From these figures we estimate there are 25-30 such cases in B.C. Many disputes are settled fairly and amicably, however, there are cases where personalities, inexperience, or other circumstances have prevented settlement.

It is difficult for two parties with vested interests to settle disputes and the nature of the relationship puts the contractor in a vulnerable position. The forest companies and Ministry also have much larger financial resources and can afford to wait out the contractor.

Legal resolution to a dispute is costly, time consuming and unnecessary. We propose using non-binding arbitration and request that provision for non-binding arbitration be made in all silviculture contracts.

The arbitrator can be anyone that both parties agree to, but should probably have:

1. Basic knowledge of silviculture.
2. Knowledge of normal working working procedures in the industry.
3. Some knowledge of contract interpretation.
4. No vested interest.

While both parties would benefit from arbitration, it would provide protection to the contractor. The contract issuer is already protected in the contract and by a performance bond. In addition they control the purse strings.

In the past 95% of all cases have been settled out of court in the contractors favour, however, undue financial, and mental stress was applied to the con-

tractor during this period. Arbitration could save both parties costly drawn out court battles. A further benefit to the contract issuer would be to reduce the stigma of making the contractor conform to such a one-sided punitive agreement.

(For more information on the Arbitration issue see Carl Lolands Letter and the Minister's reply on page 38.)

## Vancouver Report

Ron Jensen

The Vancouver Chapter has not had any meetings since the AGM as coastal contractors have been busy with their early planting projects. Weather again this year has been a big (and costly) factor with snow levels moving up and down like a yo-yo and crews moving in and out of job locations with it.

In January I was involved with the WSCA trade booth at the Truck Loggers' Convention in Vancouver. It was our first trade booth and it was a good introduction to the area of advertising and promotion of our industry. We found out that a lot of people have misconceptions of the reforestation industry and contractors (ie. most trees planted die, contractors cheat their workers and stash trees, reforestation is in a shambles). So, it's important to improve the image of contractors and British Columbia's reforestation effort, possibly through newspaper advertisements, pamphlets, trade shows and contractors' individual efforts. If the public is with us, funds for silviculture will continue to increase. ♦



# Reports from the Ministry

## Contractor Performance System

**Brian D. Storey, Silviculture Branch**

1988 is the third planting season (and second for other types of silviculture contracting) that contract results will be collated into a performance record. The purpose of the Contractor Performance System (CPS) is to provide a documented history of contractor performance and to identify consistently reliable performers. The reliable contractors have reduced security deposit requirements to reflect their lower failure rate and reduced risk.

The CPS system appears to have had the desired affect on the industry. Most contractors are concerned about their documented performance record. The rest are at least interested in the related cost of security deposits. When problems arise on a contract, contractors must look beyond the immediate costs and benefits of completion to the long term effect on their record. Industry and forest districts also have a reasonably reliable method of reporting and checking a contractor's performance.

The Ministry's wants as many contractors as possible to be "Class A - low risk" operators. There are several incentives to encourage more contractors to qual-

ify. The strongest is the reduction in security deposit, normally from 10 percent to 5 percent. The published Class A list is also good advertising for a contractor wanting to be considered for ministry direct or selected invitation contracts and licensee preferred bidder agreements.

The lists of Class B and C contractors are not published inside or outside the ministry. There is no intent to penalize these groups—only to encourage them to higher levels of performance.

The Class D list is published and includes contractors whose contracting privileges for government funded silviculture projects have been suspended because of outstanding claims against them registered with the Office of the Comptroller General.

The CPS system has summarized records from 1986 for 159 planting contractors (42 of these did not work in 1987). There are 1,649 separate listings of 1987 planting, site preparation, survey, and stand tending contracts. Data is collected every November for all government funded contracts from district offices.

There are 305 Class "A" listings (contractors may be listed more than once if they work in more than one area). In Class "B" there are 35 contractors (11 in stand tending, 4 in surveys, 1 in site preparation, and 19 in planting). The 275 listings in Class "C" constantly needs to be updated with new contractors. Class "D" includes five contractors.

One spin-off of this system is a Registry of 360 Contractors containing basic information such as: address, names of principals, type and size of the company and a short statement of the company's philosophy. The ministry wants to make this information more widely available soon.

## Provincial Silviculture Requirements

In 1987, prior to the recent policy change, the Silviculture Branch of the Ministry of Forests and Lands estimated the current and future basic silviculture requirements for British Columbia. These figures are contained in the Steady State Needs Plan. This plan estimates the average annual basic silviculture goals required to manage our forest lands so that the growing capability is utilized in a continuously productive or "steady" state. The data in this plan is based on the best information available given current harvest levels and silviculture knowledge and involved personnel from both industry and the B.C. Forest Service.

If you have any question on the Steady State Needs Plan, please contact Larry Atherton (387-8956) or Steve Carr (387-9850) of the Ministry of Forests and Lands Silviculture Branch.

## Ministry Reports continued...

### Silviculture Training Course

There has been a considerable amount of interest in the Silviculture Survey Training Course. In order to explain the reasons behind the program, I would like to review some of the events which led up to the development of the course.

#### The Problem

Silviculture surveys are used to describe forest land status, recommend treatments and measure success. Surveys costing \$2-\$25/ha are used to recommend treatments costing \$100-\$2000/ha. The survey budget for 1987/88 was \$6.5 million and in 1988/89 approx. \$10 million.

Some of the major problems with the survey program are:

1. Serious lack of knowledge by a large percentage of surveyors about sampling principles and survey methodology.
2. Areas not properly stratified before surveying.
3. Lack of consistent knowledge of survey procedures.
4. Lack of understanding in the importance of updating and maintaining forest cover maps, history records and inventory attribute lists.
5. Limited staffing and time leading to sporadic and incomplete training in survey methodology.

This lack of knowledge of understanding can have serious program implications.

In 1985/86 approximately \$730,000 was expended on survival surveys. Due to improper sampling and data summary procedures, only \$100,000 of the information was usable. From past audits of planting projects it was evident that throughout B.C. there are examples of stocked areas being planted and areas needing planting not being planted, or planting projects having

either too many or too few trees being prescribed.

In regional monitoring trips of the district and licensee stocking surveys there are many examples of NSR areas being surveyed together with SR areas and the wrong stocking classification given to the site, SR areas declared as NSR and recommended for site preparation and planting, and NSR areas declared as SR and left without necessary treatments.

Incorrect Inventory and Silviculture Attribute labels can result in incorrect calculations for Annual Allowable cuts.

Another problem was that forest cover maps, inventory attributes and history records were not being updated. The result was inconsistent NSR statistics being generated for the same area from different databases.

A common problem was surveys undertaken by inexperienced personnel. Important surveys were carried out by summer students, university or college graduates or persons on temporary hire. They never received formal training in survey methodology and had **limited experience to develop silviculture recommendations**. Often the work submitted was of questionable quality and experienced Ministry or licensee staff ended up surveying areas one or two years later.

Surveyors need detailed knowledge of:

- sampling principles
- biogeoclimatic classification and interpretation
- air photo interpretation
- stocking standards and their implications
- mapping and opening file procedures
- stocking, plantability, survival and free growing procedures
- survey forms and procedures
- survey standards
- inventory classification procedures and update
- basic statistics

- considerations involved in the development of recommendations

Past monitoring trips by regional and Branch staff have shown that the above items, assumed to be basic understanding, were generally not well understood by most surveyors (including many recent forestry school graduates and RPF's).

At present only persons having a technical school diploma or university degree in forestry and two years of silviculture experience, or five years silviculture experience are targeted for the 5-day survey course.

The purpose of the course is to:

1. Ensure a consistent provincial understanding by field foresters and technicians of the basics of Silviculture Surveys.
2. Upgrade present knowledge of silviculture surveyors.
3. Effectively communicate the importance of surveys and their linkage to other systems.
4. Describe how surveys are used in decision-making for forest land treatment.
5. Certify persons passing this course as technically competent in the basics of Silviculture Surveys and their use.
6. Register qualified silviculture surveyors.

Even with present screening process, 20% of the students fail the course. There is also a 5% drop-out rate. Persons with 5-15 years of silviculture experience and RPF's have failed the course. Persons who have had limited formal training in silviculture survey methodology and/or have limited silviculture survey experience have had difficulty with this course. Due to the high failure rate, persons who have not taken the course to challenge the exam. Student course evaluations indicate that many 'experienced surveyors' only

### Silviculture Training Course continued...

clearly understand integrated silviculture surveys after taking the course. We will be reviewing this decision at the end of May, 1988.

Ongoing comprehensive silviculture survey courses are not offered by universities, colleges, the Ministry, industry or contractor organizations at this time. Field experience in silviculture is invaluable and cannot be replaced by schooling alone. To relate survey results to the identification of site problems and meaningful recommendations, people need several years of silviculture field experience. Therefore the course is targeted at the experienced field personnel.

Since January 1, 1988, MOFL Silviculture Survey contracts specify that, for every one or two surveyors working on a cutblock or forest opening, at least one must have passed an approved Silviculture Survey course. These requirements allow inexperienced staff to gain training and experience under the supervision of an approved Surveyor. At the present time, the requirement for having a 'Certified' Silviculture Surveyor will apply to:

1. All Ministry of Forests and Lands Silviculture Survey contracts.
2. All survey contracts administered by licensees and funded by the Ministry.

Surveys done with Ministry or licensee staff do not require 'Certified' Silviculture Surveyors at this time.

The purpose of the course is not to diminish the importance of forestry degrees or diplomas, nor to subvert the authority of the ABCPF or professional foresters. The majority of survey work is not done by Foresters. The intent is to certify technically competent surveyors providing survey information and recommendations to foresters for final decision-making.

Since 1986 more than 28 5-day courses have been presented, with over 680 students participating. This training has been very well received by those taking the course.

If you are interested in participating in this 5-day course please contact LO-RAX Forestry Training School at 581-4416. If you have further questions or comments please call Ralph Winter, Silviculture Branch, at 387-8906.

## Forest Service Recreation Sites

W. Cheston

Assistant Deputy Minister of Forests and Lands

Please be advised that the use of Forest Service recreation sites by silviculture contractors is permitted only with the prior written approval of the Ministry Officer in accordance with Section 9c of Schedule A of the Planting Contract.

It should be recognized that recreational and industrial uses of recreation facilities are, in general, incompatible. Furthermore, Forest Service facilities are designed and built to recreational rather than industrial standards. Use should, therefore, be permitted only where the objectives of the recreation program will not be compromised and where the camp standards set out in silviculture contracts can be met.

Please ensure that this matter is decided and clarified at the time of viewing of silviculture projects. Where it will be necessary to establish silviculture camp facilities, the District Recreation Officer should be consulted. This will provide for the use of resident expertise in site design and location and ensure coordination of those facilities with existing recreation facilities. ♦

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# To pay or not to pay

*Dirk Brinkman*

The WSCA was formed to further the interests of silviculture contractors. Good policy is not easy to make. When a group seeks to benefit one another through collective action, some individuals will be on the front line having to make ethical decisions.

At our AGM in January, we passed a resolution requiring all members not to accept contracts from companies that have not paid WSCA members in the past.

This resolution was formed in response to three cases where contractors had not been paid for work performed in 1987. Who in their right mind would work for a company who was unable or unwilling to pay a prior contractor? On the face of it, this may seem like a self-policing resolution that can be sustained purely through good communications.

## The quality of payment is strained

In fact, circumstances tend to be more complex. Here is a brief history of the Lignum situation:

In the fall of 1986 Lignum awarded two spring and one summer contracts to Seneca. The first \$85,000 work was checked, approved and paid for by Lignum. Later, the MOFL checked the planting and failed it. MOFL advised Lignum that they would not receive stumpage credit for the work. Lignum immediately began to check Seneca more rigorously and failed part of the second contract (by then partially completed to the same standard as the first). About \$75,000 worth became non-payment.

Seneca was advised by Lignum to proceed with the summer contract or forfeit the security deposit. Welcoming a chance to prove themselves, Seneca unsuspectingly went in and did the job. Both MOFL and Lignum checked the work very carefully and passed almost \$75,000 worth. Lignum then advised Seneca that they were withholding

payment on the summer work to make up for the spring planting that Lignum received no payment for.

The case has been argued by Seneca and Lignum's lawyers since last summer. Lignum, who approved the spring planting and paid for it, argues that the Section 88 system is unfair and that they do not deserve to be liable because of a misunderstanding between their checker and the MOFL. Their strategy seems to be to wait out Seneca and pay (lose) as little as possible. Seneca has been contracting for only three years and risk not surviving the legal delays.

## Here's the rub

By the time this resolution was passed, Bruce Hawkinson had been offered Lignum contracts and had given his verbal commitment. The resolution put Bruce in a difficult position. The work included a lot of Hawk scarification, which Bruce is particularly looking for. After some deliberation, Bruce submitted his resignation and signed the contracts. Bruce was the co-ordinator for the Prince George WSCA regional chapter.

The lawyer for Lignum presented his case to several WSCA executives to prevent further blacklisting of Lignum. No arguments they presented change the fact that work was performed, approved and not paid for.

Bruce's entitlement to membership will have to be reviewed by the ethics committee.

## More Slings and Arrows

The other two situations are not simple either. The two companies, Tay-M and Rempko, also claim that the quality of the contractors' work was questionable. To the WSCA it appears that they didn't pay their contractors because they simply didn't have the money. Both companies have desperately been trying to get another contractor for this year. Our request that they pay last years contractor before we will work for them is not only civilized, it's proof of their ability to pay.

## Perchance Arbitration

It is clear that non-payment and bad debts are one of the new risks facing contractors, especially with the new forest legislation. The Minister has stated that he is "not willing to set up a formal arbitration procedure." It is not clear how we go about collectively protecting ourselves from the air pockets of outrageous fortune. ♦

## Lignum non-payment

At the 1988 WSCA Annual General Meeting the following resolution passed unanimously:

"WSCA members will not provide services to clients who are in arrears or default of payment (\$10,000 or more) to other WSCA members, after confirmation by the executive body the client is in arrears for legitimate debt".

From the facts received to date by the WSCA's executive, Lignum Ltd. is in arrears for contract 102 0386 which was satisfactorily completed by Seneca Enterprises Ltd. A statement to this effect will be circulated to all chapters of the WSCA. Once this misunderstanding has been resolved, WSCA members will be notified.

*Carl Loland, President, WSCA*

## Lignum Contract

The Lignum Contract that Folklore Contracting held in Williams Lake is being done by a non-member of the WSCA. The contractor is, however, receiving support from me in the form of Scalper equipment and some planters.

At first I thought this was an acceptable way of handling my obligations to the contract with Lignum and my membership in the WSCA. I realize, however, that my support is contrary to the spirit of the WSCA resolution to withhold service from this company. Therefore, I hereby offer my resignation as a member of the Association and await a reinstatement at a later date should the WSCA be agreeable.

*Bruce Hawkinson,  
Folklore Contracting*

## Tay-M Arrears

At the 1988 WSCA Annual General Meeting the following resolution passed unanimously:

"WSCA members will not provide services to clients who are in arrears, or default of payment (\$10,000 or more) to other WSCA members, after confirmation by the executive body the client is in arrears for legitimate debt."

From the facts received to date by the WSCA's executive, Tay-M Logging Ltd. is in arrears for the fall planting contract that was satisfactorily completed by Nomadic Silviculture Ltd. A statement to this effect will be circulated to all chapters of the WSCA. Once this misunderstanding between Nomadic and Tay-M has been resolved, WSCA members will be notified.

*Carl Loland, President, WSCA*

## TAY-M Reply

I wish to make four brief points.

1. The misunderstanding between Nomadic Silviculture Ltd. and Tay-M Logging Ltd. is resolved.
2. You will notify all your membership immediately of the satisfactory resolution of the above matter. A copy is to be forwarded to Tay-M Logging Ltd. to register your compliance.
3. Nomadic did not complete its planting project for Tay-M Logging in an efficient manner.
4. Nomadic appears to have a history of poor performance for other clients.

Should the WSCA have any further need to discuss Tay-M Logging Ltd. we would be pleased to provide input.

*A.J. Kelly, RPF, Woodlands Manager*

## Members up to date

To All Regional Chapter Coordinators: Please make sure you keep the members of your chapter informed of all important matters of the association.

One of our members has signed a contract and given in his security deposit to Lignum Sawmills. He was unaware that there was a dispute between another member and Lignum.

All the best for the upcoming season.

*Carl Loland, President, WSCA*

## Buffalo Head

There appears to be some confusion with companies in the north west of the province. To the best of our knowledge Buffalo Head Forest Products Ltd. has no outstanding debts with any silvicultural contractor. This is the first year that they have contracted planting so we have no previous record.

*Carl Loland, President, WSCA*

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## **Selections from General Management Operating Policy**

### **6.3.11 Contract Administration**

Before approving cost overrun costs, the ministry shall ensure the costs are justified and sufficient funds exist in the ministry's appropriations.

Interest shall be paid on overdue accounts at the existing government rate, effective 61 day after the invoice and work or services have been received, unless other provisions are included in the contract.

### **9.8.4 Timing of payments**

Refunds and overpayments shall be paid on or as soon as possible after the 30th day, but no later than 60 days following receipt of a claim.

Professional contracts shall be paid within 60 days after receipt of an invoice or the service, whichever date is later, but no sooner than 30 days unless the contract provides for early payment discounts. Payments on contracts for personal services where the recipient is an individual or small organization and an immediate cash flow is necessary to meet personal expenses, payrolls, etc. may be made prior to 30 days. Contracts of this nature shall contain a payment negotiated in accordance with 9.8.4.7. Undiscounted payments are to be made on or as soon as possible after the 30th day.

## **MOFL Contract Payment**

*Dirk Brinkman*

Planting contracts with MOFL used to be paid by business agents in the regions. The 1988 spring contracts were bid assuming the usual 2-4 week pay back.

In October, despite the fact that bidding was complete, a new directive (see sidebar) specifying that no payment is to be made in less than 30 days was issued by the Treasury Board.

Treasury Board was concerned about the interest costs of having highways and silviculture contract payments going out in less than 30 days. They decided to hold the payments up in the usual bureaucratic way and apply the interest savings to hiring extra clerks in the central office. An unfortunate effect may be to further delay payment to planters.

Appeals to suspend the directive for the entire silviculture industry were made to Dave Parker and Silviculture Branch. This has not produced any response from the Treasury Branch.

It is not the interest costs that concern contractors. They are worried about the ability to finance their cash flow and satisfy their bankers. A centralized payment could mean up to a 75 day delay in receiving payment (measured from when the work is completed).

In response to requests from the local WSCA chapter the Nelson region is adding a clause to their contract committing to payment within 30 days. This means that regional offices will have to use the government agent route.

It seems that decentralization is working. Regional responses to locally perceived needs will mean increasing differences in how the regions do business.

## **Payment and Beer Hall Logic**

*John Betts*

A few months ago a group of us contractors met at the neighbourhood think-tank to weigh the world's problems. The conversation and beer did the usual rounds and our discussions took on that expansive logic peculiar to the place we were in.

Somebody suggested that forest companies would be better off not penalizing contractors for quality infractions and sticking to the agreed bid price. The reason was we bid the fines into our prices anyway, making the exercise a fruitless piece of economic commotion.

We had to agree it was unlikely that the trees grew better if the contractor had been penalized.

The group felt that logging companies hold a strong card in dealing with silviculture contractors since they now can pick and choose who they want to do their work. Goodwill, preferred contractor status and invitational bidding all will rate higher than the threat of fines as reasons for meeting the clients expectations. Or to put it simply: screw up and you won't be back.

We realized foresters have a capacity to grasp complexities at the expense of simpler truths. They can master the statistical callisthenics of the checking system and not realize most of it is a waste of their time.

One pessimist felt our proposal was too simple and could never gain wide support even if it meant reduced costs to the client by eliminating the category of risk called 'not knowing what your going to get paid.'

"Look," he said, "Those foresters know all about plant physiology and stock handling but they still show up on site with their new silva-cool tarps on inside out. A tarp is a pretty simple thing to operate. How long will it take them to figure out the flaws in the payment system. They're even more obvious."



## 5 Year Plan: Aiming to eliminate the Backlog by 2000

*John Betts*

The B.C. government has laid out some of the fiscal groundwork for its long term commitment to eliminate 1.7 million hectares of reforestation backlog by the year 2000.

The 1988-1993 Five Year Forest and Range Resource Program in the 1988/89 budget recently tabled in the Legislature includes a 38% increase in direct government spending in forestry this fiscal year and projects an expanding reforestation program to an annual 1992/93 level of 321 million seedlings—a 60% increase over the present vol-

In the absence of any firm commitment from the federal government to continue the FRDA agreement, the plan assumes 45 million trees from FRDA each year. The present agreement expires in 1990 and Deputy Minister of Forests and Lands, Ben Marr, suggests, "Perhaps Ottawa is not convinced that we need another development agreement."

The Provincial government is pushing to double the size of the next FRDA agreement to \$600 million dollars. Negotiations have yet to begin and Marr expects them to be lengthy.

By 1990 the plan predicts that forest companies will begin to pick up their share of the reforestation responsibili-

The real test of these new policies, however, will be in the next downturn in the lumber market. In the past stumpage costs were adjusted to market cycles. Under the new policies stumpage will no longer fluctuate and companies will pay directly for reforestation costs.

Industry spokesmen are saying that even in the current peak lumber market some companies are finding the new rates unaffordable. Ray Smith, president of MacMillan Bloedel predicts, "There will be many more mill closures and more community stress than under the previous stumpage regime."

John Cuthbert, B.C.'s Chief Forester

**contractors will feel  
the effects with an  
increase in 1989  
planting to 237  
million**

ume. Brushing will triple from current levels over the same period.

Silviculture contractors will feel the effects of the new five year plan next year with an increase in 1989 planting to 237 million seedlings from this year's 200 million.

(If FRDA discussions go on too long the 1990/91 forecast may be cut back because of the lead-in time required to grow the stock. If no agreement is reached 1.7 million hectares of positively identified productive forest land will remain unreforested.)

### **Assumes FRDA Commitment**

The Five Year Plan entitled New Directions in Forest Policy comes at a time of sweeping changes in how B.C. manages its forests and includes a number of assumptions.

**the real test of the  
new policies will be  
the next downturn in  
the lumber market**

ties planting an estimated 140 million trees of the projected 1990/91 total of 333 million. This forecast is based on projected levels of harvest and assumes the industry is able and willing to commit itself to prompt reforestation of the lands they cut.

To date the forest companies have not spoken out against paying reforestation costs and have instead concentrated their complaints against the increased stumpage. The new B.C. forest policy to the forest industry by \$575 million per annum.

### **Accepted their fate**

Amidst all the radical changes in forest policy, the forest industry is still sorting itself out but according to Bob McCloy of the Council of Forest Industries, "The logging companies have accepted their fate with regard to forestry costs and now the mood is to get on with the job."

**Scandinavian  
experience is that  
reforestation is  
needed on 80% of  
cut land**

has made it clear that, "Once the logging companies have made a decision to cut they are committed to reforest." He goes on to state that no cutting will proceed without an approved pre-harvest plan in place which includes silvicultural treatments.

According to WSCA analysis of regulations enforcing regeneration, there is too much room for 'technical delays.' Stalling on silviculture obligations could diminish the program's punch.

### **Figures 'Revisited'**

Some critics claim that the Forest Service may be overestimating their outstanding obligations for lands not treated before the shift in silviculture responsibilities last fall. At the moment the silviculture branch is reviewing the figures presented in the five year plan to make sure they are accurate.

This time next year another five year plan will be tabled in the legislature. The current five year plan assumes a sustained political will that can carry through the long term commitment it describes. Unfortunately the plan does not come with a warranty against changing political winds.

Nevertheless five year programs by their very nature are designed to change. The projected planting figures are based on restocking about 60% of the land logged each year and assumes the rest will regenerate on its own without too long a delay.

Foresters refer to the Scandinavian silviculture experience that reforestation is needed on 80% of the cut over land to achieve prompt regeneration of all forests cut. If the same applies here the five year programs will have to increase basic silviculture operations to

keep us from creating more unforested backlog.

### Legacy of Neglect

"Pinning down the existing reforestation backlog is like trying to nail jello to

## Pinning down the reforestation backlog is like trying to nail jello to the wall

the wall," stated the WSCA in a recent analysis of the reforestation backlog. The Association believes the backlog could be as high as 3.6 million hectares. The Silviculture Branch of the MOFL recently projected that only 1.7

million hectares of the backlog will not restock naturally within a politically acceptable period.

According to the WSCA, the current FRDA agreement plus two more successful program renewals at double the present funding would only eliminate about 70% of the 1.7 million hectare of MOFL recognized good to medium backlog sites. This leaves .6 million hectares or an estimated 600 million trees worth of NSR planting. In addition, there are still millions of hectares of denuded poorer sites that may be slowly regenerating on their own but are presently considered not worth the effort of silviculture treatments.

The Association states, "The legacy of neglect warrants an increase in silviculture commitments if we are to truly eliminate the backlog by the turn of the century."

There will have been another twelve five year plans by then.

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## Mail In/Out

### Arbitration

*(This letter was sent to the Select Standing Committee on Forests & Lands)*

The WSCA urges the Select Standing Committee to include Silviculture Contractors in the discussion of standard contracts and arbitration clauses.

Silviculture is the fastest growing industry in British Columbia, with millions of dollars (estimated 134 million in 1987) being spent annually. This work is done by small independent contractors who provided 684,000 person days of employment in the 1987/88 year. Yet all this work is done under primitive contract conditions.

The silvicultural industry has evolved over the last fifteen years making it an extremely young industry. As with many young industries contracts are extremely one-sided with no protection for the contractor. The silviculture industry has now reached maturity and needs a simple cost effective method of resolving disputes outside the courts. For many small contractors the use of the courts is too slow and costly, and even when the contractor wins it is too late to save him from financial ruin.

We need a procedure of arbitration to mediate disputes between client companies and the independent contractor. Each year the number of disputes settled by legal means has risen substantially and this trend is expected to escalate in the future. In all cases contractors have won but with hardship inflicted on their business. There are many smaller claims (\$3,000- \$30,000) that contractors do not press because they are too costly to take to court.

The WSCA sees an urgency in this matter, especially with shifting of responsibility to forest companies under the new forest policy. Without a simple and quick arbitration procedure, the silviculture industry could become even more unstable than it was in the past.

We do not encourage poor contractors, but we cannot allow good contractors to be forced into financial ruin because of long drawn out legal disputes.

**Carl Loland**  
President, WSCA

### Arbitration Reply

Your letter of January 27, 1988 addressed to Graham Bruce has been passed to me for reply.

The silviculture contract has developed substantially since the contracts of the early 1970's (which could be described as primitive) and primarily in response to field situations which required contractual resolution. Contrary to your assertion, the number of disputes which have involved legal assistance has not risen substantially and are, in fact, quite rare when one considers the dramatic increase in the total number of contracts awarded. In most cases a satisfactory resolution of the contract dispute has occurred but not all have been settled in the contractor's favour.

The dispute resolution procedure that exists presently is generally satisfactory. The contractor may appeal to the District Manager and, failing resolution at that level, to the Regional Manager. However, nothing precludes the contractor from exercising his rights to take the matter to the Ombudsman or to the courts. I would not be willing to set up a formal arbitration procedure under the Forest Act which would preclude the rights of a contractor to pursue court action where he felt such action was justified, nor would I wish to bind forest licensees to such a mechanism.

Thank you for your letter on this subject. I believe the silviculture industry, and the WSCA in particular, will continue to be a strong and viable force in this province.

**Dave Parker**  
Minister of Forests & Lands

### Prescription Accuracy

*(This letter was sent to the M.O.F.L.)*

The WSCA believes that accurate stocking density information at the time of viewing is essential for a realistic and cost effective bidding. At the last AGM we passed a resolution to this effect.

Site prescription forms are filled out after the site has been surveyed, up to 4 years before the site is to be planted. In some cases no site prescription exists. The result is inaccurate site prescriptions at the time of viewing. Contractors increase their bids to allow for the risk of untrustworthy information. The licensee or the Ministry end up paying with higher bid prices or on-site problems. The problem is particularly acute for fill-in or per-hectare planting contracts.

Recently contractors have had problems due to inaccurate survey data. The contractor is often at the mercy of the survey data on whirlwind viewings. Inaccurate data caused at least one termination in 1987 in the Nelson Region.

The WSCA recommends a number of changes to lessen this growing problem:

- 1) Surveys be conducted no less than 2 years prior to planting (i.e. 1 1/2 years prior to viewing). This would ensure up to date site prescriptions and that the block has been looked at prior to viewing.
- 2) Site prescriptions state their accuracy. Regen surveys are performed to a 90% confidence limit and this information needs to be passed on to the contractor.
- 3) Site prescriptions state the individuals and/or firms who performed the survey. This will indicate who is ultimately responsible for the survey and avoid the problem of office prescriptions made from the regen survey cards.
- 4) All blocks have a site prescription completed. Blocks that are assumed to be totally NSR (prepared, etc.) create headaches for both contractor and administrator once the project is started.

Contractors need more current and more accurate data on the areas they are planting. The WSCA feels this is not an unrealistic request because the cost of a survey is much lower than the cost of a failed contract due to poor prescription.

**R. D. Wright** For the WSCA



## Pesticide Use

The use of pesticide in forest management is a relatively new trend. Although pesticide use in B.C. Forestry is minor when compared with that in agriculture or in the home, significant confrontation has occurred in this area during the past few years. Most of these problems have arisen from a lack of knowledge, misunderstanding and poor communication between the parties involved.

In the last three or four years, the use of pesticide in forestry has increased significantly, so has the level of knowledge and understanding regarding its use. There is a grey area concerning the regulations dealing with protective clothing and safety gear that the ground workers should wear to apply chemicals.

If you were to call your local pesticide branch control, B.C.F.S. office or W.C.B. office today and ask them, "What kind of protective clothing is required for back-pack spray?" you are unlikely to get a straight answer. "Ideally, full rain gear, face shield, this and that, but depending on the circumstances, you may get away with less", was the answer I received recently.

The health of human beings is at risk and, in my opinion, the current minimum standard is far too low for safe use. Most of the chemicals used in silviculture are rated moderately toxic to almost non-toxic, but no one knows the long term effects of these substances. Today there is more concern about the effects on the environment than on the health of the workers, and though the environmental aspects are vitally important, can we disregard the human aspect?

A survey done on the types of protective clothing being used right now by silviculture workers would probably find that it ranged from full protective gear to very little or no protection at all. The minimum standards should be upgraded and these standards should be enforced by the employer and the W.C.B. Let's look, for example, at the

task such as tree-planting. As we all know, there are many rules to obey—one cannot even drink the water from a stream without first boiling or filtering it. It would only make sense to tighten the rules in regard to dealing with chemicals.

The various administrative bodies making the regulations for pesticide use should get together as soon as possible and create some clear guidelines for protective clothing and safety gear. These rules must then be enforced. There are too many loopholes in the system and many workers are unknowing victims. As employers we must think about the safety of our work force.

*Yves Chevette*

## Silviculture Conference

The UBC Research Forest is putting together a proposal for a Silviculture Technology Conference to be held this September or October. The purpose is to acquaint woodlot owners and managers with recent developments in applicable silvicultural techniques and equipment.

One of the scheduled workshops is entitled "Choosing a Silvicultural Services contractor". Many landowners would be willing to have more intensive forestry work done on their lands, but they have too many horror stories of contractors taking advantage of their lack of knowledge. Can someone in your organization speak on this subject—ranging from tree-planting to stand-tending and harvesting?

If someone is available, could you advise me of what their fees (above transportation and accommodation) might be, and what are their credentials and/or experiences applicable to this subject.

*Harold E. Macy*

*UBC Research Forest*

## A Likely Sabbatical

How was the AGM? It sounded like it would be a good one, but not so much that we wanted to change our Mexico plans for it.

Doug and I have decided to go on sabbatical and not plant for the Spring season of '88. We had work for one small crew, so we decided it was a good time to step back and re-evaluate our goals and where the silviculture contracting business is going. Being home this Spring will be a much appreciated novelty.

Good luck with the planting season.

*Susan & Doug*

*Likely Reforestation*

## P.E.I. Parallels

Thank you for keeping us informed via your newsletter of what's going on in big tree country. I know we share some issues, such as the bane of "job creation" projects, ever popular with politicians. Here the politics even recommend candidates for these schemes. Worker shortage problems resurface here every year, especially in the spring. (In the fall, everyone scrambles to collect 10 U.I. "stamps" before winter).

Although we have an excellent training program through the local community college, we can't find enough lads to take it, and when we do find a good candidate, he gets snowed at Employment and Immigration.

The good news is that our markets for pulp and stud-wood, and the attendant prices, are strong.

With best wishes for 1988.

*Ian Dennison*

*PEI Silviculture Contractors Association*

# WSCA Members

This list of the members of the WSCA will be published in each newsletter.

An asterisk (\*) means you need to pay your dues. (A) Indicates associate member.

The list of members names and addresses is available to all members at no cost. This list is also sold to businesses that who wish to advertise their products or services through direct mailings.

## Vancouver

All Phase Silviculture Ltd. (A)  
Beaverfoot Resources \*  
Brinkman & Assoc Reforestation  
Bushwacker (A)  
Cardinal Reforestation  
Cascade Resources Ltd.  
Coast Range Contracting Ltd.  
Emerald Forest Corp. (A)  
Forsite Contracting  
Green Mountain Services  
Highrigger Forest Mgmt.  
Loki Reforestation  
Lorax Group  
Meadow Ridge \*  
Mountain Reforestation  
Oliver & Giltrap  
Osprey Silviculture Operations  
Skookum Reforestation (A)  
Western Reforestation Co-op  
Whiskeyjack Reforest. Ltd. \*  
W.J. Green Forestry Services \*  
Woodward Reforestation  
Zanzibar Holdings

## Cariboo Region

Blue Collar Reforestation  
Cottonwood Reforestation \*  
Lid's Reforestation  
Loxton Treeplanting Co.

## Kamloops Region

Nu Growth Industries Ltd.  
Arland Reforestation Services  
Crowpoint Enterprises Ltd.  
Golden Raven Co-op  
Grandy Reforestation  
Hawkeye Reforestation  
Mountain Pacific Forestry \*  
Russo Reforestation  
Southern Okanagan Silviculture

## Prince George

C.A.G. Holdings Inc. \*  
Celtic Reforestation Ltd.  
D. Fraser Reforestation  
Folklore Contracting  
Integrated Silviculture Services  
Kahan Enterprises  
Mountain Top Reforestation  
Mudslide Contracting Ltd.  
Nechako Reforestation Services  
Nomadic Silviculture \*  
Seneca Enterprises Ltd.  
Shannon Silviculture  
Silvaram Holdings Ltd.  
Sundance Reforestation  
Tawa Reforestation Ent.  
Triple 8 Enterprises  
Twig Contracting Ltd.

## Nelson Region

Arbolitis (A)\*  
Caliburn Forestry  
Cutler Contracting  
Dark Star Forestry Ltd. \*  
Evergreen Co-op  
Fieldstone Resources Ltd. \*  
Forestcover Resources Ltd. \*  
Green Peaks Holding Ltd.  
Jansma Reforestation  
Mart Resources  
Rothkop Contracting Ltd.  
Siltech Reforestation Ltd.  
Skyline Contracting Ltd. (A)  
Talking Tree Forestry  
Wildhorse Valley Treepl. Coop \*

## Prince Rupert Region

Driftwood Reforestation  
Roots Reforestation  
Summit Reforestation Ltd.  
Waterside Ventures Ltd.

## Alberta

Next Generation  
Reforestation(A)  
Tsuga Forestry Contracting  
Vin Law Resources

## Ontario

Trees for Tomorrow Inc. (A)\*

# W.S.C.A. Membership Form

Name \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Post Code \_\_\_\_\_ Phone \_\_\_\_\_

Membership \$300 \_\_\_\_\_  
(includes subscription)

Subscription \$25 \_\_\_\_\_

Donation \$? \_\_\_\_\_

Total Enclosed \_\_\_\_\_

Please send to:

W.S.C.A.

# 310 — 1070 W. Broadway

Vancouver, BC V6H 1E7

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