

WSCA

Winter 1989

NEWSLETTER

Can FRDA sustain the Supply on—



**—B.C.'s
Shrinking
Available & Productive
Forest Land Base?**

Western Silviculture Contractors Association

NEWSLETTER WINTER 1989

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WSCA Newsletter

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News Briefs...

Chief Forester Traded

Liberal leader John Turner says the U.S. lumber coalition has become "the chief forester of B.C." thanks to the tax put on Canadian lumber exports to the U.S. by the Tories. Pointing out that there was "virtual free trade" in lumber before the free trade talks, Turner accused Mulroney of caving in to U.S. protectionism out of desperation to get the Deal.

Efficiency Seminar

The N.S. Silviculture Contractors Association is holding their second efficiency seminar in the first week of March, 1989. Mechanical, technical and human resource issues are the focus.

WSCA Study

The WSCA has hired a consultant to study the working relationships between contractors & planters and to recommend procedures for ensuring equitable employment standards in the industry. (See Article on Page 5).

100 Million Planted

Northwood Pulp & Timber Ltd. celebrated planting 100 million seedlings in a June ceremony at their Prince George Forest Centre. J.D. Little, R.P.F. and Senior Vice-President in Forest Operations, was assisted in the planting by Jane Harding, age 7. Northwood inherited a reforestation program from a predecessor company which began planting in 1959. Carl Loland, WSCA President, was in attendance.

Food Handlers Course

The new Silviculture Camp Standards require that the cook has completed a Ministry of Health Certified Food Handlers Course. Some WSCA Regional Co-ordinators are organizing food handlers courses for their region's cooks. This can save you time, effort and costs.

MOFL Loses 'Land'

In a July Ministry reshuffle by Premier Bill Vanderzalm, the Ministry of Forests and Lands is again the Ministry of Forests. Lands is once again a separate Ministry. Dave Parker continues to be the Minister of Forests.

FRDA Hats

Canada/British Columbia Forest Resource Development Agreement green, 100% polyester hats (Made in China) are available from the Canadian Forest Service in Victoria. Proceeds (and the hats, if you ignore the label) will help promote the FRDA program.

Ghost Towns

I view the FRDA agreements as ghost town insurance. They avoid the scenario of a mill running out of timber. A mill closes down and then a town, a terrible tragedy. We've all seen that happen in the past. When that happens, whether governments like it or not, it costs them a lot of money.

Mike Heit

MOF NSR Report

The Ministry has produced a glossy report detailing the extent of the NSR in each Region. The report clearly shows there is much work to be done under future FRDAs. It can be ordered from the M.O.F. **Recommended Reading.**

Recommendations of the SJAC

Resolution to the A.G.M. :

That the Silviculture Joint Adjustment Committee will be responsible for the implementation of the results of the WSCA study presently under way as well as further the recommendations endorsed by the WSCA that came out of this committee.

Background

The Silviculture Joint Adjustment Committee brought together six different agencies or organizations, each with it's own interests and perspectives. Through the process of analysis and fact finding, these six groups came to realize that they have operated quite harmoniously in spite of their differing backgrounds. Through interaction and the consideration of other viewpoints, they have formulated a series of recommendations which, taken together, are beneficial to all. When implemented,

the recommendations will be advantageous for workers, contractors, forestry companies, government agencies and the citizens of B.C.

While the end product is a series of recommendations, the intention of the committee is not to have these recommendations languish on someone's desk. Successful implementation is of prime importance, and the committee realizes that an implementation strategy is necessary. Accordingly, the committee is recommending that a coordinating body should have productive constituent members who are tolerant of others.

Cynical readers may think that one study group is recommending a further study group. Such is no the case! Of course, some study will be required of the new coordinating committee. Its function, however is primarily proactive in the sense that it will work to-

wards the implementation of the committee's recommendations.

Recommendation

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 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.

Responsibility

All Parties to the Committee.

Editorial

Economically Accessible Productive Forest Land Under Siege

There are ninety five million hectares of land in British Columbia, forty six million hectares of that is productive forest land.

Permanent Deletions of Progress

Pipelines, hydrolines, highways, hydro projects, urban sprawl, mining, oil wells, farming, National Defence and rural housing have historically reduced the productive forest land base.

Temporary Deletions —NSR

In addition logging, wild fires and forest pests have denuded large areas which have not naturally regenerated nor been artificially regenerated by the provincial cabinets in power at the time. These areas were left for current and future governments.

There now is over four million seven hundred thousand hectares or over ten percent of the productive forest land classed as NSR.

Stagnant Overstocked

Nearly five percent or two million two hundred thousand hectares of the total productive forest land has regenerated naturally into young stands so crowded ("thick as dogs hair") that current forest growth is stagnant. These areas are classed as stagnant overstocked because of the known value of juvenile spacing. There is no funding for this work.

Economically Inaccessible

Nineteen million hectares of this land is presently classed as economically inaccessible, being on mountainsides too steep to log, in muskeg, the high alpine or too far from present roads.

Wildfires

Wildfires which burn over 3% per year on average now may peak beyond past extremes. Some climatologists suggest that the greenhouse effect is responsible for the drought that the U.S. and

Canadian Mid-west experienced last year. This suggests new weather extremes need to be prepared for in B.C..

Pests

In November, '88, Vancouver hosted a pest management conference (While the pests not on the agenda were the one that foresters spent the most time talking about: the environmentalists and their latest land grab.) the epidemics of spruce bud worm and pine bark beetle remain major threats which direct the logging plans and keep the harvest at its height.

Permanent Deletion: Environmentalists

December 1988, the Valhalla Wilderness Conservancy issued a map which featured many of the areas presently being lobbied by various groups for environmental protection. Protecting these areas would permanently remove another 4-5% of the economically accessible productive forest land base. This would take approximately 8,000,000 hectares out of the productive forest base. Some of this area is unlogged wilderness.

Native Land Claims

A large portion of the land presently allocated for timber harvesting is simultaneously involved in Treaty, ownership or management disputes with the Federal Government.

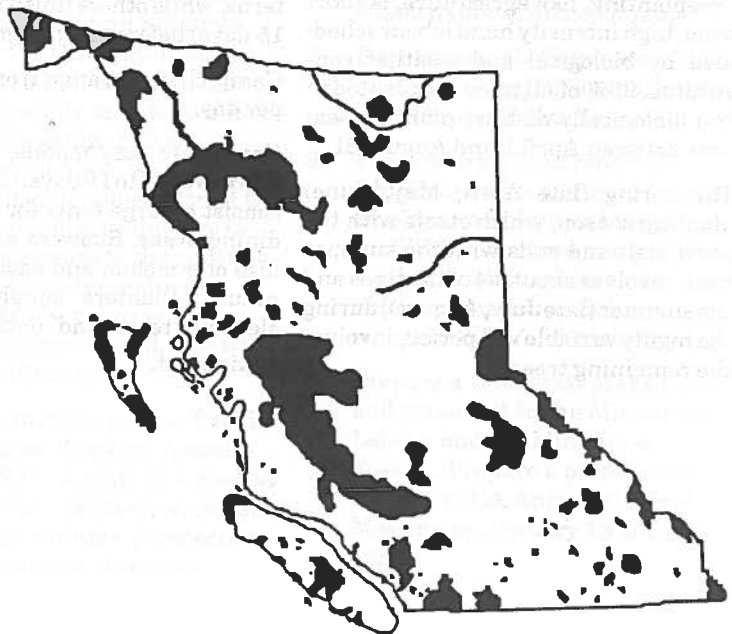
These land claims will be settled within the next 10 to 20 years. The settlements could contribute to land being taken out of timber production.

Recreation Vs. Logging - New Government Priority

A B.C. Credit union study, noting that over 80% of the new jobs created in B.C. were in the tourism and recreation industry predicted that by 1995 the main employer would be tourism. Without a doubt, the main employer is going to sway government policy.

Wither the Industry?

It is evident we will need FRDA 2, 3 & 4 as well as a huge investment in intensive silviculture to sustain the forests that drive the Provincial Economy. This requires a thoroughly professional silviculture industry that has the public's trust and support.



Proposed Protected Wildlife Area

Contractor Labour Relations

Dirk Brinkman & Carl Loland
Chairman & President, WSCA

(Carl & Dirk sent this letter Gary Barnes, director, Employment Standards Branch, Ministry of Labour in May 88. in response to interior contractor anxiety about the Employment Standards Branch warnings at the regional meetings.) This is a request on behalf of the treeplanting contracting industry by the Western Silviculture Contractors Association.

Employment Standards

The WSCA requests that the Employment Standards Branch permit:

- straight piece rate (¢/tree) for up to 60 hour weeks and,
- include holiday pay and statutory holiday pay in that piece rate during the critical period of the planting season; April 1st to August 31st.

History

Since the early 70's, the treeplanting industry in British Columbia has increased dramatically. Today it employs 10,000 workers each spring planting season, by 1990 it will be 15,000.

Constraints

Treeplanting, like agriculture, is short term, high intensity hand labour scheduled by biological and weather constraints. 95% of all trees are planted in two biologically distinct planting seasons between April 1 and August 31.

The spring (late April, May, June) planting season, which starts with the snow melt and ends with the summer heat, involves about 3/4 of the trees and the summer (late July, August), during the highly variable wet period, involves the remaining trees.

Plans for each planting area change constantly in response to the weather and the physiological condition of the trees. Changes in weather or tree physiology frequently means non-stop work to save the trees. These occurrences shaped an industry with a flat piece-rate system for a young and adventurous (mostly student) labour force.

Working Conditions

An average experienced planter grosses between \$150 to \$175 per day. This means that a range from \$80 (for inexperienced) to \$300 (the highballers) per day, within a crew is common.

Planters are paid from 8¢ to 70¢ per tree (most commonly 10¢ to 20¢), depending on the stock type and difficulty of the block. A contract may be composed of one block or as many as 50 blocks with up to five different stock types/block. Over a season a planter may work with up to 30 different prices.

Actual hours worked range from 40 to 60 hours per week and vary with individuals and crews. The season is short and long hours are usually voluntary. Time off depends on the crews preference - some prefer regular work patterns, while others finish a contract (7-15 days) before taking time off.

Camp charges range from \$10 to \$30 per day.

Camps are very mobile, with a camp move every 7 to 15 days. Camps usually consist of large tents for kitchens and dining areas. Showers and toilets are also of a mobile and easily collapsible nature. Planters supply their own sleeping tents and outdoor working equipment.

Traditional Payment

The norm of the industry is to pay a piece-rate per tree which includes overtime, holiday pay and statutory holiday pay. This has been accepted by the planting community (planters and contractors) as the only practical method of payment since 1970. However, changing conditions have made contractors aware that this type of payment does not conform with the Employment Standards Act. Recent rulings by regional ESB offices have made this issue become a serious concern.

Non-Options

It is not an option to extend planting deadlines — the trees simply die if they are not planted during the optimum periods.

It is not an option to offer a 30 to 40% increase in contract prices to pay for these increases in wage costs. Under the terms of the contracts which we committed to in 1987, renegotiation is not an option. A class renegotiation by all the contractors is not realistic.

It is not an option to offer the planters a sudden reduction in the base piece rate of 30 to 40% and the separate payment of overtime, holiday and statutory components of the wage. Planters would leave en masse at the perceived loss of 30% of the base price. Administering this on a piece rate job with planters who may plant up to 3 to 5 rates each day would create a book-keeping nightmare.

Conclusion

Tree planting contractors require authorization to maintain the traditional method of payment during the planting season from April 1st to August 31.

Studying Contractor/Employee Relations

Daniel Lousier

W.F.S. Enterprises Ltd. is pleased to accept a contract with the Western Silviculture Contractor's Association (WSCA) as described in Tony Harrison's letter of November 28, 1988. We have retained the services of Mr. Bob Jones, R.P.F. of Silvilec Services to assist in the identification and evaluation of issues and problems, and the subsequent analysis required to prepare the necessary recommendations. His many years involved in the art, science and business of silviculture in British Columbia will be of considerable value in this undertaking.

Based on the contents of the October 6th letter to Bob Jones and the substance of our discussions on November 28th, we would like to confirm the following:

Terms of Reference

To develop definitions of standards for the working relationship between silviculture contractors and their employees with special reference to reforestation contractors and their planters. These definitions would include at least the following areas of concern:

1. holiday pay and statutory holiday pay,
2. work hours,
3. remote work site allowance,
4. camp fees, compliance with camp and food standards,
5. quality fines, and overcounts or area measurement adjustments,
6. written representation of the promised pay rates versus actual rates, and
7. compliance with work health and safety standards.

Objectives

The objectives of this project are:

1. to identify the issues and

problems in each of the areas defined in the Terms of Reference;

2. to set standards for WSCA members and propose methods to confirm, measure and enforce compliance;
3. to present the Ministry of Labour with any outstanding requests for exemptions from, changes to, or methods for enforcement of the Employment Standards Act.

Project Plan

We propose to undertake this project on the basis of the following tasks:

1. Meet with members of the WSCA executive and ethics committee and identify and discuss the issues and problems from the contractors' perspective.
2. Survey and evaluate current practices and procedures amongst contractors. A questionnaire will be sent out to the members of the WSCA and to some non-members. About 30 contractors will be selected and telephoned for more in-depth discussions. Also, the January 1988 report of the Silviculture Joint Adjustment Committee, "Human Resource Issues in the British Columbia Silviculture Industry," will be reviewed carefully and its recommendations utilized where possible. As agreed, we will rely on the help and cooperation of the WSCA regional coordinators to prompt responses to the questionnaires. All questionnaire responses will be returned to W.F.S. Enterprises Ltd. and will be kept confidential.
3. Interview members of the Pacific Reforestation Workers' Association (PRWA); identify and discuss the issues and problems from the silviculture workers' perspective. Obtain examples of current

practices and procedures (or lack of practices and procedures) and examine case histories of contractor/worker problems.

4. Interview representatives of the Ministry of Forests (MOF) Silviculture Branch and assess their perception of the issues and problems. Review current contract documents and MOF plans with respect to silviculture contracting standards and requirements.
5. Interview representatives of industry, particularly those who have had extensive experience in dealing with silviculture contractors and workers (e.g., Westar, Fletcher Challenge, Northwood, West Fraser). Evaluate their approaches, practices and procedures for possible solutions to existing problems and issues.
6. Prepare a summary of all Acts, Regulations and standards covering silviculture work in British Columbia, especially those under the jurisdiction of the Ministry of Forests, The Workers' Compensation Board, and the Employment Standards Act: summarize their compliance requirements and the relevant concerns about non-compliance.
7. Develop sample Employment Forms covering the items listed in the Terms of Reference.
8. Prepare draft final report in which we define standards for the employer-employee relationships for WSCA members and propose methodology to achieve and enforce compliance. Submit report to WSCA for review.
9. Prepare a final draft of the report and present it to the Ministry of Labour and the Ministry of Forests. Prepare a presentation for the WSCA Annual General Meeting on January 13 & 14, 1989.

BCGEU Next?

Leigh Smout

(Editor's note: This letter appeared in the OSCA mail out in Dec. 1988. Since then, several more cases were ruled in favour of the union. It presently seems as if the OPSEU will dictate the treeplanting industry in Ontario.)

Union Involvement in M.N.R. Contracts?

The silviculture industry in Ontario is currently involved in its most important debate since private contracting started ten years ago. Major decisions which directly affect the future of the industry are being made by politicians (the Ontario government) without the input of contractors. The fundamental issue under debate is whether the Ontario Public Service Employee's Union (OPSEU) has "successor rights" over private contractors in our industry.

"Successor rights" are the rights of the Union to maintain its bargaining power with respect to employees when a business is transferred. The law states that "Successor Rights" apply where there is a "transfer" of an "undertaking". Disagreement exists between the silviculture industry and OPSEU in the interpretation of the word "undertaking". If OPSEU is granted these rights, the implications for contractors and the industry as a whole could be very destructive. In the past we have all known of contracts being canceled due to a lack of funds at the district level. With the necessity of increasing our prices to reflect union involvement, the frequency of contract cancellation can be expected to increase alarmingly. Another possible concern is that as the cost of contracting increases, the M.N.R. will find it harder to justify contracting out and may even return to their own planting program.

The Union's interest in this affair is primarily a concern with obtaining union dues from our employees. They are

also afraid that as the Ministry continues its trend toward contracting, OPSEU is losing strength and membership. If OPSEU's claims are rejected, we retain the right to obtain contracts and perform them according to our own methods, without the interference of a body whose interests are clearly, not the same as our own. It is in the best interests of those in the silviculture industry to oppose OPSEU's attempt to obtain "successor's rights".

To date, the situation is as follows: Grievances have been filed by the Union against a number of contractors who, unfortunately, are generally unaware of the implications of these actions. The grievances suggest that all our contracts should have been completed by OPSEU workers. The Union claims that it once had bargaining rights on behalf of MNR employees involved in silviculture, and it now has the same jurisdiction over our employees. There have recently been a number of cases of grievances in which the Labour Relations Board ruled that "Successor Rights" apply. These cases, (e.g. KBM - nursery lift contract), involved aspects of silviculture other than treeplanting. In granting OPSEU "Successor Rights" the Labour Relations Board members emphasized that the same OPSEU employees were recruited, valuable Ministry equipment had been rented at an extremely low rate, and the job site had remained the same. Following the lines of the Labour Board's reasoning, we can interpret that there are a number of aspects of treeplanting which contrast with the other types of silvicultural work. Treeplanting job sites are different every year. We do not return to the same place as is the case with a "nursery lift" or "park maintenance". Equipment is supplied entirely by the contractor, including elaborate and expensive camps and state of the art technology for on-site service. The source of employees since contracting began has

swung from the northern locals to a dependence upon motivated students. Those previously employed by the ministry (OPSEU members) seldom, if ever, apply to plant for contractors. These differences between planting and the cases which have been lost, are significant factors in favour of our case against OPSEU's grievances.

Hard work and extreme dedication on the part of contractors has revolutionized the planting industry. Productivity and quality have improved drastically with the most important benefit being the improved chance of survival for our newly replaced forests. We have also been able to offer a valuable source of revenue to the student population of Ontario and the rest of Canada. The Union is not considering the best interests of our employees or our industry. OPSEU wants to obtain revenue from our hard work while telling us how to about performing that work. They have; pay scales which have to be adhered to, rights of union members to first refusal of job opportunities, dispute settlement rights and, of course, union dues.

To the best of the O.S.C.A.'s knowledge, most of the province's contractors are opposed to union involvement in our industry. Losing the grievance cases currently in progress, although only affecting certain contractors immediately, will have significant, lasting effects upon the industry. There is no "right of appeal" in a Labour Relations Board ruling. We must make our position, as an industry, known now! On behalf of the Board of Directors of the Ontario Silvicultural Contractors Association, I implore all contractors to educate themselves concerning this important issue. The O.S.C.A. welcomes inquiries and information from interested contractors. Stand up for your right to perform business in a professional manner, without having to answer to a self-serving outside interest.

Quality Payment Systems

Dirk Brinkman, WSCA Chairman.

(These comments were edited from a letter to Brian Storey, Silviculture Branch, July 18, 1988, written in response to a request that the WSCA input into a new payment system.)

Re: your proposed new quality payment system for 1989.

Today I was made aware of Peter Ackhurst's mid May memo to Districts advising that the planting contract is being rewritten and soliciting input. Herewith a friendly reminder that the WSCA members would like to be given the same opportunity to input into the rewriting process. The WSCA would welcome it and MOF would benefit. If there are any other changes, please advise.

We do appreciate a chance to review your proposed quality checking system.

Eliminating No Payment Under 85%

That the Silviculture Branch is finally grading the no-payment cliff-edge below 85% quality is great. Some WSCA members have taken their corporate vehicles over that edge on slippery subjective quality issues.

It also makes good sense to maintain the roadside railing at 85%; i.e., notice to comply for quality under 85%, and cancellation of the contract for quality under 85% for more than three days.

A Parabolic Pay Curve

Branch recommendation that the pay curve should be parabolic; as the quality decreases the reduction in pay increases exponentially, accurately reflects the nature of the lost opportunity costs. For example:

- exponentially increased risk of an NSR plantation requiring retreatment
- wasted investment in scarification, administration, nursery stock

- loss of MAI = reduced current AAC, recreation and other uses.
- increased brushing costs with later planting.

As a general judgement of the consensus about the key points on the curve, the WSCA directors support them for the following reasons:

a) 7% Tolerance

There has also been a cliff edge at 95%. 95% was where current quality fines commence. Average contractor quality for B.C. planting probably clusters just under 95%.

Creating a new focal percentage that is 2% lower—93%, is not wise.

Bonus Incentive to Exceed 93%

The WSCA recommends that there be a bonus for above 93% quality to create an incentive to raise the quality above 93%; i.e., simply extend the pay parabola above 100%. This will keep the quality from clustering just under 93% and keep the new pay system from lowering the quality.

The proposed WSCA model achieves 100% pay at 93% without dropping a 5% tolerance in the formula.

b) 85% quality = approximately 85% pay.

This is the appropriate point below which poor quality should be deducted from acceptable quality. It is important to hold this psychological point on the pay curve at the historic point.

c) 67% quality = 0% pay.

This also makes sense. In allowing for some payments below 85%, there should not be economically workable pay zones below 75%. Reforestation has three main cost components directly affected by poor planting: site preparation, growing, planting, each of which are about equal in cost to planting a tree. Planting one third of the trees poorly wastes three times the planting price.

Setting a Pay Formula.

Since a formula that rests on the bid price will have some effect on the quality/pay assessment issues at the extremes of the bid prices and may influence the bidding the WSCA recommends a formula which generates a pay percentage independent of the bid price or number of seedlings. This formula is shown below.

Graphic Model

In order to generate a graphic pay model I assume that there are 100% plantable spots on the "Y" axis and up to 40% poor trees or missed spots on the "X" axis.

A number of graphs and pay formulas are enclosed. Generating a simple parabolic curve that meets the operational parameters of an appropriate pay system is quite simple.

(Insert the proposed WSCA payment system graphs and formulas here)

Purpose of the System

The quality checking system and the planting contract with its pay and penalty formulas are instruments which are intended to induce optimum plantation quality. It is useful for checkers, contractors, foremen and planters to know why assessments, penalties and payment percentages are being applied. The WSCA recommends that written explanations of these changes, while time consuming to generate, will have practical benefits in the field. Our rationale for the background to the administrative decisions about where to position the key points on the payment curve are enclosed to stimulate some clear explanations by MOF.

Outstanding Quality Issues

It remains that there is a problem with the subjective character of the quality checking system. This still requires treatment. Is this summer's planned changes to the planting quality system a good opportunity for that?

Hope this stuff was useful.

Silviculture Program Review

Dirk Brinkman

(The Silviculture Review was called for by Kempf in January 1987 and continued under Parker; letting numerous contracts for the collection and collation of data about the state of forest renewal and its options. Dirk Brinkman is on the Steering Committee. This letter was written to John Cuthbert on January 2, 1989.)

Is the Silviculture Review being buried?

I know silviculture options are difficult to articulate clearly, there is a lot of poor data, some uncertainty about the exact benefits of silviculture and a lot of different public questions and new directions making the picture complicated.

However I am embarrassed to have participated on the steering committee of a review process that seems to have magnified these uncertainties as an excuse for not formulating the issues for public discussion.

How can we get so lost so easily?

It was never the Silviculture Review's responsibility to resolve the uncertainties in silviculture data or projections.

The goal of the Silvicultural Review was to issue a white paper.

This white paper was to forecast possible scenarios related to alternative silviculture strategies so that the public could give the government input into future silviculture policy.

It was supposed to reflect the present state of knowledge and frankly reflect our industries uncertainties!

The introduction of a new forest policy during the review did significantly change the terms of reference for silviculture and make it more difficult to proceed.

It did not, however, change the urgent need for a white paper on the state of management of the forests.

The eighties are the decade of public concern over the environment.

There is no more powerful archetype for the environment in B.C. than the forests.

The Chief Forester is the appointed public guardian of the forests.

The Chief Forester is the appointed public guardian of the most powerful symbol of the most important public issue of the decade.

The Silviculture Review was to invite public input into the condition of our forests and the alternatives for main-

taining its health.

For the Chief Forester to bury the Silviculture Review invites the conclusion that the condition of the forests and the state of its care and maintenance is a greater embarrassment than having the appointed public guardian of the most powerful symbol of the environment turn his back on a planned public input process.

If the forests are in such serious trouble the review should issue a white paper.

If forest policy is so rife with professional uncertainties, issue a white paper so that it can be guided by the public.

It is reasonable to be concerned about misleading the public with confusing uncertainties — it is a mistake to assume that the confusion of professionals mired in complex technical uncertainties will confuse the public.

It is the public will that should lead the way.

Lets prepare a new initiative for silviculture and revive the review.

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Tree Planters Exposure to Fungicides

C. Allyne

Carl Allyne, a researcher at B.C. Research, researched and wrote the study "Exposure Of Treeplanters To Fungicides" which measured sample levels of skin residue and airborne fungicides on some planters in 1987.)

A pamphlet entitled "Treeplanters Exposure to Seedling Fungicides by Skin Contact and Inhalation" was included with the Spring issue of the WCSA Newsletter. It gives Helpful guidelines to minimize exposure to seedling fungicides and exposure levels of two planting crews to three common fungicides.

Ted Davis, author of "Caution Before Yield", reviewed the pamphlet in that issue. This article from B.C. Research is published to clarify some of the points raised by Ted Davis.

The pamphlet, produced by B.C. Research, was made available through the Forest Industrial Health Research Program (FIHRP), which is jointly directed by forest company and union representatives.

The research study found that the two planting crews monitored were exposed to very low levels of airborne fungicides. Levels on the hands of planters were also low, but depended on the type of

gloves used.

The seedlings planted by the crews were treated with fungicides some 3 to 4 months earlier. The exposures found in the study are typical of the levels that many planters experience.

Nevertheless, the research results do not apply to all situations. Occasionally, seedlings with high fungicide residues are planted. Exposure levels with these types of seedlings could not be determined since freshly treated or heavily dosed seedlots were not planted during the study.

Do low exposure levels represent a health risk to planters? At low fungicide levels, acute symptoms, such as skin or lung irritation, should not be a problem for most planters but some highly sensitive individuals could be affected. In another FIHRP study, nursery workers handling freshly-treated conifer stock did not show acute health reactions. Airborne levels of fungicides were higher than those measured with tree planters but were still very low.

However, planters would be concerned about possible long-term effects and keep their exposure to seedling fungicides as low as possible. Seedling fungi-

cides, such as Captan or Benomyl (Benlate), have caused liver or duodenal tumours and reproductive effects when large doses were fed to animals. At present, there is insufficient evidence for carcinogenic of these fungicides in humans.

Additional copies of the pamphlet, "Treeplanters' Exposure to Seedling Fungicides by Skin Contact and Inhalation", or the FIHRP report, "Exposure of Tree Planters to Fungicides", can be obtained by contacting COFI at 684-0211, Ext. 304.

(Editors note.: The WCSA recommends this pamphlet as a useful information leaflet for informing planters about the hazards of pesticides on the seedlings encouraging them to take practical protective action.

This pamphlet and the notifications received on the tree boxes reflect a policy that the WCSA has worked hard to have put in place: the right of notification of exposure to hazardous materials enabling the exposed worker to take precautions and preventative action as well as take the responsibility of choosing to work in that exposure themselves. The committed support of COFI in keeping the planters aware of this risk is commendable.)

Trees Taller than Ottawa's Parliament Tower

Gary Ogletree

Environmental groups and MacMillan Bloedel agree that giant Sitka spruce of the Carmanah Valley, the world's tallest, should be saved. Disagreement begins over how.

The Western Canada Wilderness Committee believes the spruce stands on the valley floor will not survive MB's plans to cut 98% of the ancient forest. They want the whole watershed (6730 ha.), which they consider a unique eco-system and perhaps Canada's finest old-growth forest, to be included in the Pacific Rim National Park.

MacMillan Bloedel contends that their management proposal — 2 recreation

reserves (175 ha.), a special management area (1819 ha.), and logging plans adjusted to minimize impact— will protect the stands & provide public access. They dispute claims that logging activity will result in flooding & endanger spruce stands, and cite existing reserves of Sitka spruce & old-growth forests as comparable eco-systems.

Clifton Webb, a former Ministry forester now with the WCWC, blames overharvesting, waste, and a lack of intensive silviculture in TFL 44 for the economic pressure being put on the valley. Webb charges that MB is currently logging at a rate 35% over the sustainable level, that with Carmanah representing only 1.8% of TFL 44, MB could well afford to leave it alone if

intensive silviculture were practiced.

Norm Godfrey, MB's regional forester for Alberni, answers that MB intends to realize the goal of maintaining AAC at near current levels over the long term based on a commitment to intensive silviculture. MB has cut below the AAC since 1955 when TFL 44 began. He points out that the government sets AAC, that it has backed out of intensive silviculture funding in the past, and is ultimately responsible for what happens to Carmanah.

MB has conducted a public review, and will submit revised plans to the Ministry. MOF will begin its review, inviting public comment, in February. Public input and the government's response will decide the fate of Carmanah.

Reports from the Ministry

SILVICULTURE BRANCH ORGANIZATION

With some trepidation, the WSCA newsletter ventures to presume that the present structure of Silviculture Branch may be intact long enough to publish it for the benefit of the Silviculture Industry. So many changes have occurred in the past three years that the survivors have to be commended for their dedication to government service.

Silviculture Branch

Director: Peter Achurst

There are six sections in the Silviculture Branch reporting to the Director.

Operations

Manager: Jenji Konishi

- Plan and operate Ministry seed orchards and administer orchards managed by licensees.
- Plan and operate Ministry nurseries.
- Operate a tree seed centre.
- Prepare and control budgets for operations and administration.
- Conduct trials and implement research results.

Planning

Manager: Larry Atherton

- Develop, coordinate and implement inter-Ministry or inter-Governmental programs relating to silviculture on provincial crown lands.
- Prepare and coordinate Ministry five-year silviculture programs and budgets.
- Overall program planning.

Silviculture

Manager: Mike Wyeth

- Ensure that harvesting practices on Crown lands are conducted in a manner that maintains site productivity.
- Ensure proper stand tending practices and vegetation management are implemented.
- Ensure that cost effective stand tending techniques and methodology are investigated and evaluated.
- Provide sound silviculture information systems.
- Monitor the delivery of the FRDA.
- Ensure that the Ministry is represented provincially and nationally in the exchange of silviculture information.

Regeneration

Manager: Robin Brown

- Develop policies, procedures and operational standards.
- Develop policies and procedures for regeneration contract administration.
- Investigate and develop mechanical equipment, tools and techniques.
- Monitor and audit the application of regeneration policies and procedures.
- Monitor the delivery of the FRDA.
- Ensure that the Ministry is represented provincially and nationally in the exchange of regeneration information.

Finance & Administration

Manager: Fred Miller

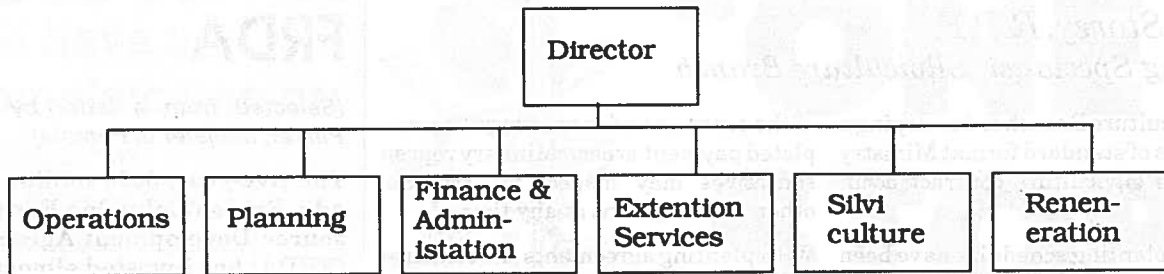
- Develop and implement financial plans to control expenditures.
- Ensure asset and vehicle control.
- Implement costing and financial systems.
- Silviculture payroll, leave management, and discharge cheques.
- Provide support staff for general office administration.
- Process expenditures through FMIS.

Extension Services

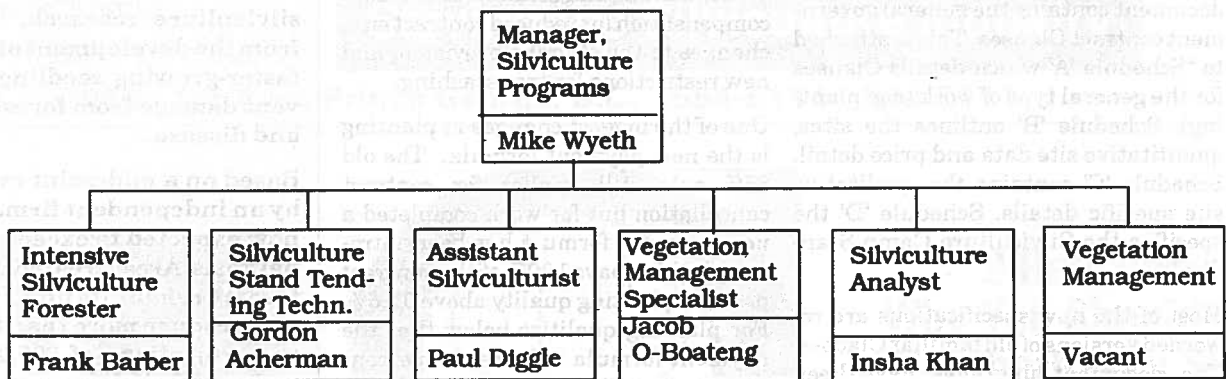
Acting Manager: Clara Kooistra

- Audit the Ministry nursery program.
- Organize, administer and maintain the cold storage and transportation systems for seedlings.
- Develop and maintain an interactive nursery, seed, and seed orchard extension service to both the public and private sector.
- Prepare and control budget expenditures for private nursery contracts, administrative services and extension activities.
- Plan and maintain information needs and systems.

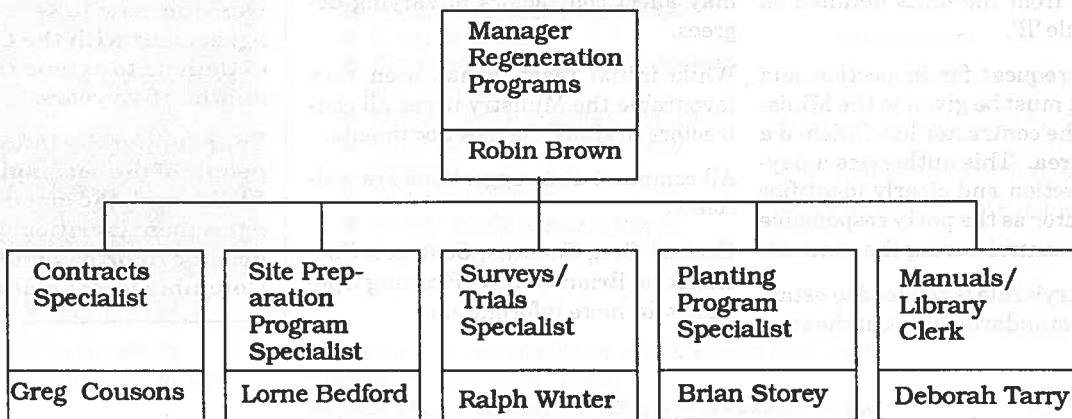
Silviculture Branch



Silviculture Programs



Regeneration Programs



Reports from the Ministry continued...

MOF's New Planting Contract: A Brief Review

Brian Storey, R.P.F.
Planting Specialist, Silviculture Branch

The Silviculture Branch is developing a new series of standard format Ministry of Forests silviculture contract documents.

Only the planting schedules have been released to date. All future silviculture contracts will follow the same standard format.

The standardized format is designed to improve administrative efficiency, and minimize misunderstanding and conflict.

The Primary Silviculture Contract document contains the general government contract Clauses. This is attached to "Schedule 'A' which details Clauses for the general type of work (e.g. planting). Schedule 'B' outlines the sites, quantitative site data and price detail. Schedule 'C' contains the qualitative site specific details. Schedule 'D' the specifies the Silviculture Camp Standards.

Most of the new specifications are reworded versions of old familiar Clauses. The document upgrades have been approved by government legal council.

One of the most important changes which are applicable to all types of contracts involve the inspection and payment procedures. Payment is now based on non-divisible "payment areas" created by agreement at the pre-work conference from the units detailed on the Schedule 'B'.

A written request for inspection and acceptance must be given to the Ministry when the contractor has finished a payment area. This authorizes a payment inspection and clearly identifies the contractor as the party responsible for quality control during the contract.

The Ministry's role is reduced to establishing the standard of work at the start

of the contract and inspecting the completed payment areas. Ministry representatives may inspect for reasons other than payment at any time.

With planting agreements the contractor's request for inspection and acceptance must state the number and type of seedlings planted and the planting quality claimed.

There are a number of other changes in both the general document and the planting schedule which should be closely reviewed by all contractors. These include clarification of the 15% compensation for reduced contract size, changes to the standby provision, and new restrictions for tree stashing.

One of the biggest changes in planting is the new payment formula. The old 85% rule still applies for contract cancellation but for work completed a new payment formula has been introduced which pays 100% of the contract price for planting quality above 92.6%. For planting qualities below that the payment formula reduces the percent payment at an increasing rate with zero payment at about 70% planting quality.

The payment formula is more complex than the old system but can easily be worked out with a simple calculator or with tables provided by the Ministry.

There are many minor changes which may affect contractors to varying degrees.

While initial reaction has been very favourable the Ministry urges all contractors to study the new documents.

All comment and suggestions are welcome.

Contact Greg Cousens, Contracts Specialist or Brian Storey, Planting Specialist for more information.

Parker on FRDA

(Selected from a letter by Dave Parker, Minister of Forests)

The five-year, \$300 million Canada-British Columbia Forest Resource Development Agreement (FRDA) has invested almost \$140 million in our Province's forests to date, providing more than 434,000 days of employment, treating 650,000 hectares and planting 78 million trees, in addition to on-going forest management programs. As well, almost 10 per cent of FRDA funding, almost 27 million, is being invested in silviculture research, ranging from the development of hardier, faster-growing seedlings to prevent damage from forest wildlife and disease.

Based on a mid-point evaluation by an independent firm, FRDA is now expected to exceed its original goals. Areas treated under the forest rehabilitation program will produce more than the original projections of 600,000 cubic metres of timber annually, 500 future full-time jobs in logging and manufacturing and 15,000 seasonal jobs in silviculture.

The NSR backlog has been reduced to 553,000 hectares from 738,000 hectares (Editor's note: net good and medium). We are working now to secure a second agreement with the Government of Canada to extend this work for another five years.

Your support by informing other people of the accomplishments of FRDA and the need for a new agreement is critical to achieving greater improvements in British Columbia forest management.

The WSCA's Billion Dollar FRDA's

Dirk Brinkman

The WSCA has been lobbying for a billion dollar FRDA II, FRDA III and FRDA IV.

The option favoured by the Provincial government is to negotiate a second FRDA agreement to a sum of \$700 million over five year.

The following grocery list outline of discussion and objectives are summarized from the MOF FRDA Grocery List Discussion paper followed by WSCA recommendations.

These recommendations have not benefited from internal WSCA discussion and are put out in the newsletter to stimulate this discussion.

The spread sheet cost summary reflects some reorganization of the MOF grocery list order based on WSCA perception.

The provincial goal is to eliminate all net backlog N.S.R. on good and medium sites by the year 2000. The provincial government must be hoping for some very low priced silviculture cost or turning a blind eye to the upcoming falldown in timber harvest in many areas if they expect to meet their objectives with an opening request for a \$700 million FRDA II.

Silviculture Branch invites responses. These should be directed in writing to the Director, Silviculture Branch, Ministry of Forests, 31 Bastion Square, Third Floor, Victoria, B.C. V8W 3E7 before January 30, 1989.

1. Plantation Maintenance-Protecting FRDA I Investments

Discussion:

By end of FRDA I more than 140,000 ha of good and medium site forest land will have been planted. Many of these sites

have a high risk of invasion by non-commercial brush species.

Objective:

To ensure FRDA I plantations reach free growing status these sites must be surveyed and treated as many times as necessary.

WSCA Recommendation:

Treatment of 140,000 hectares during FRDA II (i.e.. as many areas will need to be treated twice as do not need treatment). FRDA II's restocked NSR will need to be treated by FRDA III. FRDA III creates an obligation for a FRDA IV.

2. Backlog Reforestation

Discussion

Backlog Reforestation Report compiled by the Silviculture Branch (September 1988) identifies 475,000 ha of T.S.A. lands and 78,160 ha of lands within Tree Farm Licences remaining as net good and medium accessible Backlog N.S.R. (Total - 553,160 ha.) denuded prior to 1982.

Objectives

The Backlog N.S.R. Program of surveys, site preparation, site rehabilitation, seedling production, planting and brushing to be expanded to a schedule to put these sites back into productive forest land by the year 2000. The Industry program will be implemented through multi-year stewardship contracts combing these activities.

WSCA Recommendation:

Eliminate this backlog over the next two FRDA's and project a similar size program for FRDA IV. This projects that road construction and improved transportation systems over the next ten years will make a portion of the inaccessible good and medium NSR sites accesible.

3. Maintaining a Healthy

Discussion:

Future timber supply shortfalls are predicted for all regions within the Province.

Incremental silviculture techniques significantly increase the health, growth rate and value of treated stands.

Objective:

To dampen the effect of timber supply short falls by continuing and expanding the incremental silviculture program: including conifer release, juvenile spacing, fertilization and pruning.

To be ranked through T.S.A. planning based on timber supply needs.

WSCA Recommendations:

Eliminate half of the 2,200,000 hectares of overstocked stagnant immature stands in an independent program.

Provide incentives for commercial thinning. Establish a juvenile spacing of hectares per five years.

Design a conifer release program to ensure that the provincial mosaic of coniferous deciduous forest mix does not shift to more deciduous.

4. Program Communications

Discussion:

Communications with the public, associations, industry and other interested agencies is essential for a successful program.

Objective:

Develop a well structured program to present the goals, organization, policies, progress and future direction of the Agreement.

WSCA Recommendation:

Include a program to ensure that there is public support for the need for and accomplishments of the long term FRDA's.

5. FRDA R&D: Program 1

Discussion:

The success of the Backlog Reforestation and Incremental Forestry Program requires proven silviculture tools to be developed and transferred to practitioners.

Objectives:

Research that supports the FRDA II Backlog Reforestation and Incremental Forestry Programs by: promptly and effectively transferring available knowledge to operational use; research and development initiatives to address key knowledge gaps impacting operational programs; upgrading of Ministry of Forests and Canadian Forestry Service research facilities.

WSCA Recommendations:

Get contractors involved in the research—the Hawk Scarifier was rated the most innovative of the CPPA Silvilog—so that there are practical results that benefit the program directly.

6. FRDA R&D: Program 2

Discussion:

Expenditures on research and development are behind those of our competitors in the U.S., Europe and Scandinavia.

The opportunity exists for FRDA II to strengthen the technological basis for effectively managing TOMORROW'S FORESTS.

Objectives:

To put forestry R&D at the forefront of knowledge in B.C. through a pro-active and innovative program of science and technology development and education.

- Forestry renewal
- Integrated resource management
- Forest decision systems

- Harvesting systems
- Incremental forestry
- Wood utilization
- Forest products marketing
- Hardwood silviculture

WSCA Recommendations

FRDA needs to be open to expanding and redefining its objectives through a constant review of all issues in the forest. The design of an effective forest renewal systems must include research in all these areas.

7. Pest Management

Discussion:

Forest pests destroy vast areas of forests each year. Appropriate forest pest management treatments can reduce loss to pests; prevent damage to new or future forests and increase timber production by 50% or more on chronically infested forest land.

Objective:

1. Development and implementation of pest management training for contractors, staff and industry.
2. Implementation of pest management treatments in conjunction with backlog reforestation, incremental forestry and to address specific infestations.
3. Establishment of demonstration areas and trials for major forest pests.
4. Determine potential gains in forest productivity by pest management.

WSCA Recommendation:

This is one of the highest untapped future benefits for the FRDA investment. A full program should be designed and implemented.

8. Fire Management: Prescribed Fires

Discussion:

It is critical to understand the range of

valid prescriptions and the resulting impact of prescribed burning on silviculture objectives.

Objectives:

Complete fire monitoring and the development of suitable prescription windows for all ecosystem associations.

WSCA Recommendations

What are the forest ecosystem impacts of slash burning? Training for the practitioners and especially the over-achievers.

8. Fire Management: Wild Fires

Discussion:

Interior spruce balsam forest comprise the most significant and valuable resource in many interior TSA's and yet no fire behaviour data exists for these types.

Objectives:

To supply the necessary data to characterize fire behaviour in interior spruce balsam forests. Data will be collected through a series of test fires across the range of fire weather indices.

Coincident with these tests will be the objective assessment of air tanker and retardant effectiveness that will be used to extinguish the fires once they have reached steady state fire behaviour.

WSCA Recommendation

This is protection branches responsibility and outside of FRDA.

9. Influence of Non Timber Resources

Discussion:

The British Columbia Forest Service is the lead agency for integrating the uses of all resources within B.C.'s extensive Provincial Forests (87% of total land base) as required by the Ministry of Forests Act.

Objective:

1. Integrate non-timber resources with activities for timber production.

2. Conserve and promote the Crown's non-timber forest resources
 - forage
 - recreation/wilderness
 - wildlife
 - water
 - heritage resources
 - fisheries
3. Resolve forest use conflicts through careful planning.

WSCA Recommendation

There is a critical role for integrated use planning in FRDA's role of regenerating and conserving our forest land base. This should exclude MOF responsibility for the provincial forest lands and focus on the neglected lands and responsibilities of the past governments.

10. Forest Education

Discussion:

For a more successful program it is necessary to educate both the public and private land holders in forest management.

Objective:

Demonstration Forests will be established in cooperation with communities, research forests and school programs.

The Silviculture Institute of B.C. (S.I.B.C.) program of technology transfer for practising foresters will continue.

Seminars and workshops for woodlot Licensees and contractors covering all activities for good forest management will be sponsored.

WSCA Recommendation

These programs all deserve full support from FRDA.

11. Geographic Information System

Discussion:

Through integrating digital mapping and tabular forest data, G.I.S. is now recognized as a powerful tool for resource management planning.

Objective:

Revise the History Record System to be compatible with G.I.S.

Transfer the data from the existing History Record System to the revised system.

Complete the digitizing and analysis of maps for all Forest Districts.

WSCA Recommendation

A provincial GIS program be designed in this FRDA with a long term view to the kind of public information access that will be called for in our electronic age. We need a GIS that integrates all the land based data systems and of the government Ministries and is capable of overlaying and relating all of this data.

Lets implement the GIS Program in FRDA II and FRDA III.

12. Hardwood Forest Management

Discussion:

Until recently, hardwood trees such as alder, cottonwood and aspen have been suppressed with expensive treatments in favour of the production of conifer species. Markets for hardwood species compel the development of a hardwood stand management program for the production of hardwoods on a sustainable basis on certain sites.

Objective:

Studies will be conducted to determine growth potentials, regeneration strategies and stand tending practices for various end products.

WSCA Recommendation

Better late than never. This deserves a full program.

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Collusion: the WSCA View

Dirk Brinkman

This letter was written to Peter Ackhurst, Silviculture Branch Director Jan 2, 1989.

Silviculture Branch representatives have advised our members that Treasury Branch is concerned with indications of collusion in the silviculture contracting industry.

Our members are also concerned with the adverse effects of collusion on bona-fide contractors.

Enclosed is a list of some of the kinds of collusion that our members are aware of, and some recommendations for their elimination.

While these recommendations may seem to be inconvenient, they will have the net result of improving the level of professionalism in the silvicultural industry.

The emergence of the silviculture industry from the era of contracting out of a pick-up truck with a note book and the plea of ignorance when it comes to provincial and federal regulations would be facilitated by reducing the opportunities for collusion.

Kinds Of Collusion

Price Fixing

Contractors pre-agree on what to bid.

Example; A group of contractors in a viewing truck agree to divide up a districts work, each bidding low on one contract and high on the rest. They predetermine how high they can bid without it being seen as unreasonable.

Bribing

The second lowest bidder pays the lowest bidder to drop out.

Example; Often there is more money "left on the table" (i.e. between the lowest and second lowest bidder) than the anticipated profit from a project. The lowest bidder offers to drop the contract if the second lowest bidder pays them an equivalent of their anticipated profit.

Trading up

Two or more contractors, each of whom are low and second on two different contracts, trade up.

Example; contractor #1 bids project A @ 30¢, project B @ 35¢ and Contractor #2 bid Project A @ 35¢ and project B @ 30¢. They each are first and second lowest bids on Projects A & B. They phone each other and agree to each drop their low bids knowing it will be offered to the others second bid.

(It is most contractors view that 'trading-up' is acceptable to resolve schedule conflicts. I.e. If the reason for two contractors contacting each other is that the contract they are second on fits into their others commitments without conflict while the one they are low on conflicts with another obligation then trading up is acceptable.)

Cascading

A number of associated firms stagger their bids throughout the probable range of prices in order to: a) be guaranteed the project. b) drop their lowest prices and get the highest possible price.

Example; six companies who are formed by friends and/or relatives all view and bid on the same projects. They submit bids from a very low price, eg. 23¢, and then stagger them to a probable highest price 24.2¢; 25.3¢; 26.7¢; 27.9¢; 29.8¢. Contractors and MOF don't suspect anything since the bids are randomly placed throughout the other bids. The other bids come in at 25.4¢; 26.7¢; 29.2¢ etc.. They drop their 23¢ and 24.2¢ bids saying their crews have other obligations and take the work at 25.3¢, the highest from the group below the rest of their competition.

Inside Fixing

After the bids are in from the other contractors the (consulting) forester tells the contractor what to bid.

Example; the forester waits until he gets the other contractors bids in, then phones up his contractor friend and advises them what to bid.

These types of collusion and the cited examples are not the only form of collusion that occurs in the industry. Your staff can doubtless advise you of other related problems.

Recommendations:

MOF Awareness and Reporting

MOF staff are made aware of the kinds of collusion that has taken place in the industry. The Viewing Escort should be required to report to the Silviculture Officer all viewing conversations that are about collusion.

Confidential Bid Results

Keeping all the bid results confidential until after the contract has been awarded and accepted will eliminate Cascading, Bribing and Trading up.

After the awards it is in MOF's best interest to keep contractors informed of each others bids and continue the practice of informing the public.

Non-refundable Bid Deposits

Among government service contractors only silviculture contractors enjoy the privilege of bidding without bid deposits.1

To eliminate Bribing, Trading up and Cascading the bid deposit would have to be not less than 5%, and would not be refunded where a contractor has been awarded the contract and turns it down after the acceptance deadline.

5 day Acceptance Review Period

Contractors face scheduling conflicts between contracts that may have to be done in the same week. In order to allow time for contractors to review their commitments, a Region would have to allow the contractor five days to accept or reject the project.

If it is turned down immediately, the contractor should be returned the bid deposit. If it is accepted, the deposit would be forfeit if it is rejected later. If the contractor doesn't respond within the acceptance period, the contract is offered to the next bidder.

Both Alberta and Ontario have limited acceptance review periods after contract openings.

Co-ordinated Regional Openings

All planting contracts in a Region be opened on the same day.

Eliminating the random sequences of openings within the districts and Regions would reduce the many complex opportunities and time for negotiating "deals", thus reducing the opportunity for collusion.

With implementation of the 5 day acceptance period and the larger bid deposit, co-ordinated openings are necessary to give contractors an opportunity to match up contract schedules. Each interior Region would have to instruct all of its districts to open the planting contracts for the spring on the same day in the fall, and to open all of the summer contracts on the same day in the spring.

Coastal Regions with their longer seasons may have two or more dates on which all the districts open their contracts.

Strong MOFL Corrective Action

Inside Fixing can only be eliminated through strong corrective action by MOFL when it occurs. Classify contractors caught colluding to "B", "C" or "D" depending on the severity of the problem.

All associated companies should be required to reveal their associations. Associated companies should not be allowed to bid on the same contract.

Accept Bid Bonds

The recommendation to have a high bid deposit would only be possible if contractors can supply bid bonds. Bid bonds are used by all other B.C. Government Ministries.

Net Bid Bond Per Region

Some contractors and MOFL personnel are concerned that it is impossible for contractors to raise 5% bid deposits and that therefore this requirement may restrict the extent to which some contractors can bid.

This could be resolved by recommending a net bid bond per contractor per Region of for example \$30-50,000 which qualifies the contractor to bid on all the contracts in the Region and which is drawn upon for all contracts for which the contractor is low bid.

The size of this bid bond could be made a function of the number of trees or total dollar volume that the contractor is prepared to accept. For example, if there is a bid bond of \$20,000, the maximum contract volume that can be awarded to the contractor would be \$400,000.

Accept Performance bonds

The bonding industry would only supply bid bonds against the opportunity to supply the performance bond for the

successful bidder.

Silviculture Branch has examined the bonding option at the WCSA's request in 1987.

At that time performance bonds were rejected by Silviculture Branch as acceptable security deposit.

Performance bonding which satisfies the performance requirements of Silviculture Branch (Eg. immediate replacement of the contractor) can be negotiated with the Surety Committee of the Insurance Bureau of Canada.

Performance bonds provide a cheaper security deposit than Receipts & Agreements, or Certified Cheques. Performance bonds also free up operating cash that Receipt and Agreements or Certified Cheques tie up. This is especially valuable for contractors in a developing industry, most of whom have cash-flow problems.

Performance Bonds Issues

The cost advantage of performance bonds was cited by Silviculture Branch as a reason for rejecting the request to accept performance bonds. The Branch advised the WCSA that since some tree planting contractors are not bondable, allowing the bonding option would create an unfair bidding advantage for the contractors that are bondable.

This kind of decision by Silviculture Branch constitutes a form of collusion between Silviculture Branch and the contractors who do not qualify to be bonded.

There is no justification for MOFL rejecting a legitimate option available to responsible contractors for reducing the cost of supplying services to the government, on the basis that this is unfair to smaller contractors, contractors with financial difficulties, or ones with a questionable history.

Qualifying Silviculture Contractors For Bonding

Since Silviculture Branch has protested that most contractors cannot get bonding what follows is some explanation of the prerequisites for bonding.

While most contractors could be bondable, in practice, they write down their profits to avoid paying corporate tax. This results in companies with depleted

net worth. In order to enable contractors to alter their structure and operating style to become there would need to be a phase-in period of one to two years.

Bonding companies require 2 years of proper financial statements by an outside CGA or CA. The contractors business should be incorporated, have approximately \$50,000 in net worth (depending on the work planned) or strong equity and \$50,000 in working capital.

The Surety Company will examine the contractors experience and demonstrated ability through references and credit checks. Bank support is beneficial but not necessary. Outstanding WCB, ESB or Labour Board claims, unpaid bills or legal suits would be investigated and may disqualify the contractor.

In Summary

Not all WCSA contractors are aboard for these recommendations. A number have reservations and some are against some of this.

We are about to expand the program to over 320 million trees. A major expansion in the work of maintaining healthy forests is also under way.

The WCSA is lobbying for a one billion dollar FRDA agreement.

All of these expansions are difficult to contemplate without at the same time cleaning up some of the fly by night character of the industry.

The best time for reviewing this issue with our members is at our AGM.

We look forward to serious treatment of these recommendations.

1 In 1987 the WCSA recommended that the bid deposit be increased, since it had been \$50 for over twenty years. \$50 had no more than a nuisance value. Silviculture Branch chose to not have any bid deposits.

2 Ontario has been using regionally co-ordinated bid openings and non-refundable bid deposits with a five day acceptance period. Ken LaClair is in charge of the reforestation program.

3 Chairman of the Surety Committee is Henry Hageman of the Laurentian Group, 1140 W Pender St. P.O. Box 21, Vancouver, B.C..

The Schedule 1 Bond designed by the Ministry of Highways for the Coquahala Construction Project was negotiated with this committee.

Soils and Forest Growth Washing Away

John Betts

According to a report prepared for the Canadian Forest Service, British Columbia's forest soils are suffering, which means our forests aren't growing as fast as they could, costing the provincial economy \$80 million annually in reduced forest production. This missing growth is accumulating at a rate that may result in a loss of approximately 10% of the provincial long term yield after the first rotation if current practices continue. In other words the provincial economy could lose more than a billion dollars in forests producing dirt by the turn of the century. And we are just starting to notice it say the authors of the report.

Soil degradation is any change in physical, chemical or biological soil properties which reduces productivity. Besides the obvious losses due to skid trails, landings and firebreaks, soil degradation results from a wide range of abuses not all of which are caused by the severe disturbances typical of some

logging practices. Some silvicultural treatments contribute as well. Loss of site nutrients through burning, deep scalping from some site preparation techniques both combine with compaction, erosion, and disturbance of site moisture to degrade the subtle chemistry of the soils.

Steep slope summer skidding can result in soil degradation as high as 40% on some sites. Helicopter and horse logging have soil degradation ratings as low as 2%. The report goes on the point out some silviculture practices may result in an initial increased growth of seedlings but a decreased yield at harvest. In the past decade, twenty percent of the areas harvested have suffered soil degradation to some degree.

These startling figures are the result of research in the area of soil degradation which is just beginning to produce results. Greg Utzig, a soil scientist and one of the report's authors, states there

is already a demonstrated need for increased awareness of soil degradation and its consequences. But he's frustrated with the pace at which the provincial Ministry of Forests has been dealing with the problem. "The Ministry of Forests has been stalling on implementing an effective soil degradation policy for three years." He goes on to state a very modest "soil degradation program" could soon pay for itself.

The province's Forest Service has commissioned more reports on soil degradation while leaving in place a system of fines and reductions to the allowable cut for logging companies that abuse the soil; a strategy which according to Utzig is "essentially toothless." In the meantime we appear to be losing a significant amount of soil, the base on which our forests and provincial economy depend.

Copies of FRDA Reports #25 and #38 are available from the Canadian Forest Service.

Reforestation: The Thin Benefits

Dirk Brinkman

Forests As Certified Pollution Scrubbers

Applied Energy Services, a Virginia based builder and operator of power plants is constructing a 180 megawatt plant in Uncansville, Conn. that will spew carbon dioxide, the chief culprit in the globe warming greenhouse effect. However, on a recommendation from the World Resources Institute, the company has voluntarily donated \$2 million in seed money to a Guatemalan CARE project designed to help alleviate the climatic crisis by replanting depleted forests. This donation, with

help from the Peace Corps and the Guatemalan forestry service, will help farmers replant 52 million seedlings that will eventually absorb a quantity of CO₂ roughly equal to the amount generated at Uncansville over the 40 year year life span of the plant.

(Editors note: That's under 4¢ per tree. To plant an equivalent number of trees in Canada it would have cost the Applied Energy Services over \$52 million.)

Put a Price on Oxygen!

This letter to the Editor appeared in the Vancouver Sun.

Brazil is a country that has an extremely important natural resource. The forests of the Amazon produce about a third of the Earth's supply of oxygen. Oxygen, unlike other resources, such as oil, is exported by simply floating off into the atmosphere. The rest of the world uses it with not so much as a thank you to the Brazilians.

Brazil is in the process of destroying this forest in an attempt to produce more marketable things for export in order to pay off some \$120 billion in foreign debt.

Wouldn't it be in everyone's interest for us to "pay" for our oxygen by forgiving Brazil its debt? This would insure that not only the air-regenerating capability, but other important resources of the

Mail In/Out

To be or Not to be

I am interested in information on how to become a tree planting contractor. This would include any licensing information as a contractor, income tax deductions both provincial and federal as well as unemployment insurance coverage specifications, WCB compensation regulations, and any other official requirements necessary to set up a silviculture contract service.

In addition, I would like information on typical salaries for my planters and my responsibility towards them as an employer. What do I need to supply in terms of living and working conditions on site?

Also, I would like to know bidding procedures, the standards of the worksite, viewing requirements, and inspection and payment procedures.

Would you know the Forest companies current requirements for forestry workers? Could you send me a list of the names and addresses of these agencies?

Since your association is built from contractors it seems likely you might have this kind of information available.

I would sincerely appreciate any information you would send me.

C. Sprout

How to be a Contractor (reply)

(This letter was written in response to an inquiry about how to be a tree planting contractor.)

Please find listed below some answers to the questions you asked concerning starting as a contractor::

1. There is no licensing required.
2. Income tax, UIC and CPP are taken off at source as with all employees.
3. WCB - we are a "B" class industry, the first aid requirements for this industry can be obtained at your

local WCB office. Requirements such as Industrial 1st Aid ticket etc.

4. As a new contractor you may be restricted to 100,000 trees during your first season, however, some companies will allow you more.
5. All work is paid on a piece work basis. A typical experienced planter earns between \$120 - \$200 gross/day. Camp costs vary from \$10 - \$30/day.
6. A set of silvicultural camp standards can be obtained from the local Forest Service Office.
7. It would pay to obtain a blank copy of a contract to see what standards are required.
8. It is highly recommended that you go out into the field to view planting in action. Even better if you took a job as a tree planter for a season.
9. Bidding is the most important part of the operation. And this requires experience to know what number of trees a person can plant on any given day.
10. Silviculture contractors are also subject to the standards clauses in the Labour Standards Act of which you should obtain a copy.
11. I would also recommend you get some back issues of "Screef," a magazine put out by tree planters at a cost of \$12/year. (*Cheque made out to Pacific Reforestation Workers Assoc.*)

Screef
P.O. Box 3352
Vancouver Main P.O.
Vancouver, B.C.
V6B 3Y3
12. A list of companies doing reforestation can be obtained from the regional or district office of the Forest Service.
13. For a small crew it will cost you about \$2000/man of investment for camps, ATC's, 1st Aid, etc. This price can vary depending on how lucky you are in obtaining equip-

ment. It also depends if you can commute and so not have to supply a camp.

14. It will be 30 to 60 days after you have finished the work before you receive payment so must have a source of credit to pay for supplies, food, fuel, and wages during this period. Advances may be obtained from some companies.
15. A bid deposit of \$100/bid is required and once you have accepted a contract a security deposit of 10% of the bid must be put up.

I hope this information will be of help to you and if you have any further questions please ask.

Carl Loland
President, WSCA

Prescription Accuracy

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:

Mail In/Out continued...

- 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

Prescription Reply

Thank you for your letter in regard to planting prescriptions.

Silviculture Branch concurs that surveys and resulting prescriptions must be done no longer than one year prior to project advertising to ensure that site conditions are representative of actual planting conditions.

By copy of your letter we will advise the forest regions of your concerns and confirm that we expect prescriptions to be current.

R.G. Brown
Manager, Regeneration Programs
Silviculture Branch

Whonnock Non-Payment

With interest I read in your last issue about the steps taken by your organization toward companies that do not pay their planting contractors.

Also, I am not a member of your organization and I don't expect you to go to bat for me, however, I would like to attract your attention.

In the spring of 1986 I did a contract for Whonnock Industries for which I did not get paid (as a matter of fact I got paid approx. 30% of the total in form of an advance by mistake, so to speak). The reason being was that the Forest Service did not approve the companies checking.

To my knowledge many other contractors have had problems with this company, which seems to excel in cynicism, and general shoddy treatment of their contractors. Even assuming that my views are slightly biased based on my experience, I think that it is time that something is done to point this company in the right direction before they have a chance to do more damage.

If you require any further information, please let me know.

Hans Kozak
Summerhill Contracting Ltd.

I. F.A.B.C.

Please be advised that the Intertribal Forestry Association of B.C. is now fully operable. Our offices are located at:

#201-515 Hwy. 97 South,
Kelowna, B.C. V1Z 3J2
Tel: (604) 769-4433

Due to the similarities and future interaction of our organizations, I feel it would be prudent for your structure to become associate members of the I.F.A.B.C.

Harold Derickson
President / Manager

Nomadic vs Tay-M

Please be advised that Nomadic Silviculture Ltd. has been paid in full with respect to all claims it has against Tay-M Logging Ltd. Please be further advised that the action commenced by Nomadic Silviculture Ltd. against Tay-M Logging Ltd. in the Prince George Registry (Action No. 13293) has been dismissed by consent. In sum, there are no outstanding claims present or contingent against Tay-M Logging Ltd. on behalf of Nomadic Silviculture Ltd.

Richard Morgan
Nomadic Silviculture Ltd.

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WSCA Members

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

If your name is deleted you may need to attend 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
Cardinal Reforestation
Cascade Resources Ltd.
Coast Range Contracting Ltd.
Emerald Forest Corp. (A)
Green Mountain Services
Loki Reforestation
Lorax Group
Meadow Ridge
Mountain Reforestation
Oliver & Giltrap
Osprey Silviculture Operations
Skookum Reforestation
Western Reforestation Co-op
Whiskeyjack Reforest. Ltd.
W.J. Green Forestry Services
Zanzibar Holdings

Kamloops Region

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

Cariboo Region

Blue Collar Reforestation
Cottonwood Reforestation
Lid's Reforestation
Likely Reforestation
Loxton Treeplanting Co.

Prince George

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

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.
Skyline Contracting Ltd. (A)
Talking Tree Forestry
Wildhorse Valley Treep. Coop

Prince Rupert Region

Driftwood Reforestation
Roots Reforestation
Summit Reforestation 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 \$? _____

Please send to:

W.S.C.A.
310 — 1070 W. Broadway
Vancouver, BC V6H 1E7

Total Enclosed _____