



2015 Wrap-up: Driving Forward – 10 Years of Safety Evolution “Past, Present, Future”



More than 400 attend 10th annual VISC



Warm Snuneymuxw First Nation’s Welcome from Elder Eleanor White

A warm traditional Snuneymuxw First Nation welcome was extended to all delegates by elder, Eleanor White. Above, she receives a thank you photo from VISC 2015 steering committee member, Ken Moore, of Coastland.

The 10th annual Vancouver Island Safety Conference (VISC) drew over 400 attendees to reflect on the past, present and future of safety in our forest harvesting and manufacturing industries.

The running thread through the day-long proceedings is best summed up as: how far we’ve come, how much further we still need to go. Let none of us forget that our jobs are not done till every forestry worker returns home safe at the end of the day.

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See you next year on Saturday October 1, 2016

Remembering lost friends and colleagues

Tim Baillie, a presenter at the conference and a piper (bagpipes) played a moving tribute to lost workers — friends and colleagues — while all attendees shared in a moment of silence for the 21 workers who lost their lives since the 2014 Vancouver Island Safety Conference was held. Some of these deaths (listed right) were related to injuries sustained decades ago in the workplace and others from occupational diseases caused by exposures to harmful substances that were not regulated in the past. **Year to date in 2015 in BC:**

- **6 direct forest harvesting fatalities**
- **3 associated harvesting fatalities and**
- **1 direct manufacturing fatality.**

No matter where, how or why — one fatality is one too many. On that we all agree. 🇨🇦

Never To Be Forgotten

Tree Faller - 65	Project Manager - 48
Log Truck Driver - 24	Stacker Operator - 62
Tree Faller - 47	Millwright - 70
Forestry Worker - 61	Mill Worker - 75
Cat Operator - 86	Foreman - 40
Logger - 78	Millwright - 81
Tree Faller - 25	Pulp Mill Worker - 79
Tree Faller - 38	Mill Worker - 83
Skidder Operator - 65	Machinist - 51
Tree Faller - 60	Pulp Mill Superintendent - 94
Millwright Apprentice - 28	



Tim Baillie (piper & co-presenter) and Karen Bowman of Drop It And Drive.

Daydreaming is a leading cause of distracted driving

Drop It And Drive presenters, Karen Bowman and Tim Baillie, shared facts, stats and stories on all types of distractions in vehicles that lead to tragic incidents, including that daydreaming is a leading cause of distracted driving.

From first-hand traumas they have either personally experienced or been witness to on the side of the road, the take-away is clear: Don't drive distracted! They shared that motor vehicle crashes are the leading cause of traumatic workplace fatalities in BC — on average 23 workers are killed each year.

Seven out of 10 people engage in smart-phone activities while driving — staggering given that all the evidence around the world continues to prove how even hands-free is a distraction that contributes to incidents and deaths.

Why? Chiefly because the brain cannot multi-task. It can only focus on one task at a time.

Whether it's dogs or other pets on laps; kids screaming in the back; a boss or loved one calling or texting; drinking or eating while driving — each one is a distraction with the potential to kill you and/or others.

What can you do? FOCUS just on driving:

- Turn off your cellphone and other electronic devices; plan ahead - call or send messages before getting in your car; change your cellphone greeting to let callers know that you may be driving; pull over to use your cellphone; let someone else drive, freeing you up to make and receive calls; if you think someone you are talking with is driving, tell them you'll call back; and, set a good example to co-workers, employees and family members!
- Secure all cargo inside the vehicle
- Secure pets. Never have them sit on your lap!
- Don't do any other activities while driving! FOCUS just on driving. 🇨🇦

VISC's silent auction proceeds for KidSport Nanaimo and the Red Shirt Foundation

For the second year in a row a silent auction was held at the VISC in the memory of the two men, 53-year-old mill superintendent, Fred McEachern, and 61-year-old forklift driver and union steward, Michael Lunn, who were fatally injured when they

were shot at the Nanaimo Western Forest Products sawmill in April 2014 by a former employee.

A total of \$686 was raised and will be split between the **Red Shirt Foundation** and **KidSport Nanaimo** in honour of the men. Nanaimo's **Loaves and**

Fishes charity benefited too. As the conference is free thanks to the generosity of sponsors, each attendee was asked to bring in at least one non-perishable food item or a cash donation for the United Steelworker's food bank drive. 🇨🇦

Food bank donations from conference delegates.



Setting the stage: New inputs needed for improved safety outputs

Reynold Hert, CEO, BC Forest Safety Council, set the stage for the conference – looking at past and present industry safety performance.

Drawing parallels between 10 years ago and the last couple of weeks, Hert said that industry then and now was in the media, with articles focused on the high risk nature of coastal forestry and how dangerous the work is. The difference, however, is that industry has done a lot in the past 10 years to achieve improved safety performance, but there was still a lot more to do. We have to remain focused on getting to zero, because every incident and fatality is preventable.

David Hanna’s book “Designing Organizations for High Performance”

(Addison Wesley, 1988) reflects the original quote and system’s analysis from Dr. Paul Batalden’s observations four years earlier: “Every system is perfectly designed to get the results it gets”.

The observation has been credited to many people in the years since Dr. Batalden’s observation because experts have all come to the same conclusion that if systems or organizations get bad results, they are perfectly designed to get those results; and, if they get good results then they are designed to get those too.

That analysis is also consistent with acceptance that the same input will guarantee the same output; or, putting it another way: doing the same things the same way will only get you the same kind of results.

Moving things to achieve different, better outcomes, requires doing

things differently. “Change the input to change the output,” said Reynold.

He said industry had come a long way, taking the average from 22 fatalities to

eight a year, but we had stuck on that plateau average for four years. “We are perfectly designed to keep having eight fatalities a year on average.”

“We have to accept that we have to change our thinking again and approach the business a little bit differently,” Reynold said.

He shared a good example of how industry had recently looked at a safety issue and addressed it by doing things differently.

“In 2012, industry saw that there were a lot of incidents on public

highways with log truck roll-overs.” There were 37 roll overs at that time. One had a tragic outcome when a member of the public was killed near Whistler.

“The same thing that keeps the driver safe is the same thing that keeps the truck safe and on the road.” — Reynold Hert

Industry looked at the frequency and costs and knew something had to be done differently to get a better overall

result, recognizing that the same safe outcomes for drivers and the public also meant lower repair, insurance and other costs for industry. As a result, more than 2400 log truck drivers have attended Anatomy of a Rollover sessions across the province in 2014 and 2015. There has been a 50% reduction in rollovers on public highways as a result.

“I want to leave you with two things that industry will need to consider more going forward: understanding what ‘qualified’ means for every job and focusing more on ‘basics done well,’” he said. 🇺🇸

Standard of care: car crash fatalities exceed all cancer deaths in BC

Grant Aune, of Advantage Fleet Services, said that injury costs as a result of motor vehicle incidents in the province of BC was over \$10 million a day or \$3.7 billion a year! He said according to the provincial health department, the number 1 cause of fatalities in the province was car crashes — exceeding all cancers and other causes.

He said that among youth, transportation related incidents accounted for almost 25% of total injury costs for youth aged 15-34 years of age, representing \$165 million in costs.

A key influencer or barrier in changing these stats is a built-in human coping mechanism: “it will never happen to me”. Another barrier is the belief: “I am a great driver.” Yet, for the almost 400 delegates in attendance, the overwhelming majority knew of someone — directly or indirectly — who had been involved in a motor vehicle incident. Further, most people have at least one recollection of the near miss where they look back and say: “I was lucky.” Do we really want to leave it to luck?

Grant said that “attitude” was key, as was taking the word “accidents” out of our vocabularies. There are no accidents because every incident is preventable. “You have to work at it because you have to change be-



Grant Aune.

haviour, especially with driving habits that are ingrained.”

Rather than talking about defensive driving, think about it as “**anticipation**” driving, for example, he said: “If you don’t ride your motorcycle as if everyone is trying to kill you, you won’t survive; they will get you.”

“**Slow down**”. Grant said that many never understand how long — how much time and distance — it actually takes to slow a vehicle down at different speeds. Giving some examples at 30 km an hour, Grant walked the breadth of the room explaining the time it took for drivers to:



Grant demonstrates total stopping distances at 30 km/h.

- perceive a need to reduce speed
- the reaction time to actually start braking
- the total braking time

Together these elements equal the total stopping distance, which gets longer the higher the speed of the vehicle.

Driving is an **ART** not an ACT. Drivers influence the movement of a vehicle in three ways: steer, accelerate and brake. Driving as an ART means focusing just on driving. “Good drivers just drive.”

Wear a seat belt and secure everything in a vehicle. Grant explained how more lives are saved by people wearing seatbelts than lost. People have been killed by unsecured computers, Kleenex boxes, dogs; and, passengers not wearing their seatbelts. 🇺🇸

Personal excellence & winning teams

The keynote speaker at this year's conference was Dr. Saul Miller, a sports psychologist, who shared his mix of Eastern and Western approaches to optimizing performance and well-being.

In three words, his techniques are best summarized as using "word, breath and imagery" as tools to maximize excellence performance in individuals and teams, whether on the sports field, in the office, forest or mill.

Shaping his presentation around five qualities of excellence, he sought to answer three questions:

- What creates success?
- What makes some teams winners?
- Is safety part of a winning team?

"The person you screw when you say 'yeah, but', is yourself." — Dr. Saul Miller

Whether one is a member of a crew, a supervisor or manager, the first quality of excellence is "taking responsibility", that is, taking responsibility to be positive, productive and safe, without any excuses, without any "no, yeah buts" to excuse away actions that are less than excellent.

"Maintaining focus is key to success." — Bill Gates

A second quality is "focus" — a focus on positive goals, thoughts, images and actions. To do this, one needs to clarify personal and professional goals, bringing a determination and discipline to what you want to achieve at work and personally.

Dr. Miller said that when focus drifts, either off the big picture or the immediate task, we have to draw our energy back to bring the power back to ourselves. It's easy to drift. One has to actively work at maintaining clear focus.

"Imagination is everything." — Albert Einstein

Using the power of the brain is key. Positive power thoughts set a direction. Visualizing and imagining goal images (whatever you are working towards) is important too, as is mental rehearsals of seeing yourself performing well at something. Some top performers see themselves as particular 'animals' — most often predators like tigers, jaguars, cougars, lions, etc. Dr. Miller says we can benefit from picking an animal that reflects the qualities we want to see in ourselves.

We can also generate power

and energy from breathing. When we are in tune with the rhythm of our breathing — like the waves in the ocean — we can find power and control by using conscious breathing to manage emotion and stress.

Dr. Miller explains that with every in-breath we must focus on drawing energy into ourselves and with every out-breath, imagine the energy flowing down our arms into our hands down our legs to the soles of our feet, into our head and into our eyes.

"Self-love is allowing yourself to be great, and you do that every day by allowing yourself to breathe using the power technique to get into the now." — Dr. Saul Miller

Getting into the "now" is key, leaving the past and future behind, as you breathe, make tight fists and turn your fists in. Hold it, release and breathe. Then raise your shoulders to your ears, hold your breath and then release. The release allows one to release tension, and create the right focus and feeling.

"Effective action is a combination of head + heart + hand."

To prove how breathing, focus,

harnessing one's inner power works, Dr. Miller demonstrated how one breaks through obstacles (literally breaking through a wooden plank with a punch), by being focused on where you want to go.

He said we can train skills, but attitude is what individuals choose. Every day we choose what attitude we are going to bring to our lives, our families, our work. He said people with the right attitude, commitment and willingness to do what's necessary, will achieve their goals.

Never under-estimate the power of "Yes I can" attitude. Believe it, use it. Mental toughness is the ability to use it under pressure. There is also no replacement for planning and preparation. High performance teams plan and prepare, e.g. the pit crews that can change four tires in 2.3 seconds. They have a plan and practice it 1,500 to 2,000 times a year.

And don't be afraid to analyze performance — what did we do well, what did we do poorly, what can we do to improve. Winning teams are built on talent, strategy and motivation.

Learn more at: www.saulmiller.com



Dr. Saul Miller (left), keynote speaker, got delegates moving (right) and shared some breathing techniques to conquer stress and emotion.



Speakers on the panel were (from left): Mike Cass, Western Forest Products; Dave (Dazy) Weymer, DT Blasting; Melinda Morben, Island Timberlands; and Mark Johnson, a presenter with WorkSafeBC's Injured Young Worker Network who was seriously injured as a 21-year-old sawmill worker.

Panel reflects on past, present and future of safety

Melinda Morben, manager of operational logistics at Island Timberlands, kicked off the panel and reflected on her past experiences of when she first started logging — no hard hat, no caulks, no PPE. She said industry had matured in many ways and today there was a far more robust culture of safety. She said that further maturity needed to happen around building broad acceptance for having “uncomfortable conversations” — talking about feelings and how those feelings impact our performance and safety. “When we can have these conversations we build teams, trust and camaraderie,” she said. She also said that there were no better people placed to orient new young workers than our older workers — to be safe and learning from each other.

Mark Johnson was 21 years old when he was severely injured in a sawmill incident, losing his left arm to amputation, after nine months on the job. He worked hard and his bosses loved him, but when he did something wrong he was never suspended or disciplined. They’d say things like “Can you do me a favour and use your PPE or use your locks.” On September 18, 2006, everything changed. Instead of switching off a machine, because he thought he was doing what was best for the mill, he stuck his left hand out to remove wood chips, and got caught in the machine. After suffering years of depression and thinking of killing himself, he decided he wanted people to learn from his story. Mark goes into high schools and speaks to thousands of kids each year, with his most important message being to tell kids that they matter; that they have an impact on others’ lives and they needed to know that. And, he said that he might have learned from his first safety violation if he had been suspended. That could have been a wake-up call for him.

Dave (Dazy) Weymer said his profession was falling and that there were a lot of layers of protection, or safety screens — training, supervision, good regulations, etc. He said that the industry kept looking at building new screens and improving old ones. His cautionary tale was his concern that some old screens were being eroded and provided a couple of examples included where harvesting phases are getting closer and closer. He also said that the understanding that fallers should just refuse unsafe work was not the perfect solution. Planners and supervisors needed to better understand their responsibilities to protect the fallers and for everyone to understand that fallers tend to not want the confrontation. They want to focus on the high risk job they are doing, to have their heads in the game to bring the tree down safely, tree after tree, and not to also have to worry about other phases and competent supervision of the block.

“The bullbucker needs to feel confident pushing back when the company puts fallers in harms way. I don’t have the answer on how to do that, but I do believe the CEOs and contractors need to get together to discuss this.” He thanked Western for supporting danger tree blasting, but said more of it should be done in industry and issues around explosives availability resolved. Dazy closed off, reflecting on the death of his great friend and neighbour, Jeremy Tanaka. Jeremy died in a falling workplace incident on July 24, 2015. “Watching his family walk the neighbourhood without him,” reminded Dazy that while gains had been made in the last 10 years, “we all have a lot more to do.”

Mike Cass, of Western Forest Products, said he was the old guy — given he was in his 44th year of working in the industry

and reflected that in the 1970s in the mills, one responded to a gas leak with a damp handkerchief over the nose and mouth. “How far we have come, and still we need to do more.”

He said that leadership with a capital “L” was what was needed and that everyone was in leadership because it required all our efforts. Safety has to be a core value, not an after-thought or an add-on. He also said that we needed to look more at leading indicators rather than past numbers that were lagging indicators — to best anticipate where a process might break down and enable an incident. He said we had to keep challenging people, looking at ways to bring people back to the middle line to the core culture of safety, when they stray. He said that is something that his company and others needed to look at more: how to provide the right tools and training/education for behavioural change. 🌱



Special 10th anniversary gift for delegates

All delegates received a special safety gift from one of the sponsors — Strategic Natural Resource Consultants: a key-ring combo seat-belt cutter and window breaker. 🌱

TimberWest COO updates conference on CHAG activities



Brian Baarda, TimberWest's Chief Operating Officer.

Behind every incident there is a planning, process, system or equipment design flaw waiting to be discovered

Sharing a personal work experience, Brian showed how making a simple equipment adjustment — installing a simple handrail — allowed workers to have safe access.



Before: impossible for worker to execute safe 3-point contact.



After: handrail installation allows for workable 3-point contact.

Brian Baarda, Chief Operating Officer of TimberWest, provided a summary update on Coast Harvesting Advisory Group (CHAG) activities.

Comparing media coverage on industry safety from 2005 to 2015, Brian said that there were similarities. He emphasized the need for everyone to say no to phase congestion and that while companies had adopted the CHAG recommendations and were implementing them it was important for everyone to know it was ok to say no — that it is unsafe to work in stacked or congested conditions.

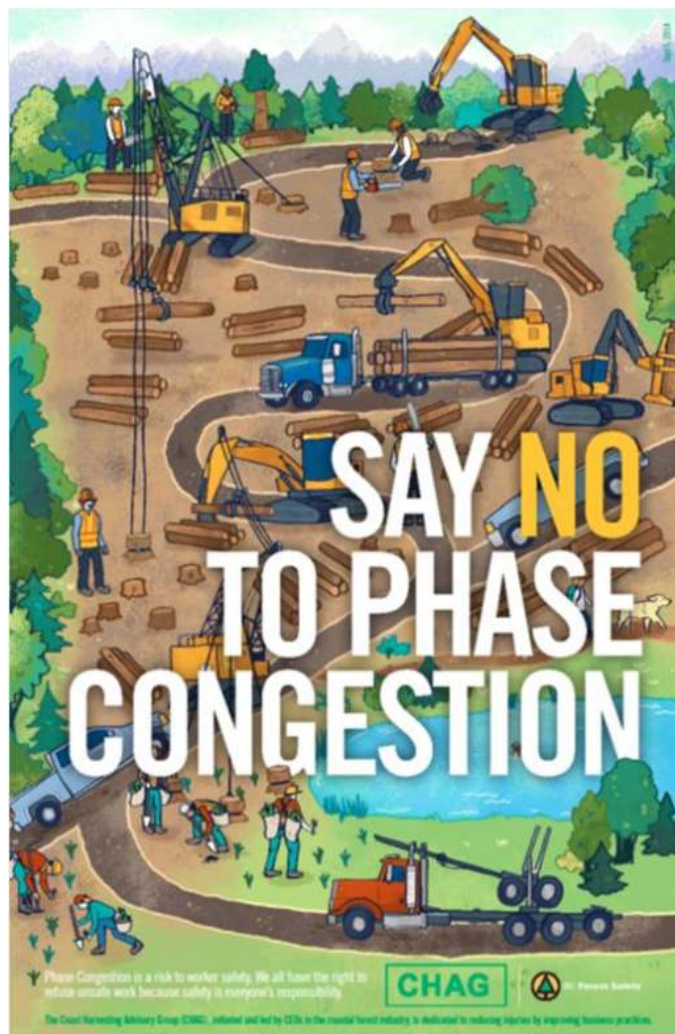


He said that to help achieve CHAG's objective of reducing serious incidents on the coast, a number of current activities included process improvements around emergency evacuation; work to eliminate road construction initiated slides; research to help further reducing falling hazards related to road construction debris/right of way timber management; and looking at how to best implement effective and fair impairment policies and programs.

CHAG, made up of Coastal licensees, timberland owners, contractors and the United Steelworkers, receives administrative and technical support from the BC Forest Safety Council, and is focused on the reduction of serious injuries and fatalities associated with the various phases of logging on the BC coast. 🌲

Top: screenshot of slide on current CHAG activities.

Right: Phase Congestion poster developed by CHAG last year.



2015 annual safety awards in harvesting and manufacturing



Ally Gibson receives the Cary White Memorial Lifetime Achievement Award from Reynold Hert.



Angelika Posselt receives the 2015 MVP award from Reynold Hert.



Kirk Nagy receives the 2015 MVP award from Reynold Hert.

The largest number of safety award nominations were received in 2015, compared with prior years — for both the lifetime achievement award and the most valuable player award. In addition, 2015 marked the first year to include a most valuable player award in the forest manufacturing sector. The addition of manufacturing is a result of the Manufacturing Advisory Group (MAG) entering into an agreement for the BC Forest Safety Council (BCFSC) to become the health and safety association for MAG's member mills, on a trial basis expiring at the end of 2016.

All nominees are to be congratulated on their nominations by their peers!

2015 Cary White Memorial Lifetime Achievement Award: Ally Gibson

Recently retired from a 41-year incident-free career in forestry, Ally is a true safety leader, who spent two decades with MacMillan Bloedel, one with Weyerhaeuser and one with Island Timberlands, from where he retired.

Throughout his career Ally has been able to inspire safe practices due to his role as both an unwavering safety advocate but also as a mentor to both colleagues as well as contractors and other industry representatives.

His dedication to promoting workers' health and safety at his own workplaces as well as with many contractors he has worked with, will have a long-lasting impact in the forest industry.

For Ally's work, in particular at Island Timberlands, he is considered by former colleagues and others in industry as a true safety leader and visionary.

2015 Most Valuable Player (MVP) Award (forest harvesting): Angelika Posselt

Angelika is the occupational health and safety manager with Tahtsa Timber Ltd. in Burns Lake. Her efforts in establishing and maintaining the safety and training program there are tireless. Demonstrating that she knows that safety is not only the right thing

to do, but good for business, her efforts resulted in a 98.9 percent reduction in claims costs over a four year period, starting in 2012.

Her passion for safety is not limited to her company either. She has been actively involved at the industry level in the revision of the SAFE Companies Audit Program — helping shape valuable updates based on her insight and operational experience.

Angelika has dedicated her career to safety since 2005 and is considered by her co-workers as a champion of safety and the driving force behind the very successful safety program at both Tahtsa Timber and Klaus Posselt Logging.

2015 Most Valuable Player (MVP) Award (in manufacturing): Kirk Nagy

After the loss of the almost 40-year-old family-run shake and shingle mill, Waldun Forest Products, to a fire caused by a faulty electrical switch in August 2012 (no injuries), the company leased on old mill property at Albion. Kirk led numerous improvements through the mill reconstruction, incorporating new safety, quality and productivity enhancements that included ergonomic height adjustments to equipment. Every action taken was driven by a deep and high respected company spirit and safety culture.

Recently Kirk has been a safety leader in the implementation of new guarding solutions that is part of a pilot program for BC shake and shingle mills. This program's success is due in large part to Kirk's personal leadership and commitment.

The company's safety mantra is: "Think not whether something is adequate but whether it can be made better." Kirk credits his team's effort on making Waldun a safety success story. 🌲

Remain focused, be vigilant and committed to health and safety



Al Johnson.

Al Johnson, vice president prevention services at WorkSafeBC, congratulated everyone on the 10th safety conference and encouraged everyone to take one nugget of information away with them and share it with co-workers.

He said we needed to remain focused, be vigilant and committed to health and safety. “Every one of your colleagues must go home safely at the end of the day. We just need to do it.”

Reflecting on speakers that had discussed distraction, Al said that distraction at work can have serious consequences, not just distracted driving. He showed a recent shake and shingle video as an example of why workers doing dangerous jobs need to give their full attention to their work. He also said planned distractions can be good for safety and productivity —

e.g. breaking up a long drive; getting up and moving around after time on the computer; getting some fresh air, etc.

“Planned distractions can be good so that when you come back to the task at hand you are better focused,” he said.

Al also launched the new WorkSafeBC Emergency Response Planning in Forestry video and tools.

While some people might think you call a helicopter and everything is going to be ok, the video helps dispel myths and focus on the important element of practicing the plan.

You may access the video and tools here:

<http://bit.ly/1jWTvvU>



In addition, free copies of the video are available from WorkSafeBC. 📄

2015 VISC feedback from attendees

Overall very positive:

The majority of scores were at 4, followed by 5 and 3 for all speakers and aspects of the conference. There were 10 scores at 1 or 2 in total. Many comments included thanks and appreciation for the free conference. Some liked all the information which they planned to share back in their workplaces as well as thanks for the good food, good speakers, and the opportunity to network and catch up with other industry participants. Comments included: “Really liked the young worker (Mark Johnson) who was injured because he was credible and relevant.” “Appreciation for the efforts of a volunteer-run, free conference made possible by the forest industry sponsors.” “Keep up the great work; we’d miss this conference a lot if it didn’t happen.” “Liked how the theme flowed through all the presentations and reinforced key points.” “Found one speaker truly inspirational and well suited to leadership.”

Room for improvement:

“Keep on time no matter what.” “Don’t duplicate content; too much focus on driving.” “Provide more manufacturing content.” “Don’t scare people into safety; be more positive to inspire and motivate; give real practical tools to take back.” “Too much worker safety focus and not workplace safety.” “Seems speakers think the majority of the audience have an HR department and they don’t.” “Good info slides were skipped through so fast there was no way to record the information to share back in the workplace.” “Include much more real forestry content from forestry

people whether, it’s about driving or any aspect of safety to make it real and the most relevant.” “Provide more practical tips and advice on how to prevent distraction; how to support and train new workers; how to empower people to say no to unsafe work.” “Talk about drugs and alcohol.” “Don’t talk down to contractors.”

Suggestions for 2016:

“Bring back Corrie Pitzer.” “Keep the panel.” “Lose the panel.” “End off on a positive.” “Shorten all presentations.” “Put a short break in the afternoon.” “Have more on communication and phase congestion.” “Make it a half day.” “Make it longer.” “Add fruit and vege snack options.” “Add more practical topics relevant to such a broad audience that range from planters to loggers, to road builders to sawmills, veneer mill, etc.” “Just keep up the good work – it will be another great conference!”

Next steps:

The conference committee will continue to review all the feedback in detail and do their best to help it inform the 2016 conference, understanding there just isn’t any way to please all of the people all of the time! But, as always, they will do their best!

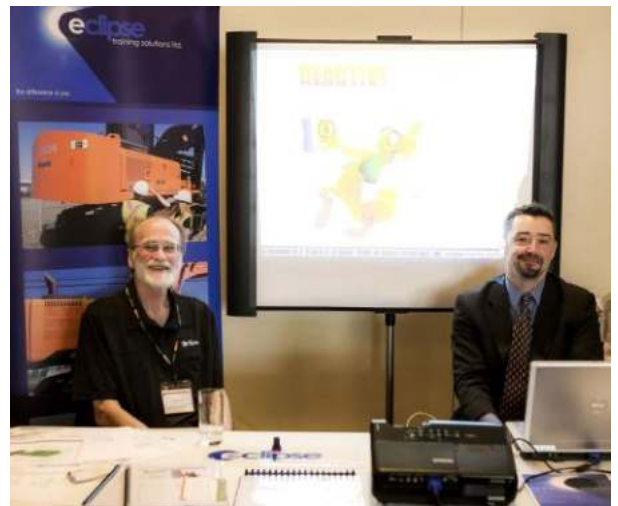
Want to get involved?

If you, or your company, would like to volunteer your expertise or provide in-kind resources or sponsorship for next year, please let the committee know. All support is greatly appreciated. Without it, there would be no VISC. Please see the back page for a full list of sponsors of the 2015 VISC. 📄





Organizations with booths at the conference saw a steady stream of foot traffic, giving participants an opportunity to learn more about different forestry and safety related products and services.







Members of the 2015 VISC steering committee

From left (back row): Bjarne Nielsen WorkSafeBC; Glen Waatainen, TimberWest; Gerard Messier, BC Forest Safety Council (BCFSC); Chris Cinkant USW 1-1939 ; Tristan Anderson, Coastland; Ken Moore, Coastland; and Mike Milholm, WorkSafeBC. Front row: Chris Warburton, WorkSafeBC; Ron Corbeil, USW 1-1939; Randy Aitken, Ministry of Forests, Lands and Natural Resource Operations; Shawn Munson, Island Timberlands; Patty Bergeron, BCFSC; and Theresa Klein, Western Forest Products.



Thanks to the sponsors who made the 2015 VISC possible



Feedback

What do you think about the status of safety in forestry? Share your views.

Please email:

feedbackonsafety@bcforestsafe.org

Save the date!

The 11th Vancouver Island Safety Conference (VISC) will be held on Saturday October 1, 2016 at the Vancouver Island Conference Centre, Nanaimo.

Wrap-up produced by

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Safety is **good** business