Staff at the Games

Many ministry employees took the opportunity to volunteer for the Commonwealth Games, and according to every one of them, it was an experience they wouldn't have missed!

Mac Nanton, VTHP, Leanor Jolly, South Island District and Lyris P. Agarat, Payroll Supervisor HQ, were VIP Dispatchers at Centennial Stadium. They sent in a photo of the whole stadium crew that would need a tabloid-size page to show. It includes over 400 people...and that's just at one venue.

Jackie Baird, Manager Payroll Operations, shown at right with Klee Wyck, was a Protocol host at the Boxing Venue. She received her gold volunteer pin for over a hundred volunteer hours. She is proud of the dedication of all the volunteers that did the city proud.

Suzanne Harrison, Marine Branch HQ, reports that her Canadian flag was stolen from in front of her house. She's hoping it was an athlete who took it because she'd like to think that it will now have a history of travelling around the world!

Geotechnical and Materials Branch HQ had five employees volunteer. Kim Johnson was one voice in the 1,400-member choir in both the opening and closing ceremonies. Don Lister led a team of Boy Scouts onto the field at Centennial Stadium for the opening and closing ceremonies as well as athlete's events. Steve Alexander worked as access control at the Athlete's Village. Rob Buchanan led a team of volunteers in setting up and maintaining gymnastic equipment at Memorial Arena and the practice facility. Ian Pilkington marshalled the two road cycling events as well as two pre-games cycling events.

Del Rosario, Ministry Librarian HQ, had a terrific time working as a Security member at the Boxing Venue. She learned more boxing trivia in the 10 days of the games than she learned in her whole life. She says that the athletes were great, the volunteers terrific and the whole event will go into her book of memories as a wonderful experience.

Joan Howard, Claims Branch HQ, was one of many performers who sang for both the opening and closing ceremonies. She reports that it was an experience never to be forgotten.

Veronica Walsh, Highway Operations Department HQ, participated in several roles for both the opening and closing ceremonies. Above, she is outfitted for her part as one of the hands in the closing ceremonies.

Continued on page 2
Barbara Wade (pictured below right), Highways Operations HQ, was one of many performers in the opening and closing ceremonies. She is delighted she made it through all the long rehearsals because the positive experience far outweighed the effort in so many ways.

Bill Birney, Systems HQ, volunteered as a marshall (or traffic controller) for the men's cycling road race. He reports that drivers and pedestrians would often ignore instructions and walk or drive onto the race course, so alertness was crucial to this job.

Debi Franks (below centre), MVB Driver Services, can't believe it's all over. After 200 hours at three venues while also working her day job, she says she'd do it again. Thanks to Derek Prout and Ken Cruickshank for some time off for the time of her life!

Debbie Pool, Mary Bourget, Pat Quinlan, Gail Martin and Leslie Elder (above right) from the highways North Peace District were chosen to participate in the Queen's Baton Relay before the Games when the baton was touring the northern part of the province.

Margaret Solomon, Acting Financial Analyst, Highways Operations Department HQ, (below left) put on her dancing shoes and was one of dozens of volunteer square dancers participating in the Games closing ceremonies.

Larry Thornton, Manager Equipment and Bridge Resurfacing, is especially proud of son Rob, who participated in five performances at the Lutton Fairgrounds during the Games. The group posed with members of the RCMP Musical Ride who were also taking part in these same performances.
Congratulations from the Minister

At the recent convention of the Union of British Columbia Municipalities (UBCM), I was congratulated many times by local government representatives from all over the province on the spirit of co-operation shown them by MoTH personnel in the district and regions.

Those congratulations belong to you. Your discussions — painstaking and often time-consuming — with local government representatives ensure our work in the towns and villages of British Columbia are the real answers to the transportation needs of the citizens we work for.

The appreciation expressed by the councillors and directors I met with at the UBCM convention was evidence that the time and effort required for co-operative planning was well spent.

To their appreciation, I’d like to add my own. Thank you.

Jackie Rement
The Reflector

A Confluence of Bridges

by Tom Parkin, Highways Vancouver Island Region, Public Information Officer

In the southern interior of British Columbia, the Columbia and the Kootenay Rivers converge, having started their separate flows only a kilometre or two apart near Canal Flats on the western edge of the Rockies. "En voyage," these rivers circumnavigate several mountain chains, cross the international boundary twice, and pause in several major lakes before finding common destiny at Castlegar.

This confluence has seen a long history of transportation, beginning with dugouts of the Interior Salish, and later, canoes of David Thompson (1806) and Jesuit Father P.J. DeSmet (1845). Both rivers subsequently saw a system of paddle wheelers; most recently, ships of Canadian Pacific's B.C. Lake & River Service. Nelson was headquarters for the BCL&RS, encompassing in 1930 some 359 route miles. Schedules of these steamships matched CPR's railway system, unifying the West Kootenay.

The CPR leapt the Columbia first, with a bridge at Castlegar in March 1902. A swing span in the steel bridge allowed sternwheelers to make the occasional excursion down to Trail, but local legend says none made such a trip - riverboats were already in decline. The bridge also concluded barge of ore and transfer of train passengers by steamer between Robson and West Robson, villages on opposite banks of the river.

This region was settled by Doukhobors, and their agricultural communes needed 'bridges' for social interaction and for taking produce to market. By the turn of the century, people at Ootschenia were operating a current ferry across the Columbia to Waterloo Landing (now Castlegar's Dumont subdivision), about five kilometres downstream from the railway bridge. The government helped pay for operation of this one-wagon ferry.

Later the Doukhobors needed a bridge across a nearby canyon on the Kootenay, at Brilliant. With a government subsidy, they hired Vancouver engineers to design a suspension span. The people themselves built it with hand tools and wheelbarrows. The Brilliant bridge opened in February 1914 (though the towers bear the year 1913). No tolls were charged, but a sign banned anyone who carried tobacco, alcohol or firearms.

This improvement was still deemed inadequate. The Department of Public Works received a petition in 1917 to move the ferry. On May 17, 1919, cable ferry service began under departmental jurisdiction at Robson, just upstream from the railway bridge. It had a three-car capacity, and carried three the first day - 10 the next!

Time and traffic passed until the ferry's hull was rotten and its capacity too small. In the summer of '27, as many as 300 cars a day were using the crossing. In 1928, a new scow was put in service - carrying 10 vehicles at a time.

In November 1936, our bridge engineer suggested the CPR be asked to convert their structure to a combination railway/highway bridge. The response must have been negative, for we overhauled our ferry the next spring and implemented 24-hour service. During all these years, up to 1951, the captain was Jimmy Davidson, mentioned in Road Runner Winter 1992/93.

During the early 1960s, highway 'shortcuts' and improvements were made on the Southern Trans-Provincial Highway: Christina Lake-Kinnaird (1962), Salmo-Creston (1963) and the Castlegar-Nelson bypass (1965).
The latter project needed a major structure across the Columbia, just upstream from the old Waterloo Landing ferry, overpasses on either side, plus a replacement bridge at Brilliant. These were glory days for our bridge section, and senior bridge engineer J. Alton couldn't conceal his pride in the Minister of Highways Report for the fiscal year 1965-1966:

"The Columbia River Bridge was recognized by an award of merit from the Prestressed Concrete Institute as being the first of its kind in North America. The nearby Kootenay River Bridge at Brilliant is scheduled for completion in the following year, and its imposing 435 (sic) foot arch span will uphold the Department's tradition of constructing handsome bridges."

The Castlegar-Robson ferry service was terminated in the midst of controversy in 1988, leaving drivers with options of crossing by the Hugh Keenleyside Dam or Highway #3A, both longer routes. This generated argument for yet another bridge across the Columbia; one conveniently near the former ferry crossing.

The announcement to proceed was made in 1992 by our present government. The Castlegar-Castlegar Bridge was opened to traffic the end of June 1994 and our minister and the Premier joined the community to celebrate the event on July 23.

Today, within a radius of 2.5 kilometres of the Columbia and Kootenay confluence, stand seven major bridges; probably the densest assembly of spans in the province. The time period they span is one of massive transportation challenge. From private to public ownership, this confluence of bridges demonstrates B.C.'s changing reliance, from river, to rail, to road transportation. It's a site of exceptional engineering heritage.

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Re-Linking Two Communities

June 29th, the Robson-Castlegar Bridge in the Kootenays Region opened to traffic. July 23rd, our minister and the Premier dedicated the bridge to the people of the Robson and Castlegar communities, and thanked all those who made it happen — on time and on budget.

Our Minister, Jackie Pement, thanked the men and women who built the bridge with “special thanks to my ministry employees, including project manager Rocky Vanlerberg; Bill Smith, the ministry representative responsible for site supervision; Bryan Sorley, project supervisor for bridge works; and Mike Newton, project supervisor for road works.”

Thanks also to all those who made the Robson-Castlegar Bridge Dedication Ceremony a big hit: Maureen Nicholas, Administrative Assistant; Marlene Fatute, then Public Information Officer (now returned to the Burnaby Communications Centre); Gordon Hoover, Bridge Technician; and Rocky Vanlerberg and Bill Smith.
Minister Jackie Pement announced the ministry's sponsorship of a multi-year, safe cycling and bicycle helmet safety program at a special event, March 28 at Vancouver's Robson Square Plaza.

A very important part of the campaign is the creation of private sector partnerships. The minister and Bernie Simpson, MLA, Vancouver Fraserview and the children featured in the ministry's bicycle helmet safety ad campaign — Kyl Labine, 10 and Sarah Pledge, 10 — display the cheque presented to the B.C. Head Injury Association and the Rotary Club of Vancouver South. The funds will help cover costs of printing and distributing a bicycle helmet safety brochure to schools around the province.

You Can't Park There!!

by Sue Gordon, Clerk Steno, Internal Audit

If you have ever said this to someone parking in a Handicapped Zone you might want to think again ...

I was confronted by a gentleman who happened to have one of the “visible” disabilities who was outraged because I was using my City of Victoria Permit to park on the street close to where I work. He said that I was undermining the efforts of the disabled to justify the creation of handicapped zones by abusing the permit.

This man was not in a position to know my medical history and, therefore, not qualified to make this sweeping judgment.

More people than ever are applying and qualifying for Handicap Permits. A large number have “invisible” disabilities, such as chronic back pain, rheumatoid arthritis, multiple myeloma (hip and back pain), heart disorders, Phlebitis (inflammation of a vein), myasthenia gravis (muscle weakness), emphysema, sciatica, multiple sclerosis, angina, osteoporosis, various forms of cancer which cause muscle weakness, AIDS, post-operative pain or muscle weakness, asthma, or like me, an amputation with other complications.

Next time you come across someone using a handicapped zone, if there is a permit in the window, please don’t accuse anyone. Trust that the people issuing the permits know what they are doing.

If there is no permit, just inform the person that if they don’t have a permit they could be towed, and tell them where they can apply for one.
Communication Network and Service Reorganization

by Linda Christensen, Communication Services Co-ordinator, Burnaby

A reorganization project was initiated December 1993 to provide and manage provincial communication, radio and incident response services. This project identified these services and standards as required by radio users and carried out redesign of the radio system to provide for automatic connections between mobile operators and other designations.

We have five regional communication centres around the province, each controlling four or five radio trunks with several mountain-top repeaters. Because most of our repeaters operate on storage batteries recharged from solar panels, the rate of power consumption is extremely important. When no radio interconnections are required, repeaters are on standby to reduce power consumption; when a communication centre is not operating locally, all its radio trunks are connected and fed to the Provincial Communication Centre in Burnaby through a single dedicated telephone line.

During “off hours” when fewer operators are on duty in other regions, radio traffic on these dedicated lines increase, putting an extra load on our mountain-top repeaters which they were not designed to handle. Only one mobile operator within each region can obtain service from Burnaby at a time and must go through an operator in the radio room to access another repeater or trunk.

This will change significantly with the completion of the reorganization project. Mobile radio users may now dial up repeaters, trunks and phone patches from their own vehicles, without operator assistance. Users initiate dialing sequences to raise a repeater or trunk. These sequences will be displayed in the radio call book.

The Communication Network and Service Reorganization Project is complete with all systems in place, organizational changes implemented and personnel trained for highways regions 1, 2, 4 and 5 by September 1994. Region 3 is scheduled to be complete by 1995 and the remainder of regions 1 and 6 by 1996.

During “off hours” when calls are re-routed to Burnaby, users should no longer encounter frequent busy signals and the drainage of storage batteries is much less. Burnaby is now equipped with a multi-line telephone that will answer any operator assisted incoming calls. These calls will be significantly less than before with the radio users able to access their own calls without operator assistance. The new automatic touch-tone calling system enables an operator at any location including any Regional Communication Centre to handle calls throughout the province.

Rob McLean, Manager, Communications Programs is the project manager with the “owner” being Bill Bedford, director of highway maintenance branch and the “sponsor” being Geoff Stock, regional manager, traffic operations. The project team consists of Garth Shearing, communications engineer (communications section at highways headquarters) and the provincial radio technicians handling the technical issues. Linda Christensen, Communications Services Co-ordinator in Burnaby, will be working with the regional radio room supervisors on the operation and service requirements of their communication centres.

For any questions or concerns regarding the Communication Network and Service Reorganization Project, please call Rob McLean, Project Manager at 660-9740.

Adventures in Geotech

Ask any staff member from Geotechnical Operations in Burnaby what they did this summer and you’re bound to get an interesting answer such as: “Drilling and seismic cone penetrometer investigations at Okanagan Lake Bridge in Kelowna.” (A penetrometer is an instrument to measure the firmness or consistency of soil.) Pictured here is Geotech staff installing a 19 inch casing for insitu ground freezing sampling at the Mauzy Tunnel site in the Lower Mainland. (What’s insitu mean? We’ll let you look that one up yourself.)
Traffic Management Program
by Keenan Kitasaka, Senior Traffic Design and Construction Engineer, South Coast Region

In a previous article in the Road Runner, highways' South Coast Region Traffic Management Program, affectionately known as "TMP," was taking shape under the watchful eye of the region, headquarters and Delcan Corporation. After almost a year to the day that work started, the end is finally in sight.

It’s been a year filled with many hours of anxious, yet intense and productive work as the staff began their journey that often contained many curves and grades. Seemingly endless days were spent building a database of traffic volumes and distributions, speed profiles and accident statistics before the analysis was undertaken to summarize the primary “hot spots” in our highway and road networks.

Before the Intelligent Vehicle Highway System (IVHS) user services were applied in these areas, careful thought was used to consider the degree of technology and inter-agency co-ordination, two factors found to be of great importance in the Master Plan’s success, in determining the general direction of the TMP.

Similarly, each individual component was evaluated before it was applied to the problem areas identified earlier. The results were pulled together in commendable fashion by the Master Plan team, complete with recommendations for the application of each technology, costs and funding, marketing, communications, inter-agency needs, implementation and an administrative structure.

One exciting recommendation was to begin development of a Traffic Management Centre (TMC) which would be the “nerve centre” of the TMP. The TMC would be a showcase of high technology and central control for the incident management, traveller information, and traffic control systems.

The TMC would also act as a media centre and training facility while providing a research and inter-agency function.

The TMP Master Plan has truly been a team effort, combining the skills of staff at the region and headquarters with the valuable input of the liaison committee, comprised of external stakeholders such as B.C. Transit, GVRD and Lower Mainland municipalities. All members can be very proud of their participation.

The South Coast Region looks forward to presenting the plan to the ministry’s Executive Committee for approval.

Work has already started on some initiatives in the TMP, with the focus on research, planning and design activities, as well as development of the Traffic Management Centre. Indeed, the days ahead will again be filled with much activity and excitement.

Just part of the TMP team: (left to right) Denry Leung, David Jen, Greg Inamoto, Brigid McGoran, Ken Curry, Sin Maynes and Keenan Kitasaka.

Cattle Drives on Highways

Yes, we do allow cattle drives on provincial roads, but only on those with traffic volumes of up to 5,000 vehicles per day. This is just one of the items included in the ministry’s new cattle drive procedures released the end of May. Annual permits are required and the ministry must be notified at least three days in advance. The ministry will review the new procedures following this fall’s cattle drives.
Government-to-Government

by Sharon Varley, Aboriginal Relations Branch

Talking about issues before they become problems has improved the relationship with three Native Bands in the Terrace area. John Newhouse, district highways manager, discovered this two years ago when he formed the Nisga’a Highway Committee to deal with road issues raised by three First Nations groups from the Nass Valley: the Gitlakdamix, Gitwinksihkw and Lakalzap.

Every two months, or as issues arise, a team from Region 5 (Dirk Nyland, John Newhouse, Dave St. Thomas and Glen Overholt) meets with the maintenance contractor and Band representatives to establish priorities and program objectives that involve First Nations. Alternately hosted by John in Terrace and by the Bands in their traditional territory, the meetings usually run all day and include lunch.

“Issues are nipped in the bud and dealt with together,” John said. “The co-ordination is so much better.”

Although the liaison originally formed to deal specifically with concerns about maintenance and hired equipment, it has been so successful that discussions have expanded to include rehabilitation and capital projects. Not only is the Bands’ input used to establish priorities for rehabilitation and capital projects, Dirk invites the Nisga’a to be part of the ministry’s project teams.

This tripartite process has already crossed other levels of government. The local school board and hospital board have been attending the meetings for some time, and recently, representatives from the Ministry of Environment, Lands and Parks have asked if they can join the discussions.

MVB Strategic Planning Status

“Strategic Planning is the process by which the guiding members of an organization envision its future and develop the plans and actions needed to achieve that future.”

In the last two years, the Motor Vehicle Branch has changed its corporate philosophy from a traditional bureaucratic organization to a more mission-driven model that emphasizes planning, customer service, and the need to involve staff at all levels of decision making.

In late 1992, senior management initiated strategic planning within the branch by communicating their intent to staff and committing the necessary resources. A four-phased approach was undertaken with the goal of developing short and long-term strategic plans for the branch. The proposed strategic planning cycle schedule was carefully timed to tie into the budget cycle.

To date, the MVB Management Committee developed drafts of the branch’s vision, mission statement, values, and strategic priorities. In early 1994, a small team of divisional representatives (S.P.I.R.I.T. — Strategic Planning Initial Review and Implementation Team) reviewed and revised these drafts and developed specific strategies for each goal. Members of the branch’s senior management team reviewed and recommended changes that would clarify the Strategic Business Plan.

When the ministry’s overall Strategic Plan was developed in March 1994, the branch integrated the two plans to ensure MVB’s future purpose and direction were aligned with the ministry’s.

During May and June 1994, the branch’s senior management team met to discuss and develop operational plans. These plans identify the appropriate organizational changes, divisional improvements and corporate initiatives which will contribute to the success of MVB’s vision and focus of safety on British Columbia’s roads.

The final Strategic Business Plan document will be published and communicated to all branch employees by fall of 1994.
Your Fan Mail

Most Impressed

Please accept my gratitude in fitting me into your (MVB Lower Mainland/Fraser Valley Regional Director, Rod Davey) overwhelmingly busy schedule as a stand-by candidate for my class 4 driver's license.

I was most impressed with the professional attitude and demeanor of your staff. As I sat patiently for two days, I had the opportunity to observe and listen to your staff’s dealings with the public and was impressed with the consistent courtesy and patience displayed.

Special thanks to the gentleman who administered my pre-trip test and my road test. He was courteous and succinct in his suggestions and criticisms. And special thanks to the manager who recognized my plight and did all she could to ensure I received the opportunity to take my test.

Arlie Wieseman, Vancouver

Responsive

The following appeared in the Nanaimo Times Weekly Newspaper:

Thank you, [highways Central Island District]! I wrote about two dangerous situations for cyclists.... Lo and behold, you solved the problems and cyclists will travel in safety above Princess Anne School and where Departure Bay Road enters the [Island] highway. It is encouraging to see MoTH responsive to cyclists.

Barbara Howston, Nanaimo

Co-operation

The following appeared in the Arrow-smith Star weekly newspaper:

"I'm quite encouraged." [Alan Lamb, president of the French Creek Residents Association] said after a meeting with Central Island District Highways Manager Peter Wightman. "He's a very co-operative man." Sunrise Drive, which runs parallel to the Island Highway, was slated to become a 'through road.' Many residents opposed the plans, so Wightman agreed to hold off until residents voted on the issue. The vote was 50-14 against. "Wightman said he won't proceed," Lamb said.

Thank You

Thank you (Mike Proudfoot, North Island District highways manager) for your staff's willingness to participate in educating homeschoolers on the ministry's duties and responsibilities. There has been great feedback from parents and children.

Mrs. Anne K McCaffrey, Co-ordinator CVC Home Educators

Extraordinary

I appreciate all the help you (Claire Eraut, then AirCare director, now MVB's director of Vehicle Transport Policy and Standards Department) gave me in dealing with Regency Chrysler. I have received a cheque from them to reimburse me for my last AirCare test. AirCare's support has been extraordinary and it is nice to know a government agency will support their customers to the extent you have.

Robert Potter
West Vancouver, B.C.

Commendation

I've had an opportunity to experience the ministry's efforts to increase the visibility of road markings. I did so in less than pleasant driving conditions while returning from an up island visit. The improved white lines at the side of the road ARE a great boon to visibility and therefore traffic safety, and I want to commend you and the (ministry) for undertaking this work.

John Ratel, Director Government Affairs British Columbia Automobile Association

Working Together

April 1, 1993 the basic concept of my strobe light warning system was introduced to Mr. AI Saddler, Senior Electrical Engineer, of the ministry in Victoria. With the co-operation of Mr. Saddler and his staff in Victoria and Coquitlam I was able to build a prototype of this light system and demonstrated [it]. I want to show my appreciation for the co-operation I received. People and government can work together.

John Veenboer
Surrey, B.C.

Listening

The following appeared in the Comox District Free Press weekly newspaper:

I find myself rather surprised for defending the Ministry of Transportation and Highways. Let me assure everyone that their planning department does not work in isolation. Our group has been consulted and kept informed of all changes, and asked for comments for nearly three years. Our concerns and suggestions have been listened to and sometimes acted on. Let's face it, you can't win them all.

C.R. Williams, Chairman Agricultural Advisory Committee to the C.S. Regional Board
Thank You

Thank you, (Dean Anderson, Senior Development Technician, Highways Vancouver Island Region) for the quick and efficient service you provided respecting [receiving a] permit.

L.G. Hayley, Manager, Property Administration and Negotiations, MacMillan Bloedel Limited

Working Together

I have received material announcing that the C.T.C. [Commercial Travel Card] can now be used on the Coquihalla Highway. This has been an excellent example of where both industry and government recognize the value in an improved system and work together to achieve it.

Rob Weston, General Manager
B.C. Trucking Association

Congratulations

I am writing to congratulate you on your very capable, courteous, and customer oriented staff: Teresa Osborne and Kristine Luison (Highways Thompson-Okanagan Region). I appreciated the excellent service and assistance I received from them.

Linda Bossett
CORTEZ CONSTRUCTION LTD.

Book Review

"The Coast Connection"
by R.G. Harvey, Oolichan Books, 1994, 234 pages. $17.95

Written by a former Deputy Minister of Highways, this book outlines a large part of the history of this ministry and the Department of Public Works which preceded it. It tells the story of the building of roads and trails from the southern interior of the Province leading through the mountains to the coast — hence the name, The Coast Connection.

It starts right at the beginning of settlement in British Columbia, with the building of the Yale to Barkerville Road in the 1860s, and it records the development of the road system from then on. It describes the construction of the Hart Highway and of the Hope-Princeton Highway in the 1940s; the Crowsnest Highway in the 1950s; and the Trans-Canada Highway in the 1960s; and it culminates with a complete account of the building of the Coquihalla Highway in the 1980s.

But it is not simply a dry technical record — the author has gone to great lengths to make it interesting and entertaining. From a story of roads it becomes a narrative of people — from the earliest ministers of Public Works to the more recent ones — and the writer adds insight and anecdotes from working alongside Phil Gaglardi and Alex Fraser.

Based on extensive research, the book describes a colourful and determined cast of characters, building and maintaining roads throughout the last 150 years in British Columbia. This has led to the first book-length history of highways in the province, and one which turns out to be, in the words of one reviewer, newspaper columnist Jim Hume of Victoria, “a fascinating and interesting summer read.”

If you are a present or a past highways employee this is a book to acquire and keep, and to give to your children or grandchildren, as it tells the story of your ministry and what it has done.

It should be available at your local bookstore, but if not, it may be ordered through them from Oolichan Books of Lantzville, B.C.

Compliments

I wish to compliment Shelly Gorman (ARCA unit of Management Services Division, MVB) of your office on her research and courtesy. I compliment the Branch for having in its employ persons such as Shelly whose tact and understanding circumvent emotional confrontations.

Kristopher Kingston, Vancouver

Bob Harvey joined the Department of Public Works in 1948. After service as District Engineer at Nelson and at Nanaimo, as Regional Maintenance Engineer at New Westminster, and as Regional Highway Engineer at Prince George he came to Victoria in 1967. He became Assistant Deputy Minister, Operations in 1971 and Deputy Minister in 1976. After retirement in 1983, he has been a consulting engineer, a chartered arbitrator, and has successfully tried his hand at writing.


**IN THE SPOTLIGHT**

**Air Care**

AirCare is the first vehicle emissions inspection program in Canada and, though there are over 40 similar programs in the U.S., it's the most sophisticated ever implemented. Its goal is to identify vehicles in the Lower Mainland that are gross polluters and have them repaired — thereby improving air quality. It was introduced on September 1, 1992 and is operated by the Motor Vehicle Branch through the AirCare Program Administration Office or PAO in Burnaby.

The PAO has two sections: 1) testing and standards and 2) operations. The actual vehicle emission inspections are conducted under contract by Ebco-Hamilton Partners Inc.

Testing and standards is responsible for the program's technical aspects. AirCare standards identify excess emitters, but pass vehicles in good mechanical condition with all required emissions control devices operating properly. Standards are set according to manufacturers' specifications for the model and year of a vehicle. A 1985 vehicle will not be expected to perform as a 1994 vehicle of the same make and model.

Vehicle inspection itself contributes nothing to air quality. Correctly repairing emission-related faults is the most important aspect of AirCare. Testing and standards section operates a phone hotline to provide guidance for certified repair technicians on how to diagnose and repair hard-to-find emissions problems.

Testing and standards section also manages the AirCare Research Centre. When a vehicle fails inspection, and after repairs are completed, the vehicle's emissions are measured again, to quantify the emission reduction resulting from repairs and measure the program's effectiveness at improving air quality.

Operations section is responsible for monitoring program delivery. It is divided into administration and certification.

Administration ensures the contractor operates within contract terms and conditions and negotiates issues with the main business partners: Ministry of Environment, Greater Vancouver Regional District, Insurance Corporation of British Columbia and Environment Canada.

The certification area certifies and monitors the effectiveness of repair centres and technicians. This offers the public the most advanced consumer protection within the North American automotive repair industry.

AirCare has attracted international interest from governments faced with unacceptable pollution and limited resources to correct the problem. So far this year, the PAO has hosted delegations from Mexico, New Zealand, Singapore, Brazil, Australia, Japan, Tanzania, the United States and several Canadian jurisdictions. These delegations recognized the value of the inspection process, certification of the repair industry and most importantly, the fact that the whole program has no net cost to government.

AirCare is a major step toward reducing air pollution by 50 per cent in the Lower Mainland by the year 2000 — and that truly is "a breath of fresh air."

From left: Glenn Babolkaer, manager, contract performance; Craig Taylor, research officer/co-op student; Martin Lay, director and David Gourlay, manager, Emissions Testing and Standards; Tim Collimore, certification officer

Below: Just a very few of the license plates that are part of Peter Hill's (manager, administration) collection. They line the walls of his office.
Customer Says
“We Need AirCare”

The following letter of praise was sent to Dave Gourley, Manager of Emissions Testing and Standards, AirCare.

I think my situation is a good example of why we need the AirCare program.

Last fall, my 1991 Subaru Loyale failed the AirCare test — miserably. Although the vehicle is relatively new and is well maintained, it tested 265 for HC (220 max. allowable) and 2.86 per cent CO (1.20 max. allowable). When I phoned for information to the AirCare hotline, the operator was just as surprised as I was and recommended that I talk with you.

I contacted you and you too were skeptical of the results. You were very helpful and arranged to have my vehicle re-tested. You arranged a no-charge re-test with Brent Davis, Manager of the North Vancouver testing site. Brent was also friendly and helpful and sent me through personally without having to wait in line a second time.

The re-test did, however, confirm the initial results. I took the vehicle to my dealer and, sure enough, there was an emission problem. The O2 sensor was not properly connected and my vehicle was burning almost pure fuel — which as you know is extremely polluting. I went through AirCare once again for the follow-up test and the results were 17.00 ppm for HC and 0.00 per CO — a substantial difference.

Although I could not smell or see any abnormal exhaust, my vehicle was a gross polluter. I hear the odd person complaining about AirCare, but to me, this example more than justifies the program, not to mention the really bad vehicles whose emissions are so bad you actually see them.

Thank you for your help and service.

Snapshots of the 50s

These photos of centreline and traffic engineering branch employees and equipment were taken in the Kootenays in September 1951. They are from the collection of Roy Kerr, pictured installing a traffic counter.

Roy worked for the traffic engineering branch from 1951-54. Though he did not continue with the ministry, he stayed in the transportation industry, having bought into a local Victoria Cab Company — Bluebird.

Roy's daughter, Debi Rozell continues the legacy. She has worked in the ministry's HQ pay office for 11 years.

"My father passed on his photos to the family a year back and we discovered these pictures," said Debi. Her husband, Dewis Rozell, thought it would be a good idea to share them.

You guessed it; Dewis is also a ministry employee — has been for 15 years. He's Manager Administration, Bridge Engineering Branch. "And his father worked for the ministry, too," said Debi. "He used to snowplow the roads, among other things."
New 200% Club Members

Teams:

Lance Jacques, William Parr, Paul Pearce: Received team recognition from highways North West Regional Office for going "way beyond their line of duty to help us with all our computer hardware and software problems, questions, and concerns" particularly when the region was being hooked up to the LAN.

Dewis Rozell, Fabiola Owen, Joan Angrove: Thanks from Bridge Engineering Branch staff for the administration of their financial procedures and controls in purchasing, disbursements, reconciliations, etc.

South Island Highways Regional Electric Crew: Recognized for never failing to respond in a timely and cheerful manner.

Policy Review Committee “Working Group:” In spite of extreme time, distance and money constraints, the success of this project is a direct result of this group’s unstinting input and involvement. Thanks to all from Dan Doyle, ADM Highway Operations, Ollie King and Christine Soo.

Al Devlin and Graham Forgie, Needles Cable Ferry: Commended by local authorities for their assistance in recovering the body of a man who had drowned in the Arrow Lakes.


John Coombs and the Information Transfer Section of Planning Services Branch, HQ: Recognized by the Policy Review Committee for their initiative in dropping everything on a moments notice to advise, conceptualize and prepare overheads and materials for Executive Committee meetings and assisting in the preparation of the Ministry Policy Manual.

Del Rosario and Enza Pattison, Library, HQ: Were thanked by the Policy Review Committee for going far beyond the call of duty to respond quickly to requests for a myriad of answers to definitions references and referrals. “Always a joy to deal with.”

Ken Watkis and Norman Lees, Stationery, HQ: “Always come through with the goods. Always positive and personable,” said the Policy Review Committee.

Steve Netherton and Gordon Smith, Printing Services, HQ: Recognized by the Policy Review Committee for personable and knowledgeable service repeatedly on short or no notice.

Individuals:

Clark Abel, highways Kelowna sub-district: For the hours he put in working with local residents to clean up after extensive flooding.

Gayle Bojey, highways Kootenay Region: Performed the duties of two full-time financial clerks over a period of over six weeks during absences without ever falling behind in her work.

Ann Bradshaw, highways Rossland Sub-Office: “Ann forms the front line at our sub-office in Rossland. She provides service excellence to the public and her co-workers,” said sub-office staff.

Matt Choquette, Geotech and Materials, HQ: Ensured quality job performance in rebuilding drill in order to meet a tight deadline.
Heather Currie, highways Kootenays Region: Recognized for doing the work of two positions for a period of 11 months while keeping her cool even through some tough times.

Jarnai Dharni, Geotech and Materials, HQ: Continuous, superior effort on tasks in the asphalt lab.

Val Fabick, Highways South Coast Region: Considerable and exceptional effort, time and patience provided to EMR users on a continual basis.

Jim Fead, highways East Kootenay District: Thanks from district staff for imparting knowledge and skills from his field to fellow employees to help them achieve their goals.

Laurie Fulford, highways Central Kootenay District: Builds and lifts morale of fellow employees and goes out of her way to help both staff and public.

Oliver King, Policy Review Project Manager: Recognition from Dan Doyle, ADM, Highways Operations for unflagging efforts in contributing to the development and production of the Ministry Policy Manual and to providing support and encouragement to all members.

Loretta Kirchner, Finance and Administration, HQ: Always calm, kind and considerate; double checks and takes time to unravel Surname/Company name mysteries.

Mark Langstaff, Manager Operational Management Policy, HQ: For unflagging efforts in working with directors and staff to review and analyze policy, create corporate policy statements, and facilitate production of the Ministry Policy manual. (Mark has since left the ministry and returned home to Manitoba.)

Marielle Laplante, highways North West Region: Produced an efficient procedures manual for contracts available for all regions, districts and HQ.

Michael Losier, Finance and Admin, HQ: Nominated by his fellow workers for consistently empowering his staff and co-workers to make important decisions and supporting them in their decisions, whether he totally agrees with the choice or not.

Colleen Lunde, highways South Coast Region: Thanks for her initiative to do a radio interview on CBC French radio on the topic of the Ministry Road Report program.

Bruce McKay, highways Stikine District: "In the few years Bruce has been with us, we have become a family. His enthusiasm and leadership has been a guideline for the rest of us. He is now leaving us for Dawson Creek and their gain is our loss. We'll really miss you, Bruce." From the staff at Stikine District.

Brenda Marshall, Finance and Administration Branch, HQ: Largely due to the efforts of Brenda, field compliance has caught up on the backlog of post audit batches that existed for several months.

Mike Neill, highways Fraser Valley District: Received an employee recognition award for his thorough and professional manner and working beyond the job description.

Elaine Niven, Planning Services, HQ: "Assisted us greatly in the timely completion of our policy manual and all other facets of the project," said the Policy Review Committee.

Nick Polysou, Geotechnical & Materials Engineering, Prince George: For changing the storage of soil samples to plastic tubs for better accuracy in obtaining moisture content and visual identification — makes them easier to use and provides monetary time savings.

Janet Scheck, highways Central/North East Region: Excellent job while substituting in the clerk steno position for over six months.

Drew Stainton, Geotech and Materials: Professionally and proficiently produced computer application programs internally, saving the need to contract these services.

Margaret Vanderberg, highways North West Region: The keeper of the files (properties branch), Margaret comes in on her own time when it is raining or snowing to take care that old files with historical value are protected from the leaking roof.

Congratulations to Jeanne Wilson, District Senior Clerk, Thompson District Office, recently seconded from the region, for going that extra step in providing a little extra for co-workers and the general public.

Pauline Wright, highways East Kootenay District: For working above and beyond the call of duty to accommodate the public and ministry staff — often on her own time.
Employee Suggestion Award Winners

Arnold VanKlaveren and John Paalvast, stockworkers at MVB HQ: Shared an award for suggesting the recycling of outdated specialty forms through the John Howard Society. The first year savings was $6,489 and their $974 award was based on 15 per cent of this savings. Superintendent of Motor Vehicles Steve Rumsey (centre) presented Arnold (right) and John (left) their awards.

Regional development technician Judy Robertson and SID development technician David Witzer were jointly given framed certificates to recognize their suggestion on how to improve road closure procedures. Their creative idea will standardize and simplify a lengthy process which has become backlogged. District offices were now solely responsible for the procedure. Judy and David each received a cheque for $250.

Jon Jensen and Earl Nygaard, Nicola Highways District both won $250 for an Employee Suggestion Award. The suggestion which was jointly submitted, introduces a program on Excel that will assist area managers and the maintenance contractors during winter storms. By using the suggestion, which consolidates the response time(s) tables of the various significant winter activities and provides a "quick fact sheet" in the real time, area managers are assisted to more objectively and accurately assess the maintenance contractors' ability in meeting the required response time.

John Northcott, Motor Vehicle Inspector, North Vancouver: Received an award cheque for $250 for his suggestion to reproduce a pocket reference booklet that he developed dealing with the offence sections of the Highways, Motor Vehicle, Commercial Transport, Motor Carrier and Transport of Dangerous Goods Acts and related regulations. The MVB is producing the booklet for distribution to all MVB enforcement staff as well as the police services throughout British Columbia. Jay Northcott (left) received his Employee Suggestion Award from Rod Davey, Director, MVB Lower Mainland/Fraser Valley Region.

Take Fitness On The Road

When travelling on business, you may have a hard time maintaining regular exercise routines. Here are a few hints which you may find useful.

- Pack a lightweight jump rope; move the furniture around in the hotel room to clear enough space for a stimulating aerobic workout from a few minutes of skipping rope.
- Visit the ever-increasing number of on-site hotel fitness centres to use exercise equipment such as life cycles and treadmills.
- When staying in a multiple-storey hotel, climb the staircase several times. Ride the elevator down though, because running downstairs can be stressful on your joints.
- Ask the hotel concierge for a map of local walking paths and fitness facilities.
- Rely on traditional toning exercises such as push-ups, sit-ups and lunges. Get a more strenuous workout by supporting yourself with your fingertips while doing push-ups, or by holding large telephone books in each hand while doing lunges.

Although these recommended activities may not be as physically strenuous as regular home-based workouts, experts believe that the psychological benefits of a steady exercise regimen may be more important than the physical benefits of working out. Maintaining an exercise schedule while on the road will not only reduce stress, it will also make it simpler to ease back into a regular routine once you return home.
What is Internet?

By A.A. Del Rosario, Ministry Librarian

This July, the Library Resource Centre (LRC) celebrated its third year at 940 Blanchar Street in Victoria. These last years have seen many changes concerning access to information for ministry employees. Some of the services that we have introduced include the monthly Current Awareness Circular with added photocopy service to off-site offices, interlibrary loans, computerized research of commercial databases and catalogues as well as library consultant services to off-site offices.

So where are we going from here? One of the next steps we want to take is Internet.

What is Internet? Internet (aka) the "electronic highway or information superhighway" is a global inter-active electronic network enabling people to perform a variety of functions including E-mail, electronic conferencing, file transfer and access to off-site computer databases.

Why do we want it? We need it to access information! The LRC has been using the Internet for the past year. We use it to gather cataloguing information and to conduct research.

Our present use includes regular access to the University of California, Berkeley's library catalogue, the U.S. Library of Congress and the University of British Columbia to name a few. These libraries have extensive collections in transportation engineering related publications.

What do we want to use Internet for? Our future plans include access to the Colorado Alliance of Research Libraries to enable more efficient inter-library loans. We want to take advantage of the E-mail and interactive conferences available on the system as well as the ability to provide immediate access to the work of colleagues, and a "virtual" library of millions of books and thousands of papers. We want to be able to upload and download files. We want our clients to have access in order to facilitate better use of our library services.

What are the benefits? "Information is power." Information enables us to be more efficient and cost effective in regards with what is being studied and developed on a worldwide basis.

The LRC is presently involved with the ministry's Information Systems Branch Network group in a pilot project for improved access to Internet. For further information, contact Clyde Forrest at ISB.

Library Resource Centre: Usage Statistics

From A.A. Del Rosario, Ministry Librarian

The following statistics give you an idea of the increase in use of the Centre since it was established January 1990 to the end of 1993.

The number of research and reference questions we answer without electronic means increased by 56 per cent. Those questions requiring electronic assistance via database searching increased by 195 per cent.

Since we can't possibly keep every publication in our library, often we need to borrow it from a third party. The number of interlibrary loan requests increased by 769 per cent. We provide photocopies of journal articles for off-site ministry personnel (usually as a result of spotting it in the Current Awareness Circular) and the demand has increased by 363 per cent.

The largest increase in services is for material that is borrowed from our own ministry collections. This comprises an increase of 2,442 per cent. (Yes, we did check our math.)

The Library Resource Centre is in the news, literally. Bob Del Rosario and Enza Pattison were nominated anonymously on consecutive weeks by ministry staff for the "Employee of the Week, CFAX Station Boss Award", a weekly award sponsored by a local radio station to employees nominated for excellence in serving their clients. Since the Centre provides service to all ministry staff in the province, Bob and Enza don't exactly know who to thank, but would like to express their gratitude to all for their patronage and continuing support.
Questions for the Deputy Minister

Fee levels are not set at the ministry's discretion. Each year the ministry reviews the fees that it charges for various services as part of the budget building process. Where fees are deemed to be insufficient to recover costs or where new fees are warranted, the ministry prepares an issue paper for the consideration of the Fee and Licence Advisory Committee (FLAC) of Treasury Board, where the final approval authority resides. Cost recovery is certainly given strong consideration during the approval process, but FLAC also considers the social and political implications of drastic fee increases.

The ministry has made progress in the last couple of years as we move closer to a cost recovery model and will continue to review its development approval fees on an annual basis.

The following table illustrates where we have recently increased development approval fees:

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<tr>
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<td>$50</td>
<td>$50</td>
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<tr>
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First of all let me say that the people who work on our design and survey work do an important and excellent job for the ministry. Like many other people in the ministry, their work load is dependant on the size of our capital program. That program has varied greatly in the last several years making it very difficult to determine what level of work force the ministry should maintain. Our strategy has been to staff up for an average to low capital program so that we can minimize the disruption to staff that would be caused by cycles of layoff and hiring to meet the varying size of the program. We have used consultants to take up the slack when the program was larger than ministry staff could handle.

Why does the ministry charge an examination fee for subdivisions that doesn't even cover administration costs? The fees should cover the costs for the technicians inspecting the sites and paperwork at least. Would it not be beneficial to raise the fees to at least $1,000 instead of the $50 per lot created which we charge now?

You are correct in your observation that the ministry does not fully recover its administrative costs for development approvals through the fees that we currently charge. We are, however, moving in that direction. For each basic subdivision examination we now charge $50, plus a fee of $100 for each lot created. In addition, we have recently introduced a preliminary layout approval fee $50 per lot created. Such fees all contribute to our cost recovery. It should also be recognized that development approvals staff have duties in addition to the administration of subdivisions and that it would not be appropriate to recover these costs of doing business.

What is the future of the Design Surveys Branch? Is there a plan to rebuild the branch to play the role it had in its heyday (the 1960s and 70s) or is it going to be gradually replaced by consultants who appear to lack the experience and expertise and yet reap large profits at the expense of the taxpayer?

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policy could be delegated to a low level. Signs deviating from policy should not be approved or, if they are for special reasons, this should be at a high level of region management. A major advantage of this knowledge-based, computerized system is that design and sign ordering can be expedited, ensuring a timely provision of the sign on site.

When the testing of the knowledge-based, computerized system has been completed, it will be distributed to all regions for administering at the region or district level. The Service and Attraction Policy Manual is also currently under revision.

Before a new booklet or form is created that has to do with the daily routine work load in the district office, why are the district people not consulted first?

I believe that staff should not only be consulted before new procedures are imposed on them, but they should also be the ones who help us define what new procedures are necessary. The real challenge is for all of us in the ministry to change the top down approach of the past to one of employee participation for the future. We have taken some steps toward this end already and I look forward to continued progress in this area.

Why did we have to go through the sexual harassment awareness sessions? Are we being accused of something and this was the ministry's way of dealing with it?

Sexual Harassment training was conducted within the ministry for a variety of reasons but it was not that we had been accused of something. The two primary reasons that it was done are:

1. At master bargaining the parties agreed that a consistent standard of conduct, practice and definition needed to be brought to the public service on this topic, therefore it was agreed that a jointly developed training program would be delivered to all ministries in the provincial government.

2. It is a topic that the executive of this ministry felt strongly about and would have endorsed without the need to meet the requirements of the collective agreement. It is our desire to have all staff fully informed on this topic to understand the potential impact on people and how to deal effectively with problems that can arise in the workplace before they become too problematic.

**Jeff Smith, EXCEL Graduate**

Jeff Smith completed his EXCEL program and was honoured with a Leadership Award by Deputy Minister Vince Collins at the Executive Committee meeting on July 25, 1994.

Jeff clearly is an example of how the ministry's management development program can work for employees. He began the program just under two years ago and successfully met his career goals and objectives in January. Jeff completed special projects, related courses, and won temporary assignments/secondments. These activities equipped Jeff with new skills and knowledge to pursue future management career aspirations.

Once Jeff fulfilled the strategy agreed to in his Participant Development Plan, he presented his experiences and demonstrated the newly acquired skills and abilities to a Management Review Panel. This panel endorsed graduation.

Congratulations, Jeff!

**Upward Feedback Update**

For those of you who may have missed the last article on this subject, Upward Feedback is an optional process that gives employees the opportunity to anonymously comment on their supervisor's/manager's interpersonal behaviours as a means of building effective teams. Upward Feedback is being considered, in part, in response to Speak Out '92 and its earlier initiatives.

Last February, the Ministry's Upward Feedback Steering Committee met with the Executive Committee and was asked to do further research into the subject before proceeding with a pilot program. The Steering Committee met again with the Executive Committee on October 17th and received approval in principle subject to further refinements in costing. Recommendations will now be reviewed with the Partnership Committee. (For information on the Partnership Committee, see page 20.)
Partnership Committee

Change is constant in today’s Public Service. This makes it challenging and exciting; but it can also make it frustrating.

A result of the last round of collective bargaining was the creation of joint union and management committees in every ministry. These are called “Partnership Committees.” They are designed to help public employees meet the challenges of change. The players are the BC Government & Service Employees’ Union, the Professional Employees Association, and the British Columbia Government Managers Association along with the ministry’s executive.

The job of every Partnership Committee is to review and improve work systems, organizational design and the work environment. This includes streamlining the decision making process, identifying redundant work practices and reducing bureaucratic requirements that contribute to unnecessary administrative work.

Our ministry’s Partnership Committee met November 7, 1994, to conduct business for the first time. Their objectives for the day were to:

- Investigate the reporting structure within all ministry departments.
- Review staff surveys, organizational health reports and wellness initiatives.
- Identify current ministry programs that will become part of the ministry partnership process.
- Identify methods to implement the partnership process and enable the ministry to fulfill its “partnership” goals to improve service to the public and effect cost savings.

Ministry employees will be given updates on activities of their Partnership Committee after every meeting. The next meeting is scheduled for December 13, 1994.

The ministry’s Partnership Committee includes:

George Foisy, BCGEU rep (Inspector, Portable Weigh Station, Williams Lake)
Bruce McKeown, Assistant Deputy Minister (Planning & Major Projects)
Don Wharf, BCGMA rep (Project Manager, Paving Branch, Burnaby)
Ken Read, BCGEU rep (Regional Paving Aide, Paving Branch, Penticton)
Vince Collins, Deputy Minister
Sharlie Huffman, PEA rep (Regional Bridge Engineer, Prince Rupert)
Russ Leech, BCGEU rep (Design Assistant, Standards, Victoria)
Steven Rumsey, Assistant Deputy Minister (Motor Vehicle Branch)
Gordon Hogg, Assistant Deputy Minister (Administrative Services)
Sharon MacDonald, BCGEU rep (Business Analyst, Information Systems Branch)
Dan Doyle, Assistant Deputy Minister (Highway Operations)
Barry Wilton, Director (Human Resources, Victoria)

Travel Insurance

Many people travel outside B.C. for their vacations and wisely purchase additional medical protection prior to leaving the province. But, are they wasting their money? If they purchase their travel insurance without checking the fine print, their money could be thrown out the window.

The Extended Health Plan covers you as an active public service employee to a lifetime maximum of $25,000. If you purchase your travel insurance through some companies and a claim is made, they may require you to first use your $25,000 limit under the Extended Health Benefit group plan before they will pay any claims!

Make sure your travel insurance will pay any costs from your additional insurance coverage before deducting any costs from your Extended Health Plan, thus protecting the remainder of your $25,000 lifetime maximum.

Research travel insurance options. Each company offers different combinations of coverage. For instance, in addition to protecting your EHB lifetime limits, you may also need other coverage for a unique health condition (e.g., a heart problem); policy A may protect your EHB lifetime limits but not cover pre-existing health conditions but not your EHB lifetime limit; whereas policy C protects covers both.

Find out if the policy covers what you need before you purchase it rather than after you make the claim. Travel agents are not insurance experts and some of them may unintentionally misinform you regarding the coverage of the policy they are selling. Therefore, before purchasing travel insurance, it is best to read the fine print yourself and contact the insurance company directly if you have any questions.
Sexual Harassment Awareness Sessions

Contributing to the health and well-being of our organization are 35 special employees who took the initiative and time to provide sexual harassment awareness to their colleagues.

Introducing new government policy; leading open discussions on behaviours, consequences and prevention of harassment in the workplace; clearing misconceptions and creating an overall awareness of this sensitive issue - these are only some of the interesting topics discussed at Sexual Harassment Awareness Sessions held this year.

Sue Schaub is recognized by Deputy Minister Vince Collins for the work she did in facilitating sexual harassment training for highways headquarters in Victoria.

Participants also took a proactive role during the sessions. They expressed their appreciation and some concern with the information provided. Overall, the messages were: facilitators presented the sessions in a way that gave participants pertinent knowledge they require to handle situations that occur in their workplace; as well as, it was presented in a practical way that made sense — did not induce paranoia that could contribute to the problem; valuable discussions around scenarios put it all in perspective.

Following is a representative cross-section of comments from the participants in the sessions:
- Interesting to know of process in place for the ministry to handle situations that occur in our area.
- How do you protect against false accusation?
- Jousting windmills — this entire scam is outside my 35 years experience in the workplace.
- The ministry needs a common value system before it can effectively deal with sexual harassment, employee equity and other social problems.
- This is the first harassment workshop I have attended that was practical and made sense. All others have been unrealistic, confusing, increased paranoia and contributed to the problem.
- I don't think most managers/supervisors realize what the employer's responsibility is!

Facilitators:
Kris Aitken, Public Affairs, Victoria
Michael Losier, Finance and Administration, Victoria
Sue Schaub, Highway Planning, Victoria
Erv Newcombe, Highway Engineering, Victoria
Leslie Poznikoff, South Coast Region, Burnaby
Cindy Wells, South Coast Region, Burnaby
Steve Korolyi, South Coast Region, Burnaby
Jacquie Mummery, South Coast Region, Burnaby
Janice Bobic Lower Mainland District, New Westminster
Holly Aderns, Howe Sound District, North Vancouver
Ann Tully, Fraser Valley District, Chilliwack
John McGimpsey, Fraser Valley District, Chilliwack
Darlene Petrie, Thompson District, Kamloops
John Philip, Nicola District, Merritt
Kurt Edmunds, Kootenays Region, Nelson
Carly Whitemore, Kootenays Region, Nelson
Rick Thompson, Kootenay Lake Ferries, Nelson
Elizabeth Kennedy, Central/North East Region, Prince George
Gail Martin, North Peace District, Fort St. John
Maxine Inglis, North West Region, Terrace
David Edgar, North West Region, Terrace
Joanne Voss, Bulkley Nass District, Smithers
Randy Grieston, Bulkley Nass District, Smithers
Diane Finnie, Vancouver Island Region, Nanaimo
Lane MacDonald, Central Island District, Nanaimo
Jill Powers, Motor Vehicle Branch, Burnaby
Ian Forbes, Motor Vehicle Branch, Burnaby
Lori Sacher, Motor Vehicle Branch, Burnaby
Don Corder, Motor Vehicle Branch, Kelowna
Leslie Fisher, Motor Vehicle Branch, Kelowna
Allison McCormick, Motor Vehicle Branch, Prince George
George Thacker, Motor Vehicle Branch, Prince George
Marlene Duhamel, Motor Vehicle Branch, Victoria
Ruby McDonald, Motor Vehicle Branch, Victoria
Brian Andiel, Motor Vehicle Branch, Nanaimo
IN THE FIELD

SOUTH COAST

Ironworkers' Memorial Second Narrows Bridge Crossing Ceremony, June 17, 1994. A very moving ceremony was held to dedicate the Second Narrows Bridge to the memory of the 23 workers who died during construction of the bridge, including 17 who perished when the bridge collapsed, on June 17, 1994. In attendance were: Leroy Worley, International Association of Bridge Structural and Ornamental Ironworkers, Washington, D.C.; Gary Short, Ironworkers Local 97; Bill Stroud, survivor; Minister Jackie Pimentel; Premier Harcourt; Reverend Morris, who gave the benediction; David Schreck, MLA North Vancouver; and Fred Randall, MLA Burnaby Edmonds.

Can you help this man?

Gordon Bell is an inspector with the Commercial Transport Division, and he has an interesting hobby — he collects police insignia as well as other uniform insignia from the ministry. This is where he needs help. He wants more information on a badge which says "Department of Highways Traffic Branch" as well as a patch that says "Highway Traffic Board Safety Division."

He wants to know who wore them and if there were patches and badges available. He also collects medallions commemorating the opening of various bridges and highways. His most prized one memorializes the 1912 Trail Bridge. In addition, Gordon has several old uniforms. If you can help Gordon out, contact him at Pattullo Weigh Scale #18, P.O. Box 275, Surrey B.C. V3T 4W8; or call him at work (604) 580-3205 or at home (604) 581-2562.

Doug Miller, Wilfred Fry and Evelyn Shelton (pictured left to right), members of one of three South Coast Region teams who participated in the Labatts 24-Hour Relay for Kids, June 18-19, 1994, which raised $1,390,188 for children with disabilities.

A fond farewell and good luck on your retirement to Ross Farnham, District Development Officer, highways Fraser Valley District and Gordon Vance, District Technician, highways Fraser Valley. A western ranch style breakfast was the theme at a farewell luncheon for Glyn Bristoe who recently left highways South Coast Development Approvals Office for the leisurely pace of development approvals at the Fraser Valley District Office.

Ann Tully, Clerk, highways Fraser Valley District is recognized for her work in presenting Sexual Harassment Awareness Sessions.
Okanagan

100 Years of Service

This year, two of the ministry’s inland ferries celebrated 100 years of service.

In 1894 the Big Bar Ferry, the most isolated in the province, carried mostly livestock. Today it carries approximately 2,000 vehicles per year as well as foot passengers and cattle on its five-minute journey across the Fraser River. The ferry provides an important transportation link to residents on the south side of the river. The nearest town is Clinton, 80 kilometres away. The ferry is operated by ministry personnel.

Wagon Race

Members of MVB were invited to participate in the annual barbecue and first wagon race on June 28th. Several brave souls ventured over. The day was warm and sunny and many of the managers provided their burger-flipping expertise to feed the hungry masses. A few tofu burgers were snuck in for the vegetarians. To top it all off, a delicious cake was baked by Annie Collins, alias Cake Lady. Teams participating in the wagon race (and the rules are like nothing you’ve ever heard before) included: Highway Engineering Road Wreckers (first place), Geotech (second place) and the Properties Wagoneers (third place).

Go West

During the summer of ‘93 the Kamloops and Vernon Highway Engineering teams ventured west to Highways Vancouver Island Region to survey the Island Highway. Courtenay was the base for the two crews and pranks circulated the office daily. In August, Herb Walker of highways Central/North East Region organized a dinner, attended by his crew along with the crews of Carman Gibson, Fred Lewis and part of Jack Mawle’s crew, at the Kingfisher Resort to share old and new lies.

Coquihalla Slow Pitch Tournament

Kamloops hosted the Annual Coquihalla Slow Pitch Tournament for the fourth time since it left its birthplace in Merrit. A big thanks to Paul Imada, Norm Parke, Bill Richards and Dave Shibata for organizing another successful tournament. Thirteen teams from across the province participated in 40 degree plus temperatures, July 23 & 24. Dave Shibata’s Shabb Dogs won the Division A title again; the Road Recklers from Vancouver took Division B; the Mothley Crew from Victoria won Division C.

Everyone had a great time at the dinner and dance on Saturday night and all participants are looking for a bigger and better tournament next year. Maybe someone will learn how to control the weather by then!

(pictured below)
IN THE FIELD

KOOTENAYS

Well Done, Ken!

The Governor General of Canada, on behalf of the Queen, has selected Ken MacKenzie, Technical Enforcement Officer 2 at the Sparwood Scale, to receive The Order of St. John for his work on behalf of St. John's Ambulance. Ken is the Motor Vehicle Branch, Region 3 First Aid Trainer and has been instrumental in the start-up of two St. John's Ambulance Stations as well as supplying the stations with equipment arranged through private donors. Ken is now a Serving Brother of The Order Of St. John and will receive his award from the Governor General in Ottawa this fall. Congratulations, Ken!

CENTRAL / NORTHEAST

Good luck, Bob!

Bob Johnson retired as Services Superintendent in Nelson last December after 35 years of service with the ministry. A retirement party was held for 'mechanical Bob' on February 12th at the Lord Nelson Hotel. Bob has helped to keep MoTH in the driver's seat of fleet maintenance in Western Canada and his dedication to both crews and machines has been significant in his career success. Bob and his wife, Barbara, will continue to live in the Queen City. Good Luck in your retirement Bob!

A ceremony was held to announce the Quesnel North-South Interconnector Project at Maple Park Mall in Quesnel on Friday, July 8, 1994. At the same time, our Minister, Jackie Pement (pictured centre) met highways North Cariboo District staff.

Welcome

Welcome to Sherry Eland, new district highways manager in Fort St. John. Sherry joins our ministry from the Ministry of Forests where she most recently held the position of resource officer in the McBride district office. She is a licenced professional agrologist as well as a registered professional biologist. Sherry has experience at district, region and headquarters administrative levels and has worked in British Columbia, Alberta and the Yukon. Good luck in your new position, Sherry.
VANCOUVER ISLAND

IN THE FIELD

Thanks to C.I.S.V. (Children’s International Summer Villages, a fantastic youth group world-wide), Lin Gallacher, Freedom of Information Branch (Highways HQ) was International Staff person at the Popcorn Village in Osaka, Japan from July 18 to August 23. This picture was taken after dancing a traditional Japanese dance, in front of 250+ people! Lin says: “What an experience! What a month!”

A farewell get together was held for Wayne Sawlor who retired as Manager of Administration with the Motor Vehicle Branch in Victoria on January 21st. He was with the branch for 10 years and in his position was in contact with just about every employee. Wayne and Ruth are wished a very happy retirement as they slip on their runners and start globe trotting. Their first two destinations were the Caribbean for a cruise and then off to Mexico for some more sun. Have a great retirement, Wayne!

NORTH COAST

Stikine BBQ

The Second Annual Stikine District Highways Barbecue was held at Todd and Tracy Hubner’s in mid-July. The weather was great and a good time was had by all who attended. The horseshoe pitch was a great success with Todd’s team going undefeated. Randy Fowler demonstrated the Construction Branch’s version of bank rolling (non-monetary version) to the district staff while playing horseshoes.

Tweedsmuir Days

Tweedsmuir Days kept Lakes District staff busy. Thursday night the ministry sponsored a Bike Rodeo, with most staff helping out. The RCMP and Hometown Sports marked bicycles and conducted safety inspections. On Friday staff participated in a tug of war, but were out tugged by L.D.M. while Don Thatcher provided moral support. On Saturday staff decorated Geotech’s drill truck and entered it in the parade.

Golf Tourney

The Third Annual Regional Golf Tourney was another big success. The winning team was Brent Andrews along with Louise Beaumont and Lee and Larry Constantineau. Longest Drive was made by Jeff Saby for the men and Marilyn Marshall for the women. Cheryl Parkes won her award again this year for the most times missing the ball.
Commercial Transport Department

As part of the Operations Division, the Commercial Transport and Inspection Department co-ordinates a variety of vehicle programs and provides technical and policy advice to regional operations. Regional operations include permanent weigh scales, portable patrol units and motor vehicle, carrier safety and dangerous goods inspectors throughout the province.

Some of the programs staff are responsible for: administration of the National Safety Code, Transport of Dangerous Goods, and Private and Commercial Vehicle Inspections. The department also handles school bus inspections and permits, flashing amber light permits, flashing red light and siren permits, various types of vehicle and load permits, authorization of mechanics to perform vehicle inspections, and licensing and auditing of inspection facilities.

Notice and Orders issued by MVB Peace Officers, the RCMP and other municipal enforcement agencies to vehicles operating when not in compliance with the standards in the Motor Vehicle Act Regulations are monitored by this department. Roadside inspections to the Commercial Vehicle Safety Alliance standards are performed in conjunction with local enforcement agencies.

MVB Carrier Safety Inspectors

The Motor Vehicle Branch has 12 Carrier Safety Inspectors who travel the province auditing records of commercial carriers. They review records for drivers, vehicle maintenance, hours of service, staff training and dangerous goods as set out in the National Safety Code. All of the inspectors met to discuss issues with the program, to define goals and strategies for the next year and to receive training for an audit program to be run on their laptop computers.

As a result, the program saw more concentration of National Safety Code audits and more enforcement actions taken for carriers who continue to operate in violation of the code. A refresher training program for enforcement staff is being developed and carrier fitness tests will be implemented. Recommendations for changes to federal and provincial legislation were also proposed.

The National Safety Code program is directly in line with the goals of the ministry and government in improving safety on the highways and therefore reducing health care costs. The accident rate for commercial vehicles has improved dramatically over the past two years since the NSC program was implemented.
A DAY IN THE WORK LIFE

Equal Treatment — When Differences are a Factor

Single parents have two full-time jobs — and neither is necessarily compatible. That's the general consensus of four single parents within the ministry.

Ten years ago, George Baldwin, Engineering Branch, highways South Island District, became a single parent when his two sons were 14 and nine years old. Child care was difficult to find and his employer had little empathy.

To Kee Warner, bridge area manager, Lakes District and single parent of five pre-teens, daycare is a big issue and she feels some sections of the ministry still pay lip service to family situations.

Barry Ryan, Engineering Branch, highways South Island District, is constantly making arrangements for the care of his five-year-old daughter to whom he has been single parent since she was two months old. He finds that although his boss relies on him a lot, working out of town is always a difficult situation.

Debra Yearley, highways North Cariboo District, finance and administration officer, single parent to four children aged 12 to 16, believes that as a single parent she has been prevented from getting ahead in the ministry since she can't make herself available for secondments because of the daycare issue.

Time passes, yet the issues remain the same. There continue to be single parents, yet they continue to meet the same obstacles. Ambition drives them to advance in the ministry, yet that usually means relocation, and that almost always is impossible due to individual situations with children and their schools.

If they could change something about their work situation, each would want more flexible work arrangements. This would allow for both 'jobs' to be done in a more efficient manner.

After years of struggles and triumphs, George has a good relationship with his sons: "I have plenty to be proud of. I just wish there were more services available back then for single fathers."

“It's miraculous to watch them grow. I get a lot out of it," says Kee of the three alcohol-affected children who she's integrated into her family with two other children. "I'd like to see highways treat itinerant crews like family throughout the province. It eases things for single parents to make connections. Having the added responsibilities that are necessary for kids in a single-parent household is good for my kids. I'd also like to see them get some perks, like very occasional welcomes to the workplace."

“She's doing so well. Nothing gives me a bigger thrill than that. I have big plans for her," says Barry proudly of his daughter.

"My kids are typical teenagers," Debra chuckles. "They're fairly well-adjusted." She feels that much of one’s success as a single parent at work, “has a lot to do with the person you report to. Do they support you? Do they think you're a good employee? If you want to get ahead, you have to be on committees, and for that you often have to travel. Your family suffers with no parent at home, so even with the support of your boss, it's still really hard.”

A Question of Equity

Workplace studies have identified a corporate culture that reflects male dominance, which often leads to double standards as well as work overload and stress barriers to women advancing within the ministry.

Earlier this year, with the support of the Minister and Deputy Minister, a focus group was struck to identify and rectify barriers to women’s advancement in the ministry. The focus group will be addressing this issue and recommending to executive that they encourage staff to openly discuss work hours with their manager/supervisor. Managers/supervisors should be trained to recognize different needs and openly discuss work options on an individual basis. Treating all the same may not be equal treatment or the best solution for everyone.

The sub-committee will keep employees informed about its progress and any changes which result from its recommendations.
Signs of the Times

All around British Columbia, you'll see the signs of the Ministry of Transportation and Highways putting tax dollars to work. This year, the Transportation Financing Authority supported $290 million worth of road works and a further $139 million plus was invested as part of the ministry's rehabilitation program. Pictured (left to right) is Ted Armstrong, Electoral Area Director, Cariboo Regional District; our Minister Jackie Pement; Quesnel Mayor Steve Wallace and Cariboo North MLA Frank Garden unveiling the sign for the North-South Interconnector project in highways Central/North East Region.

ICBC/Ministry Intersection Program Exceeds Expectations

Last year, as one of its Road Sense initiatives, ICBC helped fund improvements to 17 high-accident intersections throughout B.C. — some within municipalities and others along provincial highways. It was so successful, it's going to be repeated again this year. Although results from only 10 intersections have been analyzed to date, those improvements reduced claims costs by an estimated $636,000 as of the end of June. Projected savings to the end of the year are nearly $1.2 million. Sixteen intersections will be improved this year — almost half of these will be in co-operation with our ministry.

Deadline for next Road Runner: January 20, 1995