HQ PECSF Events Bring in Highest Donations

Submitted by Nancy McLeod, Road Runner Editor

From culinary competitions to a haunted office, Provincial Employees Community Services Fund (PECSF) events at the ministry’s headquarters generated the highest average donations from the B.C. public service, in the Victoria area.

Capital Region PECSF Coordinators Kyla Kelch and Jean Bishop were honoured for the role they played at a surprise recognition event, Jan. 19. They were pleased to accept the award for the ministry’s achievement in the “large agency category”, on behalf of everyone who organized and supported PECSF events at HQ, and made direct contributions to the fund. Employee support for the 2011 PECSF campaign was an average of $313.43 per person, in the Greater Victoria area, including the Saanich area office.

In recognition of this contribution, a Coast Salish carved plaque of a beaver will be the ministry’s until next year. The beaver, a highly respected First Nations symbol, was chosen for its traits of ingenuity, ambition and community building.

Showing off their culinary and decorating skills at the Executive Cook-Off, were members of the Executive and their staff from the Transportation Policy and Programs Department and Strategic Human Resources. The group dressed up in holiday clothing, and dished up sweet and sour Hawaiian meatballs from a table that was decked out tropical island style. Infrastructure Assistant Deputy Minister Kevin Richter and his team served delectable mini cheese puffs stuffed with egg salad seasoned with chives and celery, chicken salad accented with cranberries and celery, or salmon salad livened up with dill and chives. The Highways Department cooked up a hearty chili, while Deputy Minister Grant Main, Chief Operating Officer Dave Byng, and employees from their offices offered savoury barbecued pulled pork sandwiches.

Diners could purchase a $7 ticket which gave them a chance to sample each dish, and vote on the one that most tickled their taste buds. In the end, the Executive Cook-Off Championship was awarded to the Partnerships Department team, whose chicken curry was the crowd favourite. The winning team, led by Acting

Continued on Page 3…
Editor’s Note

Over the last few months, employees have been doing extra to support their colleagues and others, and fitting this into their busy days.

We’ve been working together to help friends – many we may never meet – but who we, or someone we know, is probably connected to in some way. Through the Provincial Employees Community Services Fund to support non-profit community groups, and Movember, which raises money for prostate cancer research, we’re sharing some of our good fortune with others.

There are also buddies in butting out, as employees choose healthier lifestyles – in some cases with help from smoking cessation programs offered as an employee benefit.

Sometimes working with others takes great patience and perseverance to reach a worthy goal. You can read more about this in the article about Aquillo and Avalanche Technician Robb Anderson. Aquillo is a Golden Retriever/Black Lab cross avalanche rescue dog (now retired), who occasionally appears in ministry photos (like last year’s EAF calendar).

There’s insight to be gained from Aquillo and Robb’s relationship, which began with Robb adopting Aquillo – not your typical service dog – from an animal shelter. Training Aquillo as a rescuer was extraordinarily ambitious, and Robb had never trained a dog before. “The key to our success was to stop when things were not going well and have some fun, then take another crack at it tomorrow,” says Robb. “It was always focusing on creating a positive experience.”

What’s your best advice on working with others?

Nancy McLeod, Editor
HQ PECSF Events Bring in Highest Donations …Continued from Page 1

Assistant Deputy Minister Kirsten Pedersen, included Paul Squires, Megan Smith, Bob Steele and Carolyn Ruhland.

The ministry also participated, with other provincial ministries, in the annual PECSF Desserts for Donations, which was held in the courtyard leading to HQ. Once again, Victoria Times-Colonist columnist Jack Knox took on the challenging task of judge. He noted that while the focus this year went beyond healthy cookies, he understood that all desserts made for fundraising purposes don’t have calories.

The Commercial Vehicle and Safety Enforcement Branch’s haunted office, created for Halloween, drew plenty of PECSF donations to its crypt of horrors. Visitors had the additional thrill of reaching for a grab bag of goodies.

Other fundraisers that brought in money for community organizations were gift basket raffles, 50/50 draws, a pizza lunch and a book sale which saw cartons of books sold to appreciative readers. As always, employees also made direct donations to the organizations of their choice, through payroll deductions or one-time contributions.

For more PECSF coverage, see page 6 and 7.

Ministry of Transportation and Infrastructure employees generously contributed $64,069.10 to the 2011 PECSF campaign. A total of 27 fundraising activities were organized and supported by employees. Direct contributions were also made to the fund.

Provincial Employees Community Services Fund

Kyla Kelch, Chief Operating Officer Dave Byng, Susan Jones, newspaper columnist Jack Knox (celebrity judge), Sharon Cowden and Clare Stephenson at the ministry’s dessert table, in the B.C. public service wide event.

Lindsey Fanning, Lyndsay Molcan and Deputy Minister Grant Main serve a succulent pulled pork sandwich to Reg Faubert.
Partnerships ADM Keen on Negotiating Challenges
Submitted by Nancy McLeod, Road Runner Editor

Partnerships Assistant Deputy Minister (ADM) Doug Caul has made a career of taking on challenging tasks.

Doug, who joined the ministry on Nov. 14, says several jobs in his past could have been labelled “partnerships”, including work with First Nations, forestry, economic development, infrastructure projects and public service collective agreements. Much of that work has involved high-profile negotiations involving multiple levels of government, including in his roles as ADM in the B.C. Public Service Agency, and the Ministries of Energy, Mines and Petroleum Resources, and Economic Development.

“If there has been one constant in my career, it’s been working with stakeholders, often multiple stakeholders,” he says.

He is drawing on this strength now in his new role. “I’ve discovered that if you do anything around transit, there is a huge amount of stakeholder interest, especially from local government. Local governments have differing expectations about where the provincial government and transit should go."

In addition to his work with TransLink and Vancouver mayors, and with those involved in the B.C. Transit Review, Doug has been getting to know the directors and staff in the Partnerships Department by diving into a number of projects and files. He has also had a chance to tour the South Fraser Perimeter Road.

“Every day has been absolutely fascinating for me. Every branch has something very different — for example, buying and selling land for projects, supporting the ongoing P3s, building working relationships with transit authorities, participating on other ministries’ project boards and navigating a variety of stakeholder issues on everything from bus service to the South Fraser Perimeter Road. We have a mind-boggling amount of variety across the department...it’s fun...I love it!”

“I like to be where the action is and this job allows me to do what I enjoy most – build relationships, solve problems, and negotiate agreements to difficult issues. And really, if you think about it, many aspects of life whether at home, with family and friends, or at work require all of us to put these skills into play. Any conversation can turn into a negotiation. I feel lucky that this position is loaded with this type of work.”

Dealing with varied and competing interests can be hugely demanding and complex, to most people. But Doug says, “When someone tells me it can’t be done, I just like it better. My wife, Heather, tells me I’m stubborn. What fires me up most is when someone tells me something is impossible. Once I make up my mind, it is pretty hard to stop me.”

Doug says his determination and work ethic grew from his childhood. “We had chores every day after school because my Mom was working. It gave me the foundation and I appreciate what a team can achieve when everyone puts their shoulder into it. I discovered pretty early on that you can work hard and long, but if you’re having fun, it’s easy to work your butt off. But when the work day is done, it is family time. Life is too short to miss out on spending time with Heather and my kids. I work hard at achieving a work-life balance."

One of Doug’s first professional forays in the daunting was when he was with the Ministry of Energy and Mines, just after having completed a co-op term there. In 1997, the Supreme Court’s decision in the Delgamuukw case, found that Aboriginal title exists in B.C., beyond the right the right to hunt, fish or gather, and that when dealing with Crown land, the government must consult with, and possibly compensate, affected First Nations. It was a dramatic shift, with significant consequences on how the Province manages land and resource use in B.C.

“I went down the hall, to offer my help interpreting this court decision, and what its impacts would be on the provincial government and resource industries. It’s amazing now to be down the hall from (Project Director) Tom Greene again, who back then was more than happy to have the help. I was a researcher, and soon I was sitting in the Minister’s office doing briefings. It was huge exposure to dealing with a difficult, challenging situation — at the time it was the kind of stuff other people wanted to avoid.”

Doug also brings his “can do” attitude and appetite for action, to being a father of four, and a husband. “When I am away from the office, it is full on being Dad and I wouldn’t have it any other way. As often as I can, I’m out with them fishing in local lakes, cycling, hiking and geocaching.”

He coaches soccer and baseball, and says his four-year-old twin daughters are holding him to his pledge of coaching soccer, when they are old enough to play next year. Running, cycling to work, and going to the gym, also help him keep up with life. And, he and Heather have regular date nights.

“I don’t have the liberty to spend time on the computer at home. When I’m home, I’m all home. There are very few options for me to work there. I don’t think I’m busier than anyone else. Life is busy, there are always things to do.” ♦
Motor Coach Training Ups Qualifications
Submitted by Tito Zannella, Manager, CVSE Projects (Training)

A Commercial Vehicle Safety Alliance (CVSA) motor coach inspection training session, held in Kamloops Nov. 22 to 24, added to the qualifications of 10 Commercial Vehicle Safety and Enforcement (CVSE) inspectors.

What was unique about this session was that three CVSA inspectors (one from B.C., one from the Yukon and one from Alberta) delivered the training, so they could become certified to teach the motor coach inspection course. Inspection of buses is part of the North America-wide CVSA roadside inspection program, which is among various commercial vehicle safety and enforcement programs delivered in B.C. by CVSE.

All participants in the course completed it successfully, including the three who became authorized as instructors. CVSE Senior Area Vehicle Inspector Dave Sabyan is the latest ministry employee to become certified to deliver the training to other commercial transport inspectors. CVSE’s Acting CVSA Coordinator Richard Roberts and Alberta’s Sergeant of CVSA Programs Wes Roth observed and graded Dave and his fellow instructor trainees. Videotaping of the lessons was done as part of the evaluation.

Motor coach inspection includes checking seats, windows, emergency exits (windows and doors) and their markings, baggage compartments and fire extinguishers. This is in addition to the examinations for all commercial vehicles, which cover such elements as driver documentation and the condition of wheels, steering, brakes and suspension.

CVSE inspects buses at roadside throughout the year, and during the annual North American-wide CVSA road check. There are about 2,000 buses licenced by the Passenger Transportation Branch to operate in B.C., including motor coaches, smaller tour buses and shuttle vehicles. Buses must be inspected by a government licenced inspection facility every six months.

Congratulations to those who completed the inspection course, and to those who can now deliver the training, to make travel safer for everyone.

Commercial Vehicle Safety and Enforcement employees and other participants in the motor coach inspection training: Brandon Lloyd, David Sabyan (CVSE’s newly-certified instructor), Rick Spanier, Richard Roberts, Julius Debuschewitz (Yukon’s newly-certified instructor), Wes Roth (Sergeant – CVSA Programs AB), Collin Nemeth, Don Allenby, Michael Jonson, Rob Scott, Michael Gustavson, Ken Squarebriggs, Gerald Vose (Alberta’s newly-certified instructor) and (front) Piotr Giminski.
PECSF Fundraising in Prince George
Submitted by Judy Gunderson, PECSF 2011 Campaign Coordinator

With the 2011 Provincial Employees Community Services Fund (PECSF) fundraising campaign now over, the Northern Regional Office in Prince George had some interesting and fun events to raise money for worthwhile charities.

Our campaign kicked off on Sept. 21, with a “by donation” coffee and cookie event for all ministry staff in our building. Tim Horton’s donated the coffee and the administrative group contributed the cookies. This event raised both awareness and money to the tune of $255 for PECSF.

We followed up the kickoff event with a “Silent Auction Bake Sale” on Oct. 19. This was not your ordinary bake sale where you simply purchased what you wanted. We made it a little more interesting with the silent auction aspect. Let me tell you, there was some fierce bidding before the clock ran out. Thanks to the generosity of both the bakers and buyers, we added $436 to our PECSF pot.

Our third event was a Chili Cook Off, on Nov. 2. This drew nine contenders for the bragging rights to the “Bestest Chili This Side of Hixon”. It was a close race with Bill Rose’s “Last Chance Chili,” and Brent Davies’ and Trent Folk’s “Chili Experience,” coming in only one vote from the winner, Judy’s “Cheeky Chili.” The tasty competition raised another $204.

We followed up the Chili Cook Off with a “Photo Scavenger Hunt” on Nov. 8. This new event had folks scavenging the office and city block to match a location and description to something identified in a photo. Sounds easy, but it definitely challenged the sleuthing ability of those who participated. Chalk up another $60 to PECSF.

Our biggest fundraiser was the “Cookin’ with Highways Vol. 2” Cookbook (featured in November 2011 Road Runner). Linda-Lee Schell was the driving force behind the work, Judy Gunderson was the 2011 Winner for Bestest Chili this Side of Hixon.

Continued on Page 7...
More PECSF Pics

Culinary capers contributed to the ministry’s achievement of the highest average employee donation to the 2011 Provincial Employees Community Services Fund, among large ministries in the Capital Region.

Bob Steele assisted Kirsten Pedersen as she dished up chicken curry to claim the Executive Cook-Off Championship for the Partnerships Department. Paul Squires, Megan Smith and Carolyn Ruhland were also part of the winning team.

Pepperoni proved popular and profitable for PECSF, as shown here by pizza enthusiasts Jeff McConnell, Levi Timmermans and Shery Owen.

Allan Callander played his “air ukulele” to lure people to the Luau Lunch of Hawaiian meatballs.

Kevin Baskin and daughter Alana make a careful family dessert decision.

PECSF Fundraising in Prince George

...Continued from Page 6

and ultimately the success of the cookbook. There are some great tried and true recipes that we’ve had the opportunity to taste at one of the many potlucks held here in Prince George. We raised a whopping $980 on this fundraiser.

We topped off our fundraising with a couple of 50/50 draws that added an additional $273.50 to the kitty (thanks to Tony Bennett for donating his 50/50 winnings back to PECSF), bringing the total monies raised in the Northern Regional Office to $2,209.09. This is awesome! Some extremely valuable, and close-to-our hearts organizations will benefit from the generosity of staff in the Ministry of Transportation and Infrastructure.

Of course, this could not have been done without the help of many who organized and planned events, as well as those who supported our activities. Thank you for making the 2011 PECSF fundraising campaign a success in our region. ♦

Trent Folk and Brent Davies served up the “Chili Experience” under an awning which featured seating, mood music, shaved chocolate, candlelight and fake previous prize ribbons.
As most of you probably remember (and some are trying to forget...but we just won’t let it die), the Lower Mainland District issued a ministry-wide Movember challenge. Similar to the millions of athletes world-wide, that dedicate their lives to their chosen sport, more than 80 ministry staff dedicated the month of November (now coined “Movember”) to raising awareness and money for men’s health, specifically prostate cancer research and treatment. The symbol for this campaign was the moustache – or “Mo.”

Much like the Movember movement, which began in 2003 in Melbourne, Australia, and now has more than 1.1 million participants, the challenge spread like wildfire through ministry offices. We saw many different growing styles, techniques and results, which collectively raised more than $15,000 for prostate cancer research and support.

It was a fun-filled month (with a few awkward meetings, where you tried to explain your uncharacteristic facial hair) and it was incredible how people from all parts of the province showed their support to raise money for the cause.

As a first-time moustache grower, I can tell you growing a Mo was a roller coaster of emotions (you loved it some days, hated it others). For those of you who never expect to have the experience, let me explain. There was the annoyance of it growing in unevenly, and the occasional itchiness. Sometimes it got in the way of eating soup or being affectionate, too.

Many people had varying attitudes toward their moustaches on Dec. 1, the official end date to the campaign. Many walked in clean shaven and happy, some walked in clean shaven and full of regret (something they had spent 30 long days growing and manicuring was now gone). Some walked in with a little less hair than the day before (obviously they couldn’t bring themselves completely lose their Mo). It took others a few days to razor off the product of their hard work, while some decided to ring in 2012 in style, by putting their best Movember face forward. (I hope they realize that they have to start clean shaven Nov. 1 of this year, so if they are trying to get an edge on the coming competition, they are sadly mistaken).

We’d like to give a big thank you to everyone who participated in the event and a bigger thank you to everyone who supported all the Movemberists. Not knowing how the challenge was going to be accepted during our planning, we were pleasantly surprised with the results (both the number of participants and amount of donations received) and are looking forward to the campaign next year!

– The Lower Mainland District Bristly Bunch ♦
Trailer Proves Positive for Test Load
Submitted by Doreen McAllister, Commercial Transport Inspector-Supervisor

On Jan. 4, Commercial Transport Inspector Rick Rablitt and I escorted a 29.5-metre long test load, near Fort Nelson. Rick took several pictures, while I drove behind, escorting the load.

A load of this length would normally require a pilot car, according to Commercial Vehicle Safety and Enforcement (CVSE) policy. Premay Pipeline Hauling had asked the CVSE extraordinary load approvals section, if the company could haul pipe from a yard located right behind the vehicle inspection station, to approximately 121 kilometres outside town, on a government-maintained resource road. The company had more than a hundred loads to move, and the extra cost of the pilot cars would be considerable.

The carrier used a trailer that has a very similar design, to one once frequently used in the logging industry, but that has not been popular for several years. The trailer has three unique qualities that make it perfect for this application. The front axle on the trailer steers by way of a tie rod that is attached to the bolster. The load also turns on the bolster, which is on the trailer itself. Finally, the trailer has an adjustable reach that can be lengthened or shortened as needed for the product being hauled, or shortened up completely, when it is empty. The result is virtually no off-tracking when it turns corners. In fact, the trailer almost turns the corners better than the truck towing it. (The photo here shows the trailer stretched out to its furthest length.)

On Jan. 9, the company was given approval to transport this kind of load without a pilot car. This was one more thing that the ministry does to promote economic growth and trade, while ensuring safety for the travelling public and contributing to a competitive transportation sector.

CVSE examined this test load, and determined that the requirement for a pilot car could be waived.

SHOOT HIGH
When taking photographs for Road Runner, shoot high! Set your camera or cell phone at the highest resolution, to ensure the best-quality reproduction in Road Runner. Shooting at less than one megabyte in size can result in pixilation or graininess in your perfect picture.

Please submit your original JPEGs, in full size, to Nancy.McLeod@gov.bc.ca or to RoadRunner@gov.bc.ca
EAF Successes Shared with Senior Managers

Submitted by Glenn Olleck, EAF Chair

In November 2011, the Employee Advisory Forum’s (EAF) team leads were invited by Highways Department Executive to present at the fall Highways Department senior managers’ meeting, in Kelowna – and what an opportunity it was!

Our main goals for the session were to update the senior managers on the EAF’s activities, and gain their support in raising employee awareness of the amazing things the EAF has accomplished and what we have in the works (see next page).

In round robin format, our team leads (Jan Lansing, Jeanne Reeves, Ryan Spillett, Ryan Todd and Tim Woolnough) presented to small groups of senior managers, on each EAF team’s purpose, achievements and plans for the upcoming year.

“It was great to have the quick roundtable presentations from each team lead who was eager to explain the initiatives, share their knowledge and experiences, and answer questions,” says CVSE Director Brian Murray.

The EAF members captured the attention of everyone in the room – so much so that the senior managers left Kelowna with plans to connect more frequently with their EAF representatives. For example, EAF members will be asked to present at upcoming Regional Management Team meetings, which is a great opportunity for the members to keep everyone up to date, and to get their input and feedback on new initiatives.

Project Director Grant Lachmuth says, “They did a wonderful job of updating us on the EAF’s significant progress and they represented the EAF team very, very well.”

Presenting to such a group is an excellent professional development opportunity for the team leads. They were able to demonstrate their professionalism and knowledge while building their communication skills. EAF Vice-Chair April Paxton says, “The end result was the sharing of innovative strategies designed to enhance our workplace.”

“The feedback that the EAF received from the Highways Department senior managers’ meeting in Kelowna was overwhelmingly positive and appreciative,” adds Team Lead Ryan Todd. “Knowing that what we are doing is so supported, and has a big impact on all employees in the Ministry of Transportation and Infrastructure, is what keeps us involved and working hard to make our ministry the best place to work.”

One of the reasons that our ministry’s EAF is so successful, is the strong commitment and support given to the forum by our Executive. Being invited to present to senior managers sends a clear message to the EAF that the work they do matters. It is also important to thank all the supervisors out there for ensuring the EAF members have the time to do what they do, and for keeping the EAF in the forefront.

And to the EAF members, “Thanks for your outstanding efforts and commitment. Collectively you are all making a difference; truly impressive,” notes EAF Chair Glenn Olleck.
EAF Makes a Difference...

1. 2012 Employee Recognition Calendar (thanks to the regional directors for their support).
2. **Roving Reporter video: Ministry Service Plan** – see how an employee’s daily work connects to ministry goals.
3. Career Development Profiles (such as Cheryl Lawrence, Joyce Pool, Neetu Bhatti and Kenedee Ludwar).
4. Knowledge transfer through the **Bite of the Apple** program – check out the **Transporting Extraordinary Loads on BC Highways** PowerPoint presentation and notes.
5. **Empowerment at Work** – an article to help you build empowerment, written by a former EAF member (featured on the emPOWERment Station).
6. Find out why you’re here with the EAF’s new **Meeting Agenda Template**.
7. Health and Wellness Lunch and Learn speaker series (e.g. **Fitness, Fatness, Finances and Friends**).
8. “Did You Know?” – facts about pay and benefits – an ongoing series in the Road Runner (e.g. **maternity and parental leave**).
9. **Employee Accomplishment Log** – to help you track your success.
10. **Run for the Cure** – see how EAF members mobilized transportation teams at a number of sites across B.C.

Congratulations to the Thompson Nicola District and the Southern Interior Region’s Corporate and Operational Services, on being named two of the 10 Top Work Places in the B.C. Public Service!
Green Drink (Almost) Glows for Good Health

Submitted by Ryan Oakley, EAF Team Balancing Act

Here's a green drink recipe that's sure to better your health, and gross out your co-workers (especially if you bring it to work in a Mason jar complete with screw-on lid!)

1 banana, peeled
1 apple, peeled and cut
1 pear, peeled and cut
1 carrot, peeled and cut
1 piece of celery, cut (green tops can remain)
1 tbsp hemp seeds
1 tsp bee pollen
2 tsp spirulina
1 tbsp omega oils or flax oil
1-2 tbsp lime juice

Place ingredients in blender. Blend on low, then medium, then high, until it's well blended. Add 1/2 to 1 cup of water depending on the desired thickness. Pour into Mason jar, for on-the-go goodness.

The drink has a healthy, kind of "garden" taste to it (surprise, surprise!) – but the pear gives it some nice sweetness.

No, it does not glow in the dark, if you turn off the lights. But that would be pretty cool if it did!

Enjoy! ♦

Spirulina, an algae-based food supplement, gives this nutritious drink its green good looks.

Did You Know?

FACTS ABOUT PAY AND BENEFITS – HELP TO STOP SMOKING

Submitted by Daniela Pricope and Jeanne Reeves, EAF Team Appreciation

If you or your family members want to stop smoking, there's help for public service employees, their spouses and dependents. "Quittin' Time" is a comprehensive smoking cessation program that includes counselling services and reimbursement for smoking cessation products. The program even offers motivational text messages and contests to encourage you! For more information go to: www.quittintime.gov.bc.ca/whatsQuittinTime.htm

Smoking Cessation Programs Help Employees Butt Out

Two Southern Interior Region employees – Cuda Brown and Crystal Chenier – are supporting each other in their new lives as non-smokers.

Manager Project Services for Kicking Horse Canyon Project Cuda Brown and her husband Michael successfully quit smoking using the "Quit Now" program, in December 2007. Cuda was one of the first people to use the program (which is now called "Quittin' Time") when it was created.

Cuda's motivation for quitting was that her first grandson had just been born. His parents did not want him exposed to second-hand smoke, and they didn't want to bring him to Cuda's home for Christmas.

What Cuda liked best about the program was that costly prescription medication was covered for both her and her husband, and she received supporting phone calls from the program nurses. For the first few weeks, a nurse would call their house twice a week to ask how they were doing, and if they needed her help with anything. The program provided Cuda with the much needed support to succeed at the tough task of quitting smoking.

Crystal Chenier was diagnosed with emphysema last year, and decided it was time to quit smoking. She quit "cold turkey" on Nov. 11, and wears an elastic band on her wrist so that every time she has a craving she gives her elastic a little snap. This seems to help with her urge to smoke. Her husband is happy that she has decided to quit smoking for health reasons, and Crystal says he would rather see her carrying a few extra pounds, than out of breath. Cuda and Crystal work next door to each other in Corporate Services, so when Crystal is having a particularly bad day, she has a buddy next door who provides her with the support she needs.

Crystal plans to sign up for the "Quittin' Time" program now that she knows how it benefited Cuda. For more information on the program, click here: www.quittintime.gov.bc.ca/whatsQuittinTime.htm ♦
Dale Francis – Manager of Business Analysis
Submitted by Eric Graham, EAF Road to Opportunity Team

Dale Francis began his career with the Department of Highways 35 years ago, right out of high school, where his best subjects were math and drafting. He had a choice of two drafting jobs and chose to work for the department. As part of the Highways Design Team, Dale worked in Victoria for 11 months, and then went to a permanent job in Kamloops. After a year there, though, he was missing the Coast, so he competed (successfully) for a position with the Highways Design Team in Victoria.

After a couple of years of drafting and design, an auxiliary position working with computers for the Design and Survey Branch opened up. Dale was very interested, but because he already had permanent status, he was not eligible to apply. He courageously approached the office manager and asked what it would take to lose his permanent status in order to get the auxiliary position. It was worth asking the question, because that helpful manager took steps to make the move possible without Dale losing his permanent status.

Dale spent a number of years assisting the computer section of the Design and Survey Branch. This was in the era of mainframe card readers and punch cards – computer terminals with individual screens were still in the future! When the person above him left for a different position, Dale moved into the position and became the head of the computer section. He spent a lot of time in the field introducing software, like the Metric Design System, to survey crews and regional design offices.

When the director of the Design and Survey Branch decided that they needed an engineer to head the section, Dale wasn’t qualified. So, he applied on a job with BC Systems Corporation (a Crown corporation), and won that competition. Dale worked with the group that served the Design and Survey Branch, and the move offered a wage increase.

After the Metric Design System, the Panterra system was introduced for field survey processing and to the Construction Branch (Field Services). Panterra automated processes that were previously done by hand. The Metric Design System and Panterra were eventually replaced with CAiCE (Computer Aided Civil Engineering) for highway survey, design and construction supervision.

Somewhere in between the Panterra and CAiCE timeframes, Dale’s work unit moved from the BC Systems Corporation to the Ministry of Transportation. As a business analyst, Dale was looking after highway engineering software for survey design and construction supervision. This meant extensive travel for training in regional offices, and the field, plus analysis for highway software development. Dale says it was a highly enjoyable time of his career, as he was meeting with colleagues who used the software in various ways.

Dale’s job changed as technology changed, and he progressed from being a Business Analyst to a Senior Business Analyst. In this position, there was also a lot of travelling to support software users and direct software development. Eventually, he became the Acting Manager of Business Analysis, and then Manager of Business Analysis (his current role).

Dale says he likes the people that he works with, as well as the clientele he serves. Even after all these years, he still enjoys the highway engineering aspect of his work. Although Dale does not have any formal post-secondary education, he has taken training throughout his career. The most useful, he says, was the project management program through the University of Victoria. Now, in his final years with the ministry, Dale looks forward to mentoring employees.

Dale is married, and has two wonderful daughters and a grandson. His second grandchild is expected in May. Dale enjoys woodworking, and has taken courses in crafting fine furnishing and made a hope chest for his grandson. He is also an avid fly-fisherman.

My Good Health

My Good Health is a health management system that can help you and your family make informed decisions to positively impact your health now and in the future. It offers information about medications, natural health products, fitness, community resources and more.

Fill out your My Health Profile for a chance to win $500 in health spending! Find out more about My Good Health and the My Health Profile contest by visiting the @Work site.
Bernie Bolton is currently a Commercial Transport Enforcement Officer Supervisor at the Kamloops Eastbound Inspection Station. He started with government in May 1995, as a summer auxiliary driver examiner in Prince George, followed by permanent driver examination positions. In September 2000, he accepted a commercial transport inspector position with Commercial Vehicle Safety and Enforcement (CVSE) in compliance operations, at the Kamloops Westbound Inspection Station. Following that, he became a portable inspector in Nanaimo, in 2006, and then returned to Kamloops in August 2010, after accepting his current position.

As a commercial transport enforcement officer supervisor, Bernie has had the opportunity to gain supervisory experience, and he strives to contribute to a positive work environment within the Thompson Nicola District.

As a CVSE staff member, Bernie’s first and foremost goal is to promote road safety. Bernie notes that his work with CVSE fits well with his personality and past experiences, stating, “I’ve always been a gearhead and mechanically inclined, and I was attracted to CVSE by the opportunity to check on the compliance of drivers, as they gain experience as commercial drivers. After working in driver exams, I thought it would be interesting to see how drivers either progress or regress from the baseline skills they have acquired when they obtain their professional driver’s licence. Also, the opportunity to conduct mechanical inspections to find defects appealed to me.”

Job-related training has been primarily provided through government-sponsored programs and courses. Bernie would recommend that applicants seeking CVSE Supervisory positions have extensive experience in both scale operations and mobile enforcement, to ensure they are knowledgeable and ultimately earn credibility with their staff.

Bernie feels the three most important action items that helped him win his current position were perseverance, goal setting and flexibility. He noted that although he didn’t win the first supervisor position he applied for, he learned from the experience. He applied himself fully to his current position, volunteered for acting positions, and continued to build on his skills and abilities, in order to reach his goals.

“After winning a new position, I’ve often asked myself if I would be content to complete this job for the balance of my career with government. In the event that I don’t believe I’d be satisfied, I’ve tried to implement a five-year plan to allow myself time to gain experience and the abilities to function successfully in the position that I would like to attain. I’ve held varied roles in government in many different locations in the province, and worked for multiple ministries and Crown corporations in my 16-year career. Being able to manage change and learning to see the opportunities presented by that change have allowed me to have success.”

As a new supervisor, Bernie continues to learn and improve on the personal skills that will afford him success as a supervisor. He has also recently registered for the Supervisor Development Certificate Program. Networking, goal setting, continuous learning and team building are skills that Bernie sees as critical to the position, and important to continue developing, to advance his career. Bernie strives to mentor and assist staff in their career advancement. “I’m excited about being able to contribute to positive changes within CVSE, that will diversify the skills of CVSE employees and ultimately increase overall efficiency within the organization.”

Bernie feels it is important to be active and maintain a positive work/life balance. Outside of work he enjoys spending time with his wife and three children, Alison (age nine), Cody (age seven) and Erik (age three). He also likes playing hockey and football, motorcycling, fishing, and camping with the family.

In his professional career, and life in general, Bernie is inspired by the words of Aristotle: “Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit.”
In Your Words – Wisdom from Employees
Submitted by Tracy Houser, Manager of Engagement Initiatives

As B.C. Public Service employees, how we learn, what we learn and why we learn is changing as fast as our society and the citizens we serve.

The provincial government’s new Corporate Learning Strategy invites us to help chart an innovative and flexible learning and development path for the B.C. Public Service. “What in blue blazes does that mean?” you ask yourself.

So, to get employees thinking about their learning and career development, the ministry’s monthly In Your Words contest recently asked employees to share their wisdom by completing the following sentence:

“One idea that I developed or pursued for my professional development was...”

This sentence was finished off in a number of ways, including...

"...to volunteer with a community agency where I could utilize and hone existing skills in new and different ways while learning new skills.” – Ron Wiebe

"...when you return to your daily work after participating in a learning opportunity, try to integrate the new items and best practices, as soon as possible. You may find more options and opportunities for reaching the same goal, in a way that may prove to be better or more efficient over time” – Sierra Brown

Other great ideas included:
- Invite individuals for coffee to find out more about what they do, how they got to where they are, and what they’re looking for in the people they hire. – Erin Klingmann
- Join a professional association and pursue a professional designation. This has a relatively minor cost but opens you up to a broad network of other professionals. – Genevieve Pelletier
- Ask a number of people their opinion on the same question/situation. You may receive a wide range of perspectives that allow you to see the big picture and make an informed decision. – Joan Brickwood
- Don’t just think about it, do it, do it, do it! Pursue professional development the way you personally like it; don’t do it for anyone but yourself and the satisfaction is far more rewarding. – John Lau

Reg Receives Cone Before Retiring
Submitted by Yasser Abdelghany, Construction Standard Engineer

I passed the cone to Reg Fredrickson on Nov. 8, for his great 38-year contribution to the ministry and to the B.C. public service, including his time as the Director of the Rehabilitation and Maintenance Branch. I’d known Reg only for three years, but I knew that he had helped “sail the boat” (our ministry) safely for almost four decades, and that he would do so until his retirement on Dec. 23.

The Own the Cone recognition program was developed by the Employee Advisory Forum, for employees to recognize the contributions and accomplishments of their colleagues. Cones are intended to be circulated around business units and the ministry.

Reg Fredrickson with a cone of recognition and an “Own the Cone” certificate. Rodrigo Disegni (far left) and Yasser Abdelghany enjoy Reg’s reaction.

Ron Wiebe has enhanced his skills by volunteering with community agencies.
In Your Words – Wisdom from Employees …Continued from Page 15

Erin Klingmann suggests finding out what others do, how they got there and what they’re looking for in the people they hire.

• Volunteer at a local branch of a professional organization (e.g. Association of Professional Engineers and Geoscientists of B.C.). – Carl Wong

• Learn about the other program areas in your branch. This may help you to understand what your colleagues are doing and how what you do fits into the bigger picture. The knowledge may assist you in pursuing opportunities within your own branch. – Karen Coverett

Learning is not simply attending training or a course – although these can be key components. Instead, it’s an ongoing, complex, organizational and individual undertaking that occurs formally and informally, every day. It doesn’t stop at the completion of college or university, or at the entrance to the workplace. In fact, work is most often where learning really begins.

If you aren’t learning something new at the moment, consider mentoring someone else. After all there’s a saying that, “We remember about 10 per cent of what we hear, 30 per cent of what we hear and see, 50 per cent of what we do, and 90 per cent of what we teach to another.”

For more thoughts on learning and your career development, take a look at Developing the Best – A Corporate Learning Strategy for the BC Public Service. It outlines goals and actions for creating a culture of learning, embracing technologies and tools to prepare for the future, responding flexibly to learning needs, and valuing diversity and advancing inclusiveness through learning.

Sierra Brown puts new learnings to work right away.

We’re looking for stories and photos for the spring RoadRunner

Please email them to RoadRunner@gov.bc.ca

John Lau says don’t just think about professional development, do it!
I would like to take this opportunity to introduce Aquillo (A-kilo), the sixth member of the Snow Avalanche and Weather Programs at Kootenay Pass.

Aquillo is a nine-year-old Golden Retriever/Black Lab cross who is now a retired member of the Canadian Avalanche Rescue Dog Association (CARDA).

I found Aquillo in the Second Chance Animal Shelter in Nelson, in the fall of 2002. I was more or less tricked into going to the shelter and...I walked out with a dog. After some consideration, I named her after the Greek god of the north wind. (But I’ve come to call her Kilo for short.)

I had a work colleague at Whitewater Winter Resort who was a certified dog handler and was in the process of training a new dog. I had participated in his training, helping out when I could.

Because of my exposure to the rescue dog association, I made the decision to challenge Aquillo and myself, by attempting to train and certify Aquillo for avalanche rescue.

Right off the bat, the cards were stacked against us. First off, I knew next to nothing about training a dog for avalanche rescue, or training a dog period! The second thing was the type of dog I ended up with and where I got her from.

You have to appreciate that the standards and certification for CARDA rescue dogs is managed by the RCMP’s dog section. Due to the fact that Aquillo wasn’t a German Sheppard, and I had found her in a shelter, well, let’s just say that the expectations for our success were quite low. I was told outright to get a different dog. Most dog handlers will go and find breeders of working dogs, and spend thousands of dollars. I paid $70 for Aquillo, and that included her shots.

I wasn’t about to get a new dog, as I was already attached to Aquillo, so I forged ahead despite the negative encouragement and we started our long road toward avalanche rescue dog certification.

The initial training that we participated in was more about training me (the handler) to have the skills to train my dog. During the first course, Aquillo showed that she did have the drive to be successful. Now it was up to me.

The most significant insight I had about my dog during the first course was figuring out my dog’s personality. It turned out that Aquillo is considered a “soft dog” – meaning that she is very sensitive. The most important thing you need to accomplish in your training as a dog handler is to make sure that your training experiences are always positive. Some dogs do respond to being treated “roughly” (like being yelled at or using the choke chain with deliberate force). If I even raised my voice a little bit at Aquillo, she would put her tail between her legs and shut down completely. If I was going to be successful, I had to ensure that Aquillo was not going to associate searching with a negative experience. My challenge was to make all of our training fun and positive.

At times it was very frustrating, when I didn’t think we were making progress, or were even taking steps backward (which is common). The key to our success was to stop when things were not going well and have some fun, then take another crack at it tomorrow. It was always focusing on creating a positive experience.

The initial training took more than two years. It has been one of the most challenging and the most rewarding experiences of my life.

Aquillo and I were fully certified as an avalanche rescue dog team, in 2004. Annual re-certification is required to maintain the status of an active team. Most working dogs actively serve until the age of eight to 10 years.

Aquillo has been with the Kootenay Pass Avalanche Program for eight years. She is now enjoying a much more relaxed and easy “dog’s life”. Her stress is way down and she now searches avalanches for fun. (She still really loves to search).
Social Media Sparks Communication Innovation
Submitted by Brad Boyden, District Operations Technician

Social media is providing new ways for us to showcase our achievements to colleagues, stakeholders and the public. TranBC (articles), Flickr (photos and captions), Twitter (instant updates to subscribers), YouTube (videos) and Facebook are all available now to explain the work we do, and why we do it.

Most people know what a grader, excavator, or dump truck look like, and many folks associate a yellow vehicle with an amber flashing light with some form of road and bridge maintenance activity. But how can we better communicate with the public about the work we do?

In the Bulkley Stikine District, we are trying to tell our stories with an innovative approach, using a point-of-view video camera. Instead of showing you a photo of a plow truck going down the road, we can put you right in the truck’s cab so you can share the operator’s experience. Take a look at the Snow Plow Ride Along on BC Highway 37 video – it’s just like being there.

With the use of a small, versatile point-of-view camera, the type of footage we can capture is only limited by our imagination. If we can portray the good work we do in an interesting way, we can offer the public a better understanding of the challenges that we face, and give them an opportunity to share in the successes of our district staff and our maintenance contractors.

We have only scratched the surface of how social media can assist us in communicating with the public, and using video to highlight our work in unique and exciting ways is an important tool. You can also use video to share information about a project, maintenance activity, volunteer program or anything else in your district. So grab a camera and start filming!

Please email me, or call me at my desk (250-847-7244) or on my cell phone (250-877-8851), if you would like to know more about what we are doing in the Bulkley Stikine District.
Investigative and Enforcement Training Underway for CVSE
Submitted by Tito Zannella, Manager, CVSE Projects (Training)

With more than 30 new Commercial Vehicle Safety and Enforcement (CVSE) inspectors hired throughout the province in the last two years, the branch has been busy developing, coordinating and delivering specialized training for these employees.

Training for new inspectors concludes with their completion of the Investigative and Enforcement Skills Certificate Program, delivered through the Justice Institute of B.C. At the institute’s New Westminster campus, CVSE Branch Director Brian Murray delivered opening remarks to the “Introduction to Investigative Skills and Processes” course, held Dec. 5 to 9. A number of new CVSE employees attended the training, as well as two long-time staff who are working toward completion of the investigative and enforcement skills certificate program.

CVSE’s new hire training program also includes in-house courses. Some cover commercial transport weights and dimensions, CVSE enforcement, air brakes for enforcement officers, National Safety Code hours of service, the North American Commercial Vehicle Safety Alliance program and transport of dangerous goods certification.

CVSE Appreciated in Agassiz
Submitted by Cindy Hogg, Commercial Transport Enforcement Officer Supervisor

Hope Area CVSE inspectors were honoured to attend a Peace Officer Appreciation Lunch sponsored by the All Saints Anglican Church in Agassiz, on Oct. 16.

CVSE, along with the local RCMP and CN Police, participated in the morning church service. Then they proceeded into the church hall lead by the bagpipe-playing members of the Harrison Highlanders, to enjoy a fabulous meal. Thank you to the inspectors for representing CVSE in this community.

CN and RCMP officers with CVSE Commercial Transport Enforcement Officer Cindy Hogg in the church hall. The cake was decorated with the words, “Thank You – Work Safe” and enforcement agency logos.

CVSE inspectors outside the appreciation event, on a sunny Agassiz Sunday: George Symons, Mark Steberl, Mark Carey, Cindy Hogg, Paul Picco and Ben Taylor.
Ministry Supports Polar Swim Success
Submitted by Holly Adems, Special Events Coordinator

Brrrrrr!! It wasn’t exactly “Shake, Rattle and Roll” — more like “Shake, Shiver and Plunge”!

On Jan. 1, another successful Polar Bear Swim happened at Davis Bay Beach, on the Sunshine Coast, just south of Sechelt.

There was no sunshine on the day, but there were mild temperatures and just a slight nip in the air, as locals braved the chilly ocean surf to take their annual salty plunge. About 500 hardy souls turned out to start off their new year with a quick dip in the brisk waters.

Each year, the ministry, the Sunshine Coast Lions Club, the municipality and RCMP, all work together to ensure Highway 101, by Davis Bay, is temporarily closed. Traffic is re-routed to residential streets, all to ensure public safety so residents can have their short, chilly swim.

It’s another great partnership between the ministry and the local community for this fun event, enjoyed by people of all ages.

A regular participant — who takes the plunge each year without his fur coat — enjoys the day.
Top Customer Service and Work Environment Recognized
Submitted by Judy Gunderson, Northern Regional Management Administrator

On Dec. 12, the Northern Region office had the pleasure of a visit by Highways Assistant Deputy Minister Dave Duncan. Dave was in Prince George to recognize the accomplishments of two dedicated teams and to celebrate their successes with regional staff.

The Northern Region’s Engineering group again achieved a high score on the 2011 Work Environment Survey and was presented with a Top Work Unit Award, the third in as many years. The dedication demonstrated by members of the engineering team greatly reflects on the successes they’ve had and will continue to have. It does not come as a surprise that “teamwork” consistently ranks highest of all the drivers on this group’s survey, and “professional development” as the most improved driver, with a significant seven point increase from 2010. Congratulations engineering!

The Fort George District was presented with a Certificate of Customer Service Excellence achieved by their high score on the 2011 Customer Satisfaction Survey. The ministry performs the survey every summer and the results help to identify how service delivery is perceived by the public and stakeholders. The district has exceeded the ministry’s target score of 4.3 out of five, in three of the past four years, demonstrating a commitment to the ministry’s goal of excellent customer service. The district registered outstanding scores in the areas of fairness; staff knowledge; respectful, courteous staff; timeliness and providing necessary information, with improved scores in four of the top six most important services relating to winter maintenance, highway system improvements, safety signage and rest areas. Congratulations Fort George!

While in Prince George, Dave was able to reconnect with staff from his recent past as Regional Director, as well as make connections with new staff. It was great to have Dave back in the Northern Region again, and we look forward to future visits from him and other Executive in the upcoming year.

Highways ADM Dave Duncan and Regional Manager Engineering Bill Eisbrenner display the Top Work Unit Award presented to the Northern Region Engineering Group.

Fort George District Manager Ron Marshall and Highways ADM Dave Duncan show off the Certificate of Customer Service Excellence, received by the Fort George District.
Partnerships Project Manager Earns Graduate Certificate
Submitted by Claire Ingram, Procurement Manager

Taking full advantage of her Pacific Leaders Scholarship, Claire Ingram recently graduated from Royal Roads University, with a Graduate Certificate in Project Management.

In her role as procurement manager with the Operations and Procurement Branch in HQ, Claire is keen to promote and utilize her new-found skills acquired on this Project Management Institute-recognized course. (The institute is a not-for-profit association with more than 500,000 members and credential holders in more than 185 countries.)

Initially, Claire found the distance learning format a little challenging, but having met her team-mates at one of the two residential phases that “top and tail” the course, she soon realized the importance of team support. Teams have five or six members that come from all over the world. Communications protocols are therefore vital for team and individual success during the six-month course. Claire’s team found that a system similar to MS Live Meeting (called Elluminate) worked well, together with Dropbox for working on team assignments.

Claire says the course starts out with an analysis of the best ways to “sell” your project concept to senior management in order to gain their backing, sponsorship and funding commitment for the resources required. All of these are essential to get the project completed as far as possible on time, on budget, within scope, and to the level of quality stipulated. The course then evolves into an in-depth study of tools and techniques available to the project manager, to run projects in a structured and comprehensive manner, and on a scale appropriate to the project’s size and complexity. All in all, these are useful skills to bring to work and have on your resume!

Claire encourages anyone with an interest in project management to check out Royal Roads University’s certificate program.

Claire Ingram with her Graduate Certificate in Project Management, which can be earned through distance learning, from Royal Roads University.

Enigmatic Employee Names
Submitted by Nancy McLeod, Road Runner Editor

Here’s some light-hearted (but hopefully challenging) fun, as requested by Road Runner readers, who responded to the 2011 reader survey. This is also another way to get to know your co-workers’ names – all approximately 1,400 of them.

Match the clues provided, to the first or last names of your co-workers. The first person to send in a correctly completed crossword, will win a prize. To submit your entry, please compose an email with “Crossword” in the subject line, and send it to RoadRunner@gov.bc.ca.

Across
1 Major airport
4 Not quite spelled like Vancouver author
5 Parade leader
7 Vancouver street
8 Former Yugoslavian leader
9 ______showers
12 Enjoying the sun
14 Sounds like headgear
16 Just plain ______
17 Poet
19 Spanish love

Down
2 Washington municipality
3 Hee-haw waterway
4 Precipice
6 Fishing
10 Coming out of her_______
11 Seen around Christmas
13 Lotion
14 So cold we_______
18 Works with stone

* Check this edition of Road Runner for a bonus clue.
“Reverse Movember” Meets Xmas Potluck
Submitted by Tina Kulchyski, District Services Manager

The Thompson Nicola District’s yearly staff Christmas potluck lunch took place on Dec. 15. It’s a celebration full of good times, great food, games and gifts. It has become a favourite event in our office that is looked forward to and attended by all.

This season we were fortunate enough to have an added attraction. With several new staff coming on board this year, we solicited employees for some new game ideas. The Movember moustache-growing contest was just coming to an end, and Donalda Ritchie, our district operations technician, suggested a “Reverse Movember” contest with the proceeds going to prostate cancer research.

Players had to contribute five dollars each, and the lucky winner would be rewarded by shaving off someone’s moustache, in the design of their choice.

Dennis Kurylowich, our operations manager in Merritt, graciously volunteered to be the “shavee.”

The lucky winner, with razor in hand, was Harvey Nelson, coincidentally our operations manager in Kamloops. Harvey’s trusty assistant was Nicole Hansen, development approvals technician. We collected $90 and Dennis agreed to match the donation. So, we contributed a total of $180 to prostate cancer, while having some fun. Check out the work of art on Dennis’ face!

Dennis Kurylowich sported this original facial hair creation, courtesy of Harvey Nelson and Nicole Hansen, who trimmed Dennis’ Movember moustache to raise money for prostate cancer research.

We Don’t Just Weigh Trucks
Submitted by Cindy Hogg, Commercial Transport Enforcement Officer Supervisor

Most people associate big rigs, with the use of commercial weigh scales, at the ministry’s Commercial Vehicle and Safety Enforcement inspection stations.

However, tractors like the one in this photo, occasionally drive on highways, mostly to and from farmers’ fields. In order for them to do this legally, they need to be weighed so they can get the proper licencing and insurance.

It is not common to have a tractor on a scale pad. This one was actually brought out to Hunter Creek on a low bed trailer, unloaded, then weighed and put back onto the trailer, to go back to the farm.

A tractor weighs in at the Hunter Creek vehicle inspection station.