Environmental Services Field Day Benefits Wetland

Submitted by Brent Persello, Provincial Manager, Environmental Service Delivery

A wetland enhancement project in Salmon Arm got some extra help when employees from the Southern Interior Region and Thompson Nicola District teamed up with the region’s environmental group, on March 27.

The newly constructed wetland was completed in the fall of 2017, just before snowfall, and it was time for further work. The employees, accompanied by four-legged and furry mascot “Raven,” took part in a number of environmental enhancement activities, including cutting, preparing and planting vegetation stakes around the new pond, seeding disturbed areas, and installing several new bat houses.

The wetland project is being undertaken as part of the Salmon River four-laning project along the Trans-Canada Highway, which is expected to begin construction in the near future. The project is located about an hour east of Kamloops, and includes expanding the highway to four lanes, replacing the aging Salmon River Bridge and making significant access/frontage road improvements.

The new wetland is close to the Salmon River, and over time, it will provide important habitat for a number of avian, amphibian, reptile and mammal species, including wood ducks, great blue herons, western screech owls, painted turtles, western toads, garter snakes and Townsend big-eared bats. Much of the surrounding area has been impacted by past land use (primarily agricultural) and this project offered a tremendous opportunity to re-establish some of the habitat features that were present in the area prior to development.

Vegetation around the pond will help attract insects for songbirds and amphibians to feed on, provide roosting and nesting habitat, and offer shade and hiding cover to species using the wetland. Basking logs, sand and gravel for nesting, and tree root balls placed in and around the pond at the time of construction will also create habitat complexity for amphibians, reptiles and waterfowl.

Kamloops-based employees from the regional and district office joined up with the environmental services team to enhance a newly established wetland.

More on Page 3…
Editor’s Note

How would your co-workers behave if they were on an elevator and saw someone dashing for it? It turns out the answer to this question varies greatly depending on the co-worker and their personality type – defined by colours. Northern Region Business Services learned more about this (and each other) recently, and shared their experiences with us. Find out what it means to be a green – or blue, yellow or red, in this issue of Road Runner.

Also revealing is an article about our ministry’s best-ever Work Environment Survey scores.
Due to its proximity to our regional office, the project offered a unique learning opportunity for a number of employees, many of whom have worked on the Salmon Arm four-laning, but haven’t had the chance to see this aspect of the project. District staff, and regional employees from corporate services, operational services, project delivery and property services, all came to get hands on with environmental services work for the day.

The regional environmental team was very appreciative of these employees’ support and willingness to get muddy! So a big thanks to all who attended.

In closing, five fun facts...

1. Without bats there would be no tequila. Tequila comes from the agave plant pollinated by bats.
2. A single bat can eat 2,000 mosquitoes a night. So, when you see a bat while camping this summer, that’s good news!
3. Most bats can’t actually get off the ground; they spend their entire lives flying or hanging upside down.
4. A group of toads is often called a “knot.”
5. When frogs park illegally, they get toad!

Imagine it is shortly after 5 p.m. on a Tuesday.

You are in your car, on a bus, a train, or on your bike. You have just left work and your only desire at this very moment is to move; to make that transition from your work life to your personal life as stress-free and seamless as possible. Only your car is one of thousands on its way through Metro Vancouver, the bus has moved two metres in 20 minutes on its way north on Highway 1, you had to squeeze your way onto a full train, and cycling has been especially life threatening tonight as you navigate through the throngs of frustrated drivers.

What if there was one less car on the road? A dedicated bus lane? Or a bicycle lane? How would this change your Tuesday evening?

These are the questions we ask and do our best to answer here at the Transit Branch. What will life look like for B.C., with people out of their cars and into transit?

Over the next ten years, the Transit Branch will work with a number of partners to deliver more than $8 billion of public transit projects across the province.

$2.69 billion has been committed for transit projects under the recently announced Integrated Bilateral Agreement (IBA) as part of the federal government’s Investing in Canada Infrastructure Plan. The IBA builds on existing funding currently committed under the Public Transit Infrastructure Fund (PTIF), and combined with provincial and local cost sharing as well as other provincial funding such as the Transit Minor Betterments program, B.C. will see a total of more than $8 billion in transit improvements during the next decade.

Projects already approved under PTIF include planning and early works for a SkyTrain extension along the Broadway corridor in Vancouver and for light rail in Surrey, new buses and rapid transit vehicles (rail and SeaBus), bus communications technology, upgrades to bus and SkyTrain systems and facilities, and
What New Federal Investments in Public Transit Mean for BC

...Continued from Page 3

around the province, improvements to existing
maintenance facilities and transit exchanges and
construction of new maintenance facilities and
transit exchanges.

The ministry’s South Coast Region is taking the
lead on three PTIF projects valued at $40 million.
These are construction of a bus lane on the
Highway 1/Douglas Street corridor in Victoria,
upgrades to the Phibbs Transit Exchange in the
District of North Vancouver, and a new pedestrian/
cycling overpass in New Westminster.

What will come under the IBA is still to be
confirmed, but results are expected to include
similar investments in transit and rapid transit
vehicles, facilities and lines.

The ministry’s Transit Branch will be working
closely with the Highways Department and the
Infrastructure and Major Projects Department, as
well as with BC Transit and TransLink, to identify
and develop new transit projects that will have
lasting positive impacts on the way we travel
through our communities. The outcomes could
change your commute.

Ministry Positions Explained
in Career Profiles

Submitted by Brittney Speed, EAF; and Chantelle Gergley, Succession Committee

Want to know what an underwater ceramic
technician does?

Well, we aren’t entirely sure, other than it’s a
fancy name for someone who washes dishes!

We can however, share with you what a
development approvals technician and director
of executive operations do. You’ll find these
and other stories about our ministry colleagues
in our revamped Career Development Profiles,
which showcase the variety of positions we
have in the Ministry of Transportation and
Infrastructure.

The EAF and Succession
Committee have partnered
to provide the new series
of profiles. These popular
profiles have been online
since the mid-2000s and
are designed to highlight
the many paths an
employee can take when
choosing how to grow
their career.

The Career Development
Profiles are laid out
according to the BC
Public Service job
streams. The EAF site
shares information about
different classifications
and the approximate number
of positions in our ministry
that fall into a particular
job stream, sample jobs,
career outlooks, resources for
employees in that job stream
and, of course, profiles of
individual ministry employees.

So take a look, and stay tuned
for new profiles that will be
released via TRA News.

Have more questions?
Contact your EAF
representative or reach
out to your colleagues
to learn more about the
many interesting career
paths chosen by people
in our ministry.

Featuring Kari
MacKichan,
Carrier Safety
Inspector

Kari MacKichan brings a
wealth of experience to
her position as a carrier
safety inspector with
Commercial Vehicle Safety and Enforcement, in
the South Coast Region.

Prior to her current position, she worked
as a commercial transport inspector, weigh
scale supervisor and a commercial transport
enforcement officer. Kari started as an auxiliary
employee with the Ministry of Transportation
and Infrastructure and says
she never expected to be here
20 years later.

Her position as a carrier
safety inspector is rewarding
because her work directly
affects road safety. She is
responsible for educating and
auditing trucking company
owners to ensure they
are meeting the minimum
legislative requirements. This
position speaks to Kari’s acute
attention to detail and she
enjoys the opportunity to see
her work contribute daily to
safe highways.

Does Kari’s job sound
intriguing to you? For
employees to obtain a
similar job, Kari recommends that you develop
excellent written and oral communication skills.
Leadership training has also been invaluable to
her career.

Kari is interested in performance coaching
which she will pursue for future career
development. She is also interested in job
shadowing and networking opportunities to
advance her career. Kari has had several people
job shadow her in her position, and she really
enjoys the opportunity to share her knowledge
with others.

When Kari is not in the office, she can usually
be spotted with her camera taking photos of
her family and friends at local events.

Kari MacKichan educates and audits trucking company owners.
Succession Planning 2.0 – The Journey Continues!
Submitted by Kim Struthers, Manager, Workforce Programs, Strategic Human Resources

Earlier this year, the ministry’s succession planning committee launched Succession Planning 2.0.

This was in recognition of the work the committee did over the fall of 2017, to map out a strategy for the next two years, confirming four priority areas and identifying project teams to develop and implement an ambitious set of action items.

We’re pleased to provide an update on the priorities and to outline a number of ways you can get involved:

Succession Consultation sessions: From late May through June, the committee held 19 in-person and virtual sessions for you to learn more about this new chapter and to provide feedback on the four priorities and various activities that are planned for the next two years. We wanted to hear from you about what’s working well and what else we can do to support our employees, and we appreciate your input. If you missed the chance to participate, but have some ideas, please contact Strategic Human Resources.

Attract and Grow Talent: Roadmapping My Career pilots are now complete; watch for the Hiring Toolkit coming this fall.

Leadership Development: The next Leader in You workshop will be held in Prince George from July 25 to 26. Applications are now being accepted.

Supervisory Excellence: Supervisor Summits will take place in October, in Coquitlam, Kamloops, Prince George and Victoria, and the 2018/19 program for the virtual learning series is in development.

Knowledge Management: Two new videos were recently launched on TRANSfer TV, featuring recently-retired Highways Department Executive Director Norm Parkes sharing lessons learned and advice. Check out Truisms I’ve Learned over the Years and Communications with Executive during an Emergency.

If you have input or questions about any of the above, or want to get involved, do not hesitate to contact the following team leads. You can also keep current on various activities and initiatives via the Succession Planning website.

Attract and Grow Talent: Chantelle Gergley
Knowledge Management: Deborah Newby
Leadership Development: Cindy Bachop or Steve Sirett
Supervisory Excellence: Kenedee Ludwar or Mark Traverso

Wondering how to put knowledge transfer into action? Include a knowledge transfer goal in your 2018/19 MyPerformance profile. Here are some examples:

- Determine where your work group is in the knowledge transfer journey and take the next step in the roadmap.
- Add knowledge management as a standing agenda item to your team meetings.
- Document five processes or checklists that are critical to your work.

Ministry employees met at the Legislative Assembly for a photo with Transportation and Infrastructure Minister Claire Trevena (on bicycle, wearing red helmet), for Bike to Work Week, May 29. Also in the photo are Partnerships ADM Silas Brownsey (far left), Deputy Minister Grant Main (left of Minister Trevena), and MLAs Anne Kang and Ronna-Rae Leonard (front, right).
So What Happened to Traffic Volumes Once The Tolls Were Removed?
Submitted by Saveena Kahlon, Traffic Engineer-in-Training

On Sept. 1, tolls on the Golden Ears Bridge and the Port Mann Bridge were officially removed as a part of the Toll-Free BC initiative.

As a part of each day’s work, the traffic team monitored daily weekday traffic and compared it to the previous year to see how travel patterns were affected.

So what did happen? As of September 2017, traffic increased along the Port Mann Bridge by 24 per cent or approximately 30,522 vehicles per weekday, compared to September 2016. The Golden Ears Bridge had similar results, with a 30 per cent increase in traffic or approximately 13,120 vehicles per weekday, compared to the previous September.

With more commuters using the new toll-free routes, a decrease in traffic was observed on the Pattullo Bridge, Alex Fraser Bridge, Pitt River Bridge and the George Massey Tunnel.

The Pattullo Bridge saw the most significant decrease at about nine per cent. This decrease in traffic on the bridge is a direct result of commuters choosing to use the new toll-free routes instead of detouring through New Westminster to avoid tolls.

The Alex Fraser Bridge saw the second highest decrease which was about four per cent. From our daily monitoring and analysis, it’s clear that the tolls were previously impacting commuters’ daily route decisions. Now that the tolls are out of the picture, commuters can choose the route that saves them the most time.

Another interesting observation was that there was an increase in the total number of vehicles crossing the Fraser River. This could be a result of more people choosing to drive now that the tolls are no longer influencing their decision to take alternative modes of transportation.

It’s quite interesting to see the impact that removing the tolls has had on traffic patterns!

Fraser River Bridge Crossing Volumes: September Monthly Average Weekday Traffic (MAWDT)

<table>
<thead>
<tr>
<th>Bridge</th>
<th>September 2017 MAWDT</th>
<th>September 2016 MAWDT</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Queensborough Bridge</td>
<td>91,541</td>
<td>91,556</td>
<td>0%</td>
</tr>
<tr>
<td>Port Mann Bridge</td>
<td>156,478</td>
<td>125,956</td>
<td>24%</td>
</tr>
<tr>
<td>Pitt River Bridge</td>
<td>88,855</td>
<td>91,600</td>
<td>-3%</td>
</tr>
<tr>
<td>George Massey Tunnel</td>
<td>92,936</td>
<td>94,515</td>
<td>-2%</td>
</tr>
<tr>
<td>Alex Fraser Bridge</td>
<td>122,808</td>
<td>127,679</td>
<td>-4%</td>
</tr>
<tr>
<td>Pattullo Bridge</td>
<td>69,777</td>
<td>77,050</td>
<td>-9%</td>
</tr>
</tbody>
</table>

*September 2017 volume is based on raw data and has not been verified.
New Gravel Pit and Quarry Training Shaped by Employees
Submitted by Satish Prasad, Provincial Aggregate Manager

A stakeholder advisory group of ministry employees and representatives from the Ministry of Energy, Mines and Petroleum Resources (MEMPR) and BCIT has been the guiding force behind a new gravel pit and quarry management course.

MINE 1150 Gravel Pit/Quarry Manager Training prepares participants to interpret and apply the Mines Act and the Health, Safety and Reclamation Code for Mines in B.C., as they pertain to the management of gravel pits and quarries. Participants learn about code requirements for worker protection, equipment and machinery used in the extraction and production of aggregates, electrical power systems and equipment, mine design elements, and procedures like blasting, reclamation and closure.

In development since March 2017, the course is required for those who now, or may in the future, act as a gravel pit or quarry manager, or on-site supervisor. Effective June 1, the Health, Safety and Reclamation Code for Mines in BC requires certification for anyone supervising up to six workers at any type of active mine – including gravel pits or quarries.

Feedback from 20 pilot course participants – employees from our ministry, MEMPR and industry – was also incorporated into the course. This has resulted in an engaging online learning experience that offers examples from the field and provides effective tools to carry out the role of mine manager. Participants will earn both our ministry-recognized BCIT Statement of Completion for the 3.0 credit course, and the MEMPR-recognized Mine Supervisor Certificate.

Ministry employees who wish to take the MINE 1150 Gravel Pit/Quarry Manager Training need to obtain their supervisor’s permission and fill out a Training and Development Form. The completed form should be sent to Satish Prasad who will liaise with BCIT to complete the registration.

The cost is $535 for the course, which is continuous entry and self-paced, and takes about 27 hours to finish. Once participants are registered, they can work away at the course on their own schedule – provided that they complete it within six months of registration.

Find Fabulous Photos on TranBC Flickr
www.flickr.com/photos/tranbc
Our ministry Flickr page has more than 4,500 photos in more than 260 albums like:

- Pink Shirt Day
- Flooding
- Major Projects
- Highways History
- Inland Ferries
- CVSE

- Washout at Ootsa Nadina Road (a side road between Grassy Plain and Wysteria), south of Burns Lake.
Transportation is a Tough Industry
Submitted by Ryan Oakley, District Program Engineer

I sometimes envy coffee shop employees…
A barista gets to be the bearer of happiness.
When a coffee is handed over the counter, the barista gets thanked – often with a smile.
When we do construction work, we get sneered at.
When the traffic backs-up, we get cursed.
Unfortunately, most people travelling our highways really wish they weren’t. If they could have the option of instantly teleporting to their destination without having to drive in traffic or bike in the rain, they’d probably say, “Beam me up, Scotty!”

We Ministry of Transportation and Infrastructure folks know this is a tough industry.

Tell your in-laws that you work for highways and you get bombarded with questions and complaints. Highway maintenance “isn’t what it used to be,” “construction is a nightmare,” on and on…

It’s tough, am I right?
As far as satisfying our customers, we have an uphill battle to fight against the typical negativity that comes with just travelling anywhere.
But this is our job. We are here to make things a little bit better for these folks. Without a teleportation machine, we focus on making our highways…
A little bit safer.
A little bit more reliable.
A little bit more efficient.

A little bit calmer for everyone.
And when we interact with the public and our stakeholders, we try to be…
A little bit more respectful.
A little bit more timely.
A little bit more fair.

When the results from the 2017 Customer Satisfaction Survey came out and I saw that the ministry had an overall satisfaction score of 4.2 out of 5, I was thrilled.
The survey results show that travellers appreciate those little things we do to make travelling around this vast, mountainous province of ours, a little bit better.

I’m particularly proud of the work our West Kootenay District team has done over the last number of years that allowed us to win the 2017 Customer Satisfaction Survey award, with a rating of 4.55 out of 5.

Some of the comments in the survey give specific examples of where we’re doing good:
“I am extremely appreciative of all the work that’s been done on Highway 6.”
“DriveBC is a fantastic service. I rely on it for my frequent trips and I am always beyond pleased.”

This is a tough industry. But we’re doing good work.
And hopefully next year, we’ll be even a little bit better.

▲ Cake, trophy that circulates and trophy for keeping, at the West Kootenay District office where Highways ADM Kevin Richter travelled to present the award.

▲ Ryan Oakley accepts the Customer Satisfaction Survey Award for the West Kootenay District, from Highways ADM Kevin Richter.

We’re looking for stories and photos for the September issue.

RoadRunner
Please email them to RoadRunner@gov.bc.ca
Celebrating Tara Knight for her Sustainability Volunteer Award
Submitted by Jenna D’Arcy, Client Relations Coordinator, Strategic Human Resources

“Live simply so others can simply live,” is a famous Ghandi quote that this year’s SAIL Volunteer Award recipient, District Development Technician Tara Knight, lives by.

Tara, who works with the Okanagan Shuswap District, was recognized as a BC Public Service employee who devotes personal time and shows leadership in advancing ad-hoc sustainability efforts. The SAIL Award was launched on Earth Day, April 22, 2016, with “SAIL” standing for sustainability, action, innovation and leadership.

Tara’s efforts over the years have yielded significant environmental benefits and she has been able to inspire others along the way.

It all started in 2006, when Tara moved from Vancouver to Salmon Arm and discovered her new municipality did not have any curbside recycling. Although this came as a shock, it didn’t stop her from bringing all of her recycling from home to the recycling depot.

Soon after, Tara introduced a similar system at her workplace and she began taking all of the recycling from work to the depot. Over the next couple of years, the city started curbside recycling, and Tara had to change the office system a few times, but everyone was patient. Tara tried her best to keep it as simple as possible, in order to keep her colleagues on board.

“Separate, separate, separate,” is her motto. The district team recycles everything from their lunches including plastics, aluminum cans and styrofoam. Tara also collects refundable bottles which are then donated to various non-profit organizations that employees are passionate about, whether it’s Scouts or a local swim club.

Now we can’t forget about compost. Tara collected $2 from everyone at work, which was put toward the purchase of a compost bin from the regional district. Each and every week, outside of working hours, Tara takes the lunchroom compost and puts it in the office’s compost bin. Then once a year, she takes the compost and distributes it into the garden at work that she championed and now produces food.

Each week, the office fills a five-gallon bucket with fruit and vegetables from their lunches, snacks and coffee grounds – lots of coffee grounds!

Tara is passionate about diverting what she can from the landfill. She understood that introducing a new recycling system was a big adjustment for some people in her office, but it has been worth it. She has made an impact with many of her colleagues and she proudly shared this story with me:

“I know of at least three people who have adopted a similar recycling system in their home. This proves to me that small changes affect other people, even if they rolled their eyes at first. One of my colleagues asked if I could go to her house to help her family set up a similar system. I was able to coach her on how to set up a recycling system at home, and then shortly after her neighbour saw the curbside recycling, they also took up recycling! Change always trickles down, and I love hearing about small wins that people share with me, or receiving feedback that people feel good about recycling and making changes in their homes.”

Tara was excited to learn that Staples has a recycling program where they accept items like batteries, pens, highlighters and CDs. She promptly set up an office drop-off location for these items, and takes them to the office supply store when the container is full.

Tara is passionate on a global scale and is always looking for ways to make an impact. She operates the recycling program at her workplace, and has an ultimate goal to set up other government offices for success.

Tara plans to put the money she received from the SAIL Volunteer Award toward a garden bed, and she is currently exploring the option to rebuild one. If you’d like to learn more about the SAIL Volunteer Award or read how Tara Knight’s nominators describe her, check out this article posted on @Work.

Tara Knight with a watermelon that was grown in the garden area at work, which she championed.

The system created by Tara to help Salmon Arm staff separate recyclables, compost and garbage in their office kitchen.

Tara Knight collecting recyclables from the lunch room.
Spotlight on Concession Projects
Submitted by Sarah Prosser, Project Administrator

Do you know what the Provincial Concessions Team does?
No, team members don’t run food kiosks at highway rest stops! They manage complex, long-term contracts for the four ministry concession projects in B.C.: the Sea-to-Sky Highway, South Fraser Perimeter Road, William R Bennett Bridge and Kicking Horse Canyon.

What is a Concession Project?
A concession project is where the design, construction, operations, maintenance and long-term financing of a piece of infrastructure is contracted to a private company, by the ministry. The contract, usually 25 years in duration, includes very strict performance measures. The concessionaire (company) is responsible for managing the infrastructure that they have designed and built, and for carrying out all of the rehabilitation during the contract term.

At the end of the term, the ministry takes back the operation of the highway, with the expectation that it will be given back in good condition, as set out in the contract. This ensures the ministry is able to take over a viable asset, in the same condition it was given.

Why Enter into These Agreements?
The private sector takes on some of the risks and rewards of financing, constructing, operating and maintaining a transportation corridor, in exchange for payments for a specified term and/or the right to any revenues.

The Provincial Concessions Team is made up of four employees based in the Coquitlam office, with management of the Kicking Horse Canyon and William R Bennett Bridge concessions handled by the local operations managers. The Coquitlam team is comprised of a director, concession manager, operations maintenance and rehabilitation technician, and project administrator.

Concessions by the numbers:
- Number of pages in the four concession agreements all together: 6,519
- Number of document submissions reviewed in 2017: 85
- Number of audits done by concessions group in 2017: 96
- Number of kilometres managed by concession team: 167
- Total value of concession highways: $3.386 billion

A Sea-to-Sky operations, maintenance and rehabilitation meeting at the top of the Sea-to-Sky Gondola included the Coquitlam-based Provincial Concessions Team, representatives from concessionaire Miller Capilano, and the local ministry area manager, bridge manager and operations manager.

Do you know what the Provincial Concessions Team does?

Concession contracts are in place to operate, maintain and provide rehabilitation for the (clockwise from top left): William R Bennett Bridge, Sea-to-Sky Highway, South Fraser Perimeter Road, and Kicking Horse Canyon.
Employees are being offered ways to improve their finances and health, through two learning opportunities.

Over the last six months, Director of Accounting, Finance and Administration Ellen Slanina has been hosting a financial literacy series of lunch and learn sessions. These are offered online so they’re available to all ministry employees. Each month, a new topic is presented by Kathie Ross, who is a Certified Public Accountant and Certified General Accountant. Kathie is a master in financial management and we are very fortunate she has been willing to share her expertise with us!

So far, six sessions have taken place: How to Teach Your Kids About Money, Effective Tax Strategies, 10 Healthy Habits of Financial Management, Fraud Protection and Saving Strategies — Easy Concept, Difficult Delivery. Each month, the presentations are uploaded along with additional resources and tools, which can be found here.

Whether it’s learning how to save a little bit extra each month or avoid phishing scams, each session is full of tips and tricks. During the fraud protection session, Assistant Traffic Technician Jeric Flores shared that he keeps pretty good track of what he purchases or signs up for online, but he is no stranger to phishing emails. What stood out for Jeric the most was how well-designed phishing emails are. "It’s so important to think twice before opening anything," said Jeric. "I didn’t know you could click on the email address to unveil the full name, which is a great way to check whether the email is legitimate or not.”

For more tips like this, join us in September for the next financial literacy lunch and learn session. You never know what kind of information you’ll learn to improve your finances, and there’s a chance to win a door prize during each session!

In addition to your financial health, we want to ensure that your physical health and well-being is at its best, so two biometric clinics have been hosted at headquarters. These clinics promote awareness and encourage employees to take an active role in healthy living. The first clinic was held on Feb. 15 and it was a huge success. Due to its popularity, a second clinic was hosted with more than 50 participants, including 10 employees who joined us from BC Registry Services.

Biometric clinics provide employees with basic health screening including blood pressure, cholesterol and more. At the clinics, participants visited stations where they received basic health screening and metrics, as well as information about additional resources related to their specific health needs. At the end of their appointment, employees were also provided with an interpretation of their metrics based on national standardized guidelines. Finance and Administration Clerk Tania Watmough said, “The biometric clinic was very helpful to establish baseline results for my wellness going forward, and those results have made me more mindful of the life choices I make each day.”

Stay tuned for additional biometric clinics hosted in your area, or reach out to your local health connector to find out more. If you’re looking for other ways to improve your health, check out the full list of 2018 wellness workshops for BC Public Service employees here. A wide range of topics are covered including commuting and business travel, parenting, caregiver support, nutrition, addictions, communication, emotional health and work-life balance.

---

Employees in the Northern Region Business Services team now see each other in a colourful new light, after a morning workshop on “Powerful Partnerships,” they took to celebrate administrative professional’s week.

While devouring some delicious gooey cinnamon buns, the team dove into the “Colour Energies Exercise” to reveal how individuals in teams communicate, how they prioritize, and what motivates them.

While many of us have done exercises like these in the context of self-reflection and individual improvement, we hadn’t necessarily participated in one where we think of how we fit together as a team. It was a quick exercise, but through it we gained an appreciation that our little team is quite diverse and that each of us play a key role in its success.

The idea is that everyone’s personality and working style lands within four colours: red, blue, green or yellow.

Reds are high energy, action oriented and always in motion. They will approach others in a direct, authoritative manner, radiating a desire for power and control. If an elevator door is closing, this person is impatiently hitting the “Close Door” button, and if anyone is running for it then they should have arrived 30 seconds sooner. Sounds terrifying, and perhaps even more terrifying, this was our leader, Regional Manager for Business Services Corrin Peet.

Yellows are extroverted and friendly, and have a concern for good human relations. They approach others in a persuasive, democratic manner, radiating a desire for sociability. Our team members who fell into this category were Business Management Coordinator Millie Furlong, Project Administrator Danny Arndt and Executive Director’s Assistant Tamara Brooks. If an

**More on Page 12...**

---

**Seeing the Hues of Who We Work with for Admin Professionals Week**

Submitted by Corrin Peet, Regional Manager Business Services; and Millie Furlong, Business Management Coordinator

---

**Finance and Biometric Sessions Support Employee Savings and Health**

Submitted by Jenna D’Arcy, Client Relations Coordinator, Strategic Human Resources

---

**RoadRunner**

June 2018
elevator door is closing, they’re not really too concerned as long as they’re able to chat and crack some jokes. These folks, while they can really grind out the work, can also find the humour in almost anything.

Greens have a focus on values and depth in relationships. They want to be relied upon, and have a desire for democratic relations as well as a keen desire to understand people. This was Project Administrator Pam Castle. If an elevator door is closing, this person is holding it open to make sure everyone within eyesight has had a chance to climb in. This type of person is integral to our team as someone who is caring and dependable, while still able to have a good laugh with the rest of us. (And she’s also the one who has all our birthdays in the calendar!)

Blues are more introverted and have a desire to know and understand the world around them. They prefer written communication, clarity and precision, and radiate a desire for analysis. Not surprisingly, this was Regional Administrative Assistant for Engineering Deea Fantaziu. If an elevator door is closing, this person is cautioning the group to not allow any more passengers because the elevator is at its weight capacity. If that doesn’t describe an engineer, we’re not sure what does. She’s a perfect fit for our link to provincial engineering at the regional office!

Of course, we all have blends of these colour “energies.” But as we worked our way through the four categories, we gained a new appreciation for our colleagues and their approaches to the work day, and we left with a clearer understanding of how our behaviour might affect those around us and why.

Seeing the Hues of Who We Work with for Admin Professionals Week

Work Environment Survey Engagement Score Highest Ever
Submitted by Kim Kennedy, Assistant Director, Strategic Human Resources

Our ministry has achieved its highest ever Work Environment Survey (WES) score!

An overall engagement score of 74 was identified in ministry results, released in April. This is a full five points up from our 2015 score of 69, and the biggest rating since the WES began in 2006. The BC Public Service wide score was 68, which increased from 66 in 2015.

Thank you to the 1,188 employees who took the time and opportunity to respond to this survey. The impressive 86 per cent response rate ensures our results are a meaningful representation of our employees, and provides valuable feedback about your workplace experiences.

The notable results are due to everyone in the ministry contributing — all employees working toward an improved workplace, numerous initiatives, and the work of key ministry partners in our Succession Planning Committee and the Employee Advisory Forum.

Last month, work unit reports were released to work unit leads, with the expectation that they would be shared further with employees, within 30 days. These reports are an excellent way to look closer at what’s happening within your work unit.

New this year, for those that completed the WES survey, is MyWES. This online resource allows you to view your personal engagement results in a variety of ways. You can compare your 2018 scores to your 2015 scores, your organization’s scores and to your work unit’s scores. MyWES also offers resources customized to your three most positive drivers, and your three most challenging drivers, to help you make future enhancements and improvements. For example, if teamwork was one of your drivers, you’ll find tools and information like, “The MyPerformance Guide to Building Workplace Trust,” “Get clarity with a personality type indicator test” and “Take a collaborative approach and work together.”

Some of these resources, available to employees across the BC Public Service, were modelled after our ministry’s very own Driving Engagement Guide.

Stay tuned for an article in the next edition of Road Runner, highlighting what various work units across the ministry are doing in response to their WES scores. If you’re interested in sharing your story, about what led to changes in your work area, or how improvements have affected you personally, please contact me at Kim.Kennedy@gov.bc.ca.

WES results showing the drivers and scores behind employees’ impressive level of satisfaction and commitment, at the Ministry of Transportation and Infrastructure.
Japanese Canadian History Commemorated at Internment Sign Unveiling
Submitted by Devon Phillips, Business Management Coordinator

The second of eight interpretive signs about the internment of Japanese Canadians was unveiled in East Lillooet, on May 11.

The sign was developed in collaboration with the Japanese Canadian Legacy Committee and the Ministry of Forests, Lands and Natural Resource Operations’ Heritage Branch. It tells the story of internment and road camps in the Lillooet area where about 1,150 Japanese Canadians lived during the Second World War.

After the Japanese attack on Pearl Harbor in 1941, people of Japanese heritage living in Canada were removed from their homes and businesses, and sent to internment camps in the interior of B.C. The Canadian government shut down Japanese-language newspapers, and took possession of businesses, lands and property like fishing boats, motor vehicles, houses and personal belongings. These were sold to fund the internment of the Japanese Canadians. It was not until 1949, four years after the end of the war, that all of the wartime restrictions were removed and Japanese Canadians were permitted to return to coastal B.C.

The sign at Lillooet features photos and facts about the hardships endured by Japanese Canadians. Seventy-five per cent were Canadian citizens, according to SEDAI, the Japanese Canadian Legacy Project. It was a painful period in B.C. history and an important story to share.

More than 300 people attended the East Lillooet unveiling, hosted by the Japanese Legacy Committee, to honour and remember the more than 22,000 Japanese Canadians that were interned during the Second World War. Attendees included members of the Japanese Canadian community young and old. They gathered to celebrate the legacy space that was created with the interpretive sign.

In 2016, our ministry put a call out to British Columbians asking for suggestions for new Stop of Interest signs, and responses poured in. We received more than 500 nominations! Amongst those, were 25 for Japanese internment sites and road camps. The ministry worked closely with the Japanese Canadian Legacy Committee to create three Stop of Interest signs. However, it quickly became clear that more than 50 words were needed to tell the stories of these communities and, therefore, the larger interpretive signs were created. Along with recently unveiled interpretive signs for East Lillooet, Tashme, New Denver, Slocan and Kaslo, signs about Japanese internment will be installed at Greenwood, Hope-Princeton Road Camp and Revelstoke-Sicamous Road Camp.

Alongside the creation of new signs, the ministry has been putting significant time and effort into repainting, repairing and updating old Stop of Interest signs, some dating back to 1958 when the Stop of Interest program started. Since January 2017, nine new signs have been created, 14 have been updated or recast, and 36 have been repainted. The ministry is currently working with stakeholders to verify facts and information for more Stop of Interest signs.

Please check out the Stop of Interest webpage for updates on new signage around the province!
How Lower Mainland Travel Times are Calculated Using Technology
Submitted by Mathew Bond, Intelligent Transportation Systems Engineer

If you’ve driven around the Lower Mainland in the past few years, you may have noticed bright, amber signs over some highways that tell you how long it will take to reach some key locations along these routes. On Highway 1 between Langley and Vancouver, radar sensors are installed every 500 metres to capture the presence and speed of vehicles. The Regional Transportation Management Centre has software which uses algorithms to process this information in real-time, and produce the travel time estimates displayed on the overhead signs.

But what happens when you don’t have the funds to install a dense network of radar sensors? You use a different type of sensor! In our case, that’s Bluetooth.

How can we calculate travel times using Bluetooth? Every Bluetooth device, whether it is installed in your vehicle, your phone or your headset, has a unique name called a MAC address. It looks something like this 01:23:45:67:89:ab, and takes three clicks ("Settings," "General" and "About") to find on your iPhone. Bluetooth sensors can see a portion of this unique name when your Bluetooth device is on.

Sixteen Bluetooth sensors are installed at key points along Highway 91 and Highway 99, in Richmond and Delta. As the sensors see the unique names passing by, an algorithm compares all of these names. If one name is read by two sensors, the times that the name passed by each sensor are compared, and the difference recorded. Averaging the Bluetooth devices, with several names appearing at various different points, gives us an accurate picture of how fast vehicles are travelling along the highway.

I know some of you may be asking, “Why install these signs at all, when we all have Google Maps?”

First of all, it’s illegal to look at your phone while driving! Secondly, the signs allow operators at the Regional Transportation Management Centre to provide other important messages to motorists, such as road closures or amber alerts. Finally, (once again) it’s illegal to look at your phone while driving...

The ministry’s Bluetooth travel time system will be expanded to include the Pattullo Bridge and Port Mann Bridge as part of the Alex Fraser Bridge Capacity Improvement Project. The project is expected to be complete this fall, and will provide motorists all across the region with accurate estimates of delay times, at the four major crossings of the Fraser River. This is just one way we use innovation and technology to ensure you arrive at your destination with the best information in real time.
Kudos to our Supervisory Excellence Networks Facilitators

Submitted by Kim Struthers, Manager, Workforce Programs, Strategic Human Resources

Thanks to the commitment and enthusiasm of our 26 Supervisory Excellence Networks facilitators, an impressive 36 peer-to-peer conversations were piloted in 10 locations across the province between June 2017 and April 2018.

The networks started with an idea in early 2017, when feedback from the 2016 supervisor survey and supervisor summits showed that supervisors valued the chance to learn from their colleagues and wanted practical tools that they could use in their day-to-day work. The ministry’s Succession Planning Committee, in partnership with Strategic Human Resources (SHR), developed the concept of peer-led learning and sharing opportunities that would be hosted across the ministry and run by local supervisors.

SHR put out a call and our facilitators answered! Armed with a bit of training, some PowerPoint slide decks and some email templates, our facilitators jumped into gear, promoting the sessions in their regional and district offices, booking meeting rooms, sending out meeting invites and reminders and basically turning an idea into reality. If it wasn’t for their dedication to their colleagues, and to one another, these sessions would never have taken place.

Working in pairs (and sometimes in trios), facilitators led two sessions that focused on difficult conversations, followed by two sessions highlighting time and workload management.

There were more than 200 participants in the sessions (many supervisors attended more than once), and feedback shows they greatly valued the opportunity to share their experiences with other supervisors and to learn from one another:

“Examples by others were helpful to have better insight into life situations.”

“People sharing their stories of what went well and what hasn’t in the past is one of the best ways to learn.”

“Very helpful – great communications and sharing of ideas and tips.”

We also heard a multitude of compliments for our facilitators; when participants were asked what worked well, they shared:

“The presenters were well-prepared and enthusiastic. All participants seemed engaged.”

“The passion the facilitators brought to the topic. They were well-prepared and engaged in delivering the workshop.”

“Organized, great pace…Really good job guys!”

So to all our Supervisory Excellence Networks facilitators, a huge and heartfelt thank you! You’ve helped to create a supportive network so that when someone faces something beyond their experience or comfort zone, they can reach out to their peers for help, and get through the challenge.

SHR is currently evaluating the feedback we received from our participants. For those who took the time to fill out an evaluation form, thank you. Your input, along with feedback from our facilitators, will help inform whether we continue the sessions, and if so, what changes we might make to improve them.

If you have any questions or would like more information on the Supervisory Excellence Networks, please email StrategicHR.Transportation@gov.bc.ca or check out the Strategic Human Resources website.

Thank you, thank you, thank you to our fantastic Supervisory Excellence Networks facilitators!

1. Karen Andrews
2. Jayson Chaplin
3. Bryan Crosby
4. Steven Desjardin
5. Nicole Folk
6. Rena Gibson
7. Kathryn Graham
8. Wendy Grant
9. Nicole Hansen
10. Grant Herman
11. Maziar Kazemi
12. Courtney LeGroulx
13. Kenedee Ludwar
14. Krysta Mae
15. Kathleen (Katie) Murphy
16. Jodi Newnham
17. Ryan Oakley
18. Jenny Pleice
19. Mark Pratt
20. Kim Pilkington
21. Kirsten Smith
22. Kim Struthers
23. Daveena Thomas
24. Kaylee Tower (EMBC)
25. Katie Ward
26. Darin Welch
**June Wedding Bells**
Submitted by Kristen Reimer, Multimedia Information Officer

I’ve been sifting through boxes of old photos once submitted to *Road Runner*, in an effort to digitize our ministry’s amazing history, and was struck by the number of wedding photos that employees sent to the editor.

It got me thinking about how times have changed – and I’m not just talking about wedding dress styles!

Nowadays, we share our photos in real time on Instagram and Facebook. However, 50 years ago, you would have mailed a single shot of your special day to our ministry newsletter, and waited for it to be published, to share it further with family and friends.

There’s something so lovely and sweet about these old snapshots that I just had to show off some of my favourites with you.

Stay tuned for more employee oldies from the archives, in future editions of the *Road Runner*! ✨