RBC GranFondo Whistler 2018 – “Epic” Ninth Annual Event

Submitted by Rupinder Prihar, Area Development and Operations Technician

More than 3,500 highly enthusiastic cyclists waited with great anticipation along the Stanley Park seawall for the start of the ninth annual RBC GranFondo Whistler on Saturday, Sept. 8. The RBC GranFondo Whistler event provides a unique experience for all levels of cyclists, including steep hill climbs, thrilling descents and scenic vistas along the 152-kilometre route.

Cyclists rode through Stanley Park, across Lions Gate Bridge, and up Taylor Way to the Upper Levels Highway. More ambitious cyclists, who wanted an even greater challenge, detoured to climb up and down Cypress Mountain before reuniting with the other cyclists on the Upper Levels Highway to continue along the scenic Sea-to-Sky Highway to Whistler. A new change to the course this year was the Medio (1/2 event) portion of the bike route, which saw cyclists begin in Whistler (rather than Squamish), head south along Highway 99, and ride up and down Callaghan Valley, before returning to finish in Whistler.

Maintaining safety and minimizing traffic delays were the highest priorities and of utmost concern for ministry staff. This extremely complex and large special event involves the temporary closure of travel lanes on Lions Gate Bridge and adjacent roadways, including the Upper Levels and Sea-to-Sky highways. Many communities along the lengthy route from downtown Vancouver to Whistler are also impacted during the event. A robust traffic management plan was developed to ensure that the traffic impacts were mitigated, and both cyclists and the travelling public were kept safe. Planning for the event began more than six months before with the ministry traffic management team and event planning team, led by Henry Lew, Traffic Operations Engineer, and Rupinder Prihar, Area Development and Operations Technician. The team worked closely with GranFondo staff and stakeholders including the Resort Municipality of Whistler, other local governments and RCMP to plan this major event, including creating the traffic plan, and advertising the event via various media channels, including DriveBC. This was Henry

More on Page 3...
Editor’s Note

Some of you might already know this, but, given the new employees in our ranks, I think it bears repeating.

The Road Runner is the longest running, employee-driven newsletter in provincial government history. I think that says something about us. It says we are committed and passionate about what we do, that we care and we want to share our experiences with each other. When I had the chance to take on the role of editor for this edition of the Road Runner, I was keen to play a part in that long-standing history of dedication.

Just like me, many other staffers across the ministry are cutting their teeth in a new role. Whether it’s as an Engineer-in-Training, a newly named Professional Engineer or a first time PECSF co-ordinator, their stories are captured here. On the other side of the coin, this edition captures more of our veteran employees moving on to new adventures and passing on the torch of their experiences to others.

Add to those beginnings and endings, a few snapshots of a day in the life of staff in the Southern Interior Region and my personal flashback favourite, the Rearview Mirror, and there you have another amazing edition.

Kristen Reimer
A/Editor
RBC GranFondo Whistler 2018 – “Epic” Ninth Annual Event

Lew’s last year leading the traffic management aspect for GranFondo. He’s led it since the event started and is now passing the torch in the name of knowledge transfer to an EIT moving forward. Thank you Henry for your hard work and dedication to making this special event happen over the years! I would also send out a big thank you to our ministry volunteers – Sumit Bhasin, Loretta Carlson and Donna Ellis, who donated their time to this special event!

Miller Capilano Maintenance Corporation traffic manager, Steve Donnelly and his studious team installed traffic control devices and signs needed during the overnight period before the event, and immediately restored the travel lanes to normal traffic operations as each stage of the event finished. Police and traffic control persons were located at all major intersections along the bike route to coordinate the safe passage of cyclists, motorists and pedestrians. Traffic control persons were also positioned at single lane alternating traffic configurations to efficiently manage traffic flow.

An event command centre located within Whistler was also part of the day-of-event operations. Representatives from GranFondo and various agencies, including the ministry, were on duty to coordinate the event, oversee traffic operations and manage incidents. Highway webcams were used to track the progress of the cyclists and monitor traffic operations along the entire bike route. Dedicated ministry staff were also located along the route to monitor the safety of cyclists and the travelling public. As a result of these efforts, traffic impacts were minimized along the entire bike route and all segments of the course reopened on time. Another great year for the RBC GranFondo Whistler!

EAF Employee Advisory Forum

Full Forum Inspires EAF Members

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

The Employee Advisory Forum (EAF) held its annual full forum meeting in Victoria on Oct. 17 and 18. Almost 30 members from across the ministry attended and spent the days learning, networking and planning for the year ahead!

Day One

We jumped right into professional development and learned the fundamentals of project management from our ministry’s own Maike Schimpf, Senior Project Manager. Members were given budget management, communications, planning, risk analysis and mitigation tools to support their practice. These skills will not only help us in our day-to-day roles, they will also provide a great foundation for leading and delivering EAF projects.

We then welcomed Deputy Minister Grant Main, who took a generous amount of his time to update us on current government priorities and relay Executive’s ongoing support for EAF initiatives, projects and consultations (like our twice-annual Temperature Checks). Afterwards, we spent some time in breakout groups sharing ideas and suggestions for current and emerging EAF projects which you’ll hear more about soon.

More on Page 4...
Peer-to-Peer Recognition Project Launched

Submitted by Shelby Snow, Regional Project Manager, Project Management Services and EAF member

Do you work with an outstanding employee who has gone above and beyond in their work? Have you ever pondered on how great it would be to provide a token of gratitude to that person? Good news, the Peer-to-Peer Recognition Project can make it happen!

This pilot project, created by the Employee Advisory Forum (EAF) and endorsed by Patrick Livolsi, Assistant Deputy Minister of Infrastructure and Major Projects, empowers you to recognize coworkers who have demonstrated excellence in one of six categories:

1. Exemplary demonstration of corporate values
2. Recognition of significant project milestones and/or goal attainment by an individual
3. Exemplary demonstration and/or contributions to corporate functions or initiatives
4. Active contributions to improve morale within the workplace
5. Exemplary leadership in a supervisory or management role
6. Supporting respectful work environments where everyone feels included and able to produce excellent results

This project was initiated by the EAF in response to feedback from the 2018 Work Environment Survey scores and EAF.

If you’d like to learn more about any of these services, I encourage you to visit their website.

Day Two

Oct. 18 kicked off with a visit from Patrick Livolsi, ADM of Infrastructure and Major Projects. Patrick regaled us with stories and reflections from his career with the ministry as well as our current succession planning efforts. He also updated us on the incredible amount of major project work ministry staff are leading, leveraging federal infrastructure funding – a whopping 70 ministry positions are being created to support this important work for the province!

We then reviewed the Draft Principles that Guide the Province’s Relationship with Indigenous People with Scott Maxwell in order to better understand what we can do to support this important initiative. Odette Dantzer from the BC Public Service Agency then helped us increase our personal awareness of diversity and inclusion, unconscious bias and accessibility by reviewing the Diversity and Inclusion Action Plan.

The afternoon included an exercise from the ministry’s Succession Committee on onboarding and orientation – one of the succession priorities for our ministry. We copped off our meeting with a career panel consisting of Ed Miska, Debbie Fritz, David Greer and Sandra Toth Nacey. Some collective advice from the panel was to put your hand up for new tasks, take the assignments that aren’t always the most glamorous, take a risk once in a while and take ownership of your career.

We left the two-day meeting feeling inspired, more connected to our EAF members, and excited to share what we’d learned with our colleagues across the ministry. On behalf of the EAF Leadership team, I want to thank our members, speakers and guests for sharing their valuable time with us, so that we can continue to identify and deliver opportunities to make our ministry a great work environment.

I’d also like to encourage staff to check out the EAF website to see the great work that is being done, and to get to know the EAF representatives. If you have any questions, feedback or ideas you’d like to share with the EAF, please contact any of our members or EAF Chair Mark Traverso or Vice-Chair Warren Lemky.

Temperature Checks, which identified a desire for staff recognition to be provided less formally at a peer level. This project allows you to nominate a colleague at any level – supervisor, direct report or coworker.

If you would like to recognize a colleague, navigate to the Peer-to-Peer Recognition page on TRAMnet and access the submission form. This form can be populated and submitted online, keeping the system paperless and easy for you to complete. Once you have submitted your nomination, it will be reviewed by the EAF leadership team.

Recognition items will be shipped in as little as one week, to ensure timely acknowledgment of the work being recognized. Once a submission has been accepted the nominator will receive, along with the token, a thank you card which can be inscribed with a personal note detailing appreciation for the exemplary work performed by the recipient.

At last, the best part... You deliver the item and personalized thank you card, taking time to celebrate and acknowledge your colleague’s efforts.

The project will complete when all items have been awarded, at which time the success of the pilot will be evaluated. We at the EAF are very excited to provide this opportunity and hope you will consider if someone you work with should be our next recipient!

**Tammy Anderson smiling with her token of recognition from a colleague.**

**Charming painted coffee mugs are available as recognition items.**

**These cheery holiday ornaments are a nice choice for the season.**
Hit the Road Jack – Bennetto Retires!

Submitted by Kristen Reimer, Multimedia Information Officer

If you had the pleasure of working with him, you won’t soon forget him.

Full of life, laughter and dedication, Jack Bennetto made everything he was involved in fun (and he was involved in a lot).

First and foremost, it was all about the snow. Jack spent nearly two decades of his 33-year career with the ministry involved in avalanche work, first as an avalanche technician, and then eventually taking on the role of manager of the Provincial Snow and Avalanche Program. Some sources claim Jack’s knowledge of the mountains along the Coquihalla (and his understanding of the snow flow on them) helped determine the route. As a part of that work, he was the first to climb a now well-known rock face on that corridor! He also served as vice president of the Canadian Avalanche Association from 1999 to 2015 – that’s some serious snow flow clout!

Jack also spent much of his free time guiding folks on back country skiing adventures. We can only imagine the fun those folks must have had.

When Jack took on his role as District Manager in the Rocky Mountain District, his passion for public service kicked into high gear. The way Jack approached Public Service Week in his district speaks volumes. Instead of just hosting a pizza lunch, Jack came up with the idea of doing meaningful community work. For more than a decade, public service employees spent a day each year, working within the community at a variety of activities – building trails, cleaning up parks, painting benches at the ball park and fixing fences.

His career within government has touched so many and his work on DriveBC, the Incident Response Management initiative and most recently as Director of Emergency Programs, have ensured his legacy will continue for years to come. Jack, although I only worked with you during the last few years of your career in the ministry, you quickly became one of my favourite people. I’m not sure where your path will take you from here, but I am sure it will be filled with laughter. Happy (fresh) trails to you!

Back in black and white!

Some folks might not know this, but Jack’s truck was consistently a magnet – for wildlife!

Jack Bennetto (left) and Steve Haywood (centre) receive honours from Highways ADM Mike Proudfoot as a part of the CVSE’s 50th anniversary.

Jack smiles for the camera in a group avalanche technician photo.

Back in black and white! Jack during his early days as manager of the ministry Snow and Avalanche Program.

Jack tested the slope and traction well before adding his special style to this snow day run.

Heli-guide Jack checks the time for his group slope-side.
Congratulations on your new position! This phrase sounds exciting, and you probably want to show up at your new role full of energy and excitement; but if a new job also makes you a bit nervous, that’s understandable too. Even though you might have already met some of your new colleagues, there will be many new faces and names to learn. You might also be wondering what to expect, scared at the prospect of starting something new, or overwhelmed at figuring out how to be productive from day one.

Don’t worry; just remember the words of poet Lao Tzu: “The journey of a thousand miles begins with one step.”

The South Coast Regional (SCR) office management team and staff hosted a new hire orientation breakfast for almost 40 people in Coquitlam on Oct. 17. The event was engaging and insightful, giving new hires all sorts of information to help them transition smoothly into their new roles. Here are few of my highlights and photos from the event.

**Games and Breakfast**
The day started with a very warm welcome by our own Ashok Bhatti, Executive Director, followed by an awesome game, and delicious breakfast specially prepared by our staff.

During the first half of the morning, the new hires were introduced to the region’s individual business units, with key staff from each unit giving a great presentation about their unit’s core values and the services they deliver on a daily basis. It was really helpful that each new hire was given an orientation package containing a regional overview, description of business units, organizational charts, contact information and other resources to get them started.

**Panel Question & Answer and Time Management Sessions**
The second half of the morning was filled with questions directed to our panel of senior staff on the topic of career development. The panel gave many insightful tips to the new hires on how to make the most out of their experience working in the region. Janelle Staite, our Deputy Regional Director, encouraged all the new hires to reach out to their colleagues and peers for support.

After an insightful Q&A session, CVSE Regional Manager Cole Delisle gave a short but sweet presentation on how to manage our time using Lean Six Sigma management principles. We learned that providing high quality service to our clients/stakeholders is a huge part of what we do as public servants. Cole taught the new hires how to eliminate unnecessary tasks in order to maximize the services and value we provide to our stakeholders. The event ended with Ashok Bhatti facilitating an open discussion on how the executives and management staff can better accommodate coaching and mentoring sessions at work.

New hire orientation is an important opportunity for new employees to learn about what the ministry does and helps them transition smoothly into their new role. A big thank you goes out to the management team and all the staff volunteers for their help with the orientation event.
2018 Engineers-in-Training Annual Meeting a Great Learning Opportunity
Submitted by Caitlin Sowers, Engineer-in-Training and Kim Struthers, Manager, Workforce Programs, Strategic Human Resources

Each year the ministry hosts a meeting for participants and supporters of its Engineer-in-Training (EIT) Program. The EIT program is our longest-standing recruitment and employee development program, with the first annual meeting being held in 2001. The annual meeting is a highlight for many as it fosters knowledge transfer in a supportive environment. Attendees can learn more about current ministry projects and initiatives, while networking with colleagues. The 2018 meeting was held in Coquitlam in mid-October, and 19 EITs from around the province gathered with Engineering Services’ director, Chief Engineer and guest speakers.

Over the course of two days, participants enjoyed a variety of presentations and professional development opportunities, along with a collaborative learning session.

Topics included:

- An overview of the Auditor General’s report of the government’s efforts to manage climate change risks by Dirk Nyland, Chief Engineer
- A field safety training presentation by Tracy Wynnyk, Provincial Occupational Risk and Safety Advisor
- A knowledge management workshop, led by Senior Project Manager Deborah Newby
- A glimpse into the world of emergency response through a presentation by EIT Alysha Piccini
- A Members-in-Training Program overview by Leila Lagroix of Engineers and Geoscientists BC
- A collaborative EIT discussion on personal experiences in the program
- A “fireside chat” with Engineering Services Executive Director Ed Miska
- A presentation by Senior Project Manager Jay Porter and a site visit to the Mountain Highway Interchange project.

The Mountain Highway Interchange Project is a three-phase project located in North Vancouver. Its objective is to alleviate traffic congestion, support connection between municipalities, and promote other modes of transportation through improved pedestrian and cycling facilities. The Mountain Highway Interchange site visit gave a multi-disciplinary project overview as geotechnical, hydrotechnical, electrical, structural and transportation engineering were all represented.

A walking tour of multiple intersections, roadway expansions, wildlife habitats, powerline relocations, an underpass, and a retaining structure were featured in the tour. The anticipated completion date for the project is spring 2021.

As an EIT in my second year of the program, I have enjoyed attending the meeting each year. We as EITs, are so often focused on learning from our mentors and other senior engineers, we may miss the chance to learn from each other. The annual meeting sets aside intentional time for this valuable opportunity, allowing those based at headquarters and in our district and regional offices to come together, share knowledge and learn more about the important work that Engineering Services does for the Province of British Columbia. I am already looking forward to next year!

On behalf of all EITs with the ministry, I would like to thank Kimberly Struthers for not only organizing a fantastic EIT AGM for the second year in a row, but for the work she does continuously throughout the year to help EITs in their rotations. She is a rock star and a pillar to the program. I would also like to thank Dirk Nyland, Ed Miska, Trevor Demerse, Alysha Piccini, Marie Wood, Loretta Carlson, Mike Kassian and Maia Biel for their support and assistance in organizing the event, as well as the presenters and facilitators for sharing their time and expertise!
The Furry Friends of the SIR Regional Office
Submitted by Sher Horvath, Director's Assistant, Engineering

The Southern Interior Regional office in Kamloops has gone to the dogs.

The Furry Friends of the SIR Regional Office

It started slowly at first, a pup here for a half an hour, a pooch there. But now folks in the office keep their desk drawers stocked with treats in anticipation of visitors of the four-pawed variety. The pooches are not in the office permanently nor are they in on a daily basis, but they are welcome visitors from time to time and all reports back on these friendly, furry visits is positive.

Says Marie Wood of her pup Bailey’s time in the office: “She loves coming to visit the office, so she can get all the extra love from my co-workers and put a smile on their faces after a long day. She also likes trying to stick her head in all the different garbage cans.”

Desiree Veness reports she didn’t get what she expected when Windsor came along. “He was supposed to be a Bull Mastiff cross but instead of getting the 120-pound dog we anticipated, he is a two-foot-tall, wiry haired, scruffy, 55-pound bundle of love” says Desiree. “He is the most loyal, affectionate and happy little buddy we could have hoped for. His favorite part of coming to the office is treats and walks with all his friends!”

Duane Wells says that Salix (a two-year-old Golden Retriever) is beyond boisterous. Her favourite part of work is never knowing where we are heading – could be Bella Coola or the Rocky Mountains” says Duane. “Good thing she is always up for an adventure!”

Donna Olsen’s fur baby, Riffle, is a very friendly two-year old Nova Scotia Duck Tolling Retriever who is happy roaming around his mom and dad’s property, riding in the ATV, or snoozing by the fire after a cold day outside. He also loves coming to work with mom on field days, and doesn’t mind hanging out at the office either. Mom likes having him at work too!

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Tammy Anderson and Finley Lorimer smile for the camera. Finley is a two-year-old, 80-pound Black Lab and is still a puppy in his mind. Tammy says, “His favourite pastime is skijoring with me at Sun Peaks during the winter (skijoring is a winter sport where a person on skis is pulled by a horse or dog). Finley loves people and whenever we ski past the chairlift line up, he drops and rolls onto his back in order to get the skiers at the lift line to pet him. He is such a clown! He also loves visiting the office and finding all the treats hidden in everyone’s desks.”

Jeanne and Sassi Reeves: “My Sassi is a sweet little dog who loves to snuggle and give kisses and makes my world a better place! I’m sure her favorite part about coming to work with me was getting the treats.”

“Allen Mitchell and Maisie, a six-year-old basset hound, whose favourite part of coming to work is all the attention she gets from all the co-workers. She gladly ignores Allen to seek attention (and treats) from everyone else.”

“ar dog is the only thing on earth that loves you more than you love yourself”
- Josh Billings
My PECSF — Celebrating our Success in the 2018 Campaign
Submitted by Rachael Westgate, 2018 PECSF Campaign Coordinator

This year I volunteered to be our ministry’s campaign lead for the 53rd annual Provincial Employees Community Services Fund (PECSF) campaign and it was a great experience! I feel passionate about this campaign because it is such a great opportunity to make a difference in our local community. Also called the Community Fund, PECSF is the Province of British Columbia’s unique, employee-driven workplace giving program. Started by caring, community-minded public servants in 1965, it has raised over $45 million for charities throughout the province.

The government-wide campaign ran from Sept. 26 to Nov. 9, and I was fortunate to work with an amazing team made up of coordinators, canvassers and volunteers. Together we hosted a variety of different events across the province to raise money and awareness for PECSF.

We were supported by Silas Brownsey, Assistant Deputy Minister, Partnerships Department and then David Greer, Assistant Deputy Minister, Partnerships Department when Silas moved on to his new role with the Ministry of Jobs, Trade, and Technology.

A number of fantastic PECSF events were held within the districts and at regional offices. Employees showed their generosity by holding and supporting 50/50 draws, chili cook-offs, basket draws, costume contests and more!

At headquarters, our events (see Page 14 and 15) included:
- Morning Goodies Kick-off Event
- Win-it-Wednesday 50/50 Draws
- Pizza Lunch
- PECSF Expo
- Silent Auction
- Candy Grams
- Pumpkin Carving Contest
- Wear your Costumes to Work Day

We also had three pledge incentive draws. Jeff Knight, of the Southern Interior Region, was the recipient of our first draw, winning a round trip-ticket for Harbour Air and our other two winners won unique opportunities to learn more about different areas of our ministry’s business. Murray Jacobs of Crown Agencies won a day in the snooper truck and Julie Cooke of Development Approvals won a special visit to the Port Mann Tower.

As the campaign progressed, I was thrilled to watch our donations increase. At the halfway mark of the campaign, we had raised $30,000 — double what we raised by the same time last year. Our ministry campaign ended on Oct. 31 having raised an amazing $40,171 — but that didn’t stop the donations from rolling in! Our final tally was an impressive $44,303.50 from 163 donors! Even though we didn’t win this year’s Deputy Minister Challenge, we surpassed our previous participation rate by 3.6 per cent. What can I say? The Ministry of Finance offered up some tough competition in the final week.

Stay tuned to see photo evidence of our Executive team donning pocket protectors, sweater vests and visors as part of their DM Challenge commitment!

I would like to thank everyone for continuing to support PECSF year after year! None of this would have been possible without the help of our dedicated volunteers and each and every one of you who participated in our PECSF events and made a donation to a charity that matters to you — thank you!

A TransAction Tale of Team "Getting Buff"
Submitted by Jill Jacobsen, District Clerk, West Kootenays

We all know TransAction is about competition and beating everyone else...or is it?

The real purpose of TransAction is to help us adopt healthy fitness behaviours which become healthy fitness habits.

This year, the West Kootenay District had a team leader who motivated and brought her team together. Lead by Lori Otto, the “Getting Buff” TransAction team defined the spirit of TransAction. Lori rallied her team to be active — after work Bellyfit class, initiating walking on breaks and encouraging participation.

On a personal level, she pushed beyond her own comfort zone and tried out different classes such as yoga and Zumba as well as working out at the gym. Although the “Getting Buff” team did not place first in the standings, they are all winners! Congratulations! ✌️

Stay tuned to see photo evidence of our Executive team donning pocket protectors, sweater vests and visors as part of their DM Challenge commitment!

I would like to thank everyone for continuing to support PECSF year after year! None of this would have been possible without the help of our dedicated volunteers and each and every one of you who participated in our PECSF events and made a donation to a charity that matters to you — thank you!

Alyssa Tepper, Rachelle Hartley, Michelle Tang and Gislene Guenard rocking their My PECSF cards.

The Northern Region sure knows how to dress to impress. Nicole Comeau, Shannon Williams, Christine Ingham, Dejan Pesic, Pamela Castle, Millie Furlong, Danny Arndt and Tamara Brooks.

Team “Getting Buff”: Michele Ihas, John Buffery (with Dexter the dog), Juliet Spalding, Jennifer MacDonald and Lori Otto.

The Northern Region Chili Cook-off champions Jessica Taylor, Kat Graham and Tamara Brooks.

Alyssa Tepper, Rachelle Hartley, Michelle Tang and Gislene Guenard rocking their My PECSF cards.

The Northern Region sure knows how to dress to impress. Nicole Comeau, Shannon Williams, Christine Ingham, Dejan Pesic, Pamela Castle, Millie Furlong, Danny Arndt and Tamara Brooks.

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Moving Onto Phase Two of the 35 Mile Avalanche Mitigation Project
Submitted by Steve Brushey, District Avalanche Supervisor, Avalanche & Weather Programs

During the spring of 2018, the Skeena District received funding to complete the second phase of avalanche mitigation at 35 Mile Avalanche Area, 56.4 kilometres west of Terrace above Highway 16.

The first phase of mitigation was completed in 2014, when 80 metres of avalanche fencing was installed at the mid-chute of 35 Mile Area. After the passage of four winters, the avalanche fencing was deemed a success. During that time, changes in avalanche control technology also advanced and with careful monitoring and review, the Northwest Avalanche Program determined that the installation of a remote avalanche control (RAC) device would be the most cost-effective way to mitigate avalanche risk and reduce closure time on Highway 16.

Timelines were extremely tight, however; with Reid Drummond of Stantec steering the project ship, the program was able to purchase five O’Bellx RAC devices with a successful tender bid completed with TAS Industries in France. Without missing a beat, Reid quickly navigated the necessary steps to successfully complete an Installation Tender Package by early fall and the installation contract was awarded to Axis Mountain Technical in Terrace. Installation of the new devices is expected to start in mid-June 2019.

The O’Bellx RAC devices are unique in their design. They are mobile units placed and/or removed from their own tower by helicopter. Each device combines a mixture of oxygen and hydrogen which is then detonated with a spark. Each unit can be fired independently or all five can be detonated at once by a ministry avalanche technician operating the system remotely from a truck on the highway in a safe location. For Star Wars fans, picture R2D2 hanging out on a snow covered cliff face.

Historically, the 35 Mile area is responsible for 80 per cent of avalanche related closures on Highway 16, and avalanche control could only be done during daily light hours using a helicopter. Flying “low and slow” poses significant risk to worker safety at 35 Mile and the margins of safety are thin. Dependence on a helicopter also meant that preventative closures due to high avalanche hazard were prolonged at times when those safety margins could not be maintained or nightfall restricted flight. An increase to worker safety and the ability to perform avalanche control remotely 24/7 has already been demonstrated on Highway 1 at Three Valley Gap with the installation of a RAC system, and similar benefits are expected with the O’Bellx system.
The Road Mapping My Career workshop was relaunched earlier this year as a pilot as part of our succession planning efforts, and I was fortunate enough to help facilitate portions of the workshops.

We held three highly interactive sessions in Victoria, Coquitlam and Kamloops. Each session focussed on:
- Understanding career planning
- Examining your individual strengths, skills and values and applying them to your career
- Assessing where you are now, where you want to go and what tools are available to you
- Creating your action plan for next steps

These workshops were facilitated by Lily Seto, a Certified Executive Coach (PCC), who helped create Roadmapping My Career back in 2015 with our Strategic Human Resources team. Lily’s expertise in leadership, coaching, diversity and team development, and her extensive background in the public service have been an asset to these sessions.

We heard from panelists who shared their personal experiences and lessons learned, including Provincial Manager of Survey and Geomatics Dave Peet, Deputy Registrar of the Passenger Transportation Branch Chantelle Gergley, Director of Provincial Field Services Shawn Grant and various executive directors and directors from across our ministry.

Each session was highly interactive and we received great responses from participants about their experience. Here’s what a few of them had to say:
- “Lots of great tools were provided.”
- “Also learned about resources such as coaching and career advising.”
- “The opportunity to reflect on my values and skills has assured me that I am headed in the right direction on my desired career path.”

If you are looking for an opportunity to discover or build on your career possibilities, consider attending one of the upcoming workshops in the new year. We are currently reviewing feedback from the sessions in order to make the next workshops even better. Stay tuned for more information about the upcoming sessions in January and February. In the meantime, if you have any questions or comments, please contact Jen Lewthwaite.

As Seen on the Road from Yellowknife to Tuktoyaktuk, NWT
Submitted by Jeremy Balliston,
Senior Technical Analyst,
Business Transformation Services

Ministry staff always enjoy reading about road trips — it’s an easy way to travel (vicariously) to parts of Canada (or the world) that few people ever get to. Thanks to Jeremy Balliston for sharing this shot with us from his recent road trip from Yellowknife to Tuktoyaktuk!

For those unfamiliar with Northwest Territories highways, ground travel from Yellowknife to Tuktoyaktuk (both in the NWT) requires driving through B.C. and the Yukon.

By 1949, the last camp closed, and the interned labourers had completed more than 44.5 miles of highway.

The B.C. government has sought to recognize this contribution with the Japanese Canadian Legacy committee. The results are eight large interpretive signs installed at different internment and road camp sites around the interior of B.C. The first sign was installed in 2017 near Tashme, and the last was in Revelstoke-Sicamous at the end of September 2018. These are the locations:
- Tashme Internment Camp – Highway 3
- East Lillooet Self Supporting Internment Camp – Highway 12
- New Denver Internment Camp – Highway 6
- Kaslo Internment Camp – Highway 31
- Revelstoke-Sicamous Road Camp – Highway 1
- Slocan City Internment Camp – Highway 6
- Greenwood Internment Camp – Highway 3
- Hope-Princeton Road Camp – Highway 3

Between 2017 and 2018, the ministry partnered with the Japanese-Canadian Legacy committee to find a way to honour Japanese-Canadian history in our province. Specifically, this collaboration sought to explore educational opportunities for locals and visitors to learn about Japanese-Canadian work and internment camps in British Columbia, established during the Second World War.

Not everyone is aware that more than 22,000 British Columbians of Japanese heritage were interned, and some may be even less aware of the connection to our highways. In fact, major highways across the province were improved, aligned or reconstructed by 1,700 male internees.

During the war, completing highway networks was a priority for national security. Beginning in 1942, male internees were sent to live in road camps to complete work along Highway 1, Highway 3 and Highway 5. The labourers at these camps were paid less than 20 cents per day, and worked arduously during long hours and harsh weather conditions with only picks, shovels and wheelbarrows.

Jen at our most northern highway cameras, on Highway 37, at the border between B.C. and the Yukon.

Members of the Japanese Legacy Committee pose in front of the Tashme Stop of Interest sign on Highway 3.
Geotechnical Engineers and Geoscientists Gather To Learn From Past Debris Flow
Submitted by Alexandra Deglow, Geoscientist

On Oct. 16 and 17, 20 geotechnical engineers and geoscientists from both our ministry Geotechnical Engineering section and the Ministry of Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD), met at locations along Highway 1, 99 and 97 near Cache Creek, which were recently affected by both wildfire and debris hazard events, for a field school visit.

Due to recent wildfire history and an intense weather cell that occurred in August 2018, this area experienced multiple large scale debris flow and debris flood events which impacted the highways.

The tour was organized by geotechnical managers Brent Case and Tom Kneale as well as Gord Hunter, our ministry technical lead for geo-hazards, as an opportunity to learn from these recent events. The field school focused on recognizing indicators of potential debris flow and debris flood events, safety considerations for first responders and operations staff, and best practices to restore highway operations quickly and safely. Chuck Filmer, Lyle Unwin (who has since joined MoTI in Kamloops — welcome!) and Brendan Miller from FLNRORD, also shared insights from a forestry and Crown lands perspective and demonstrated how wildfires can cause changes to soil properties such as hydrophobicity (water repellency).

A Kindergartner's Dream Come True
Submitted by Trevor Demerse, Traffic Operations Engineer

I got the “successful candidate” call that started my ministry career on April Fool’s Day. Once I’d convinced myself that the voice on the line didn’t sound like any of my friends, I had to figure out how to call and convince my friends and family that this was happening.

It turns out, it was all a dream.

Not the “successful candidate” phone call — that really happened — so did the calls I made after. The dream I am referring to was the one I developed in my Penticton kindergarten class in 1996: become an engineer. At that tender young age, I wasn’t hung up on details like “knowing what engineers do” or “calculus”, but after finding early success with the marble track in that brightly lit classroom, I knew I wanted a career keeping things moving.

Four years of drafting in high school, three years of research at UBC Okanagan, and two gigs as a Survey Tech later, everything was in place… except a job.

Thank goodness for April Fool’s Day.

It turns out I landed an Engineer-in-Training position in a program that has a top-notch reputation for turning out well-rounded Professional Engineer (P. Eng) applicants, allowing them to rotate around the province and experience diverse disciplines and geography. The real strength of the program is its host of phenomenal mentors, who accept the additional responsibility of guiding young engineers and geoscientists-in-training. My mentors were no exception.

First was Kathryn Weicker. Kathryn is a powerhouse with a passion for planning. Every project in the Southern Interior is better because of the amazing work Kathryn and her team do every day. How fortunate for me that this was my introduction to our organization and its business. It became the foundation on which the rest of my career will stand.

Next was David Edgar. Even though the limelight is not his style, David took me on and I am better for both the knowledge and wit he effortlessly shares. Speaking of limelight, Dave gladly shared it with “co-mentor” Susan Randle. Working as a team in the Vancouver Island District, Dave’s calm, thoughtfulness and Susan’s can-do spirit complemented each other well, and were another catalyst for my career development.

Finally, I found myself in Traffic Operations mentored by James Lee. James has been the perfect mentor in the later stages of my training. By allowing appropriate levels of autonomy and risk, while providing a wealth of knowledge to fall back on, I was ready on Sept. 12 to submit my application to become a P. Eng.

Thanks to each of you (and to dozens more unnamed) for the investment you’ve made in me, in our organization, and the profession. Despite being in the “can-do” ministry, I haven’t mentioned a single project experience. But, with a limited number of words, it’s important to reflect on the collective team of characters in all corners of the province that help make our successes reality.

Speaking of reality, that’s what a 1996 kindergartner’s dream became in late October, when I received my P. Eng designation. I hope this note of gratitude captures just how special the last 3.5 years have been. Not a bad start at all.
BIOMETRICS CLINIC MEASURES HEALTH IN THE SOUTH COAST REGIONAL OFFICE

Submitted by Kathleen Au, Records Clerk

The Biometrics Clinic came to South Coast Region on Oct. 23. 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.

What are your cholesterol levels? From left to right at the table we have: Vincent Ong, Ashok Bhatti, our two health nurses – Louisa and Amanda, Gar Lee, and Adrienne Chow doing a finger prick blood test to check out their total cholesterol and HDL levels.

SCR staff were encouraged to participate and get a health assessment for their cardiovascular health risk. This included BMI Index, blood pressure, diabetes quiz, cholesterol levels and interpretation stations.

Get your blood pressure checked. Good blood pressure is another sign of a healthy heart.

Japanese Canadian Legacy Signage – Road Camps... Continued from Page 11

Though not every camp is recognized with a sign, they do help us remember our shared history, and are the first permanent markers in the province acknowledging the internment. Learn more about the signs and the history in this June 2018 Road Runner article.

In addition to this signage program, three Stop of Interest signs have been installed in Tashme, East Lillooet and Yellowhead Blue River. On your next road trip, keep an eye for the signs and learn a little bit more about your provincial history!
TEAM – Together Everyone Achieves More
Submitted by Duane Wells, Regional Manager, Environmental Services

A friend of mine once had a t-shirt that said “TEAM – Together Everyone Achieves More.”

That saying could not be more accurate for the Heart Creek #1 and #2 projects near the community of Fauquier in the West Kootenays. By the time this article is published, an impressive 42-metre clear span bridge over Heart Creek will be opened to both public and fish alike. Over the last four years, the ministry and our partners have removed two fish barriers on Heart Creek, allowing fish to access 1.5 kilometres of habitat that has not been available for 40 years! The initial results of 950 Kokanee spawning in Heart Creek this year are quite encouraging.

The Heart Creek #2 project recently moved forward with $149,000 of funding through Environment and Climate Change Canada’s Environmental Damages Fund, and a $20,000 grant from the Fish and Wildlife Compensation Program. The remainder of the Heart Creek #2 bridge was funded by the Ministry’s Environmental Enhancement Fund and the Southern Interior Region’s Preservation Program.

An 18-metre-long clear span bridge on Highway 6 at Heart Creek #1 was earlier constructed with grants from the Fish and Wildlife Compensation Program ($175,000) and the Department of Fisheries and Oceans Recreational Fisheries Conservation Partnerships Program ($100,000) (see “What Does a Fish Say When it Swims into Concrete,” Road Runner August 2015).

Throughout the two projects, members of the Nakusp Rod and Gun Club have been along for the ride, helping with filling out funding applications, planting trees and shrubs to enhance the fish habitat and even approaching a teacher at the local high school, Nakusp Secondary for student help with the riparian planting along the creek and showcase the project. The success of both Heart Creek projects just goes to show that when we all work Together Everyone Achieves More!

Perking up for Community Support at Headquarters

It was an energetic start for the Provincial Employee Community Services Fund campaign launch at headquarters, on Oct. 2. Employees were invited to begin their work day with coffee, fresh fruit, muffins and pastries. Members of the executive served up warming java, and information was offered about the campaign which raised $1.9 million last year for community groups.

Hydroseeded berms along the riparian area at Heart Creek #2.

Grade 9 kids from Nakusp Secondary School helping with re-establishing the riparian area along Heart Creek.

Paul Seaton, Nakusp Rod and Gun Club member and Environmental Monitor for the project, giving the Grade 9 students from Nakusp Secondary School some history of the project.

Highways ADM Kevin Richter with Beverly van Druten-Blais who took photos for the PECSF launch and pumpkin carving events at headquarters.
Pumpkin Carving for a Cause
Submitted by Nancy McLeod, Multimedia Information Officer

Halloween creativity converged with support for people in our communities, at a carved pumpkin contest at headquarters, Oct. 23.

Registration and pumpkin pickup was the Friday before, for the Provincial Employee Community Service Fund event. The cost was five dollars per pumpkin to be carved, and contestants had the weekend and Monday to focus on crafting their best in show pumpkin. (They were also welcomed to do quick carving on-site, the day of the event).

At lunchtime on Tuesday, about 25 creations were displayed.

The judging panel, composed of Minister Claire Trevena, Deputy Minister Grant Main and Finance Deputy Minister Lori Wanamaker, literally had their work cut out for them. Choosing winners from the array of imaginatively carved pumpkins had to be challenging.

Some were traditional scary, two expressed the call of the wild with howling wolves, and one was painted silver and festooned with lights and baubles. There were also other original entries—a grimacing pumpkin with a softball embedded in its face, a version of the BC government “sunrise” logo and a transformer-themed pumpkin.

In the end, several winners were picked, with the top honour going to Victoria Smith for her extraordinarily intricate carved pumpkin within a pumpkin. Thanks to everyone who played an organizing role and who carved for this fun fundraising event!

Minister Claire Trevena recognizes Wendy Grant for her prize pumpkin.

Victoria Smith was recognized by Minister Claire Trevena for the grand prize.

Kathy Macovichuk with her glittery Disco pumpkin.

A big, orange pumpkin was an excellent medium for the B.C. government’s logo.

A team approach was taken for these pumpkins carved by Jonathan Gantous, Aske Foyd, Chanpreet Gill and Melissa Smith.

The Freedom of Information team unleashed their creativity with a TranFOImer pumpkin.

Sharp-toothed pumpkin carved by Susanna Kaiser.
A Look Back at Winter Highway Maintenance of the Past
Submitted by Kristen Reimer, Multimedia Information Officer

Ask any seasoned pro and they’ll tell you — it’s all about the right tool for the right job; a truth that is the same today as it was 50 years ago.

We’re a forward thinking ministry and always looking down the road for the newest and best tools to tackle our tough jobs; so it should come as no surprise that our archival photos are scattered with images of different tools, each with a different purpose, all being used to get the job done.

As the cold grip of winter descends on us, and snow blankets much of the province, I thought it would be cool (pun intended) to highlight a few of the tools we’ve used in our past to help keep B.C. highways clear from snow and ice. V-blades, snowcats, snowshoes, jet plows, underbody blades, howitzers — you name it, we’ve probably tried it.

While it might look normal, this plow is anything but. It houses a Pratt and Whitney jet engine to propel snow off the roadway. It’s a great example of our “engine-uity” and believed to be the only one of its kind in the world.

An underbody blade turns this dump truck into a multi-purpose tool, circa 1970s.

V blade snow plow attachment used on BC highways during the 1960s.

The cab of this old highways truck must have been a nice warm place in all that snow.

Howitzers are still used on federally operated stretches of B.C. highways. This shot was taken in the 1960s.

Snowcat to the rescue! Sometimes this ski hill favourite is what you need to call in, in order to get the job done.

When all else fails, good old snowshoes help staffers get where they need to go.