



Vancouver Island Safety Conference



2024 CONFERENCE WRAP-UP

Bridging Generations in Today's Safety Culture

October 26, 2024 | Vancouver Island Conference Centre

BCFSC's CEO, Rob Moonen, Sets the Tone for the Day's Events

In his opening remarks at the recent conference, Rob Moonen, CEO of the BC Forest Safety Council (BCFSC), set an inspiring tone for the day. He emphasized that the conference was fundamentally about us, the attendees, and the changes we can effect both in the workplace and at home.



Rob Moonen, BCFSC CEO

He reminded everyone that through collaboration, we can achieve the shared goal of ensuring every forestry worker returns home safe, every day. He highlighted that our resiliency, determination and commitment have positioned us well to navigate these challenging times of uncertainty.

He remarked that the collaboration among employers, workers, unions, contractors, and industry associations has led to significant milestones and improvements in safety practices. Rob expressed pride in the progress made over the past five years, pointing out that our ongoing efforts have resulted in a consistent decrease in injury rates and fatalities year after year.

Rob also addressed the current state of uncertainty in our industry can increase distractions and pose risks to the workforce. He urged attendees to prioritize checking in on each other to ensure our level of engagement remains intact and our well-being is supported throughout the workday, particularly for young and new forestry workers who may need extra encouragement in their roles.

Thank you to the 304 delegates who participated in the 17th Annual Vancouver Island Safety Conference! This year's theme, "*Bridging Generations in Today's Safety Culture*," showcased three keynote speakers and a series of industry presentations that focussed on enhancing safety practices across generations in the forestry sector.

We also extend our heartfelt gratitude to all the volunteers and sponsors who made this conference and networking event possible. The generosity of our sponsors, through their financial contributions, product donations, and services, along with the invaluable time our volunteers dedicated, allowed us to offer this FREE event. Thank you all for your support!



Supporting Our Community

For 17 years, the Vancouver Island Safety Conference has offered attendees valuable insights into BC forestry safety through this free conference, but its impact reaches far beyond the conference room.

Each year, with the generous support of our delegates, we are able to assist three charities and help make a positive change to many lives throughout British Columbia.

KidSport Nanaimo has been a valued recipient of the silent auction contributions at the conference for many years. This worthy cause is chosen in memory of Fred McEachern. KidSport provides financial assistance to children who want to participate in organized sports. This year the silent auction raised \$1,550 for these deserving kids.

Our 50/50 draw turned out to be a great success, bringing in \$492.50 for the **United Way BC Wildfire Recovery Fund**. This initiative provides crucial emergency relief, recovery assistance, and long-term support to communities affected by wildfires in BC.

Loaves and Fishes Nanaimo Foodbank has been receiving support from VISC delegates for many years. Delegates are invited to contribute non-perishable food items and cash donations instead of paying conference registration fees. This year, our delegates truly demonstrated their generosity and compassion, bringing in over 228 pounds of non-perishable food and contributing \$937.50 in cash and gift card donations to this essential organization.

In a heartwarming gesture, the 50/50 winner, Kevin McIlveen, chose to donate his winnings to Loaves and Fishes, which hugely increased the impact of our fundraising efforts. A huge thank you to Kevin for his generosity!

Prize Winners

Each year we pick a winner from attendees who participate in our annual survey. This year Shane Norbury won our grand prize of a Narwal Freo Robot Vacuum & Mop valued at \$1200 which was generously donated by London Drugs. No excuses now Shane ... your floors better sparkle!

Our Early Bird Registration prize winner was Andres Enrich from VIU who won a BCFSC Stanfield, toque and socks for simply registering before Sept 15th. Not bad a reward for something so easy.

In Tribute to Those We Lost in 2024



Master of Ceremonies, **Mike Milholm** led a Moment of Silence to honour those we lost since the 2023 Vancouver Island Safety Conference. May their memories serve as a reminder of the importance of safety to ensure every worker goes home safe. Every day.

OCCUPATION	AGE	CAUSE OF DEATH
Planing Mill	72	Traumatic Injury
Skidder Operator	52	Traumatic Injury
Forestry Manager	62	Occupational Disease
Pulp Mill Worker	85	Occupational Disease
Power Engineer	84	Occupational Disease
Pulp Mill Worker	77	Occupational Disease
Iron Worker	85	Occupational Disease
Pulp Mill Worker	65	Occupational Disease
Millwright	85	Occupational Disease
Forestry Maintenance	52	MVI
Mill Operator	35	MVI
Forestry Operator	30	Aircraft Incident
Forestry Cook	54	Aircraft Incident
Forestry Worker	82	Traumatic Injury
Carrier Operator	70	Traumatic Injury
Sawmill Worker	85	Occupational Disease
Grapple Operator	60	Traumatic Injury
Sawmill Operator	50	Traumatic Injury
Forestry Worker	74	Traumatic Injury
Pilot	64	Aircraft Incident
Forestry Technologist	56	Aircraft Incident
Forest Firefighter	37	MVI
Forest Firefighter	27	MVI
Forest Firefighter	21	MVI
Forest Firefighter	19	MVI
Forest Firefighter	25	MVI
Pilot	35	Aircraft Incident
Forest Firefighter	19	Traumatic Injury

Remembering Michael Lunn and Fred McEachern

Ron Corbeil and John Bulcock took time to reflect on a tragic incident that occurred ten years ago, resulting in the loss of Mike Lunn and Fred McEachern. They shared their fond memories of Mike and Fred and emphasized the importance of addressing workplace violence and improving safety protocols in mental health as well as advocating for a safer, more supportive workplace for all.



Celebrating Leadership in Forestry Safety with the 2024 Safety Awards

Conference attendees celebrated Leadership in Forestry Safety with the 2024 Leadership in Safety Awards

The 2024 Leadership in Safety Awards were presented by BCFSC's CEO, Rob Moonen. These awards honour the exceptional contributions to safety in the forestry industry and recognize individuals, crews, and companies that have made significant strides in workplace safety, reinforcing the goal of ensuring every worker returns home safely.

This year, three outstanding individuals were celebrated:



Bill Bolton received the 2024 **Cary White Memorial Lifetime Achievement Award** for his unwavering advocacy for faller safety. As a former Faller Manager and senior advisor for the BC Forest Safety Council, Bill played a crucial role in developing key safety programs, including Faller Certification and New Faller Training. His dedication and passion have greatly impacted the industry.

Toby Jeffreys, Area Supervisor at Interfor's Adams Lake Division, was awarded the **Forest Safety MVP Award**. Toby is recognized for his leadership in fostering a strong safety culture and mentoring young workers. His proactive approach to safety and effective communication have made him a respected figure in the field.

Chris Fowler, Safety Coordinator at Canoe Forest Products (CFP), a division of the Gorman Group, received the **MVP Award for Wood Products Manufacturing**. Under Chris's leadership, CFP has achieved significant safety improvements, reducing injury rates and setting industry benchmarks. His commitment to proactive safety measures and transparent reporting has created a safer work environment not just for CFP, but for the entire Gorman Group organization.

Congratulations to all the award recipients for their remarkable contributions to forestry safety!

Nominate a Leader in Safety for 2025

Do you know someone you would like to recognize for safety achievement in forestry? Nominate someone in one of three categories including safety in harvesting, manufacturing and lifetime achievement, to be honoured at the 2025 Vancouver Island Safety Conference on October 25th next year.

Nominations for leaders in forestry safety can be an individual, crew, team, division, contractor, company, supplier, consultant, trainer, etc. - basically anyone that deserves to be recognized for outstanding safety leadership or achievements. Visit the BCFSC website for complete details. Scan the QR Code to access the Leadership in Safety Awards webpage.

How to nominate: email your nomination to info@bcforestsafe.org. Within your email include:

- Nominee's name (first and last)
- Nominee's Job Title
- Nominee's location and employer
- Your name and email address
- Nomination Category: Cary White Award | Forest Safety MVP | Manufacturing Safety MVP
- The reason for the nomination (please provide as much detail as possible)



Young and Reckless - Fact or Fantasy

Keynote Presentation by Eldeen Pozniak

Eldeen Pozniak, a Management Consultant with 25 years of expertise in Occupational Health and Safety, gave us a dynamic and charismatic presentation on generational mindsets and collaboration in the workplace. Her discussion highlighted how generational stereotypes can influence our interactions and teamwork.

Eldeen emphasized the importance of honest communication urging us to begin safety discussions starting with "why." She explained that understanding the "why" behind safety procedures is essential for everyone, regardless of age, because by understanding the reason provides a deeper appreciation for measures that protect not only you, but your entire crew.

She also stressed importance of connecting mental health to safety initiatives, noting that when employees recognize the link between safety and their well-being, they are more likely to participate actively. Feeling valued and understood is vital for engaging all generations in the workplace.

Drawing from her personal experiences, Eldeen illustrated how different individuals assess risk. In one example, she shared how a window washer at her hotel used a chair tied with rope, anchored from the roof, to get to the top windows. This sparked a discussion on the necessity of hazard assessments. She pointed out that people often look to their peers for guidance in safety practices, highlighting the role of social proof in decision-making.

Eldeen broke down the diverse workstyles and perspectives of different generations, suggesting that with a better understanding of our differing thought processes we can better understand how to work together.

She closed by reminding us that we all want to be valued, appreciated and understood no matter what our age. If we assess and adapt our communication style when we work together, it will lead to better communication and deeper connections.



Keynote Speaker, Eldeen Pozniak



Mind the Gap: Managing Five Generations in the Workplace



New First Aid Regulations

Presenting Speaker: Will Dirksen

Will Dirksen, an Industry and Program Specialist at WorkSafeBC, presented on the updated first aid regulations for the forestry sector. He described how these updates could be thought of as a team sport that requires practice, working together and strategizing to be ready for any “play” or scenario that comes your way.



Speaker, Will Dirksen

Will reviewed the revised Schedule 3A, which details the essential first aid equipment needed for different types of companies and their specific operations, from office requirements to remote worksites. He pointed out that it has been 20 years since the last update to these regulations, making the recent changes crucial given the evolving risks, hazards and access issues at worksites.

Will also discussed the new requirements for first aid assessments, which now mandate comprehensive documentation. He highlighted the importance of identifying any obstacles that could be a barrier to prompt first aid and transportation to medical care, a responsibility that falls on employers. He also explained some of the new terminology, such as the definitions for remote and less accessible workplaces, along with the changes to transport accessibility times.

Hand Safety - Protecting What You Love

Presenting Speaker: Patrick McDonald

Patrick McDonald from Superior Glove delivered an engaging presentation on the importance of hand protection, using humor, audience interaction and a lively guitar performance. He highlighted the need for effective communication about safety, especially with younger workers, and advocated for proactive safety measures and open dialogue within organizations.



Speaker, Patrick McDonald

Patrick stressed the significance of warming up hands before work, inviting an audience member to demonstrate exercises while he played guitar in ANSI gloves. He also emphasized the need to consult frontline employees during Hand Safety Risk Assessments and noted that the best glove protection features a polyurethane palm coating for grip and PVC for durability.

He shared his Hand Safety Program (HSP) Process, which includes four key steps: defining hand safety goals, conducting a Hand Safety Risk Assessment with glove trials, analyzing findings to make recommendations, and deploying solutions with ongoing support.

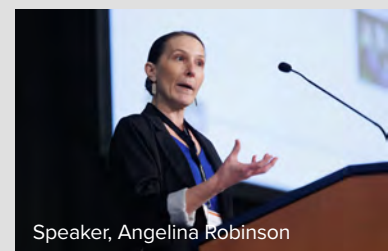
Patrick concluded by underlining the benefits of a good hand safety program to help reduce the severity of injuries and ensure proper protection for tasks at “hand.”

Road Safety is Smart Business

Presenting Speaker: Angelina Robinson

Angelina Robinson from Road Safety at Work gave a presentation that reminded attendees that traffic accidents are the leading cause of workplace fatalities and stressed the employer's responsibility to ensure workers are safe when driving for work. Motor Vehicle Incidents account for 33% of workplace deaths. With an average of 18 fatalities and 1,600 injuries annually, the impact on families and organizations is profound.

She reminded us that even though we may think driving is a simple, basic and easy task, we all need to understand how dangerous it can be. Employers must recognize that vehicles used for workplace activities are the employee's workplace, and they need to ensure safe driving protocols are in place and thoroughly understood just as they would have safety protocols in place for a worksite. Angelina also endorsed a culture of safety where employees feel empowered to speak up about unsafe practices and share their close-call stories to help mitigate future incidents.



Speaker, Angelina Robinson

Road Safety Con't:

Robinson discussed the importance of having thorough policies, such as distracted driving policies, that advocate for no phone calls while driving due to cognitive impairments. She also introduced the array of Road Safety At Work resources that can help employers prepare their workers and encouraged everyone to access these free online resources to help build their drive-safe safety procedures. Road Safety at Work has driver qualification toolkits, seasonal vehicle maintenance checklists and tailored online materials to help employers create safer driving environments. They also offer free webinars, workshops and training that can assist employers, supervisors and employees. When utilized, these Road Safety at Work tools can help reduce road-related injuries and fatalities, ultimately fostering a safer workplace for all.

Embrace Errors - Don't Hide Them

Keynote Presentation by Tim Page-Bottorff

Tim Page-Bottorff, a certified safety professional and former US Marine, delivered a compelling presentation on the critical importance of embracing mistakes rather than hiding behind them. He shed light on how sharing past errors can not only strengthen relationships, particularly in supervisory roles, but also encourage a culture of openness where individuals feel empowered to discuss their own missteps and learnings from them.

Tim talked about common fears that often prevent us from speaking up, such as fear of pain, being singled-out, shame and embarrassment. He emphasized the necessity of using empathy instead of blame and creating an environment where employees feel safe to share their experiences without judgment.

To demonstrate his point, he recounted a personal story about a combat mission from Operation Desert Storm. He and a fellow Marine were assigned sentry duty overlooking the base on the eve of the mission, a critical assignment. They had already been awake for 36 hours to prepare for the mission before this assignment. During their watch, they both fell asleep and were abruptly awakened by their commanding officer. As a lesson, the officer had them dig trenches and lie in them to symbolize the serious consequences of their mistake, but he also stressed that they should never talk about what happened as it will reflect badly on the team and the Marine Corps. So, Tim never spoke of it, until years later, during a meeting at the Pentagon. He finally got up enough nerve to share the story, along with the lessons learned, in hopes that the Marine Corp apply those insights, like assigning someone less fatigued, and help avoid a potentially serious incident in the future.

He outlined six actionable steps to help build a strong safety culture within organizations. These steps include:

- 1. Reducing Blame:** Shifting the focus from assigning fault to understanding and learning from mistakes.
- 2. Promoting Collaboration:** Encouraging teamwork to address challenges collectively.
- 3. Enhancing Engagement:** Making safety discussions more interactive and inclusive.
- 4. Developing Psychological Safety:** Drawing on Dr. Amy Edmondson's research, he advocated for an environment where employees can report issues without fear of punishment.
- 5. Creating Effective Feedback Loops:** Ensuring that both individual and organizational learning are prioritized.
- 6. Building Trust:** Using frameworks that emphasize respect, empathy, acceptance and active listening.

Tim concluded his presentation by encouraging organizations to adopt behavior-based frameworks that transform error reporting into a proactive practice. By doing so, companies can eliminate the fears associated with coming forward, ultimately benefiting everyone involved.



Moments of Impact

Keynote Presentation by Tom Wilson

Tom Wilson gave a powerful and moving presentation sharing his harrowing personal story as the sole survivor of a plane crash on November 16, 2008. This tragic event profoundly changed his life, instilling in him a commitment to live with greater intention and awareness.

Tom survived what was considered an “unsurvivable” plane crash that killed everyone on board except him. He recounted the moments leading up to the crash revealing he had reluctantly agreed to fly out in foggy weather conditions, despite feeling uneasy, but he lacked the courage to say anything. He explained he fell asleep shortly after takeoff and twenty-two minutes into the flight he was jolted awake by a grinding noise and quickly realized the plane was colliding with trees. The impact of the crash was catastrophic, tearing the aircraft apart at 130 miles per hour. He vividly described the chaos, including losing consciousness and when he woke up, he was engulfed in flames.



In the aftermath, Tom experienced profound grief and survivor's guilt, grappling with the reality that he was the only survivor. Despite the overwhelming pain and despair, Tom made the conscious decision to leave the wreckage, knowing rescue was unlikely due to poor visibility. Using his military training, he was able to make a grueling journey through the forest, battling the elements and his injuries, defying medical expectations for survival.

Throughout his talk, Tom emphasized the importance of sharing his story to convey lessons about pressure, decision-making, and the distinction between courage and bravery. He shared with us the immense internal pressure he felt to remain silent about the dangers before the flight, driven by a desire to fit in with his peers and not disrupt the plans of others waiting to board. Tom reflected on the fear he and his friends experienced during the crash, highlighting how their silence in the face of danger led to this tragic outcome.

Tom also discussed his painful recovery process, both physically and mentally. His survivor's guilt haunted him, and this led to coping with his remorse through addiction. He described the pivotal moment when a priest visited him in the hospital, helping him recognize that he had been given a second chance at life. It was this realization that motivated him to recover and strive to live his life with more intention and awareness.

Writing about his experience became a crucial part of Tom's healing journey, leading to his book, *Moments of Impact*. It allowed him to confront his trauma and understand his feelings of guilt to help him make sense of his own journey.

Tom discussed the concept of risk tolerance, explaining that it is a personal and individualized willingness to accept or reject risk when faced with it. He illustrated this with examples, such as the differing risk perceptions between experienced winter drivers and those unfamiliar with snowy conditions. He outlined ten factors that contribute to risk tolerance, including capability and personal experience. Tom highlighted that potential personal gain, such as the desire to return home quickly, often drives risk-taking behavior. He told us a story from his time in Fort McMurray, where operational pressures influenced a collective need to complete tasks despite hazardous conditions. He used this as an example to illustrate how social pressures can lead to poor decision-making.

Tom ended by reflecting on the emotional aftermath of the crash, including recurring nightmares and the impact on his relationship with his father. He expressed gratitude for the strong bond they now share and mentioned a poignant moment when he was contacted by the son of one of his deceased friends, highlighting the ongoing emotional challenges he faces.

Tom urged us think about how pressure affects our decisions and to recognize the difference between bravery and courage. That it takes courage to speak up which can inspire others to do the same.



Conference Survey Results

A total of 186 attendees participated in the Pigeonhole Live Survey, sharing their feedback on the 2024 VISC Conference. The breakdown of participants revealed that the majority came from the harvesting sector, accounting for 41%. The manufacturing sector represented 24%, while over 32% indicated "Other," which included students, government, regulators, consultants and forest management to name a few.

The audience primarily consisted of 39% management and 29% workers, with supervisors making up 19%. Owners represented 9%, and students comprised 4% of the attendees. Notably, more than 57% of participants were either Worker Safety Representatives or members of a JOHSC Committee.

92% of the attendees felt the conference was very helpful and a great networking opportunity.

KEYNOTE SPEAKERS

Eldeen Pozniak

Young and Reckless - Fact or Fantasy

Great - 50%

Good - 28%

Average - 20%

"Very helpful with understanding the different generational work styles."

"I will definitely use this information in my meetings."

Tim Page-Bottorff

Embrace Errors - Don't Hide Them

Great - 78%

Good - 20%

"Dynamic speaker and presentation. Useful tools for our safety program."

"Tim is brilliant! Absolutely loved his presentation."

Tom Wilson

Moments of Impact

Great - 81%

Good - 15%

"Probably the best speaker on safety I've ever heard."

"Tough story to hear, but helpful to understand more about speaking up when you feel unsafe or worried about the safety of others."

PRESENTING SPEAKERS

Will Dirksen | WorkSafeBC

New First Aid Regulations

Great - 32%

Good - 38%

Average - 23%

"Overall good. Could have used some more details."

"Good info on new regs."

Patrick McDonald | Superior Glove

Hand Safety - Protect What You Love

Great - 35%

Good - 40%

Average - 17%

"Critical safety components highlighted to increase hand safety."

"Good chance to learn some new information about gloves."

Angelina Robinson | Road Safety at Work

Road Safety is Smart Business

Great - 28%

Good - 42%

Average - 22%

"Presentation aligns with our program so we are on the right track. Really informative and another tool to use."

"Very good information."

FEEDBACK AND SUGGESTIONS:

"Maybe a speaker on driver distraction."

"More out of your seat time. Maybe some stretching."

"Shorter presentations (50 mins) - more breaks."

"Best one I've been to yet. Keynote speakers were the best yet, it felt more relevant than previous years. Similar type speakers next year would be great."

"Mental health advocates. More topics that encourage speaking out when most would be scared to do so."

"This year's theme was fantastic. I'd like the conference to continue to focus on human factors."

"More topics covering changing technologies with specific help on implementation would be nice."

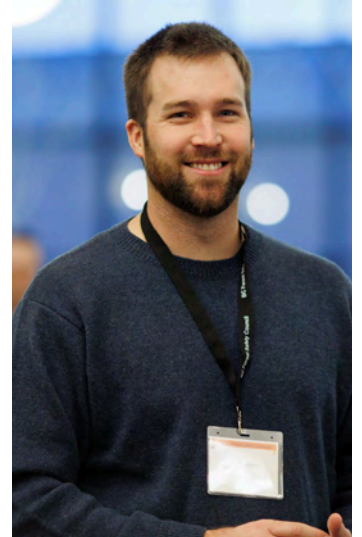
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Conference Moments, captured by Geoff Howe, Photographer for VISC 2024

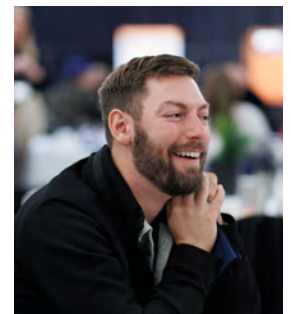
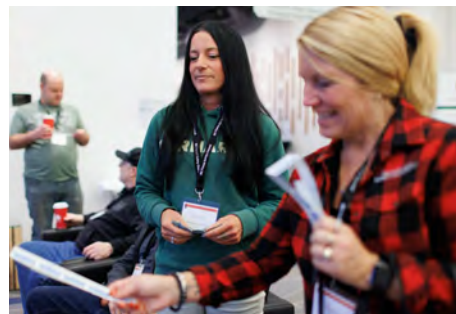


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Conference Moments, captured by Geoff Howe, Photographer for VISC 2024



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Bear Safety Services



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