



*"Better Together"*

# THE 5TH JOINT ANNUAL CONFERENCE & TRADESHOW 2023

DELEGATE GUIDE

SEPTEMBER 26 & 27, 2023 | PENTICTON, BC

Partner Sponsors:

**WORK SAFE BC**



**FORTIS BC™**



**CUPE BC**  
CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

# WELCOME #JAC2023

Welcome to the fifth Joint Annual Conference & Trade Show presented by BC Municipal Safety Association and Public Works Association of BC. Combining the key strengths and areas of expertise of each of our associations elevates the quality and value of your conference experience.

Choose from more than 30 educational sessions featuring the latest information with dynamic speakers and industry experts. Spend some time visiting the trade show booths filled with the latest in occupational health and safety and public works products and services. Don't miss the photo booth and caricature artist!

*Meryl Heinz, PWABC President, & Christine Zielke, Director of Operations, BCMSA.*

## **CEU Credits:**

The Environmental Operator's Certificate Program (EOCP) has awarded the Conference a total of 1.2 CEUs. Ensure you scan into each session with your badge QR code to receive credit.

## **Classification for Workshop Streams:**

The classifications of Leadership/Administration, Public Works, and Occupational Health and Safety, offer an indication of the presentation's main focus for delegates' consideration.

## **Tradeshow:**

Local and national suppliers showcase their offerings, products, and services. Our dynamic trade show is an excellent opportunity to ensure you are up to date with the most recent developments and solutions for your workplace. Don't miss the trade show reception on Tuesday starting at 5:10 PM !

## **Tuesday, September 26th:**

10:25 AM - 7:10 PM

5:00 PM - Tradeshow Reception

## **Wednesday, September 27th:**

10:10 AM - 10:40 AM (Public Access)



### **Scavenger Hunt:**

Please see the scavenger hunt map provided in your delegate bag. Visit and learn from the vendors of our tradeshow and receive a sticker from them. Once you have stickers from all of the booths you can submit your completed map to registration for a chance to win a prize from our vendors.

### **Name Badges:**

Please ensure you wear and keep your name badge visible at all times. It serves as your access pass to the conference sessions and trade show. Should you misplace your name badge, please visit the conference registration desk for assistance.

### **Disability Access:**

If you need assistance or support or would like to provide feedback on how we can better support diverse abilities at JAC please see the registration desk.

## **SHUTTLES**

### **Shuttles**

#### **Tuesday, Sept 26, 2023**

Lakeside Resort to PTCC 6:45AM – 8:15AM

PTCC to Lakeside Resort 5:30PM – 7:30PM

#### **Wednesday, Sept 27, 2023**

Lakeside Resort to PTCC 6:45AM – 8:15AM

PTCC to Lakeside Resort 4:30PM – 5:30PM

### **Where are the sessions?**

All conference sessions are being held at the Penticton Trade & Convention Centre. Room locations for each session are indicated on the daily table on the following pages.

### **Conference App:**

To access session abstracts, provide feedback on sessions, gather information about the event, receive updates, and discover fellow attendees, make sure to download the conference app. Event Code: jac-2023





## **Penticton Trade and Convention Centre Emergency Procedures**

### **FIRE PROCEDURES – FIRST AID**

The actions to be taken by occupants in emergency situations are as follows:

#### **IN CASE OF FIRE UPON DISCOVERY OF FIRE**

Leave the fire area immediately and close the doors. Call Fire Department 911. Sound Fire Alarm. Leave the building via the nearest exit and proceed to the main Parking lot.

#### **UPON HEARING FIRE ALARM**

Leave the building via the nearest exit and make your way to the main Parking lot. Close doors behind you.

#### **CAUTION**

If you encounter smoke in the hallway, use an alternate exit and make your way to the main Parking lot. **REMAIN CALM** The Penticton Trade and Convention Centre is equipped with a two-stage fire alarm. When the fire alarm system is activated it sounds an ALERT that notifies the building occupants of an emergency and to put into action certain operations as detailed in this Fire Safety Plan. The Penticton Fire and Rescue Department is automatically notified when the Fire Alarm System is activated. In addition an Operations staff member will make a confirming telephone call by calling 911 and give the correct address, the exact location of the fire alarm, floor level and area, and the estimated number of people in the building.

*The Penticton Trade and Convention Centre is a smoke free building.*

#### **FIRST AID**

All full-time employees of the Penticton Trade and Convention Centre are trained in First Aid. Please contact any employee for immediate assistance, or call 911. All accidents/incidents must be reported to the Event Manager or employee to ensure proper action and documentation is made. Two AED Defibrillators are located in the Convention Centre.

## **2023 ANNUAL AWARDS LUNCHEON**



Join us Wednesday  
September 27 between  
11:40 am - 1:00 pm, for a  
plated luncheon to celebrate  
the amazing work that is done  
by our memberships across the  
province. Luncheon tickets are  
included in your delegate  
registration.

# DAY 1

## Tuesday, September 26, 2023

Time	Event	Track	Room
7:00 AM - 7:45 AM	Breakfast - Thank you Melets Lets' Hightide Traffic Safety		Salon A
7:45 AM - 8:15 AM	Conference Opening Remarks		Salon A
8:15 AM - 9:15 AM	Keynote: Blueprint to The Future: Leading in a New World of Work.		Salon A
9:25 AM - 10:25 AM	Looking Inside our Pavement Toolbox for Carbon Reduction Processes.	PW	Room 6-7
	Mentoring is Where the Magic Happens: Creating a mentoring program for powerful workplace transformation.	L	Salon B
	A Focus on Abilities - Psychological Injury Management.	OHS	Salon C
10:25 AM - 11:15 AM	Morning Break & Trade Show		Tradeshow Ballroom
11:15 AM - 12:15 PM	Not Your Everyday Water Break.	PW	Room 1
	Rejuvenating Your Joint Health & Safety Committee Meetings.	OHS	Salon B
	Psychological Health and Safety in the Workplace: A Look at Resilience and Resources.	L	Room 6-7
	I'm Not Stressed, Am I?	L	Salon C
12:15 PM - 1:30 PM	Trade Show Lunch		Tradeshow Ballroom
1:30 PM - 2:30 PM	Where Does OT Cybersecurity Fit Within Your Emergency Management Program?	PW	Room 1
	Why Do Things Go Right? How the City of Vernon is Disrupting the Status Quo and Driving Human and Organizational Performance.	L	Salon B
	City of Kelowna Supporting Frontline Staff Project.	OHS	Salon C
2:30 PM - 3:00 PM	Afternoon Break & Trade Show		Tradeshow Ballroom
3:00 PM - 4:00 PM	Water Egress and Road Repair.	PW	Room 6-7
	Workplace Bullying and Harassment.	L	Room 1
	Why Frustrated Operators Do The Best Asset Management.	L	Salon B
	Rethinking: Recovery at Work & Mental Wellness.	OHS	Salon C
4:00 PM - 4:10 PM	Room Change		
4:10 PM - 5:10 PM	Are Your Water Systems at Risk?	PW	Room 1
	A Day in The Life of Fred, a Municipal Fleet Manager.	PW	Salon B
	Prohibited Action - It's All In The Complaint!	OHS	Salon C
5:10 PM - 7:00 PM	Trade Show Reception		Tradeshow Ballroom



# DAY 2

## Wednesday, September 27, 2023

Time	Event	Track	Room
7:00 AM - 7:45 AM	Breakfast		Salon A
7:45 AM - 8:00 AM	Conference Opening Remarks		Salon A
8:00 AM - 9:00 AM	Keynote: Hustle Hangover.		Salon A
9:10 AM - 10:10 AM	Digital Surplus Asset Management.	PW	Salon B
	Leading with Power Intelligence.	L	Salon C
	Musculoskeletal Injury Prevention.	OHS	Room 1
10:10 AM - 10:40 AM	Morning Break & Last Trade Show Break		Tradeshow Ballroom
11:15 AM - 12:15 PM	Not Your Everyday Water Break.	PW	Room 1
	Rejuvenating Your Joint Health & Safety Committee Meetings.	OHS	Salon B
	Psychological Health and Safety in the Workplace: A Look at Resilience and Resources.	L	Room 6-7
	I'm Not Stressed, Am I?	L	Salon C
11:40 AM - 1:00 PM	Awards Luncheon		Salon A
1:00 PM - 2:00 PM	The State of Zero-Emissions Construction Equipment.	PW	Room 1
	Getting Started: A Practical Approach to Safety Data Analytics.	L	Salon B
	Employer Health and Safety Responsibilities for "Off-Site" Workers.	OHS	Salon C
2:00 PM - 2:15 PM	Afternoon Break		Atrium S & N Lobby
2:15 PM - 3:15 PM	Corrosion and Protections.	PW	Room 1
	Empowering a Safe and Inclusive Return to Work: Navigating Substance Use Disorders Among Safety-Sensitive Workers.	OHS	Salon B
	7 Ways to Beat Burnout Without Quitting Your Job.	L	Salon C
	Room Change		
3:25 PM - 4:25 PM	Unlocking Collaboration using Location-Based Field Technologies.	PW	Room 1
	Culture in Your Public Works Department.	L	Salon B
	Improve Safety by (sort of) Eliminating Rewards.	OHS	Salon C
4:25 PM	Conference Concludes		

# DAY 1

## Tuesday, September 26, 2023



8:15 AM – 9:15 AM

### ERIC TERMUENDE

Welcome Session  
Keynote Presentation

#### **"Blueprint to The Future: Leading in a New World of Work"**

##### About the Speaker:

Eric Termuende is a best-selling author, internationally recognized thought leader, and keynote speaker on all things future of work, leadership, workplace culture, and talent management. After years spent studying the world's greatest places to work, he has deciphered what sets amazing leaders apart from the rest, and what it takes to build incredible teams that are resilient, innovative, and ready for the future.

##### About the Presentation:

A practical guide to creating teams that thrive in the face of uncertainty.

While the trends, charts, graphs, and predictions about the future of work are interesting, the rhetoric around the future of work is often stuck on what it might look like, not how we get there. Instead of wasting time trying to predict what's next, we need to better understand the specific steps we need to take to focus on building incredible teams that thrive in the face of adversity and uncertainty, and have each other's backs along the way.

In this engaging, insight-filled, and actionable presentation, workplace culture and leadership expert Eric Termuende shares his research-backed blueprint for successful leadership in a world that has yet to be created.

9:25-10:25

## **PW** LOOKING INSIDE OUR PAVEMENT TOOLBOX FOR CARBON REDUCTION PROCESSES.

**Trent Gofers**

With pressures mounting on our industry to identify and implement ways to reduce our Carbon Footprint, McAsphalt Industries is presenting a variety of tools in the Pavement Construction/Preservation toolbox that can do just that. This will bring attention to the Carbon reduction of various surface treatments as well as introduce you to new innovative technology like the ULTRA LOW CARBON ASPHALT (ULCA).

## **L** MENTORING IS WHERE THE MAGIC HAPPENS: CREATING A MENTORSHIP PROGRAM FOR POWERFUL WORKPLACE TRANSFORMATION.

**Joanie Clary & Dr. Raeleen Manjak**

What would happen if more leaders used their superpowers to build future leaders? In this time of uncertainty, it's a joy and a relief to regard change as a transformational opportunity to build the future. Leaders have mentors: Bill Gates/Warren Buffet, Oprah Winfrey/Maya Angelou, Michelle Obama/Cicely Tyson, Lady Gaga/Elton John. While the relationship between mentor and mentee depends on their unique relationship, understanding the foundational elements of a mentoring program is necessary. During this session, you will experience the magic of transforming the workplace through mentoring, and gain takeaways to assist you to 'vision' your own program. Now is the perfect time to explore the positive impact a mentoring program can have for your organization.

## **S** A FOCUS ON ABILITIES - PSYCHOLOGICAL INJURY MANAGEMENT.

**Lauren Thom**

Lauren will walk through the current state of mental health and psychological injuries (in general, at a WSBC level and narrowing in on municipalities vs all of BC). Following this, the session will focus in on sharing a shift towards an abilities lens as it relates to recovery and return to work and begin a dialogue on how leaders can support recovery at work and return to work through this lens. This session is intended to offer an opportunity for leaders to better understand the state of psychological injuries and how they can influence improved outcomes with their staff.

### **3 learning take-aways:**

1. Mental health facts and best practices to support psychological health and safety
2. Status of primary psychological injuries (BC vs. Municipalities)
3. Supporting recovery at work and return to work through a focus on abilities

11:15-12:15

## **PW** NOT YOUR EVERYDAY WATER BREAK.

**Len Robson, David Best, & Scott Boyko**

On Sunday, June 5th, 2022 on-call staff was called to attend to the potential failure of the 750mm raw water supply feed to the Water Treatment Plant. This raw water feed is pumped from Okanagan Lake which provides the majority of water for our City. The failure was located within a few meters of Pentiction Creek which at the time was flowing at peak freshet volumes. Over the course of the repair the team encountered challenging technical issues, challenging safety concerns, and gained knowledge, confidence, and the importance of operating as a team.

## **S** REJUVENATING YOUR JOHSC MEETINGS.

**Tanya Steele**

This session is designed to inspire your committee to set aside the coffee and donuts in order to make a difference in the companies' safety management system. The safety committee plays a critical role in reducing accidents and injuries on the job – you are an important part of the team! Gain ideas, direction, motivation, and tools for success in improving your committee meetings to ensure effectiveness. Which ultimately will reduce injuries and increase production.

## **L** PSYCHOLOGICAL HEALTH AND SAFETY IN THE WORKPLACE: A LOOK AT RESILIENCE AND RESOURCES.

**Amenda Kumar & Steven Mah**

Psychologically healthy and safe workplaces play an integral role in maintaining the psychological health of workers. Not only do workers, their families, and social support systems benefit, but workplaces themselves demonstrate success across a number of key indicators. There are strategies that both workers and employers can utilize to improve individual and organizational resilience. Learn about the tools and resources that are available to help support a worker's individual mental health and the actions employers can take to promote psychological safety in the workplace.

## **L** I'M NOT STRESSED, AM I?

**Jennifer Irwin**

Post-pandemic we are globally attempting to normalize life and demands between work and home. For many this transition and our desire for "normal" has veiled the physical and emotional responses to the stressors of the last three years. How can we individualize stress, burnout, and depleted resilience, when everyone around us is also that way. Join this session to gain awareness of what stress and burnout are, how to recognize it in yourself, and some basic techniques to slow the reaction and manage the response to things that are out of our control.



## PW WHERE DOES OT CYBERSECURITY FIT WITHIN YOUR EMERGENCY MANAGEMENT PROGRAM?

**Jason Marchese & Darren Gillis**

Operational Technology (OT) cyber incidents provide unique challenges for municipalities. They can pose a risk to life safety, provide financial hardship as well as unplanned downtime. These incidents can be a result of internal accidents, or malicious threat actors. In each of the 5 stages of emergency management (Prevention, Mitigation, Preparedness, Response, Recovery) we will discuss the recommended steps, and a high-level explanation of each. Who shall be involved, and what shall be considered in development of relevant plans and procedures. We will outline recommended procedure ownership and common industry gaps that we have observed.

## L WHY DO THINGS GO RIGHT? HOW THE CITY OF VERNON IS DISRUPTING THE STATUS-QUO AND DRIVING HUMAN AND ORGANIZATIONAL PERFORMANCE.

**Dr. Raeleen Manjak & Ty LeRoux**

Safety is not the absence of accidents; safety is the presence of capacity. Safety does not prevent bad things from happening, but ensures good things happen while employees work in complex and adaptive work environments. We do not improve safety by eliminating bad things, we make safety better by improving our systems, processes, planning, and operations. We focus on making things go right.

This may seem obvious, yet this perspective and practice of doing 'safety differently' is far from how most organizations practice safety today... with the focus on low safety metrics, KPI's and Total Recordable Incident Rate (TRIR). That said, many organizations have now started to recognize the severe organizational deficiencies, cultural problems, and ethical headaches in the pursuit of low lagging indicators. Welcome to the "New View."

## S CITY OF KELOWNA SUPPORTING FRONTLINE STAFF PROJECT.

**Daylin Mantyka & Kelly Airth**

City staff are proud of the work they do, and in recent years, public-facing frontline staff experienced increasing impacts on their day-to-day work due to the complex social environment in the community. These ranged from aggressive or uncomfortable interactions with the public, increased litter on City property, and damage or vandalism of City facilities, among others.

The city listened to staff frustration of an increased workload, new and challenging workplace hazards, and inability to complete their responsibilities. The result was an engagement process to prioritize potential solutions that could be tangibly implemented quickly to support staff and provide a more positive and safe work environment.

This session discusses the project's process and how staff feedback and ideas contributed to creative safety solutions.



15:00-16:00

PW

## WATER EGRESS AND ROAD REPAIR.

**Brent Williamson**

Water egress on roads causes extensive damage every year. Road repair and road patching is a never-ending battle. Water will cause cracks around manholes, catch basins, and road patches by freezing and thawing. It is a constant cycle of cracking and repair. The solution is Denso Road Tape, sealing tape that will prevent water egress and stop the water. Weather-stripping for roads can save thousands in material and labour costs.

S

## WORKPLACE BULLYING AND HARASSMENT.

**Kira Berntson**

Harassment in the workplace is a serious health and safety issue. This presentation will help raise awareness of issues related to harassment, as well as the responsibilities of various workplace parties, including workers, supervisors, employers and the JOHSC. It will include information on how to assess risks of bullying, identify mitigating strategies and protecting workers, and resources available to help prevent and minimize bullying and harassment in the workplace.

L

## RETHINKING: RECOVERY AT WORK & MENTAL WELLNESS.

**Laurence Beatch, Breanna Walker, & Beata Chami**

You need your employees and employees want to be psychologically and physical well. Effective approaches accomplish both.

Recover at Work:

- Helps employees recover faster while and reducing your costs.
- In this component we will introduce:
  - Ensuring for a diversity, equity, inclusivity and belonging lens in your approach to disability management
  - Medical and non-medical considerations in inclusive approaches
  - Identifying meaningful transitional work within the employee's original position and department
  - What a good recover at work program is
  - Strategies to overcome common problems that come.

Mental Wellness:

- Ensuring for mental wellness

L

## WHY FRUSTRATED OPERATORS DO THE BEST ASSET MANAGEMENT.

**Gracelyn**

We are fighting for the things that we know are important. Operations managers are leading teams that keeps our communities happy and healthy. Meanwhile, the pressures continue to mount from all directions. Why is getting a preventative maintenance program off the ground such a battle? Why would training be under funded? Why don't They Get It? In this workshop, we will take a closer look at the battle you're fighting this week, what your role is, who your troops are, and get help creating a battle strategy for moving forward.



## Trade Show Reception



Join us at 5:10 pm on Tuesday, September 26, for a hosted networking reception in the Trade Show ballroom.

Delegates, exhibitors and sponsors will mingle and enjoy live music, a drink as well as a variety of appetizers including a taco bar!

Tuesday September 26

# DAY 2

Wednesday, September 27, 2023



## JODY URQUHART

Welcome Session  
Keynote Presentation

**"Hustle Hangover"**

8:00 AM – 9:00 AM

### **About the Speaker:**

Fed up with living a mediocre life, Jody decided she wanted a memorable one instead. Her unyielding ambition fueled her into the world of stand-up comedy, a place where she learned to roll with the punch lines and turn life's lemons into delicious lemonade.

Jody Urquhart is a motivational speaker and participates in over 100 events per year. Her mission is simple, to eagerly empower worn-out professionals with humour, hindsight and hallelujahs. She firmly believes it's not what you do that matters - it's how you feel about what you do.

### **About the Presentation:**

Do workloads hang over your head from one day to the next? Is hustling around chasing after problems your daily priority? Does your day leave you feeling worn out? If so, you may have a hustle hangover. Hustling after problems may be driving your results instead of purpose and inspiration. Hard work may be crowding out joy but you need feelings of happiness and success to fuel progress. This uplifting keynote will inspire you to leave the stress and struggle behind in favour of passion and purpose. You can get more done with less stress.

It all comes down to this: Joy is not a goal, it's a feeling. It's not something you have to work for, it's something you have. Learn to rely on this innate passion to build positive momentum early on in your day to propel you forward. This keynote speech will inspire you to unleash wild positive emotion on your day and the vitality will move you forward.



9:10-10:10

## PW DIGITAL SURPLUS ASSET MANAGEMENT.

**Frank Wilson**

Advances in technology are announced every day, and because of that, people's expectations of the types of services they expect are evolving into the digital space, commonly called eService. Government-funded agencies that plan to shift to an eService require a sustainable solution. Old-school methods are not effective, as it is difficult to measure results and often surplus asset sales lack transparency or do not even maintain a record of all transactions. The ability to address surplus assets on a timely basis, while keeping seller processing time to a minimum, and involving the local population – all on a digital platform – is a game changer. By moving forward with the digital trend and switching to a digital asset management service, you not only eliminate paper waste and old-school methods of surplus asset management but also increase your transparency and accountability with the public. Transitioning to a digital platform or eService format has been a priority for governments and other organizations for several years, and recent years have demonstrated the public is ready and accepting of online services.

## L LEADING WITH POWER INTELLIGENCE

**Christina Sestan**

Power is fundamental to leadership, yet many leaders shy away from leveraging their positional power citing uncertainty or discomfort. Power has a lot of negative association, after all, so this is understandable. However, what many fail to recognize is that the underuse of power can make just as big of a mess as the overuse of power. Think of a boss who ignores team conflict trusting it will work itself out, but then winds up losing valuable team members who become fed up waiting for the boss to intervene. Organizational conversations about power may be rare, yet leaders who are prepared to manage this responsibility will reap powerful benefits for themselves and their teams. In this session, you will learn practical tips for navigating power responsibly to improve the way you relate to and lead your team.

## S MUSCULOSKELETAL INJURY PREVENTION

**Geoff Wright**

Musculoskeletal injuries (MSIs) are a very common workplace injury. Typically, overexertion or repetitive movements account for about one-third of MSI claims accepted by WorkSafeBC. Yet the factors contributing to MSIs are often overlooked and actions to prevent MSIs are not well understood. This session will provide basic concepts, and describe actions that workers and employers can take to reduce MSIs in their workplace.

10:40-11:40

## PW STORM WATER DETENTION AND TREATMENT STRUCTURES.

**Jatin Chhibba**

This presentation focuses on solutions that helps us preserve our aquatic ecosystem, mitigate flood risks, and reduce the overall impact of development on the environment. This will provide an insight on the variety of precast stormwater retention and detention structures available in the market. A brief overview and updates on the current stormwater regulation and guideline by various municipalities in British Columbia. Additionally, this presentation will discuss the details involved in sizing, installation, and maintenance of the stormwater treatment technologies such as Oil-Water Separators, Oil-Grit Separator as well as Filtration devices manufactured by Langley Concrete Group.

## S EMOTIONAL INTELLIGENCE AT THE WORKPLACE.

**Lucette Wesley**

Emotional Intelligence is our ability to identify and respond effectively to both our own and other peoples' emotions. After this workshop, participants will have knowledge and hands-on experience in: Understanding their own emotional triggers; Exploring the functions of emotions; Reflecting on when behaviours are a symptom of emotions; And responding more effectively to the emotions of others.

## L HOW MANY RISKS CAN DANCE ON THE HEAD OF A PIN?

**Corrie Pritzer**

Most organizations still define "safe" in terms of (reduction in) the number of accidents they had, over a selected period of time. The more important question however is how many accidents they COULD HAVE had and DID NOT have over that period of time. But we don't know that, because we don't measure that, and we can not measure that. Or can you? The Did Not Have Accident Frequency (DNHAF) is the true metric we should be tracking, but it would be a case of measuring nothing. In this presentation, the presenter will share his experience of a major fatal risk identification program conducted globally, and the subsequent development of new risk management techniques and a new model of risk measurement.

## **L** EMPLOYER HEALTH AND SAFETY RESPONSIBILITIES FOR "OFF-SITE" WORKERS.

**Andrew Wood**

Ensuring the health and safety of workers once they leave the controlled environment of their workplace can pose special challenges for employers. This presentation will address the safety challenges faced by employers who find themselves responsible for the health and safety of such "off-site" workers and discuss due diligence measures that employers should take to meet their safety obligations in relation to such workers. Topics addressed will include employer OH&S responsibility for:

- Workers working at third-party premises;
- Workers of "other employers";
- Travelling workers;
- Remote or "home" workers.

## **S** GETTING STARTED: A PRACTICAL APPROACH TO SAFETY DATA ANALYTICS.

**Kent Waugh & Noel Simpson**

This conference presentation will focus on the challenges faced by organizations when collecting, organizing, and reporting safety data. Despite the digitization of many business processes, safety data remains one of the last frontiers in enterprise computerization.

The presentation will provide actionable steps for organizations to progress towards descriptive analytics, the first step in the analytics ascendancy model towards predictive and prescriptive analytics. This progression will enable organizations to achieve continuous improvement in their safety data collection and reporting processes.

The talk will showcase a case of methodology that can help municipalities quickly implement an efficient incident data recording and reporting system in just 90 days. This solution can help organizations streamline their safety data collection and reporting processes and facilitate better data analysis. In addition, it is targeted towards organizations that are early in their journey towards improving safety data analytics, as most organizations struggle with data collection maturity in this area. The presentation will focus on the importance of data quality and management in safety data analytics.

Overall, this presentation will provide organizations with a roadmap for improving their safety data collection and reporting processes and demonstrate a practical solution that can be implemented quickly.

## **PW** THE STATE OF ZERO-EMISSIONS CONSTRUCTION EQUIPMENT.

**Jefferson Yin**

Public works teams are leading the way to a more environmentally conscious future. Get an inside look at zero-emission developments in the off-road sector from a top manufacturer of electric machines.

## **S** EMPOWERING A SAFE AND INCLUSIVE RETURN TO WORK: NAVIGATING SUBSTANCE USE DISORDERS AMONG SAFETY-SENSATIVE WORKERS

**Dr. Jennifer Melamed**

Understanding Substance Use Disorders (SUDs) in the workplace requires a multifaceted approach that involves understanding their prevalence and impact on employees and their employers. Managing SUDs in the workplace necessitates a systematic and empathetic approach that combines awareness, legal compliance, risk management, a supportive culture, return-to-work strategies, and ongoing education. Through these facets, organizations can create a safe and nurturing environment for all employees, ensuring both productivity and well-being.

## **L** 7 WAYS TO BEAT BURNOUT WITHOUT QUITTING YOUR JOB.

**Beverly Beuermann-King**

Are you overworking yourself to the point where you don't have a moment to yourself? It's easy to become addicted to the pressure, however, constantly hustling can lead to burnout, negative health effects, conflict and more. Burnout can get the better of you, even when you have great passion for your work. How do you stay healthy, boost energy, restore focus and bounce in the face of continuing challenge and uncertainty? Discover what to do if you are stuck, burned out and overwhelmed, in order to effectively respond to challenges, cope through change, and beat burnout, without quitting your job.

## **PW** CORROSION AND PROTECTIONS.

**Brent Williamson**

Corrosion in water infrastructure has been largely misunderstood by cities, designers and operators for decades. There are many ways to protect water infrastructure and those solutions can get jumbled and confusing. This presentation will get back to the science of what corrosion is and how it directly affects the most important resource. Corrosion in water systems can be stopped but first it must be understood. This presentation will go through all the main corrosion prevention methods: bonded coatings, polyethylene encasement, cathodic protection and petrolatum tapes will all be discussed.

**L CULTURE IN YOUR PUBLIC WORKS DEPARTMENT.****Chris Anderson**

Join Chris Anderson, Public Works Manager for the City of West Kelowna and current Past President of the PWABC as he takes a closer look at some of the sections of the APWA's Learning Leadership and Mastering Management frameworks and how they can be used as a reference tool to help maintain and improve the Culture in Your Public Works Department. This presentation is a great opportunity for any aspiring, new, or seasoned public works professional leader who is wanting to learn more about how hiring, onboarding, retaining and succession planning techniques can be used to help with the culture of your public works department.

**S IMPROVE SAFETY BY (SORT OF) ELIMINATING REWARDS.****Michael Fears**

Safety rewards programs don't seem to have the impact that people expect. Sometimes they seem to treat safety as a game rather than a "core value", sometimes they cause unintended problems, such as non-reporting of incidents. Clear causation between safety rewards and improved safety is not well established. This presentation presents evidence for throwing out traditional safety rewards and recognition programs and suggests an alternative no-program approach that can be tailored to reinforce improvements, support specific initiatives, and achieve measurable results. Using applied psychology used in other behaviour modification efforts, this "no-program" program can help any organization revitalize their approach to reinforcing and encouraging improved human safety performance.

**PW UNLOCKING COLLABORATION USING LOCATION-BASED FIELD TECHNOLOGIES.****Wade Turner & Ryan Periana**

Location-based technologies has been paving the way for public works professionals to lead the modernization of their organizations through knowledge and sharing field observations. These technologies are helping communities rethink the way infrastructure is managed in the field by leveraging experience, embracing the power of data and creating efficiencies. Through mobile data collection, paper-based workflows are reduced, providing both real-time information from field to office and centralizing records. It enables organizations to remotely collaborate and complete required reporting in the field and inform those needing the information in the office.

These technologies are evolving rapidly and are providing immediate return on investment for Public Works professionals. This presentation will showcase the technologies and provide example or current uses across some BC communities.

## Upcoming Events



Dates	Event
Oct 3	Due Diligence for Supervisors (virtual)
Oct 3	Hazard Identification and Risk Assessment
Oct 4	Incident Investigation (virtual)
Oct 15- Oct 17	Resilient Minds for Firefighters - Train the Trainer (3 Days, Kamloops)
Oct 17	COR Internal Auditor Training (virtual)
Oct 17 Nov 15 Dec 6	Joint Occupational Health and Safety Training (virtual)

Dates	Event
Oct 24	APWA Winter Maintenance Supervisor Certificate (Surrey)
Oct 24	APWA Winter Maintenance Operator Certificate (Surrey)
Oct 26	APWA Winter Maintenance Supervisor Certificate (Kamloops)
Oct 26	APWA Winter Maintenance Operator Certificate (Kamloops)
Nov 16	The Practice of Resilience - A leaders key to healthy success (virtual)



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