

# 2017 SCREENINGS

VOLUME ???/ ISSUE ???

THE PUBLICATION OF THE BRITISH COLUMBIA STONE, SAND & GRAVEL ASSOCIATION

## TRUCK SCALE FRAUD 101

BY MORGAN CLARKE, MARKETING SPECIALIST FOR THE VEHICLE SBU, METTLER TOLEDO



Most Companies go to great lengths to protect their facilities—with measures ranging from high fences and security guards to key passes and more. This is for good reason; there are outsiders with malicious intent waiting to disrupt operations. However, what many people do not consider is cheating that can happen from within the operation.

Since people have done transactions by truck weight, people have found ways to cheat the scale. For many years these cheaters have gone largely unnoticed; after all, would you notice if a transaction was off by 150 pounds? Probably not. But over time, that can add up to huge losses for your business. As weighing technology advances, thieves at the scale are innovating as well. Thankfully, there are ways to stay ahead of the crime.

Let's take a closer look at this growing trend, explain the types of cheating and explore how your business can protect itself today and in the future.

### What are the top five ways drivers can cheat at the scale?

#### 1. Improper Positioning of the Truck

The most common cheat at the truck scale occurs when a driver is able to mis-position their truck axels to alter their final weight to their benefit. There are tow variations of this cheating method:

**When buying**, a driver will want to pay for less than what they are actually receiving. To do this, they can let a set of axels slightly off the back or side of the scale. When the entire truck is not properly on the scale, the weight reading will be lighter than the true weight.

**When selling**, a driver will want to get paid for more than they are actually delivering, to do that they can work with another driver. Once their truck is completely on the scale, the other truck pulls a set of their axels on to the back of the scale. That raises the final weight to much

higher than the actual weight.

This cheat is common at weigh stations that are unattended, or if the attendant is unaware.

**How to Prevent:** This cheat can be prevented by using accessories at your weighbridge, such as gates, loops, photo eyes and more. These scale additions help to control traffic flow and truck alignment on

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## BCSSGA COMMITTEES

| COMMITTEE NAME                  | CHAIR                               | OTHER MEMBERS                                       |
|---------------------------------|-------------------------------------|---|
| Action Committee                | Derek Holmes                        | Jack Davidson, Chuck Willms, Scott Boshart          |
| Financial Committee             | Barry McLean                        |   |
| Safety Committee                | Dan Warrington                      | Dani Miller, Nikki Keith, Barry McLean              |
| BC Construction Safety Alliance |                                     | Paul Allard Ex-Officio                              |
| Screenings Newsletter           | Paul Allard                         | Proofers: Jeff Watson. We need ideas from everyone! |
| Scholarships                    | Bob Esau                            | Markus Kopper, David Durante                        |
| Environmental Sustainability    | Chen Mei                            | Dani Miller   |
| Membership Recruitment          | Everyone in the BCSSGA SHOULD HELP! |   |
| Social Media Committee          | Tyson Craiggs                       | Barry McLean, Derek Holmes                          |

## MEMBERSHIP Has its Benefits!

CHECK OUT THESE FANTASTIC PROGRAMS AVAILABLE TO BCSSGA MEMBERS.



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With over 30 years of construction insurance experience, Wilson M. Beck Insurance Services Inc. has a client portfolio that includes general contractors, developers, construction managers, civil contractors, and virtually every sub-trade that services the construction industry. We have the expertise to discuss emerging industry issues with underwriters such as silica exclusions and pyrite exposures and provide general liability extensions such as Rip and Tear coverage.

For information, please contact Nikki Keith, CAIB – Vice President

[nkeith@wmbeck.com](mailto:nkeith@wmbeck.com) or 604-437-6200.



### EMPLOYEE BENEFITS PLAN: WHAT'S IN IT FOR ME?

Our employee benefits program, with Tom Castonguay of ICBA Benefits Services Ltd., is now going into its fourth year with moderate success and your support is greatly appreciated... Thank you!

The program is a revenue generator for the BCSSGA and each time one of our member's signs on, the BCSSGA receives a share of the ongoing commission. The additional revenues are a welcome supplement to membership fees and help fund operations and new initiatives.

In most cases your group can simply appoint 'Tom' as the broker on record of your existing plan - without changing insurance companies. Revenues are then re-directed to support BCSSGA.

Your support is important as we take on more initiatives and is deeply valued.

THE NEXT DEADLINE

for new material is  
**November 8<sup>th</sup>**

SCREENINGS is always looking for useful information to pass on to our members! If you would like to write an article in 2017, or if you are an advertiser who would like to update your ad, the deadlines is **November 8<sup>th</sup>**. We look forward to your input!

SCREENINGS is published by the BCSSGA as a service to its members. Statements expressed herein do not necessarily reflect the views of the BCSSGA or its sponsors.

To submit story ideas contact *Paul Allard, Editor*, [gravelbc@telus.net](mailto:gravelbc@telus.net)

T: 778-571-2670 F: 778-571-2680 [www.gravelbc.ca](http://www.gravelbc.ca)

## A WORD FROM THE EDITOR

### SAFETY FIRST

Gravel production for the summer of 2017 is well underway and we hope that your companies are totally focused on the Safety of your workers. A commitment to safety starts at the top. Empowering workers to practice safe working habits and stop work activities that endanger them, is of the utmost importance in ensuring that the deployment of your safety programs are successful.

The concern with the safety training of your workers may be that the safety protocols for the job sometimes become redundant or too familiar to the employees. They could start to take short cuts and ignore their previous safety training, thus endangering themselves and their co-workers. We all know that workers get the "Safety Programs" drilled into their thought processes, but when is too much safety training a danger to the worker?

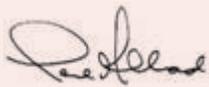
I would encourage all companies to ensure that their safety protocols are in place and that they remain current and important for all employees. We all want our workers to return home to their families every night because they are working safely and have been given the proper tools to stay safe in the workplace.

The aggregate industry is a vital part of our everyday life and contributes to the well-being of British Columbians on an everyday basis. The industry continues to grow as demand for sand and gravel and quarried rock continues to grow with every passing year.

I invite you to visit our new web site at [www.gravelbc.ca](http://www.gravelbc.ca) and send any comments to me at [gravelbc@telus.net](mailto:gravelbc@telus.net)

Thank you for visiting our newsletter and please tell us about your experiences with the aggregate industry. We look forward to starting a dialogue about the aggregate industry with you.

Thank you,



Paul Allard - Editor

## BCSSGA

### Mission Statement

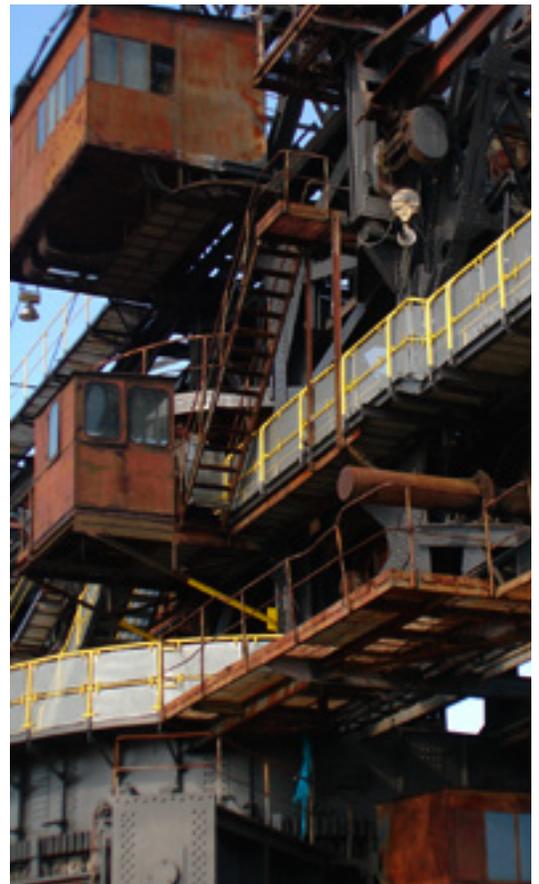
**TO ENCOURAGE** the formulation of Government policies that support investment in the sustainable development of British Columbia's Aggregate Resource.

**TO PROVIDE** a network for the effective exchange of information within the Aggregate Industry throughout British Columbia.

**TO COMMUNICATE** the economic importance and environmentally responsible nature of the Aggregate Industry to the Public and to Government.

**TO PROMOTE** the exchange of information between the various mining-related associations throughout Canada.

**TO PROVIDE** cost effective services to a broad range of Industry Members within British Columbia.



# HIGHLIGHTS FROM BCSSGA MEETING

July 27, 2017

**LOCATION:** ROYAL COLWOOD GOLF COURSE, 629 GOLDSTREAM AVENUE, VICTORIA, BC

## PRESENTATION SESSION

**David Caughill** - Ministry of Energy, Mines & Petroleum Resources – New permit fees

- 5 Year mine updates
- Now in effect, requirement to submit a mine reclamation plan, every 5 years after set up
- Policy is intended to clarify regulations
- Outlines what does not trigger a fee as they are administrative
- Outlines what does trigger a fee – updated mine plans, increases to production, private land sales dividing properties, changes in ownership

### Questions:

**Q** Barry Chalmers – how do you determine the amount of a permit renewal fee?

**A** Based on maximum tonnage, under 5 years or over 5 years. Fees are not refundable if you produce less.

**Q** Erwin Spletzer – His company is being charged out of the Prince George office for resubmitting old applications with no changes. Reclamation security fees, small pits being closed down because of the cost of the fees. How are the fees calculated?

**A.** Trial on a new calculator system – should be more consistent. On private land it is a bit of a grey area.

**Q** Brian Butler – will they accept a letter of credit?

**A.** Yes - they can be accepted.

**Q** What math number is being used?

**A.** Crown land 10km from the City... \$10,000 -\$15,000 a hectare. There may be factors to change this – but they are open to a conversation. Fees based on the 'disturbed area'.

**Jack Davidson** – Government Relations update

- Brief on a proposed advocacy plan to improve government relations
- Being proactive – regular meetings with the Ministry
- Plan identifies the problems that we (The BCSSGA) are trying to resolve

- Established 5 Goals – from those from 5 Goals we have identified 13 action plans
- Work with Municipalities to improve relationships
- Work with the Ministry to ensure that application forms are being completed properly to reduce the back and forth about incomplete applications.
- Mine Safety Regulations – working with the Provincial Government to reformat the mines safety regulations to simplify and separate Aggregate Producers & Pit Operations
- Preferred Consultation – Governments (Ministry & Regions) will seek the advice of BCSSGA through regular meetings to open the communication channels. Building a relationship of trust.

### Questions:

**Q** Municipal Affairs – how are we going to deal with them? Hours of work have been cut back due to the new Noise Bylaws. How do we propose to deal with this conflict with Municipal Affairs?

**A.** Mayors and Councilors are more difficult to deal with – we may need to deal through the Engineering Department.

## BUSINESS SESSION

### a. Opening remarks from new BCSSGA President, Derek Holmes

How do we provide values to our members? How do we keep members? Our goals are to:

- Be present at all levels of government. Being proactive instead of reactive. We want to be a representative of all producers in BC – not just the Lower Mainland.
- Keep members informed.
- Help with regulations and permitting
- Improve how we are viewed outside our organization
- Improve our website and content - [www.gravelbc.ca](http://www.gravelbc.ca)
- Improve our newsletter and make them electronic
- Re-brand our Safety Committee
- Form an Environmental Sustainability Committee

Derek's goals are to make this association relevant to all members. Be on top of policy – be informed – and make our membership aware. To be visible to the public so they understand why we are here. Encourage companies to join the association. The more people we have involved – the more voice we have

**b Screenings Newsletter – Derek Holmes**

- Making it more relevant
- Sharing stories in communities
- Each Director to report back to membership on events that they have attended
- Request for more participation from all members, whether producer or supplier. Request for community stories. We ask all members to send in their stories.
- Jim Allard – brings a copy to a council meeting. He suggests that when we call up the newsletter in the website – that each article can be linked on the website, instead of getting the whole document.
- -No printed copies to come out going forward

**c) Environmental Sustainability Committee report – Chen Mei**

- Manages the Vancouver Aggregate division for Lafarge
- When she came to Canada – her team's feedback was that people didn't want them 'in their back yard'.
- If you are not environmentally responsible – if you don't have long term sustainability in mind – you will put yourself out of business,
- Develop positive Public opinion towards local gravel pit operations. Discuss costs of moving pits out of communities (transportation costs, etc.)
- Newly started committee – wants a very interactive session. We want to understand where producers are facing challenges. The committee will support you to be more successful in your endeavors for environmental sustainability.
- Preliminary thoughts:
  1. Goal, what we want to accomplish
  2. Challenges, how are we going to improve?
  3. Best practices
  4. Promote positive image
  5. Tag line – 'buy local' (gravel should be a local commodity)
  6. Educate
  7. Urban Quarry – recycled materials. The need for recycled is more driven from the environmental point of view. MOTI seems more open to recycled – but Municipal divisions are not as open. Quality and

consistency are mandatory. If you don't have either then there is a larger chance of issues with the recycled product.

**d) Safety Committee Report – Barry McLean**

- Association has re-established a Safety Committee consisting of Chair Dan Warrington and members Barry McLean, Dani Miller and Nikki Keith
- Proposed to approach the Ministry of Energy & Mines to separate out the Aggregate Industry safety issues from underground and coal
- Feedback from meetings to date - Any change to the Health, Safety and Reclamation Code for Mines book is really hard. Current handbook is difficult to find what is needed. Ministry is open to an appendix.
- Suggestion to condense the existing act and pull out what is applicable to gravel.
- Jim Allard commented that there used to be an insert document for gravel. The BCSSGA should make sure that it has something included to integrate with 'highways'.
- Goal – have someone go through the internet to find articles for 'best practices' for the industry. These best practices will then be shared with the association. Barry to meet with Website Group to see what they can do. We will be having discussions with BCCSA to see how they can help.
- Suggestion to have a sign in sheet for truckers to standardize process
- COR – need to look into this in more detail. Should more companies be enrolled? More information to come.

**e) Update on the Water Sustainability Act – Lloyd Gerbrandt**

- Conditional License received on 2 sites after a year. Invoice received for water that was used last year. With respect to a Conditional License – it is not inferior to a final water license.
- Annual fee was under \$1000 per well. Cost is minimal to the time it took to get the license.
- Many meetings with the Ministry regarding the issues with the process.
- Current MLA's and NDP are really unaware of this Act. We need to look at this as an opportunity to educate the current government.

*Next Meeting: **September 19th, 2017** @ Quail's Gate Winery in West Kelowna, BC*

## COMMUNITY NEWS

### Touch the truck event

SUBMITTED BY BARRY CHALMERS

All-Fun Aggregates Co. and Island Crushing Co. [Divisions of OK Industries Ltd.] participates annually in the "Touch a Truck Event" held adjacent to our Quarry on Millstream Road in Victoria B.C.

This event is held on a Saturday in August every year and has grown each year.

The focus is to have families, and specifically children, be able to get close to and experience first-hand what the equipment looks like.

We have everything from Firetrucks- Swat team Cars-Police Cars etc. and ICC supplies a Cat 336E Excavator and a Cat 980m Loader.



We supply 2 employees to assist children, and yes adults, in and out of the equipment and explain the operation of each piece. This also gives us the opportunity to explain the operation of our Quarry which is adjacent to the show.

All children and adults participating and viewing our equipment receive a hat and stickers.

We have found the outcome to be very positive and beneficial to the local community.



## POLARIS PRESS RELEASE AUGUST 2017

**VANCOUVER, BC** – Polaris Materials Corporation announces that Polaris, and its subsidiary Eagle Rock Aggregates, Inc. ("ERA") have provided notice of their election not to renew the strategic alliance agreement (the "SAA") and related joint co-operation and development agreements (the "JCDA"s) with CEMEX, Inc. ("CEMEX"). The agreements will now terminate in accordance with their terms on September 25, 2017. ERA and CEMEX remain bound by the terms of an aggregate supply and distribution agreement (the "ASDA") which provides for certain exclusive marketing and distribution rights in parts of the Northern California market, and which has an initial term expiring on September 25, 2027.

The SAA originally provided for high-level co-operation in the development of new markets by both companies, aided by detailed terms for sharing the risk and reward of joint investment opportunities via the JCDA's. However, changes in market conditions since 2007, Polaris' independent development and operation of its terminal in Long Beach, California and development

of the Fine Sand product, as well as CEMEX's recent decision to sell certain assets in Washington and Oregon, have removed many of the factors which led to the creation of the strategic alliance.

The Company sees the potential for a number of compelling business opportunities in markets on the west coast including Seattle, Portland, and Southern California, including San Diego, as well as further opportunities in Hawaii and other areas. The termination of the SAA and the JCDA's provides Polaris with improved strategic flexibility to achieve our objectives in these markets.

CEMEX has been, and continues to be, a valued partner to Polaris in the Northern California market, and we look forward to continuing to work closely with them, and advancing our joint business interests in this region pursuant to the ASDA. The conclusion of the SAA does not prevent the companies from working together in the future in other markets where a relationship is mutually beneficial.

# INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION UPCOMING COURSES



## Writing Effective Letters, Scope Documents, and Reports

Sep 12 – Burnaby  
 Oct 23 – Kamloops  
 Nov 20 – Victoria  
 Nov 27 – Prince George  
 Dec 7 – Burnaby

Potential clients often judge you based on whether you can clearly articulate the services you provide. Clients may skim your documents, so you need to ensure that your content is organized and that your key points stand out. Your writing ability is important. This seminar is focused on helping you to do exactly that: to write more effectively. You'll learn to tailor your writing for your audience and purpose. You'll apply the strategies required for effective scope documents, letters, and reports. In addition, you'll also incorporate key principles for editing and revising your documents.

## How To Be a Better Foreman

Oct 26 – Victoria  
 Oct 27 – Burnaby

Many great trades people take a foreman position and fail. Not for lack of skills or drive but simply for lack of guidance on how to be a great foreman. This 1-day course gives participants the fundamentals of field leadership, organization, crew morale, efficiency, and productivity.

## Trenching and Excavation Safety Workshop

Sep 18 – Victoria  
 Nov 14 – Prince George  
 Nov 16 – Fort St John  
 Nov 27 – Kelowna  
 Dec 12 – Burnaby

The workshop walks participants through a comprehensive program that covers shoring, benching, sloping and shielding systems. It also includes a section on location of underground utilities and the geotechnical and structural engineered documentation requirements.

## Negotiation Skills

Sep 15 – Prince George  
 Sep 26 – Burnaby

Many individuals often fail in negotiation not because they are unable to get an agreement, but because they walk away from the table when they could have done much better. In this seminar you will learn a proven, practical step-by-step approach to win-win negotiations and how to protect yourself from "hardball" negotiators.

## Time Management

Sep 11 – Burnaby  
 Oct 16 – Victoria  
 Oct 30 – Kelowna  
 Dec 13 – Burnaby

When working on a project, timing is essential. If you get behind on one part of the project, the entire thing can be set back hours, or even days. In this workshop you will gain a new mindset, skill-set and tool-set that will optimize your personal productivity learning how to produce greater results in less time. Improved time management skills mean increased productivity, met deadlines, and a positive impact on all aspects of your business.

## Incident Investigations

Sep 2 – Burnaby  
 Oct 27 – Victoria

WorkSafeBC's amendment to Bill 9 includes two major changes to the requirements for employer incident investigations. At the end of the sessions participants will have an understanding of the requirements for investigating incidents, the tools required to undertake an adequate investigation, methods involved in successful interviews, identifying incident causes and completing incident reports.

## Harassment in the workplace - Employer responsibilities (Breakfast Session)

Sep 13 – Burnaby

This breakfast session will provide employers valuable information regarding a recent hotspot in the workplace – Bullying and Harassment. Participants will be provided with real life examples involving the above topics together with practical business based solutions.

## Drugs and Alcohol in the Workplace – Employer Rights and Obligations (Breakfast Session)

Oct 4 – Burnaby

Drug and alcohol use has become an increasing issue in the workplace, especially given the prevalence of prescribed marijuana for medicinal reasons. How do you deal with an employee in a safety-sensitive role who has a medical marijuana licence? Are they still allowed to perform their safety sensitive job? If an employee with a licence says they need to us.

The ICBA's new webpage for courses is [www.icba.ca/courses](http://www.icba.ca/courses)

# DRONE REGULATIONS: EVERYTHING YOU NEED TO KNOW

## SOURCE: CONEXPO

When working on a construction jobsite, contractors need to follow regulations and laws created to keep everyone safe.

From adjusting weight limits on lifts to limiting emissions on equipment, regulations are focusing on the future. One new regulation from the Federal Aviation Administration (FAA), is changing the equipment that hovers over the jobsite and it's not surprising how quickly your company is going to have to adapt. Drones are on the rise and as contractors seeking to use these highly effective flying machines, you need to know what the regulations say and how it will impact your operation from the moment they take off.

## OPPORTUNITIES IN THE SKY

The drones market is forecasted to reach \$22.15 billion globally by 2022, according to a report by [Statistics MRC](#). The drone market is growing for a number of reasons. Drones lower the cost of continuous surveillance, monitoring, and patrolling. Patrolling and surveillance data can be intelligently captured and transmitted in realtime instead of with a feedback loop.

Regardless of the key advantages to adopting drones, there are always hurdles. The challenges include privacy concerns, government regulations, controlling drones, accidents, and the lack of professional pilots.

The FAA has instituted some pretty strict regulations regarding the use and piloting rules surrounding drone use. After getting feedback on the regulations and reviewing procedures, the FAA recently came up with new comprehensive regulations for routine non-recreational use of small unmanned aircraft systems (UAS), otherwise known as drones. The provisions of the new rule were designed to minimize risks to other aircraft and people and property on the ground. They highlight weight limits, line of sight, and right of way, to name just a few changes. These restrictions actually will make it easier for contractors to use drones on the jobsite.

## CHALLENGES AND OPPOSITION

As a result, when it comes to adapting to these new regulations and legislation, bringing new technology in can aid the construction jobsite. The tech can be useful and can solve some challenges that have been lingering in the industry. Patrick Stuart, senior director of product, [Skycatch](#), says

there are three big challenges the industry needs to be aware of: communication and visibility, liability after the project is done, and labor shortages.

The first two have always been obvious since the introduction of drones on the jobsite. The good news, however, is that there are new tools available that can help that weren't readily available before. Stuart adds, "Drone regulations are one area where there was a challenge and the changes to the regulations made it better for the technology to get used in the industry."

Another area of concern is data collection and consumption. Gabe Dobbs, vice president of business development and policy at [Kespry](#) says a major challenge is collecting data in a cost and time efficient manner to keeps projects on time.

There are solutions to capture survey-grade topographical data on a jobsite and they reduce the time and cost for capturing as-builts, comparing actuals to plan, measuring stockpile volumes, and validating earthworks without having to pay for expensive and time consuming survey services.

There can be some opposition and issues when getting new technology to be used. Stuart explains that the roadblocks to adopting the technology have mostly been internal. Risk managers have been nervous and weren't willing to adopt the technology. With the regulations easing, they are now more willing to adopt it.

Still there is a lot of hesitancy at the jobsite. Dobbs admits getting construction to overcome the status quo might be the biggest battle to date. People tend to be hesitant, but the technology is here today and ready to be used, Dobbs says.

## SAFETY AND DRONES

While much has been written about drones, little has focused on the advantages of the safety side since the regulations have been put in place and more contractors are taking a leap of faith and adapting the new tech changes. All drones are aircraft, regardless of their size or how high they are flying. Drones are not to be flown higher than 400 feet and cannot weigh more than 55 pounds. The line of sight must always be maintained. Having fail safes on the drone will help ensure the technology will stay safe in the event of a malfunction or problem. These are a few ways the FAA is making drone flight safer.



Stuart says safety is very important. “The regulations and processes to make sure you’re operating safely is key. We look to regulatory agencies to allow companies to use their tools how they need to safely. The regulatory agencies help companies by having the data and research available to study and learn about new tech to decide (to) adopt it or not,” Stuart says. As with drones, the FAA has reviewed them and created the regulations to help operators use them safely and be more comfortable integrating them into their work.

Dobbs says there’s a very long list of benefits for everyone involved in the jobsite workflow, as well as the executive team back at the office. The main advantages are in the quality and accuracy of information. Drones can keep an eye on the progress of the project, watch for inefficiencies on the jobsite, and provide visual confirmation of aspects of the project’s status, among other advantages.

Drone usage on the construction jobsite is still fairly new and the advantages are still being measured at many construction companies.

When deciding to use a new technology, such as a drone on the jobsite, contractors need to know a few things.

Stuart says, “The most important thing is don’t get left behind. The most forward-thinking companies using the new tech on projects are moving forward. The overall investment in technology has gone up. Contractors need to pay attention to what others are using to keep up. The technology helps with safety, sustainability, and efficiency.”

Contractors have to embrace new technology. Drones can be valuable on the jobsite. They are the ones with innovate ideas that win them more business because they use drones.

Dobbs adds, “There are more and more drone and software products in the market today that make it difficult for professionals to know which way to go. Our recommendation is for customers to use a product before they invest in it and make sure you’re clear on the total cost of ownership, as many solutions seem inexpensive but have extra costs built in later that can make them more expensive overall.”

The overall consensus among the experts is that contractors should not be afraid to embrace drones in whatever form they take—especially as government regulations continue to evolve. As more and more drones fly over your jobsite, they will be the eyes you need to collect all the information necessary, saving you time and money, and so much more.

## WATER SUSTAINABILITY ACT – AN UPDATE

SUBMITTED BY BARRY MCLEAN – TREASURER FOR THE BCSSGA

Congratulations to Lloyd Gerbrandt of Butler Brothers Supplies Ltd. on Vancouver Island for making applications under the Water Sustainability Act, and receiving conditional permits. These are the first we’ve heard of in our industry.

From a discussion with a Ministry contact earlier in July, he noted the Ministry has received less than 1,500 applications thus far, and granted fewer than 100 permits. Note that we are now well over 12 months in to a 36 month process where the province had hoped to receive applications for the estimated 20,000 nondomestic wells in the province.

In September 2015 and April 2017 the BCSSGA’s Water Sustainability Act committee advised the Ministry of Environment of concerns over the implementation of the new legislation. Ultimately, we are concerned

that the Water Sustainability Act could become one more means for an antagonist to limit or prevent an aggregate operation based on perceptions, resulting in more costly studies and delays for the applicant. Particularly since the regulations were introduced, a number of our members have shared their own costs, complexities and frustrations over the process. In different regions of the province, applicants seemed to be being asked for quite different types and levels of information. Many have delayed their applications, hoping the process will improve.

Our Ministry contact acknowledged our frustration and that expressed by other groups. The Ministry is considering a review of the process and will seek input from various sectors. The review process is somewhat delayed with the change in government.



*continued from front cover*

the scale. Additionally, some companies offer software designed specifically for truck scales. It can be used to monitor the overall use of the scale, track patterns and look for discrepancies.

## 2. Load-Cell Tampering

A more technical cheat, this method is exactly what it sounds like—physically tampering with a load cell to alter the weight readings to the cheater's benefit. Most common at locations where a driver is frequently doing business, the driver can return to the operation overnight to install the cheating device. With traditional analog load-cell systems, a single load can be affixed with a weight-altering remote. When the cheater returns to do business at the location, they can remotely alter the weight reading using their cell phone or another device communicating with the tampering equipment. For systems without any breach-detection technology, this cheat can go undetected for months, often being discovered only when routine maintenance is performed on the scale. Even once discovered it would be hard to trace back the origin of the device, or to track how much profit was lost in the process.

**How to Prevent:** There are two ways to prevent load-cell tampering at your operation. First, it is very important to utilize load cells with breach-detection technology. Available in modern digital load cells, breach detection alerts an owner at the first sign of any physical damage to a load cell. Secondly, again vehicle software can be used as a preventative

measure. DataBridge™ data management software features a weight curve function in which a user can watch in real-time the weight fluctuation on a scale. If anything is done to alter weight by an outside device, it will be immediately noticed and investigated.

## 3. Lighten the Load

The third most common cheat is one that takes some effort on the part of the cheater, but it is more common than you might think. For many facilities, there is some amount of distance between the scale house and the point of pick up or drop off for a truck. This unsupervised travel time in between leaves room for cheaters to alter their truck weight.

This type of fraud also has two possible transaction types, both for a driver selling goods and for one buying goods. What they both have in common, is the alteration of the tare weight of the truck by discarding a certain amount of weight between pick-up and drop-off. The most common form of discardable weight is excess water that is stored in jugs on the truck. There have also been reported cases of drivers discarding tires along their route in order to alter their tare weight; this is especially common for high-priced commodities.

**How to Prevent:** Accurate scales and consistent

tracking software are key to ensure this cheat does not happen at your facility. Certain software also has the ability to set up timers for individual trucks.



If a single truck takes too long between weigh in and weigh out, an alert will be triggered for the attendant to check on the situation with that driver.

#### 4. Disappearing Goods

Perhaps the simplest cheating method, disappearing goods, is the theft of a product straight off the truck. When weighing bulk loads, a certain amount of inaccuracy is thought to be standard, so when a load is off by 100 to 200 pounds, many business owners attribute that error to standard scale inaccuracy. However, we know that this could be the sign of something worse.

This method of cheating is most common for companies that run dedicated fleets of trucks back and forth from two locations. During transit time, a driver may stop off at another location and unload an amount of product. Depending on the price per pound, this may seem insignificant at first, but over time the costs add up—meaning a big pay out for the thief and a big loss for the company.

**How to Prevent:** The best thing a business owner can do to prevent drivers from stealing product off a load, is to have accurate scales at all locations. Remember, there is a difference between legal-tolerance and true accuracy. With technology available to accuracy within 20 pounds, you will be able to question a driver who is 200 pounds short from their ticketed weight.

#### 5. Data Altering

The final cheating method we will look into is data altering—or changing a weight ticket to benefit the seller, buyer or third party. There are a couple different ways to accomplish this cheat as well—first being hacking into the weight transaction data and altering it to benefit the paying company. If an operation is still using outdated systems for tracking transactions, such as Excel or Access, they are especially vulnerable.

The alternative and more likely way to accomplish this cheat is to have a scale-house attendant working for a cut of the additional profit made from artificially altering the weight of a truck. These alterations are easily made when transactions are taken by hand or in non-traceable systems, such as Excel. It is a collaborative effort; there must be a willing driver and scale-house operator who work together and divide the stolen profit.

**How to Prevent:** Using a secure software system is the best way to defend against hackers as well as internal theft. With software available that uses individual user rights and user tracking, cheating is difficult to accomplish—and if attempted, it is traced back to the user.

*To learn more about cheating at the scale and specific products available for prevention, download the free Fraud Prevention Guide at: [www.mt.com/veh-fraudprevention-ve](http://www.mt.com/veh-fraudprevention-ve)*



## SAFETY CULTURE IN THE WORKPLACE AND... HOW TO FINALLY MEASURE IT!

BY: MIKE MCKENNA, EXECUTIVE DIRECTOR BCCSA

In its simplest terms, workplace culture is defined as the character and personality of a company. The beliefs, behaviours, and attitudes that you and your staff share goes a long way in determining productivity, happiness and job satisfaction. But how do you *really* know that employees are satisfied? Are you a type of company that spouts cliché after cliché when trying to instill a culture and hope what you are saying sticks? "There's no I in team", "work smarter not harder", "think outside the box". These types of statements, while positive and motivating in certain situations, don't really provide employees with a lot of understanding or information into what it means to work for you company. Companies with strong cultures are ones that engage their staff, listen to them and make them part of the decision making process.

When it comes to construction safety culture, it is no different. Most organizations reach the point of having invested time and effort getting their health and safety management systems right but recognize that a different approach is required if they want to "change the way things are done around here". They recognize they need to engage with their people more effectively and inspire safety leadership in order to improve their safety culture and make improvements in their health and safety performance.

The question has and will continue to be... "How do you improve safety culture"? As with corporate culture, safety culture is a combination of shared values, beliefs and habitual working practices that influence human behaviour and subsequently safety performance. Where do you begin? After much research, the BCCSA chose to bring the Safety Climate Tool (SCT) to BC! What is the Safety Climate Tool? The SCT is a powerful software-based perception survey consisting of 40 statements which maps eight key factors, namely; Accidents & near miss reporting, Organizational commitment, Health & safety trust, Usability of procedures, Engagement in

health & safety, Peer group attitude and Resources for health and safety, that measure employee's attitudes on health and safety issues within their company.

Developed in the UK by the Health and Safety Laboratory (HSL), one of the world's leading providers of health and safety, the SCT has been used extensively since 1999 in providing "unique insight into a company's safety culture, and evidence-based suggestions for improving it".

The survey is easy to administer, can be customized, including management statements of support and can be tailored to the language and terms used in a company's workplace.

Once the survey is complete, the tool produces a series of automated charts that allows for detailed analysis of the results. The software also generates a summary report highlighting the key findings from the survey and provides hints and tips to improve a company's safety culture.

It provides a snapshot at a given point and time which a company can use to benchmark where they are at, instill changes and develop initiatives around the findings and provide a roadmap to success.

Sometimes extra pay or bonuses for a job well done just isn't enough. It's the intangibles that helps a company thrive. When employees feel they are being heard and that management truly cares enough to make changes based on the feedback provided, you have started down a path to long term viability and a satisfied workplace.

The SCT is a powerful tool any organization small or large can use, which will assist in opening the lines of dialogue between management, supervisor and front line worker paving the way to a strong company culture and happier workplace.



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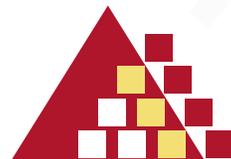
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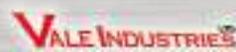
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# PRESS RELEASE OF THE BC STONE, SAND & GRAVEL ASSOCIATION

## JUNE 2ND, 2017

At its recent Annual General Meeting held on May 25<sup>th</sup>, 2017, the BC Stone, Sand & Gravel Association elected and appointed its new Board of Directors and Executive Committee.

### ELECTED AND APPOINTED TO THE EXECUTIVE COMMITTEE WERE:

**Derek Holmes** – *President*  
BURNCO Rock Products

**Tyson Craiggs** – *1st Vice President*

Mission Ridge Aggregates

**Nikki Keith** – *Secretary*  
Wilson M. Beck Insurance Services

**Barry McLean** – *Treasurer*  
Valley Gravel Sales

**Scott Boshart** – *Past President*  
Woodbrook Aggregates

### ELECTED TO THE BOARD OF DIRECTORS WERE:

**Brian Butler**  
Butler Bros. Supplies

**Barry Chalmers**  
Island Crushing

**Bob Esau**  
Pitt River Quarries

**Todd James**  
Liebherr Canada

**Bryan Kirkness**  
Western Explosives

**Chen Mei**  
Lafarge Holcim

**Dani Miller**  
Mainland Sand & Gravel

**Brent Palmer**  
MountainSide Quarries Group

**Kevin Spenst**  
Mainland Sand & Gravel

**Erwin Spletzer**  
Interoute Construction

**Dan Warrington**  
Finning Canada

**Chuck Willms**  
Fasken Martineau DuMoulin

Executive Director:  
**Paul Allard**

## UPCOMING EVENTS AND CONTACT INFORMATION

**SEPTEMBER 17<sup>TH</sup> - 19<sup>TH</sup>**  
BC Road Builders Fall Conference  
Grand Okanagan Resort, Kelowna, BC  
[www.roadbuilders.bc.ca](http://www.roadbuilders.bc.ca)

**SEPTEMBER 19<sup>TH</sup>**  
BC Stone, Sand & Gravel Association  
Quail's Gate Winery, West Kelowna, BC  
[www.gravelbc.ca](http://www.gravelbc.ca)

**SEPTEMBER 25<sup>TH</sup> - 29<sup>TH</sup>**  
Union of BC Municipalities AGM  
Convention Centre, Vancouver, BC  
[www.ubcm.ca](http://www.ubcm.ca)

**NOVEMBER 2<sup>ND</sup> - 5<sup>TH</sup>**  
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