

CSA Community Advisory Group
To Western Forest Products
June 13, 2018
Western Forest Products Boardroom

Attendance

Present

Wayne Brewer

George Illes

Dave Hodgins

Doug Fuller

Colin Palmer

Barry Miller

Ben Berukoff

Mark Anderson

Mark Hassett

Andy Payne

Tom Koleszar

Shane Renouf - WFP

Darwyn Koch - WFP

Val Thompson – Facilitator/Secretary

Absent

Jane Cameron - Chair

Russ Parsons

Rory Maitland

Bill Maitland

Karen Skadsheim

Paul Goodwin

Joseph McLean

6:00 pm: Meeting called to order
Quorum met.

Safety Review

Facilitator noted fire exits and first aid attendants in case of emergency. Meeting place in case of emergency was noted.

Code of Conduct

Code of Conduct for Community Advisory Group was reviewed.

Review and Acceptance of Agenda

Agenda was accepted.

Review and Acceptance of Minutes

No minutes to be accepted at this meeting.

Welcome and Introductions

Chair welcomed group.

Correspondence

Copies of recent correspondence was provided and reviewed

Emails to First Nations

Letter to PRPAWS

Operational Information Map Update

New blocks on the Map

New Blocks

New blocks – ST-429, ST-430, UL-834, and ST-251

Current Activities

Harvesting – ST-286, GI-134, EL-702, ST-028, WL-948, ST-069, ST-341, PD-466, PD-212, ST-391, UL-842, GI-141, ST-095, ST-096, ST-350, ST-025, and ST-055.

Road Construction – ST-055, PD-528 (postponed), ST-344, ST-337, ST-350, UL-842, GI-158, ST-348, ST-108, ST-076, and GL-031.

Sunshine Coast Trail

No activity at this time.

Fires/Slides/Spills (YTD):

No New Fires.

One new non-reportable spill. A spill occurred on PL-004 at the very end of May. Approximately 15-20 litres of antifreeze was spilled and almost all of the material was contained within the body of the grapple yarder. The spilled material was cleaned up immediately and reported to WFP. There were no water courses nearby and no antifreeze made it to the ditchline.

No new slides.

Safety Stats (YTD):

In May there were no new recordable incidents. MIR is now 8.6 for the year.

Harvesting Stats (YTD):

As of May 31, 2018 the total amount harvested from the TFL (YTD) is 193,049 m³. The budget target was 182,230 m³.

Guest Speaker Shane Renouf – WFP Corporate Updates

As of November 2017 Shane moved into his recent position of Manager of Operations Planning and has been involved in the company's move towards standardization. Since last summer there have been lots of changes with the senior level at the corporate office. They have a new vice-president in charge of all of the timberlands and they have new accountants. There is a new safety manager and lots of new safety initiatives. They are world class with safety in the logging industry and they are working towards having nobody ever getting hurt. Their new processes are more intensive and proactive. Another leadership change is Stuart Glenn's assignment to the new role of Manager of Forest Stewardship. He and Shane will be working together with a focus on leadership. They want to be recognized as global leaders in forest management. Stuart's job this year is to define and write into a one page document Western's forest strategy that is clear and easy to communicate. They would like to educate the public to the level of the community advisory groups understanding of what WFP does. They would like to raise awareness to maintain their social license.

Shane and Stuart are working on a 3 year plan that will take the Western Forest strategy and refine all of the steps in the process and create a manual. The vision is to be able to hand the manual to all new employees. The buzz words are streamline and standardization. The new VP comes from the oil and gas industry. He expects everything to be done the same everywhere. They won't be doing things haphazardly. Every area has unique characteristics but the process will be standardized. The maps will be the same format at all of the divisions, the forms and how they report things will be the same. The team will be bringing their collective knowledge and experience together to accomplish this.

They are as concerned as every other company in the forest sector is about replacing all of the masses of people that will be retiring over the next few years with the limited number of new entries into the industry. They will be working hard to make sure the new people are skilled and trained. Corporately there is process they will be using across the board to train them. By the end of this summer they will have a succession plan for all of their senior people. There is a huge shortage of qualified planners right now. They are currently looking for 7 planners corporation wide to fill their vacancies and another 15 starting planners to rebuild strength. These planners would have at least a diploma from a tech school. Supervisors will also be coming out of this pool.

Question: Is this shortage BC wide? The forest service hasn't got the response they were looking for for positions they posted.

I think it's world wide. In May the Forestry Canada website had 80 postings looking for all kinds of forestry people.

They are spending lots of money on modernizing their systems. They are getting a new accounting system, safety system, LiDAR, and they are building new tools to use the LiDAR information. They plan to be leaders in technology and system integration.

Question: How long will the current LiDAR be useful?

The ground data will be virtually good for ever but the data for the tree heights will depend on how good the model works. I think the estimate right now is for ten years and by then with technology changes it might be done by satellite.

Communication is becoming greater and more aligned throughout the timberlands to the mills. Mills will be getting exactly what they need for the orders coming in because it will be communicated for the planning better. It will be more cost effective following simple, streamlined and standardized business processes.

Question: Standardized processes sounds a bit like government to me. What happens to innovation?

Innovation will be part of the continual improvement. We are trying to get to a base with the standardization then continual improvement could be measured. We are stabilizing the platform, building a foundation and with our really good information system we can work on the continual improvement which is where innovation will kick in. If Darwyn had a really good idea for Stillwater we would want it communicated to all of the other divisions so they can use that innovation.

Question: So standardization won't handcuff innovation?

No. I certainly hope not. We just want to make it be consistent across the company. Changes made in the past weren't watched to see if the expected outcome happened. We want to fix that. I'm excited to get to try a bunch of stuff that I thought would work with the support of my boss.

With all of our investment in our mills we are realizing the productivity gain and they are going through a lot more wood. Our harvest is 5 million cubic metres annually and we need 7 million cubic metres to keep our mills running so we have become a net buyer of logs in BC so we are not exporting. WFP has not exported any wood since last fall and we have no plans to this year from any division.

Comment: Going back to the earlier comments regarding innovation and your comments on succession planning and training – I've been in a place where they had exactly the same problem and the worries that were expressed regarding innovation actually did come to pass. It came in the younger people because they were being trained in all of the technical processes and had to do everything in just the right way especially in the early part of their careers and they were feeling stifled. As they got more training later on it was no longer a problem but the younger people that you are trying to bring along to fill the upcoming vacancies suffer so you have to be careful to give them opportunities to express their own ideas.

Yes, we will try to keep that open.

Comment: It is not as easy as you'd think.

And the other thing is the millennials don't think, act, or learn anything like we do. I've asked our HR people on some training on how to keep millennials enrolled, motivated, interested and staying in our industry.

*Question: Will you be looking at changing how your advisory groups function as part of this process?
Perhaps looking at which ones work and using that format for the others.*

It is not in the plans, but I will take what you said into consideration. We are meeting next week to work on a standardized system keep track of all of the information and communicate with the First Nations. There are 73 First Nations we deal with and each one is completely different and has different needs so it will be difficult.

CSA Audit Results

Darwyn reviewed the external CSA audit results with the group.

Adjourned: 8:00pm

Action List Items

Action Items	Who	When