Time is passing quickly and our September merger update to members at the CIF Conference in Grande Prairie seems like it only happened yesterday. Today we are very close to becoming official within the Act and Regulation and the proclamation date is nearing. Council made a decision to commit to the proposed timelines of having our bylaws and PDD document of regulations voted on by membership by December 12th. Today, I am proud to announce that both of these votes were passed with a majority in favour of continuing along the path to become the AAFMP.

We have seen some recent change in our Council as well. Samuel Elkins has stepped down from his role as Vice President and councillor of CAPFT with Heath Schneider fulfilling this role until our proclamation date. As part of our joint PARB Committee, Joel Cornish will replace Sam as the CAPFT rep. Thanks to Samuel, Heath and Joel for the time you have committed to the work of Council.

I would like to take the time to thank the exam committee members for hosting another successful exam writing. Thank you for the considerable time that the committee members invest in planning, invigilating and marking as well to the members that invest their time and resources in preparing for the exam.

With the new bylaws there are some changes to the non-regulated membership categories. Council has decided, based on the recommendation from the Joint Registration Committee, that the semi-retired and part-time categories will not be maintained. The reasoning behind this includes liabilities and administration that the Association simply cannot absorb and reflect to the whole of the membership. There is too much risk involved in creating and maintaining this category that is unacceptable for the future of AAFMP. I would like to thank the membership with their patience as we progress into the AAFMP. Thank you to active Council members and Public members for extending their terms and commitment to remain with CAPF and CAPFT as we await proclamation in the new year. Last but not least, to the staff of CAPF and CAPFT; on behalf of Council, myself and of our membership, I would like to show our appreciation for your hard work over the past few months with the transition.
Recent membership statistics reveal a combined regulated members total of 697 RPFs/FITs and 649 RPFTs/RFTs. Non-regulated members total 468 and include Inactive, Associate, Student, Honorary and Retired members. AAFMP is 1800+ in membership and we eagerly await proclamation of the new Regulated Forest Management Profession Act.

In late November, I had the pleasure of meeting with and giving an overview of our regulatory mandate to almost all of the first-year students enrolled in the forest technology diploma program at NAIT. It was an enthusiastic bunch and all applied online for Student Member (SM) status. When I reviewed the current SM numbers on the database, we were well over 150 SMs. So I began contacting past NAIT grads to determine who should be removed from that non-regulated category. I haven’t reached out to all of them yet as the draft Regulations and bylaws took priority, but I will continue to review into the new year. Responses received so far indicated that several SMs went on to University to pursue a degree, are practising in another province or are not currently practising forestry. And of course, if I found that forestry practice is evident, mandatory registration (MR) provisions are applied and voila, we have new applications to process. I remind all our regulated members to apply due diligence and safeguard the public interest by ensuring that anyone they hire (full or part-time) adheres to the Regulated Forestry Profession Act MR provisions. Our ethics dictate that we all have a duty to ensure anyone practising within our scope of practice is registered and accountable for their work. So have you given thought to who you work with on a daily basis and asked yourself, “are they registered and accountable”?

The recent November writing of the professional exam witnessed 38 challengers (31 CAPFT and 7 CAPF). Eighteen were successful in achieving a passing grade. The next scheduled writing is April 13th, 2019. I encourage anyone that was not successful on the last writing to challenge again in April and not let all that past study preparation get stale. Exam webinars will gear up again in the new year, starting in January and as always, the Forestry Commons exam preparation webpage is full of valuable resources.

The 2018 Continuing Competence Program audits for both CAPF and CAPFT are gearing up. Auditees have already been randomly selected and advised. We expect the audit to commence early in 2019 and wrap up by February. Forty-five RPFs (7% sample rate) will be reviewed and 61 RPFTs/RFTs (10%) will have their CC events reviewed.

Carla and I had the pleasure of attending the Professional Networking night at NAIT in November. Over 100 forestry and forest technologist students from UofA and NAIT, along with many reps from potential employers were in attendance. It was fun meeting all the students and answering their questions about employment opportunities or what employers look for when they hire.

Wishing all a very joyous and relaxing holiday season and want to express my thanks to all who voted on the recent Regulations and Bylaws and took the time to review and provide valuable feedback. All the best in 2019!
Professional Liability and Commercial General Liability: Are There Reasons to Place These Coverages With the Same Insurer?

Insurance brokers and their clients may question whether or not there is any benefit to placing the professional’s Errors and Omissions (E&O) insurance and Commercial General Liability (CGL) insurance with the same insurer. This article outlines several factors that may be worth considering when making this important decision.

The question as to which of the two policies should respond when a liability claim is reported is one that is steeped in uncertainty. Will it be one, the other, or perhaps both? The answer to this question depends, among other things, upon: a) the nature of the loss or damage; and b) how the allegations giving rise to the claim are “framed” by the plaintiff’s counsel.

Nature of the Loss or Damage
The scope of coverage provided by any insurance policy is essentially determined by the Insuring Agreements and the Exclusions.

An occurrence-form CGL policy provides coverage for claims resulting from “occurrences” during the policy period due to bodily injury, property damage, personal injury, and possibly advertising injury, as they are defined in the policy. A CGL policy is not intended to insure a claim for pure financial loss that does not result from one or more of these forms of injury or damage. CGL policies almost without exception exclude coverage for claims arising from the rendering or failure to render “professional services.” CGL policy wordings vary, as does the definition of professional services, and accordingly, the scope of the exclusion.

A claims-made E&O policy insures claims first reported during the policy period, for liability arising from errors, omissions or negligent acts in the rendering or the failure to render defined professional services, including those that result in financial loss. Some E&O policies exclude claims resulting from bodily injury and property damage, while others do not.

Variation in Professional Services Exposures
The E&O exposures of some professionals relate primarily to bodily injury. Examples include the medical malpractice exposures of medical professionals and clinics, first responders and ambulance services. The same may be said for certain engineers who design structures, equipment or products that have the potential to cause bodily injury if they fail. Professionals who provide services that are closely tied to the transportation, health care and recreation industries also fall into this category.

Other professions present exposures that may give rise to liability for property damage. This would include professionals who are responsible for the design of industrial structures and equipment. In today’s über-connected and wired world, professionals who provide technology services may also be at risk of liability exposures for property damages.
It is always remarkable how fast time flies when you are busy. I have now been with the Colleges and AAFMP for seven months and it has indeed been a hectic seven months!

**STAFFING**
There have been some staff changes recently; Constance Williams started with us in August as the Administrative Assistant for both Colleges. Constance has spent a considerable amount of time working with and volunteering for CASTI and the Canadian Centre for welding. She also holds a BSc in Environmental Geography. Grace Tshakatumba moved on to a bookkeeping position with Fountain Tire in October and we have had Saeed Al Hallak join us as the Financial Controller. Saeed holds a BA of Commerce and has worked primarily in accounting with large equipment companies. With the arrival of Saeed, the Colleges are no longer using any outside bookkeeping services. This will help with getting all of the records in order before the transition from CAPF and CAPFT to AAFMP and in setting up the new database and the integration with the accounting software systems. I believe that we have a strong team to carry out the many changes that we will be experiencing over the next year.

**ADMINISTRATION**
A considerable amount of my time over the last four months has been spent drafting operation and governance policies, assisting in the drafting of the bylaws and regulation, writing the annual report and now I am currently working on the registration standards and processes. To most, this is a boring mountain of paperwork, but I enjoy working with all of the pieces to come up with guidelines that enable us to manage the responsibilities of the organizations so that all members can be treated fairly and have a reasonable understanding of what expectations are placed on them as regulated members of the Colleges. I also enjoy working with committee members to gather information on their experiences and perspectives. I am honoured to be able to work with so many competent and passionate individuals that are committed to the success of the profession.

We are in the process of initiating the Continuing Competency audits for both Colleges. Members are currently receiving notices and will be contacted by the auditors shortly with the aim being to complete the audits by the end of February.

A reminder that there is no formal annual general meeting planned for this fiscal year if proclamation proceeds as planned. If this changes, the membership will be notified as early as possible.

Council meetings were held August 8, October 10 and December 12. Council also did an update to the membership at the CIF meeting in Grande Prairie September 19, 2018.

We are working on the development of the new database and will have the initial phase ready for renewals in April. This is a time consuming process combining data from two different databases and integrating this information into the format defined in the new Act, Regulation and bylaws. My other responsibility is determining ways to automate processes to increase efficiencies, decrease staff time and reduce potential for errors in data entry. We are also hoping to capture more data in the system so we can analyse data over time.

**ANNUAL REPORT**
The annual report is nearly completed and will be submitted to Alberta Labour shortly as well as distributed to the membership.
VOTING RESULTS
The two recent membership votes pertaining to the merger were for approval of the policy development document (PDD) that approved the draft regulation in principle and the approval of the proposed AAFMP bylaws. The results of the membership votes were as follows:

<table>
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<tr>
<th>REGULATION VOTE</th>
<th>VOTES IN FAVOUR OF THE MOTION</th>
<th>VOTES AGAINST THE MOTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPF</td>
<td>90.3%</td>
<td>9.6%</td>
</tr>
<tr>
<td>CAPFT</td>
<td>88.3%</td>
<td>11.7%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>BYLAWS VOTE</th>
<th>VOTES IN FAVOUR OF THE MOTION</th>
<th>VOTES AGAINST THE MOTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPF</td>
<td>85.7%</td>
<td>14.2%</td>
</tr>
<tr>
<td>CAPFT</td>
<td>84.2%</td>
<td>14.7%</td>
</tr>
</tbody>
</table>

Thank you to everyone that not only took the time out to vote, but also did a thorough read of the documents and provided feedback and asked questions. We encourage and appreciate your active participation in the organization. The bylaws and the final proposed regulation have been approved by Council and the latter has been forwarded to Alberta Labour for Cabinet approval.

A couple of points or questions that members have brought up:

Bylaw changes: With the merging of the two Colleges, the transition provisions in the Act stated that Council was to adopt bylaws for the new Association. Council drafted bylaws with the assistance of a professional parliamentarian for membership approval. There were some similarities between the current College bylaws but there are also a significant number of differences. This meant that in many cases instead of picking one of the existing options, the parliamentarian made recommendations that were different for the new bylaws. The PARB Committee and Council had considerable discussion about numerous sections and weighed many options, discussing where the Association can be more inclusive, transparent and lower operational risks. One section that has changed for CAPFT members is the non-regulated membership categories. In the new bylaws there are no part-time or semi-retired categories. Again, the Committee and Council discussed this extensively and sought outside advise. The outcome was that although a person is working part-time, the work they are doing may be executed outside of that time period and the risks to the Association remain the same as with a full-time membership. One point that was brought up from a part-time member was that as a contractor working part-time, the work they are doing may be outside of that time period and the risks to the Association remain the same as with a full-time member. One point that was brought up from a part-time member was that as a contractor working part-time, the work they are doing may be executed outside of that time period and the risks to the Association remain the same as with a full-time membership. One point that was brought up from a part-time member was that as a contractor working part-time, the work they are doing may be executed outside of that time period and the risks to the Association remain the same as with a full-time membership.

There will be more information coming out in the new year, but the CC program has been adjusted and will better enable the maintenance of CC hours. CAPFT members will no longer be dealing with the 5:1 hour ratio; the two categories in the new CC program are 1:1 and 2:1 hour ratios.

I will also remind members that the bylaws and policy are living documents that do change over time to reflect changes in the organization. If there are any sections that members wish to have changes considered by Council in future, there will be opportunities to do so at annual general meetings and special meetings.

Another point brought to Council by a member was regarding the Code of Ethics. As an organization whose primary role is to protect the interests of the general public, it is important to be forward thinking and open to change. There have been many changes to societal norms in the last 10-15 years and Council aims to be progressive in keeping up with those changes.

The change to the Code of Ethics that was adopted by Council and was presented to the Minister for the formation of AAFMP included a provision to address harassment:

Code of Ethics:
6. Conduct the practice of forestry with the highest regard for respect, health and safety.

Standard of Practice:
Addition:
The demonstration of respect is the commitment and responsibility of every AAFMP Member. Inappropriate behaviour, including bullying and harassment, will not be tolerated.

6.4 Members shall ensure their words and actions contribute to a respectful work environment.

6.5 Members shall be accountable for their conduct, regardless of intent.

6.6 Members shall understand that disrespectful behaviours will not be tolerated.

6.7 Members shall address issues of disrespectful conduct with those directly involved and the supervisor(s) prior to escalation.

Addition to the end of the Code of Ethics:
Members may go under disciplinary review and the process is independent and irrespective of other legal actions.

A reminder that the office is closed over the Christmas break. We will re-open January 2, 2019. Best wishes to everyone over the holiday season! We are looking forward to the transition to AAFMP!

Carla Rhyant
Executive Director
November 30, 2018, Ottawa – The future of Canada’s forest sector requires a diverse and inclusive workforce. The Canadian Institute of Forestry/Institut forestier du Canada (CIF-IFC) is pleased to announce an initiative to create a National Action Plan to promote gender equity in the forest sector.

The CIF-IFC applauds the Government of Canada’s commitment to this initiative. A formal announcement of federal funding for the project was made by Mr. Terry Duguid, Parliamentary Secretary to the Minister of Status of Women at the Museum of Nature in Ottawa. “When we invest in women, we strengthen the economy for everyone,” remarked Mr. Duguid.

Data from Statistics Canada in 2017 reveals that women make up roughly 17% of the natural resources workforce, “It’s time for action. We are thrilled that the CIF-IFC is leading the first national public-private sector partnership targeting gender equity in Canada’s forest sector. This initiative will support the recruitment, retention and advancement of women in Canada’s diverse and dynamic forest sector,” explains Dana Collins, CIF-IFC Executive Director.

This initiative, delivered in collaboration with the Centre for Social Intelligence, includes a diverse steering committee to advise on the development of a National Action Plan. These gender champions will work collaboratively within their spheres of influence across the sector to create a wave of change toward gender equity in the Canadian forest sector.

“This needed cultural shift will create long-lasting effects beyond the term of this project. When we enable diversity and inclusion and foster the growth and professional development of unrepresented voices and perspectives, our sector can only strengthen,” adds Collins. “With the emergence of more female mentors, more young women will choose careers in the forest sector, engaging in the long-term health and productivity of Canada’s forests and increasing Canada’s economic competitiveness in the global market.”
Whether you’re planning a quick weekend at the spa or an extended European cruise, here are some things to consider before you kick back and relax.

Take a look at these tips from the Insurance Bureau of Canada (IBC) that can help you prevent thefts and damage to your home and car:

- **Inform a trusted friend or neighbour.**
  Have someone stop by your home every few days to collect mail and flyers, to verify that there’s no damage, and to check up on your car in your garage. This person should always know how to reach you in case of an emergency.

- **Inform us of extended trips.**
  If you’re planning to be away for an extended period, it’s best to contact us as there may be additional steps required to be taken to secure your property while you’re away.

- **Make it look like someone is home.**
  Have your lights turn on/off automatically while you’re away by programming your smart plugs or timers. Leave blinds and curtains open while carefully keeping valuables out of sight.

- **Don’t announce your vacation plans.**
  While it is tempting to let the world know you are taking a well-deserved trip, keep in mind that sharing too much information on social media or in emails can alert potential thieves.

- **Do a clean sweep and take inventory of your home.**
  Take some time to tidy up, toss out garbage, water your plants, and secure/put away anything out in the open in your backyard, like bicycles, gardening equipment, and barbecues. You should also take photos or videos of your home’s contents before you head out – it’s a simple way to keep a record of your possessions should you need to make an insurance claim.

- **Unplug unnecessary electronics and prep smart gadgets.**
  To avoid problems, disconnect your television, computers, sound systems, and other devices; or plug your electronics into a surge protector.

- **Not taking your car? Remove your personal documents from inside.**
  If you’re not driving your car, remove any documents with personal information from your car and store them in a safe spot in your home. Be sure to tuck the keys away somewhere out of sight. And don’t forget to return your documents to your car upon your return.

- **Get road-ready.**
  Going on a road trip? Make sure that your car is ready for the long journey ahead. Visit your car mechanic and make sure the important service checks are up to date (e.g. tires, oil pressure, brakes, fluid levels). If you’re attaching a hitch or trailer to your car, check that it, and all the items inside, are secure. Additionally, it’s not a bad idea to load the maps for your destination on your GPS or mapping apps in advance. The more you know, the more you’ll feel confident on the road.

By taking the right steps before you go, you’ll be ready to enjoy your vacation. Interested in adding Travel Insurance? We’re ready to help. We have a range of insurance options to help protect you and your family from unexpected medical costs while away and we provide 24/7 emergency assistance. For more details or to get an online quote visit us [here](#).
Dr. Marty Alexander (RPF 165), formerly a senior fire behavior research officer with the Canadian Forest Service (1976-2010) received the Ember Award for Excellence in Wildland Fire Science from the International Association of Wildland Fire (IAWF) at a ceremony held in Missoula, Montana, on May 23, 2018. The Ember Award has been bestowed on six previous recipients since 2006, including two other Canadian Forest Service fire researchers. The purpose of the IAWF Ember Award is to recognize sustained excellence in wildland fire research and to encourage innovation, exploration, application, and dissemination of important research results.

Marty had previously received the International Wildland Fire Safety Award from the IAWF in 2003. He is the only Canadian to have been the recipient of both IAWF awards and only the second individual overall. In semi-retirement, Marty has continued to stay active in the field of wildland fire science, with a particular emphasis on the application of fire behavior knowledge to ensuring the safety of firefighters and members of the public from wildfires.

FORMER CFS EMPLOYEE RECEIVES INTERNATIONAL WILDLAND FIRE SCIENCE AWARD

Ducks Unlimited Canada is very pleased to inform you of the release of two new products by the Forest Management and Wetland Stewardship Initiative (FMWSI). The Guiding Principles for Wetland Stewardship and Forest Management Technical Report and Practitioner Guide were developed in collaboration with seven forest sector organizations as part of the FMWSI. DU Canada is pleased to be a part of this visionary initiative that aims to share knowledge and resources among partners to advance sustainable forest management and wetland stewardship in the boreal forest.

ABOUT THE PRODUCTS
The Technical Report provides detailed descriptions of the interactions between boreal wetlands, forests, and forest management along with extensive references to supporting literature for those looking for a deeper dive into specific topics. The technical report also describes high level planning considerations for wetland avoidance and minimization, provides examples of application, and identifies knowledge gaps. The plain-language Practitioner Guide presents a simplified version of the Technical Report’s content and is intended to be a user-friendly field reference for forest professionals.

Both PDFs are available for free download on the Ducks Unlimited Canada Boreal website. Hardcopies of the Practitioner Guide will be available to order at a cost at a later date.

If you have any questions about the project or the products please contact Bev Gingras Head, Boreal Conservation Programs or the DUC project lead, Kylie
If you are involved in stakeholder engagement and consultation activities as part of your job, you are aware that this area of practice is growing. Organizations are facing increased pressure to illustrate adequate consultation, both from the public and government agencies. Failure to consult carries significant risks. In addition, there is continued pressure on practitioners to reduce your costs and resources which drives them online to look for stakeholder engagement and consultation knowledge and best practices that can help improve efficiencies.

There is a need for more definitive industry information and in recognition of this need, a team in Alberta started the Stakeholder Engagement Community - an online group for stakeholder engagement and consultation practitioners.

As a supporter of the Stakeholder Engagement Community, the AAFMP encourages you to join the community online and utilize their regularly updated platforms to find news, resources, and ideas related to this emerging and progressive area of expertise:

- Twitter
- Facebook
- LinkedIn
- LinkedIn Group

The 2017/2018 North American Stakeholder Engagement and Consultation Practitioners Survey

The Stakeholder Engagement Community conducted their first North American Stakeholder Engagement and Consultation Practitioners Survey during the last quarter of 2017 and the first quarter of 2018. The purpose of the survey was to gather qualitative information that could genuinely help practitioners in their job roles. Knowledge is power and in an emerging area of practice is incredibly important, especially to those beginning a stakeholder engagement program or simply looking to improve or accelerate their current consultation program. The data can serve as a guide to help plan smarter programs, from choosing communication tactics that encourage high participation, to defining goals and objectives that make sense.

The survey results report is now available online. Click here to download the report for free.

Here’s a sample page from the report:

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**From the Council and staff of CAPF, CAPFT and AAFMP, we would like to wish everyone a pleasant holiday season and a fulfilling 2019!**