



THE SHIELD

MARCH 2008

SafeAware™

As of February 15th Professional Excavators L.P. has joined forces with SafeAware™, a division of Corporate Ombuds Inc. to continue our efforts toward a safer work environment.

SafeAware™ has developed a program to promote traffic safety through the use of decals, which are displayed on the back of trucks and trailers. Professional Excavators L.P. has fitted all of their trucks with these stickers that display both a website (www.safeaware.com) and a phone number (1-866-901-6633) for the public to use to get in contact with SafeAware™ if they see exceptional or unsafe driving practices.

SafeAware™ promotes safety by allowing for the anonymous reporting of unsafe driving and worksite practices that compromise worker and public safety.

NEW PROJECTS:

SUZUKI AUTOMOTIVE SALES (2802): Professional Excavators began digging the sales centre parking lot in the middle of March.

APPARATUS (2801): is a repair and maintenance facility for all the Calgary Fire Department equipment.

LUNA (2719): Professional Excavators is digging the parkade for the 3rd of three complexes (Nova and Stella). This project is set to start at the beginning of April.



CONSTRUCTION CAREER EXPO

The Calgary Construction Association, along with affiliated industry trade associations, will be partnering once again at the upcoming "CONSTRUCTION CAREER EXPO" to be held at the Calgary Round-Up Centre on **Wednesday, April 23rd, 2008 from 10:00 a.m. – 3 p.m.**

A joint booth with Professional Excavators L.P. and Finning will be presented at the career expo and will be displaying photos, current project descriptions and available job opportunities for both companies. Finning will also be showcasing its VTS Hex simulator, which will give the students a feel for how the CAT 320 hydraulic excavator runs.



PLEASE NOTE: As of **March 1, 2008**, the newsletters will be posted monthly on our website- www.professionalexavators.com

NEW EMPLOYEES

- George Buma (Driver)
- Chris Collins (Driver)
- Dale Hillier (Driver)
- Daljit Sanghera (Driver)
- Rick Smith (Driver)
- Christopher Boe (Driver)
- Wayne Latondress (Driver)
- Nathan Schemenauer (Labourer)
- Jason Castator (Labourer)

MARCH BIRTHDAYS:

- Dale Dueck- March 6
- Stephanie Hall- March 14
- Jason Clarke- March 19
- Craig Marshall- March 20
- Kevin Barber- March 22
- Doug Gear- March 27

GORD CHRISTENSEN has taken on the position of **Transportation Safety Coordinator** and will now be responsible for:

- New Hires
- Training Drivers
- Implementing our Driver Safety Program

CONGRATULATIONS!



ROGERS INSURANCE LTD. **GROUP HOME AND AUTOMOBILE INSURANCE PROGRAM**

Available to all employees, their spouse and all dependants living in the same household.

Benefits and Features:

- preferred group rates
- 24 hour claim services
- emergency road assistance
- no premium increase as a result of an at fault loss.

Contact Rogers @ (403) 296-2700 or (866) 335-7325

email: group@rogersinsurance.ca

www.avivatraders.com/rcgi

**Just ensure you inform them that you are an employee of Professional Excavators L.P. and they will give you a preferred rate.*

MERIT CONTRACTORS ASSOCIATION

- Costco Memberships- with your merit benefit package, you are able to become Costco members. Contact Mercon Benefits @ **1-877-263-7266** to obtain an application.



- Please advise Mercon Benefit Services whenever you move. Call @ **1-877-263-7266** or email mercon@merconbenefits.com

DISPENSING FEES

The Merit drug plan pays for the dispensing fees charged by pharmacists when a prescription is filled. The plan only covers a maximum dispensing fee of \$8.00.

PHARMACY DISPENSING FEES:

COSTCO- \$5.26
SUPERSTORE- \$7.86
SOBEYS- \$6.41
LONDON DRUGS- \$8.44
SAFEWAY- \$10.58
SHOPPERS DRUG MART- \$11.50
WALMART- \$8.11
ZELLERS- \$9.72



MOVING? Please be sure to contact Tracy Cross at the office whenever your address or phone numbers change
(403) 236-5686

OH&S CODES

Part 32- EXCAVATING AND TUNNELING

SECTION 441- DISTURBING THE GROUND

For the purpose of this Part, ground is disturbed if a work operation or activity on or under the existing surface results in a disturbance or displacement of the soil, but not if the disturbance or displacement is a result only of:

- a) Routine, minor road maintenance
- b) Agricultural cultivation to a depth of less than 450 millimetres below the ground surface over a pipeline, or
- c) Hand-digging to a depth of no more than 300 millimetres below the ground surface, so long as it does not permanently remove cover over a buried facility

SECTION 442- CLASSIFICATION OF SOIL

1) For the purpose of this Part, soil is classified as **“hard and compact”** if it closely exhibits most of the following characteristics:

- a) it is hard in consistency and can be penetrated only with difficulty by a small, sharp object;
- b) it is very dense;
- c) it appears to be dry;
- d) it has no signs of water seepage;
- e) it is extremely difficult to excavate with hand tools;
- f) it has not been excavated before.

2) For the purpose of this Part, soil is classified as **“likely to crack or crumble”** if:

- a) it has been excavated before but does not exhibit any of the characteristics of “soft, sandy, or loose” soil, or
- b) it closely exhibits most of the following characteristics:
 - i) it is stiff in consistency and compacted
 - ii) it can be penetrated with moderate difficulty with a small, sharp object;
 - iii) it is moderately difficult to excavate with hand tools;
 - iv) it has a low to medium natural moisture content and a damp appearance after it is excavated;
 - v) it exhibits signs of surface cracking;
 - vi) it exhibits signs of localized water seepage.

- 3) For the purpose of this Part, soil is classified as **“soft, sandy, or loose”** if it closely exhibits most of the following characteristics:
 - a) it is firm to very soft in consistency, loose to very loose;
 - b) it is easy to excavate with hand tools
 - c) it is solid in appearance but flows or becomes unstable when disturbed;
 - d) it runs easily into a well-defined conical pile when dry;
 - e) it appears to be wet;
 - f) it is granular below the water table, unless water has been removed from it;
 - g) it exerts substantial hydraulic pressure when a support system is used.
- 4) If an excavation contains soil of more than one soil type, for the purposes of this Part an employer must operate as if all of it is the soil type with the least stability.

SECTION 443- SOIL STABILIZATION

- 1) Subject to subsection (2), an employer must stabilize the soil in
 - a) an excavation by shoring or cutting back, or
 - b) a tunnel, underground shaft or open pit mine by shoring.
- 2) An employer may stabilize the soil in a excavation, tunnel, underground shaft or open pit mine using artificial soil stabilization technique, including freezing soil by artificial means or grouting if the process used is
 - a) designed by a professional engineer to control soil conditions, and
 - b) performed in accordance with the professional engineer’s specifications.

A person must not use natural freezing of the soil as an alternative or partial alternative to a temporary protective structure or to stabilize the soil in an excavation, tunnel or underground shaft.

EYEWEAR POLICY

Effective March 1, 2008, protective eyewear is mandatory in all work areas with the exception of lunchrooms, offices and closed cabs of equipment. The minimum standard for protective eyewear is as follows:

- Safety glasses w/side shields that meet CSA Standard Z94.3-92/99/02
- Prescription safety glasses w/side shields that meet either CSA Standard Z94.3-92 or ANSI Standard Z87.1-1989/2003

Where dictated through hazard assessment, additional eye protection may be required. This additional protection will include but not be limited to;

- Face shields,
- Splash goggles,
- Welding/cutting goggles



PROVISION OF PROTECTIVE EYEWEAR

The company will initially provide standard safety glasses to all employees. To accommodate employees requiring prescription glasses, the company will provide an “over the glasses” (OTG) type of safety eyewear. This equipment will then become the responsibility of the employee. If the protective eyewear becomes lost, it will be up to the employee to furnish a replacement pair. If the protective eyewear becomes damaged through normal wear and tear, the employee’s supervisor will provide a replacement pair on an “exchange” basis.

DRUG AND ALCOHOL PROGRAM UPDATE



We’ve completed our annual drug and alcohol screening for this year and the results excellent. Good Job!

A new component that has recently been added to the program is the introduction of periodic testing on a quarterly basis. Every 3 months our testing service provider (Verifications Canada) will generate a random list of names and those employees listed; will be required to submit for testing. While at Verifications, our employees will also undergo a short physical assessment. These assessments are being performed in order to help us do what we can to make the work fit the worker.

BEFORE GETTING INTO YOUR VEHICLE, TAKE THE TIME TO DO THE FOLLOWING ITEMS:

CHECK YOUR VEHICLE: the first requirement is a mechanically sound vehicle. Before starting shift, check the service brakes; hand brake and foot brake; tires; horn; lights; steering mechanism; seat belts; coupling devices; operating controls and other safety devices. Clean your windshield, headlights, taillights, and directional signals if they are dirty. UNDER NO CIRCUMSTANCES IS A VEHICLE TO BE OPERATED WITH MECHANICAL DEFICIENCIES THAT MAY JEOPARDIZE SAFETY.

SEAT BELTS: Wearing seat belts is mandatory. Remember that wearing seat belts is a condition of employment with Professional Excavators and is NOT AN OPTION. It is the best method available for preventing serious injury if you are involved in an accident.

KNOW YOUR VEHICLE: Be thoroughly familiar with the vehicle assigned to you. Get the feel of it. Know what it can do and what it cannot do. Serious accidents occur every year as the result of drivers overestimating the maneuverability of their units.

AVOID DISTRACTIONS: To stay alert, guard against distractions such as interesting scenery – keep your mind on what you are doing. Not paying attention can result in failure to see a traffic hazard in time.

BACKING: Do not back a vehicle if there is an obstructed view to the rear. Back only when an observer signals that it is clear to do so.

DRIVER SAFETY... SAFETY BEHIND THE WHEEL

Each year about 50,000 people die on North American highways and over two million are injured. On our own work, vehicle accidents have always been a major cause of personal injury and financial loss. Most of these accidents are needless and can be prevented by safe operating procedures, a healthy respect for the hazards, and a regard for the rights of others. Preventing accidents is a primary concern of our company. Remember that practicing safety does pay dividends. It saves your paycheck; it saves personal suffering; it saves family hardship; it may even save your life.



Richard Evans
Safety Officer



**RBC
Financial
Group**

GROUP BANKING OFFER FOR EMPLOYEES OF PROFESSIONAL EXCAVATORS L.P.

RBC Royal Bank is committed to helping employees of Professional Excavators LP build their financial futures. Every employee is unique and we're committed to providing you with services that will suit your banking needs. Here is an overview of what is offered to Professional Excavators LP employees (including those who are already RBC clients):

- No monthly service fee for up to 6 months on a choice of deposit accounts, including the RBC Signature No Limit Banking® account for everyday banking needs, or Royal VIP Service package for more complex needs (3 months free)
- Competitive rates on residential mortgages including the RBC Homeline Plan™
- Annual Visa* fee may be rebated or waived with some account packages
- Competitive interest rates on rate personal loans and Royal Credit Lines
- Competitive interest rates on investment services (RESP, RRSPs, etc.)
- Online and Telephone Banking services

COMMUNICATION

RBC Royal Bank is dedicated to delivering optional "Continual Educational Seminars" on a variety of topics to employees of Professional Excavators LP.

- Mortgage Solutions (for first time buyers and existing home owners)
- The 3 "R's" to life Planning, RESP, RRSP, RRIF
- Trust and Estate Planning
- Insurance

Please advise Professional Excavators LP which Financial Wellness Seminars you would like participate in.

To take advantage of this Group Banking offer please contact or visit your nearest RBC Royal Bank Branch along with your brochure and/ or provide proof of employment.

RBC would like to acknowledge Professional Excavators LP commitment to their employees in wanting **to contribute to their Financial Wellness.**

DIRECT DEPOSIT

- Please note the direct deposit form in with your last paychecks.
- Please have these filled out and returned to Tracy Cross by March 31, 2008.
- Do not forget to attach your VOID check to the form.

JOB SITE COOPERATION

Ron Claxton

Vice President

I know, sometimes it seems like everyone is in our way. Our trucks are at a standstill, equipment is waiting to continue digging and everybody is at their wit's end. I can guarantee you that every sub-contractor is feeling the same way. Patience may be a virtue but it also slows down production! Unfortunately this has been part of construction longer than Dave Maggrah's been around! All kidding aside, we must conduct ourselves in a professional manner; screaming and yelling used to be a part of our business for years, but diplomacy and compromise are now the tools for a successful job. I find that sometimes it's better to help a sub-contractor so we can help ourselves and I know it seems that we are taking money out of our pocket. In reality, we are putting money in our pockets! As Wayne Mullen puts it, "if they start taking advantage of me, out comes the hourly book!" A good job from start to finish usually has good co-operation from start to finish.



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