

Covering all aspects of educational facilities and operations.

Ops Talk

Spring 2025

2025 EFMA Conference

Details, registration, and
delegate information inside



ON THE MOVE: Protecting your team on the road

BURNING ISSUES: Fire safety challenges
in schools and safeguarding our students

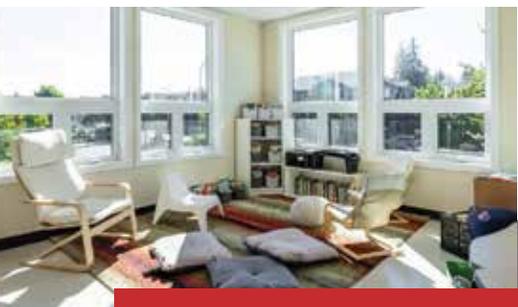
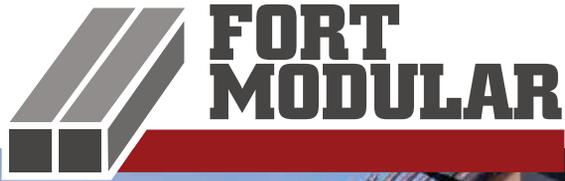


UNITECH
CONSTRUCTION MANAGEMENT

projects with purpose

Unitech's purpose is enhancing the communities that we work and live in through collaborative construction, enabling our teams to mitigate our client's risk, maximize our client's value, and exceed our client's expectations.





BC'S LEADING MODULAR SCHOOL AND CHILDCARE PROVIDER

- **Modular is the fastest off-site method**
- **Typical school addition projects completed in less than a year**
- **Permanent and Portable Options**
- **Full-Service Provider**



**INTERIOR-OKANAGAN
METRO VANCOUVER**

Visit our website to learn more and view our permanent modular school addition case studies

info@fortmodular.com

www.fortmodular.com

Powering Safe, Efficient Learning Environments

For four decades, we have been your reliable partner, providing 24/7 support.



Cool, calm, collected.

Commercial HVAC; friendly, local, and 24/7 support.



Smarter buildings for good.

BC Interior's building automation and integration leader.



Keeping your lights on since 1984.

Commercial and residential electrical service and maintenance.

At Kimco Controls, we understand that creating a safe, comfortable, and energy-efficient learning environment is essential for students and staff. Our advanced HVAC, lighting, and electrical systems ensure that your school operates at peak performance while maintaining safety and minimizing energy costs. From smart temperature control to superior ventilation, we offer tailored solutions to meet the unique needs of educational institutions.

Upgrade your school's facilities today. Contact Kimco Controls for a customized assessment and see how we can enhance your learning environment.

- ✓ Energy-efficient HVAC systems
- ✓ Smart lighting control for classrooms and halls
- ✓ Enhanced ventilation for optimal air quality
- ✓ Reliable electrical services for uninterrupted learning
- ✓ Custom maintenance plans for peak performance

IN THIS ISSUE

Message from the EFMA President.....	6
2024-2025 EFMA BC Executive Members.....	8
EFMA BC Facilities Leadership Program 2025 Spring Workshop.....	10
Inspiration.....	16
Shining Star — Mel Cooper, SD#83 Kwsaltknews ne Secwepemcul’ecw (Shuswap) School District.....	18
Shining Star — Garry Krause, SD#73 Kamloops-Thompson School District.....	20
2025 EFMA BC Conference Program.....	24
2025 Partners Program.....	28
2025 Exhibitors List.....	29
Partners Program Registration Form.....	30
Conference Registration Form.....	31
Preventative Maintenance and Inspection Programs.....	32
Fire code challenges in public schools (Part 3).....	36
Securing our schools: A smarter approach to key control.....	38
Protecting your team on the move.....	40
Strengthening education through collaboration: FNESC and ASTSBC sign MOU.....	42
Great expectations: Setting new hires up for success.....	45
Last call — Rod Swartzenberger.....	48
Thoughts on: EFMA as the years unfold.....	49
Index of advertisers.....	50

ON THE COVER

Roche de Boule, near New Hazelton, provides a stunning backdrop for the old South Hazelton Elementary. Historically, a silver mine operated on the mountain’s far side, with a small community and school for miners’ children. B.C.’s landscapes hold countless hidden stories. Photo by Chuck Morris.



Published by:
DEL Communications Inc.
www.delcommunications.com

President / Publisher
DAVID LANGSTAFF

Managing Editor
TAMMY SCHUSTER
tammy@delcommunications.com

Advertising Sales Manager
DAYNA OULION

Advertising Sales
GARY BARRINGTON
JENNIFER HEBERT
JOE LANGSTAFF
LOLITA MOLCHANOVA
DAN ROBERTS

Production services provided by:
S.G. Bennett Marketing Services

Creative Director
KATHLEEN CABLE

Editorial Contributors
TRACE ACRES
TYLER CUDMORE
STEVE JONES
GLENN MILLER
CHUCK MORRIS
LISA PHILIPS

©Copyright 2024, EFMA.
All rights reserved. The contents of this publication may not be reproduced by any means, in whole or in part, without the prior written consent of the publisher.

While every effort has been made to ensure the accuracy of the information contained herein and the reliability of the source, the publisher in no way guarantees nor warrants the information and is not responsible for errors, omissions or statements made by advertisers. Opinions and recommendations made by contributors or advertisers are not necessarily those of the publisher, its directors, officers or employees.

Publications mail agreement #40934510

Return undeliverable
Canadian addresses to:
DEL Communications Inc.
Suite 300, 6 Roslyn Road, Winnipeg, MB R3L 0G5
Email: david@delcommunications.com

PRINTED IN CANADA 04/2025



MESSAGE FROM THE EFMA PRESIDENT

Travis Elwood



I would like to take a moment to extend my heartfelt thanks to all EFMA members and to our entire executive team for their hard work and dedication in supporting EFMA as an organisation we can all be proud to be a part of. Your commitment ensures that all our members continue to gain tremendous value from our workshops and conferences, fostering collaboration and knowledge-sharing across the industry.

A special thank you to Archie Stogianos for his leadership as our past President, as well as to Megan MacDonald, our Vice President, and Cynthia Winters, our Secretary-Treasurer, for their continued contributions. I also want to recognize our Directors — Rob Drew, Chris Kerr, Jim McFadden, and Justin Taylor — whose efforts have been invaluable in shaping EFMA's direction and supporting the programs for the education and conference. Additionally, Glenn Miller, our executive director, plays a critical role in keeping EFMA running smoothly, and we deeply appreciate his dedication.

I also want to acknowledge Molly Shipowich for her outstanding work and support as executive secretary

over the past year and the 30 years in the role as the Executive Secretary. Your efforts do not go unnoticed, and we are grateful for all you do to ensure the programs come together for the benefit of all.

As we navigate the challenges each year brings, I encourage all EFMA members to take an active role in supporting one another. Each of us are facing challenges every day, both personal and professional, that can diminish the energy we have for the important things in our life. When we take the time to listen and encourage each other it builds us up as a whole and creates a system of support that we all need. Attending our workshops and conferences provides incredible opportunities to learn from each other and strengthen our industry together. Your participation and engagement make a difference and we all benefit in multiple ways.

I look forward to seeing you all at this year's conference and continuing to work alongside such a dedicated and talented group of professionals. Thank you for the opportunity to serve as your president — it is an honour to be part of this great organization. ■

Dafco
Filtration Group®

BETTER PRODUCTS FOR A GREENER ENVIRONMENT

STRATEGICALLY LOCATED MANUFACTURING SITES
Decrease fuel consumption during transport

HIGH EFFICIENCY
Longer filter life

LOW PRESSURE DROP
Less energy consumption

COMPACT DESIGN
Less material usage

UNIQUE DESIGN
Less manufacturing scrap

COMPACTIBLE/INCINERABLE
Reduced solid waste

Dafco will continue to develop new and innovative products leading the way toward a greener tomorrow.

1 888 628-3458 | DafcoFiltrationGroup.com

Canada Green Building Council Member | Patented GeoPleat™ Technology | NAFA Association

The advertisement features a blue and green color scheme. On the left, a list of product benefits is presented in white text on a blue background. In the center, a large green banner contains the headline. Below the banner, several different types of air filters are displayed. At the bottom, contact information and logos for industry associations are provided.

FOCUS on what matters

A nationwide network,
trusted since 1977.
90+ LOCATIONS

WINMAR®'s network of 90+ locations across Canada provides quality services 24 hours a day, 365 days of the year.

School boards rely on WINMAR® to ensure their facilities will be restored to pre-event condition following a disaster.

- **Specialized Deep Cleaning:** Comprehensive cleaning for educational and recreational facilities, following CDC and Health Canada guidelines to ensure a safe environment for students and staff.
- **Fire Damage Restoration:** Using industry-leading techniques and equipment, trust WINMAR®'s rapid response team to restore your property efficiently.
- **Water Damage Restoration:** Specializing in water damage, WINMAR® restores facilities after leaks or infrastructure failures.
- **Facility Upgrades:** We handle complex workspace updates, modernizing restrooms, labs, and other essential areas.

From coast-to-coast, Facility and Operations Managers trust WINMAR® for restoration and comprehensive contracting services, ensuring clean, safe, and well-maintained educational environments.



Fire Damage



Water Damage



Wind Damage



Mould Remediation



Asbestos Abatement



General Contracting

BRITISH COLUMBIA LOCATIONS



Fraser Valley / Langley
Kelowna
Kootenay
Nanaimo
Nelson

(604) 392 - 0664
(250) 862 - 3500
(250) 426 - 7800
(250) 758 - 9899
(250) 777 - 7285

Powell River
Prince George
Vancouver
Victoria

(604) 485 - 7335
(250) 640 - 9105
(604) 433 - 6000
(250) 208 - 9000

24 Hour Emergency Response **1-866-494-6627**

Coming Through For You!

winmar.ca

2024-2025 EFMA EXECUTIVE

To reach the EFMABC executive: info@efmabc.com

PRESIDENT

TRAVIS ELWOOD

SD#83 North Okanagan Shuswap
Tel: 250-832-9415

PO Box 129-5911 Auto Road SE, Salmon Arm, BC V1E 4N2
Email: trelwood@sd83.bc.ca

VICE-PRESIDENT

MEGAN MACDONALD

SD#43 Coquitlam
Tel: 604-468-6868

1982 Kingsway Avenue, Coquitlam, BC V3C 1S5
Email: mmacdonald@sd43.bc.ca

PAST PRESIDENT

ARCHIE STOGIANOS

SD#22 Vernon
Tel: 250-549-9210

1401 - 15th Street, Vernon, BC V1T 8S8
Email: astogianos@sd22.bc.ca

SECRETARY-TREASURER

CINTHA WINTERS

SD#38 Richmond
Tel: 604-668-6000

5200 River Road, Richmond, BC V7C 1A4
Email: cwinters@sd38.bc.ca

DIRECTORS

CHRIS KERR

SD #8 Kootenay Lake
Tel: 250-354-4871

90 Lakeside Drive, Nelson, BC V1L 6B9
Email: chris.kerr@sd8.bc.ca

ROB DREW

SD#23 Central Okanagan
Tel: 250-870-5150 ext 8001

685 Dease Road, Kelowna, BC V1X 4A4
Email: rob.drew@sd23.bc.ca

JIM McFADDEN

SD #73 Kamloops-Thompson
Tel: 250-851-4420

965 Notre Dame Drive, Kamloops, BC V2C 5P8
Email: jmcfadden@sd73.bc.ca

JUSTIN TAYLOR

SD#68 Nanaimo
Tel: 250-741-5255

395 Wakesiah Avenue, Nanaimo, BC V9R 3K6
Email: justin.taylor@sd68.bc.ca

EXECUTIVE DIRECTOR

GLENN MILLER

Cell: 250-516-9596

Email: exec.dir@efmabc.com / exec.dir@telus.net

SECRETARY

MOLLY SHIPOWICH

Tel: 604-943-3314

PO Box 19032, 1153 - 56th Street, Delta, BC V4L 2P8
Email: admin@efmabc.com / society@telus.net

EXHIBITOR REPRESENTATIVES

ANDREW McKAY

Siplast Canada
Cell: 778-957-8412

Email: andrewmckay@siplast.ca

PAUL WILLIAMSON

National Air Technologies
Tel: 604-730-9300
Cell: 604-828-1299

Email: pwilliamson@natech.ca

VITOCAL 100-AW

The Total Hydronic Heat Pump Solution
for heating, cooling, and domestic hot water



Residential Air-to-Water Heat Pump System featuring an outdoor unit, an indoor unit and a steel buffer tank (20 gal). Pairs with Vitocell 100 V 53 and 66 gallon indirect tanks. 3 sizes available: 20 to 51 MBH for cooling / 28 to 78 MBH for heating.



EFMABC FACILITIES LEADERSHIP PROGRAM

2025 SPRING WORKSHOP

Leadership by Example

As you are aware, in March 2024 we completed our first run through of our Facilities Leadership Series Education Program which is comprised of a five-module, eleven series outline.

When establishing the criteria for this year's Spring Workshop, our Education Committee opted for a three-part approach:

- Provide specific presentations that would help members get closer to or complete the education program series.
- Provide presentations that were relevant to all facility members that may or may not be completing the entire education series but wanted and need specific information and presentations.
- Create a two-day workshop that would maximize our time and presentations over a complete and full two-day program.

On March 6 and 7, 2025, 45 facility managers attended our two-day

event once again held at the Coast Tsawwassen Inn in Tsawwassen, B.C.

A big thank you to all of you who took the time out of your busy schedules to travel many kilometres in some circumstances to spend two busy days together to participate in this important event.

Our theme this year was, "Leadership by Example" that really supports the message that we MUST demonstrate by our own positive leadership and professional style if we expect our employees, fellow managers, and administration to offer the same.

A huge THANK YOU to our entire EFMA EXECUTIVE for supporting and encouraging our Education Committee in moving our education program forward. Thanks Jim, Allen, and Kevin, our Education Committee, for all your extra time and effort in putting this year's workshop together. Well done gents!

Welcoming remarks and opening comments

President Travis Elwood welcomed our members, sponsors, and presenters and gave an overview of the two-day sessions ahead.

Travis expressed his appreciation to the 12 organizations and sponsors of this event who once again step up to the plate and generously supported this important professional development workshop not only financially but spending a significant amount of dedicated and interactive time with our delegates and presenters.

Thank you to our sponsors

Camfil Canada, Canstar Restoration, eBase Software, Forbo Flooring, Habitat Systems, Introba, National Air Technologies, SMCN Consulting, Specialty Surfaces, Ultra-Lite Shutters, Victaulic





Thursday Day 1

Devon H. Lehrer
Jenkins Marzban Logan LLP
Contract Law

We have had a number of requests and feedback from EFMA members to have a session on contract law. We are pleased that Devon was able to shift around his busy schedule to be with us.

Devon highlighted some of the most common and costly mistakes in construction contracting based on real-world experience. His presentation also covered essential contract fundamentals, helping participants navigate agreements more effectively and mitigate risks. Devon spent considerable time elaborating on a number of issues around construction litigation that pertain to developers, owners, contractors, professionals and trades in all manner of construction disputes including payment disputes, deficiency and delay claims, professional negligence claims, and builder's lien matters.

Thank you, Devon, for being with us for such a short period of time. I'm sure our Education Committee will be looking at additional presentations since this subject is so large, detailed, and very relevant to our work.

GREENROOTSPLAYEQUIPMENT.CA

GREEN ROOTS 
 PLAY EQUIPMENT INC



100% CANADIAN





Anne Cooper
AZ Cooper Consulting
The Importance of Human Resources

We are so pleased to have Anne Cooper once again be a part of our education program sessions. I do not believe I am alone when I say that the portfolio of human resources is one of the most complex and comprehensive practices associated in today's work environment. Over the past eight years, many new members have joined our association, and they would greatly benefit from the lectures and sessions offered in workshops such as this one.

Anne began by highlighting the importance that understanding and hiring people are our biggest advantage and challenge. Anne spent time working through some important strategies and understandings when hiring staff.

The second portion of Annes' presentation delved into the post-hiring process and into the managing and leadership side of work relationships. This session really connects the dots in our workshop theme when we must deal with human resources practices in your department(s) that align with your own leadership work practices and style that you show and demonstrate in your Leadership by Example. This, as they say, is where the "rubber hits the road".

A gigantic THANK YOU to Anne for being with us.

Michael Frost, Asad Haidari,
Rajiv Kariman, Director of Procurement Services
Focused Education Resource Society

Focused Education Resources Society (Focused ED) is a not-for-profit organization dedicated to supporting and strengthening K-12 education in British Columbia through innovative and responsive solutions. With a firm belief in the power of collaboration, Michael advocates for a unified approach to leverage the supply community's eagerness to partner with and bring enhanced value to the BC K-12 sector.

This topic is of particular interest to EFMA members as we are responsible for purchasing and contracting needs of all B.C. school district facilities making this information extremely pertinent to our operations. In addition, the information on the issues of tariffs was very helpful and interesting as we continue to deal with matters of such importance.

Thank you, Michael, for bringing your team to help make our Professional Development Program successful and informative.

Welcome back and comments

President Travis Elwood again provided opening remarks of the

Friday session. We hope everyone had a great time at the round table discussions venue and social evening. There were lots of great conversations and interaction from the attendees and sponsors. A big thank you to the sponsors for being there!

Friday Day 2

Nathan Whipp
A/Regional Director
Education and Child Care Capital Branch/Ministry of Infrastructure

The recent transition of the Ministry of Education and Child Care's Capital Management Branch to the new Ministry of Infrastructure occurred on January 6th. At the same time, the capital teams from the Ministries of Health and post-secondary were also relocated under this new Ministry. This move was done to find efficiencies and uncover best practices for capital projects. For us, it is business as usual. From our perspective there are no changes and everything under Capital remains the same.

The Ministry of Infrastructure will continue to put emphasis on HVAC projects. The catalyst for this is the new Guidance for HVAC Systems released last August which considers the most recent ASHRAE guidelines. It is important to upgrade HVAC systems when you can and to build a good case for it as there are many districts vying for dollars that may not go around.

With so many new EFMA members, many may not be all that familiar in working with Ministry capital project staff. They are here to help us navigate the project funding and reporting process and meet provincial project requirements. They recognize the issues we are dealing with and are here to help! Ministry staff understand that deferred maintenance, FCI and project costs continue to rise across the province. Ministry staff want you to know that they advocate for you, they are there to help.

When asked if there was one piece of advice he might pass along to members new to their positions, Whipp offered: “The EFMA membership is a treasure trove of information and experience. If you have a situation and you aren’t sure what steps to take next, speak to your peers around the province as many of them have been around for quite some time. Chances are you are not the first one to experience the issue. That type of network is invaluable.”

Raj Dhasi

**Turning Point Resolutions
Navigating Difficult Situations/
Conflict Resolution**

On Friday afternoon, Raj Dhasi from Turning Point Resolutions led an insightful and interactive workshop titled Navigating Difficult Situations. This session provided participants with practical strategies for managing challenging professional interactions through hands-on training and live scenario-based exercises tailored to their specific roles and responsibilities.

The workshop emphasized key skills such as de-escalation techniques, self-awareness, and effective communication. Participants had

the opportunity to work through real-world situations, receiving direct coaching on how to remain composed and constructive in difficult moments. Through guided exercises, they developed a deeper understanding of conflict resolution and gained practical tools to navigate complex workplace dynamics with confidence.

This workshop was highly engaging and provided valuable takeaways for professionals looking to enhance their ability to manage difficult conversations and maintain positive working relationships.

Thank you again Dr. Dhasi for being a huge contributor to our education program over the past two years. We very much appreciate

GREENROOTSPLAYEQUIPMENT.CA



MORE PLAYGROUND



your presentations and we like your style.

Much thanks!

As our Education Committee develops programs to benefit EFMA members, we encourage you to share any suggestions or topics that YOU feel would be valuable to you or your department(s). Please forward your thoughts and opinions

to our Education Committee members.

Thank you once again to the entire EFMA Executive for your support and assistance throughout the year.

Molly, your hard work, patience, and dedication once again shows in spades why this workshop is so successful and professional. Thank you so much Molly!

A great THANKS to all of YOU who attended this workshop in Tsawwassen. Your time, participation, and enthusiasm are sincerely appreciated!

If you have any questions, please don't hesitate to contact me, Molly, or any member of your EFMA Executive.

See you all at the 2025 AGM and Conference in June! ■

AIRPLUS
Industrial
www.airplusindustrial.ca

- Donaldson Torit Dust Collector Systems Sales
- NR Murphy Dust Collector Systems Sales
- Parts Sales and Service for All Brands
- Engineering & Design Assistance
- Dust Collector Compliance Inspections and Reports

1.866.291.6855 | sales@airplusindustrial.ca

SDI | D.G.MAC
CANADA | SECURITY DISTRIBUTORS

The First Choice in Door Hardware Solutions

ALLEGION 

FALCON GLYNN-JOHNSON IVES
LCN  VON DUPRIN



D.G. MacLachlan Ltd.
Unit 200 - 1851 Brigantine Drive,
Coquitlam, British Columbia, V3K 7B4

T: 604-294-6000
www.dgmaclock.com



TITAN
SPORT SYSTEMS

COMMERCIAL SPORT & GYM FLOOR CONTRACTOR

- Repairs • Consulting • Installations
- Design Services • Custom Game Lines
- Custom Graphics: Logos & Lettering
- Maintenance & Restoration
- Slab Surveys • Demolition
- Athletic Equipment



T: 587-318-4150
TF: 1-866-705-7550
info@titansportssystem.com
www.titansportssystem.com




E.B. Horsman & Son
The Electrical Distributor of Choice!

YOUR LOCAL DISTRIBUTOR FOR ALL YOUR ELECTRICAL, LIGHTING, & DATA COMMUNICATIONS NEEDS



Ask us about energy management solutions!

21 WESTERN CANADIAN LOCATIONS
Stocked with all your electrical needs for your maintenance plans and upgrades

- EV Chargers
- LED Lighting
- Wireless Lighting Control Systems
- Emergency Lighting Systems
- Cable Management
- Wire & Cable
- Patch Panels
- Uninterruptible Power Supplies
- ...and more!

HAVE A QUESTION?
ASK TO SPEAK WITH ONE OF OUR SPECIALISTS TODAY!

audits | quotes | product selection | rebates | design support | cost-saving solutions | training | inventory support | and more

info@ebhorsman.com 888.HORSMAN ebhorsman.com

 Platinum member



INSPIRATION

We are all too familiar with the drudgery of the job that somehow wraps us in a warm unwelcomed grasp. It seems to creep in unannounced as you are busy dealing with staff and capital budgets and incessant phone calls. It happens to all of us from time to time. If only there was something else to help us through all of this as it can get old after a few days.

How about a little INSPIRATION?

Inspiration does manifest itself in various ways as you work at making your days better, kicking mundane to the curb (so to speak). Juggling the complexities of maintaining safe, efficient, and functional learning environments can be cumbersome from time to time but inspiration is discovered within a variety of these tasks. That is how you will find it.

Inspiration may lead you to find innovative ways to tackle recurring issues, like tight budgets, equipment breakdowns, or staffing shortages. For example, you might come up with cost saving strategies for maintaining facilities and if budgets are tight, using

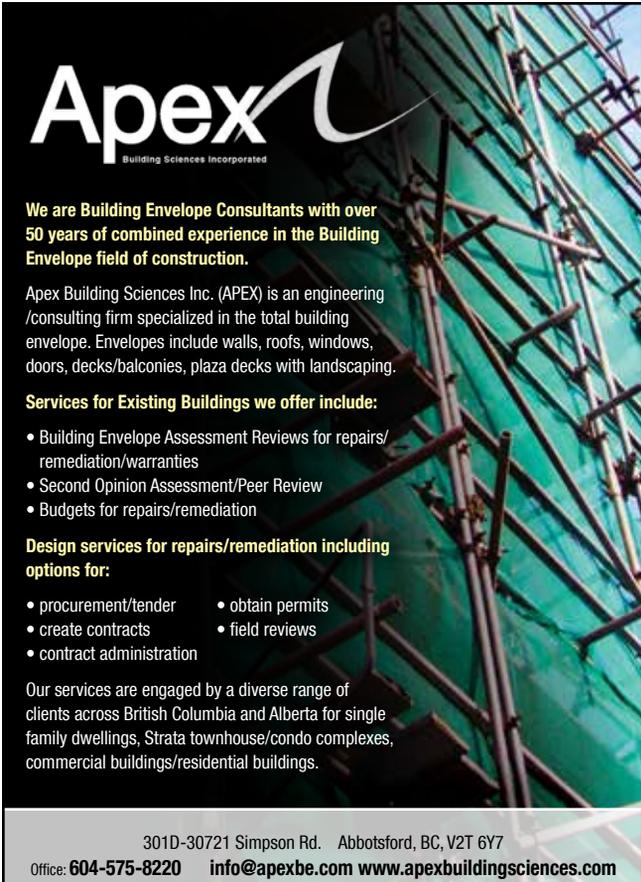
local resources to help fill the gaps, as an example.

While you may focus on continuous improvement (CI), you could be inspired to develop new methods for streamlining operations such as rethinking workflows to reduce staff workloads while maintaining safety and cleanliness. Development of systems to improve communication between maintenance teams, contractors, and school administrators can help as well.

Inspiration can fuel leadership efforts, enabling folks to energize their team, fostering a collaborative work culture where staff feels valued. Organizing staff appreciation programs that recognize hard work and dedication is a start. If you share a compelling vision for how small changes, such as adopting CI strategies can lead to greater job satisfaction and smoother operations, and implementing professional development programs that give your staff new skills and a sense of ownership over their work, you will have struck a chord with them.

There are times when developing ideas to move things forward where a new outdoor learning space is built, upgrading indoor air quality, or improving lighting and energy use to enhance comfort and productivity, can create the inspiration one needs. In addition, when looking at risk management and being proactive while addressing potential hazards to ensure safer environments for everyone, allows you to think how you can approach the problem differently making you feel better about these challenges. Thinking creatively about space utilization when supporting school needs allows you to think outside the box once again, bringing inspiration to the front of your thoughts!

Navigating challenges with resilience is sometimes the only way through at the start, and depending on where you are that may take a little time. When faced with breakdowns, low budgets, or contract issues, inspiration might show up as resilience — finding creative, long-term solutions where others might see only roadblocks. Recalling past successes that allow you to find a way forward, during particularly tough situations, does help. The work is very good but at times can be problematic depending on whatever pressures you may be facing at any given time. Inspiration can stem from a desire to serve the community, improve operational efficiency, and create safe, functional environments for students and staff to thrive. ■



Apex
Building Sciences Incorporated

We are Building Envelope Consultants with over 50 years of combined experience in the Building Envelope field of construction.

Apex Building Sciences Inc. (APEX) is an engineering /consulting firm specialized in the total building envelope. Envelopes include walls, roofs, windows, doors, decks/balconies, plaza decks with landscaping.

Services for Existing Buildings we offer include:

- Building Envelope Assessment Reviews for repairs/remediation/warranties
- Second Opinion Assessment/Peer Review
- Budgets for repairs/remediation

Design services for repairs/remediation including options for:

- procurement/tender
- obtain permits
- create contracts
- field reviews
- contract administration

Our services are engaged by a diverse range of clients across British Columbia and Alberta for single family dwellings, Strata townhouse/condo complexes, commercial buildings/residential buildings.

301D-30721 Simpson Rd. Abbotsford, BC, V2T 6Y7
Office: 604-575-8220 info@apexbe.com www.apexbuildingsciences.com



BRINGING NEW LIFE TO YOUR FLOORS

FLOORING SPECIALISTS

- HARDWOOD INSTALLS, REFINISHING, AND MAINTENANCE
- GAME LINES AND LOGO ARTWORK
- SYNTHETIC SPORTS FLOORING
- POLYURETHANE SPORTS FLOORING
- CONCRETE WORKS/GRINDING/POLISHING
- EPOXY COATINGS
- COMMERCIAL FLOORING
- SPORTS EQUIPMENT AND BLEACHERS

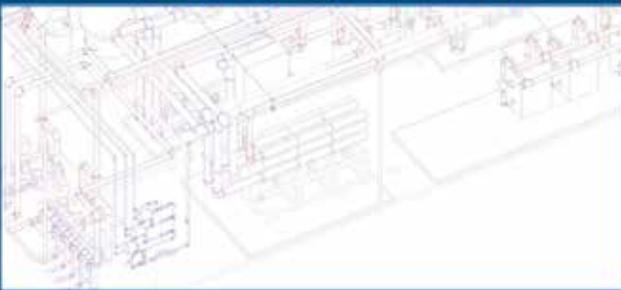
NATHAN LOVEDAY
 nathan@lovedaysflooring.ca | 250.308.4540
WWW.LOVEDAYSFLOORING.CA



CONSULTING INC.

MECHANICAL CONSULTING ENGINEERS

MECHANICAL SYSTEMS DESIGN
 HVAC • PLUMBING • FIRE SUPPRESSION
 ENERGY ANALYSIS • ASSESSMENTS



Specializing in smart, sustainable and cost-effective mechanical systems design and engineering solutions for the British Columbia School Districts since 2015

www.smcn.ca



TIME ACCESS

SYSTEMS INC.

Canada's most complete supplier of time systems for educational facilities. Our line of products include classroom clocks, master clock systems, signal timers, wireless clock systems, supplies, replacement parts for Simplex, Lathem, Cincinnati, Edwards clock systems.



Master Clock Systems



Battery Quartz and Electric Commercial Clocks



Wireless Corrective Clock Systems



Digital Clocks

For more information please contact us
 Local Phone (604) 460-8670 Toll Free 1-877-460-9602
sales@timeaccessinc.com

Website: www.timeaccessinc.com

Shining Star

MEL COOPER

Among a sky full of stars, a few shine with exceptional brilliance

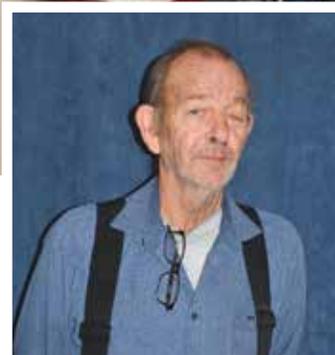
Every school district is filled with dedicated and talented team members, but some go above and beyond, shining as true standouts. EFMA is proud to recognize a few of these exceptional individuals, as submitted by their colleagues. It's an honour to celebrate your contributions, and we are privileged to work alongside you.

Mel Cooper, Carpenter Lead Head SD#83 Kwsaltknews ne Secwepemcul'ecw (Shuswap) School District

Mel's dedication and hard work as both a custodian and a carpenter in SD#83 for longer than I've been alive is nothing short of remarkable. He leads by example, setting a standard that inspires those around us, and the balance he brings is something we rely on more than he realizes know.

His patience and cooperation are examples to everyone who has the privilege of working with him. Beyond his skill and commitment, he is an incredible person — one we are truly privileged to know. Mel's impact reaches far beyond the work he does; it's felt in the way he supports, encourages, and uplifts those around him.

Thank you for everything, Mel. You are deeply appreciated! ■



CASTER TOWN
www.castertown.com



Proudly Canadian
Owned & Operated for 50 years

- Vancouver
- Edmonton
- Calgary
- Saskatchewan



HVAC CUSTOM COILS
FOR NEW, REPLACEMENT, OR RETROFIT.

QUICK SHIP Service available

10% Discount Coupon:
EFMA25-COILS



AMBIENT DYNAMICS
INTEGRATED EQUIPMENT DESIGN

alfredo@ambientdynamics.ca | (604) 655-9550



Falcon Engineering is a leader in green, energy efficient building systems with more than 30 years offering electrical, mechanical and energy engineering services. We offer:

- Long-term solutions
- Resourcefulness
- Ongoing lifecycle support

Our team is dedicated to making your next project efficient and practical by fully committing ourselves to the unique needs of each building.

Contact us today to discuss your project.



250.762.9993 | info@falcon.ca | falcon.ca | 200 730 Vaughan Ave Kelowna, BC V1Y 7E4



contact@greenlightcan.ca

GREENLIGHT CANADA specializes in **ventilation and air cleaner** technologies for retrofits or new construction to help schools and childcare facilities to meet:

ASHRAE Standard 241 Control of Infectious Aerosols and
ASHRAE Guideline 44 for Protecting Building Occupants from Wildfire Smoke

Wall mountable
HEPA air purifier

Equivalent Clean Air of
140 CFM at ~40 dBA



Energy Recovery Ventilator System (ERVS)

Equivalent Clean Air of ~300 CFM at <40 dBA

Outside Air of ~300 CFM

(including with external filter box with HEPA and pellet Activated Carbon filters)



**ONE DEVICE
TWO POSSIBLE FUNCTIONS**

Recirculating Equivalent Clean Air Ventilator System (RECAVS)

Dual fan operation (with two inlet and two outlet ports)

Equivalent Clean Air of ~750 CFM at <40 dBA

Outside Air portion of ~0-200 CFM (external damper controlled)

(including with two external filter boxes with HEPA and pellet Activated Carbon filters)

Shining Star

GARRY KRAUSE

Retired Locksmith/Glazier
School District 73 Kamloops-Thompson



Some people leave a lasting mark on their workplace — not just through their skills but through their personality, dedication, and the way they uplift those around them. Garry Krause is one of those people.

At 72, Garry recently retired from School District 73, closing out a career that spanned decades. Many might be surprised at his long

tenure, but for those who know him, it's no mystery — Garry simply loves to work. His meticulous attention to detail set a standard for excellence, ensuring every project he touched was completed to perfection. In fact, his coworkers coined a term — “Getting Kraused” — to describe a job that ran smoothly. If a project turned out flawless, Garry was likely involved. If it didn't, well, he probably wasn't.

A career forged in glass and steel

Garry's journey in the trades began long before he joined the school district in 2002. Growing up on a farm in Alberta, he — like many Canadian kids — played road hockey.

Unfortunately, his aim wasn't always precise, and the barn windows paid the price. After multiple trips to Revelstoke Hardware Supplies to replace the glass, the store owner finally suggested he learn to cut it himself. That was the beginning of Garry's lifelong craft.

From those early days, Garry's career took him across industries. He worked in the coal mines of Elkford, B.C., before a vacation to Vancouver led to an unexpected opportunity in construction. What was meant to be a temporary job turned into 22 years as a commercial and residential glazier in the Lower Mainland. Along the way, he picked up locksmithing — an essential skill in his line of work.

Raising the bar in School District 73

When Garry joined the school district, his expertise quickly became invaluable. He had strong opinions about which products worked best — and which didn't — and he played a crucial role in establishing district-wide standards. These choices paid off in fewer maintenance issues and longer-lasting installations.

But Garry's influence didn't stop at policy. He took it upon himself to train our in-house carpenters, ensuring they met the same high standards. When outside contractors didn't always measure up, we had a solution — let Garry train them, too. His reputation grew so much that other school districts began sending staff to learn from him, solidifying his status as a master tradesman.

A Santa in more ways than one

Garry's contributions extended far beyond the job site. If you ever saw him in the winter months, you might have done a double-take — because, with his long real beard and warm demeanor, he's a perfect match for Santa Claus.

For the past 17 years, Garry has donned the suit, bringing joy to seniors' homes, childrens' parties, and Christmas events. For several years, he even served as the official Santa of Kamloops' historic Steam Train 2141. His resemblance is so uncanny that even when he's not in costume, kids in elementary schools often whisper excitedly about Santa being in their midst — especially with a little encouragement from his coworkers.

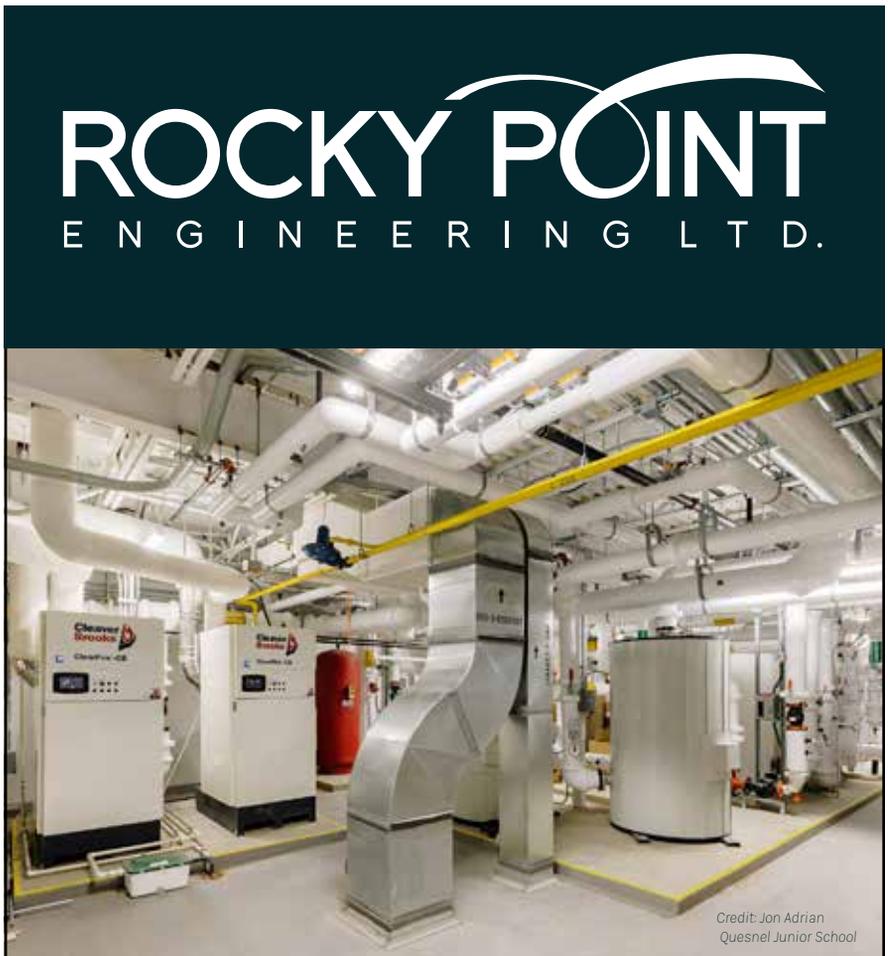
One of his favorite Santa moments

happened at the Calgary Zoo. While visiting family, he stopped by the elk enclosure, catching the eye of a young boy who cautiously approached, clearly wondering if this was the Santa. Garry, never one to miss an opportunity, smiled and said, "I had to send one of my reindeer down because he wasn't feeling well. I just stopped by to check on him —

I think he'll be ready for Christmas." The boy's parents beamed, and no doubt, that child had a story to tell for years to come.

Beyond work and Santa's suit

When he's not working or playing Santa, Garry is an avid fly fisherman. His personal best is an 8.5-pound rainbow trout, a catch so formidable



ROCKY POINT
ENGINEERING LTD.

*Credit: Jon Adrian
Quesnel Junior School*

New Building System Design | Seismic Upgrades | HVAC Upgrades
Energy Modeling | Building Renovations & Additions | Ventilation/Air Quality Upgrades
Dust Collection System Upgrades | High Efficiency & Hybrid Boiler Plant Design
High Efficiency Boiler Plant Retrofits | DDC System Upgrades | Decarbonization

For more information on all our professional services, visit us at
www.rpeng.ca

Vancouver 604-559-8809	Langley 604-888-7779	Victoria 778-400-9825	Nanaimo 250-585-0222
Kelowna 250-763-3759	Kamloops 778-471-6472	Nelson 250-352-7933	Smithers 778-910-1710



Whether on the job site, in a Santa suit, or out on the water, Garry embodies dedication, skill, and a genuine love for what he does.

that his fishing partner, upon seeing it, simply sat back down and said, “This is going to take a while.”

If fishing isn’t an option, you might find him working on intricate 1,000- to 1,500-piece jigsaw puzzles or cruising on his prized lowered Harley — a bike he once rode to Sturgis. As for his favorite food? The spicier,

the better — nothing beats good Mexican cuisine.

A lasting legacy

Garry Krause leaves behind more than just well-installed locks and expertly fitted glass. He leaves behind a legacy of excellence, mentorship, and camaraderie that will be felt in School District 73 for

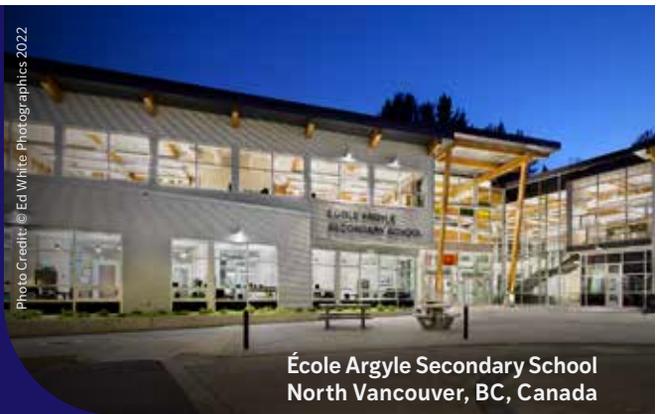
years to come. Whether on the job site, in a Santa suit, or out on the water, Garry embodies dedication, skill, and a genuine love for what he does.

Retirement may mark the end of his official working days, but if we know Garry, he won’t be slowing down anytime soon. ■



Designing schools for a greener future.

Photo Credit: © Ed White Photographics 2022



École Argyle Secondary School
North Vancouver, BC, Canada

Core Engineering Services

- Design Services
 - Mechanical + Plumbing
 - Fire Suppression
 - Electrical
- Energy Audits + Retrofits
- Seismic Upgrades
- Feasibility Studies for Capital Planning

Specialty Services

- Climate Resiliency + Planning
- Energy Modelling
- Sustainability Planning + Certification
- Decarbonization
- Renewable Energy
- Incentive Funding
- Operation Procedures + Preventative Maintenance

Scan here for our BC Region K-12 Education Brochure



CONTACT US

EducationBC@introba.com | 604.484.8562

Introba.com

your
project
goals
will be
our
design
focus



station one
architects



Spears

SALES & SERVICE LTD.

"The Pump Service Centre"
Quality Service Since 1960

COMMERCIAL • INDUSTRIAL • RESIDENTIAL

SPEARs
SALES
SERVICE

BOILERS • MOTORS • CONTROLS
PUMPS - SUBMERSIBLE / HVAC / FIRE /
WELL / BOOSTER

- SALES
- SERVICE
- MAINTENANCE
- INSTALLATION
- CONSULTATION
- TECHNICAL DESIGN



TACO

GRUNDFOS

CAMUS
Hydraulics Ltd.

HydroTherm

AURORA/HYDROMATIC Pumps, Inc.



BARNES PUMPS, INC.

9,000 Sq. Ft. Parts, Repair, and Warranty Service Facility
24-Hour Fully Equipped Mobile Service Fleet

(604) 872-7104 Local 131

WE ARE MOVING!

As of February 1, 2019 our billing address and physical
address of our Head Office (Including Spears Sales & Service Ltd,
Universal Plumbing & Heating Ltd, and Kemp Agencies Ltd.)

Toll Free: 1-800-663-6169 • Fax: 604-872-7102
6980 Palm Avenue, Burnaby BC, V5J 4M3

Phone: 604-513-2445 • Fax: 604-513-2446
Unit #11, 19725 Telegraph Trail, Port Kells/Langley, BC

Monday-Friday 7:30-5:00 www.spearsales.com

NO MORE SHUTDOWNS

Don't Drain it, Freeze it!

www.nitropipefreeze.com | 778.321.2653



nitro pipe freeze™

RESIDENTIAL - COMMERCIAL - INDUSTRIAL - MARINE

Trusted By:

Honeywell



fraserhealth



On-Site Service in BC since 2009



**2025 CONFERENCE PROGRAM
PENTICTON TRADE & CONVENTION CENTRE
June 2nd – June 6th, 2025**

“Building a Resilient Team”

Updated: March 5, 2025

MONDAY, JUNE 2

Pre-Registration is Required for Professional Sessions

Professional Development A:

8:00am – 12:00pm Budget Accountability
Presenter: Secretary Treasurer

12:30am – 4:30pm Review of the Ministry's VFA Database
Presenter: Michael Nyikes, Ministry of Infrastructure

Review of the Ministry's VFA Database. Lead/recommend projects for managers to include in AFG (Annual Facilities Grant) Programs.

TUESDAY, JUNE 3

Professional Development A: Continued

8:00am – 12:00pm Excel 101

This course is your first step towards becoming an expert at using Excel. When you master Excel, you have one of the most practical and valuable skill sets in modern business. A spreadsheet guru can work wonders—from organizing lists; to creating multi-layered, interactive reports; to answering critical business questions like ROI, budget allocations, expense tracking, and more. Excel 101 is a beginner-friendly course designed to help you build a strong foundation in Microsoft Excel. Whether you're new to spreadsheets or need a refresher, this course will introduce essential tools and techniques to boost your confidence and efficiency.

Professional Development B:

9:00am – 5:00pm Sonar Safety Leadership
Presenter: BC Municipal Safety Association (BMSA)

Today's safety leaders must hold themselves to important standards: Their Empowerment of Others, Their Service and Their Relationships. The 1-Day SONAR Safety Leadership training program is designed to provide today's safety leaders with the capacity, skills and tools to listen and respond to their workplace, as well as how to communicate effectively and successfully with everybody in it. The SONAR Safety Leadership workshops train safety supervisors, managers and leaders to listen to what is going on in their workplace. The workshop will show them how to be the human equivalent of SONAR. By understanding what is really going on beneath the surface of their workplace, those supervisors, managers and leaders can develop relationships with their employees, by listening to their needs, understanding their values and recognizing their motivations – always with a view to increasing safety at every turn. In order for safety leaders to be effective, they must be fully engaged with their own ability to grow, learn and build people, all of which are characteristics associated with effective leadership.

1:00pm – 5:00pm EFMA 27th Annual 9 Hole Golf Tournament
Sponsored by: **BC Building Science Ltd.**
CDI Spaces
GDL Property Services
Lovedays Flooring Ltd.
On Side Restoration
Tremco CPG

Penticton Golf & Country Club
Belfor Property Restoration
ClimaChange Solutions
Kimco Controls
National Air Technologies
Siplast

TUESDAY, JUNE 3 *con't*

4:00pm – 7:00pm	Registration – Members and Exhibitors	<i>South Lobby</i>
4:00pm – 7:00pm	Exhibitors Set-Up	<i>Ballroom II/Salon A</i>
7:00pm – 10:00pm	Presidents Reception Sponsored by: Caliber Sport Systems Inc.	<i>North Lobby</i>
10:00pm – 12:00am	Hospitality Suite – Everyone Welcome Sponsored by: First Onsite Property Restoration RCABC Rocky Point Engineering Kimco Controls	<i>Station Public House (Balcomo)</i> ProActive Hazmat Rheem Canada Talius

WEDNESDAY, JUNE 4

7:30am – 9:00am	Registration – Members and Exhibitors	<i>South Lobby</i>
8:00am – 9:30am	Breakfast	<i>Salon B/C</i>
8:00am – 10:30am	SSABC Annual General Meeting and Meet and Greet	
8:30am – 9:00am	New Member Orientation	
9:00am – 9:30am	Zone Meetings	
9:00am – 9:30am	Exhibitor Training – Conference Overview	<i>Ballroom II/Salon A</i>
9:30am – 10:00am	Zone Chair and Executive Meeting	<i>Boardroom</i>
9:30am – 11:30am	Visit Exhibitors Booths - Coffee Sponsored by: SMcN Consulting Inc.	<i>Ballroom II/Salon A</i>
11:30am – 1:30pm	Opening Ceremonies Delegates, Exhibitors and Partners Luncheon <i>Keynote: Family Feud</i> Sponsored by: Quantum Lighting	<i>Salon B/C</i>
1:30pm – 3:00pm	Visit Exhibitors Booths - Coffee Sponsored by: Thinkspace Architecture Planning Interior Design Ltd.	<i>Ballroom II/Salon A</i>
3:00pm – 4:30pm	<ol style="list-style-type: none"> 1. Procurement Speaker: Andrew Forbes, Procurement Services Branch, Ministry of Citizens' Services 2. Ergonomics for Custodians Speaker: Suzanne Jackson, Human Factor West Ergonomics & Safety Consulting Ltd. <p>Participants will learn the 3 main factors affecting the body at work and will be able to follow body mechanical principles to ensure they are using safe postures and motions. By applying 6 critical factors of lifting, participants will be able to evaluate any lifting task and implement a lifting strategy that will keep them from developing an MSI.</p>	

Register here: <https://efmabc.com/events/>

WEDNESDAY, JUNE 4 *con't*

3. Cultural Safety and Humility

Speaker: Jared Basil, Ktunaxa Cultural Framework Ambassador

Cultural safety and humility, the benefits of cultivating safe spaces and the need of balancing rights and responsibilities.

4. Safeguarding Tech Ed Shops

Speaker: Reid McIntyre, WorkSafeBC

General Overview of Safeguarding in Tech Ed shops.

6:30pm – 9:00pm	Exhibitors Hosted Evening Costume: Country & Western (costumes encouraged)	<i>Ballroom II/Salon A</i>
9:00pm – 12:00am	Hospitality Suite – Everyone Welcome Sponsored by: First Onsite Property Restoration Kimco Controls ProActive Hazmat RCABC Rheem Canada Rocky Point Engineering Talius	<i>Station Public House (Balcomo)</i>

THURSDAY, JUNE 5

7:00am – 8:00am	Buffet Breakfast - Everyone Welcome Sponsored by: FortisBC Energy Inc.	<i>Salon C</i>
8:00am – 10:00am	EFMA Annual General Meeting and Elections	<i>Salon B/C</i>
8:00am – 10:00am	SSABC Round Table Let's wrap up this school year with a session of learning and celebration! Share one key learning moment and one professional win—whether personal or for your district. Our roundtable will focus on these insights, allowing everyone to contribute a win and a valuable takeaway for colleagues. If you'd rather just listen, that's perfectly fine—come and learn from others!	
9:30am – 10:00am	Exhibitors Meeting - Appointing New Exhibitor Representative	<i>Ballroom II/Salon A</i>
10:00am – 1:00pm	Visit Exhibitors Booths / Hosted Luncheon	<i>Ballroom II/Salon A</i>
1:00pm – 3:00pm	5. Ministry	<i>Salon C</i>
	6. The Confident 2SLGBTQ+ Ally – 7Ally Pro Tips Speaker: Mischa Oak, LGBTQ Inclusion Training	
	There's a lot of misunderstanding out there about 2SLGBTQ+ inclusion, and it can be hard to know what's true or how to be the best ally possible. Join Mischa Oak for an engaging session that cuts through the confusion, expands your understanding, and gives you 7 Ally Pro Tips to feel more confident supporting 2SLGBTQ+ inclusion at work and in your personal life. With real stories, humor, and practical guidance, you'll leave feeling empowered to make a real difference.	

THURSDAY, JUNE 5 *con't*

7. Improving Accessibility of our Built Environment

Speaker: Maneet Sahni, Pinchin Ltd.

During this presentation we will review the key elements and categories defined as per RHFAC and CSA standard metrics that can be incorporated into our buildings and facilities to improve the user experience, reduce barriers and improve overall accessibility

8. Energy/Sustainability

Speaker: Aaron Garrecht, BC Hydro

The presentation will focus on current commercial electrification and energy conservation programs, and the financial considerations of each strategy.

1:00pm – 5:00pm

9. Stay at Work Return Roundtable and Think Tank

Speaker: Arvin Cajigas, Manger Client Services Return to Work Consultant, WorkSafeBC

Join us for a presentation on RTW/SAW, followed by a collaborative discussion on challenges and barriers. Then, break into think tank groups with your colleagues to explore and share practical solutions. Your contributions will support a broader committee effort focused on provincial initiatives.

3:15pm – 5:00pm

10. Energy Manager Round Table

11. Maintenance Round Table

12. Custodial Round Table

6:00pm – 7:00pm

Reception

7:00pm – midnight

Dinner, and Social

Penticton Trade and Convention Centre

Sponsored by: **BC Hydro**

FRIDAY, JUNE 6

9:00am – 10:30am

13. Do You Need to Worry about Wood Dust?

Speaker, Geoff Clark, WorkSafeBC

Exposure to airborne wood dust has long been associated with a variety of health problems, ranging from nose and throat irritation to chronic obstructive pulmonary disease (COPD), asthma and even cancer. This is especially true if the wood is allergenic (e.g., red cedar) or hardwood (oak, beech, mahogany, etc.). In addition, fine wood dust accumulating on surfaces and in vacuums or dust collectors is a combustible dust and can burn or explode if an ignition source is present. How can you protect teachers, custodians and children from this hazard? Do you need a dust collection system? If you have a dust collection system, how do you know it's even working properly? How do you clean up and control combustible dust? This session will address these and many other questions.

9:00am – 12:00pm

14. a) BCPSEA

Salon B

Speaker: Elsa Plican, Employee Relations & Sector Initiatives, BCPSEA

Elsa will share information about exempt compensation and the current round of collective bargaining in the K-12 sector.

b) School Protection Plan

c) Ministry Update

Register here: <https://efmabc.com/events/>



**2025 CONFERENCE PROGRAM
PENTICTON TRADE & CONVENTION CENTRE
June 2 - 6, 2025**

PARTNERS PROGRAM

Sponsored by Soprema

Tuesday, June 3

1:00pm – 5:00pm	EFMA 27 th Annual 9 Hole Golf Tournament	Penticton Golf & Country Club
3:00pm – 7:00pm	Registration	South Lobby
7:00pm – 10:00pm	Presidents Reception	North Lobby
10:00pm – 12:00am	Hospitality Suite – Everyone Welcome	Station Public House (Balcomo)

Wednesday, June 4

8:00am – 9:00am	Pilates with Shannon Parsons	
9:30am – 10:30am	Meet & Greet Breakfast at Penticton Conference Center	
11:30am – 1:30pm	Opening Ceremonies Delegates, Exhibitors and Partners Luncheon <i>Keynote: Family Feud</i>	Salon B/C
1:30pm – 3:30pm	Health & Nutrition Workshop with Katrina Shipowich, BSc HKin, RHNC, LCC	
6:30pm – 9:00pm	Exhibitors Hosted Evening Costume: “Country & Western”	Ballroom II/Salon A
9:00pm – 12:00am	Hospitality Suite – Everyone Welcome	Station Public House (Balcomo)

Thursday, June 5

10:30am – 4:00pm	10:30 -10:45am	Arrive at the Conference Center for Pick up	
	11:00am	Depart from the Conference Center	
	11:10am	Arrive at the First Winery	
	12:15pm	Lunch and Wine Tasting	
	2:00pm	Arrive at the third venue for tasting	
	3:30/4:00pm	Arrive back at the Conference Center	
	The Wine Tasting Experience will be hosted by Grape Escapes		
6:00pm – 12:00am	Reception, Dinner, and Social		Penticton Trade & Convention Centre



2025 CONFERENCE EXHIBITORS

A&G Supply Ltd.
A4LE BC Chapter
acre Security
Ainsworth
Airplus Industrial Corp.
Allegion Canada
Allmar Inc.
Alpha-Vico
Ambient Dynamics Ltd
Apex Building Sciences Inc.
Apollo Sheet Metal Ltd.
Barclay Sales
BC Building Science Ltd.
BC Hydro
BG Distribution
BoxLight
Buckwold Western LTD
Caliber Sport Systems Inc.
Canstar Restorations
Carmichael Engineering Ltd.
Caster Town
CDI Spaces
CDm2 Lightworks
Centaur Products
Centura Tile
Clean Air Services Canada Ltd.
ClimaChange Solutions
Construction Specialties, Inc.
Current
Dafco Filtration Group
DG MacLachlan Ltd.
Division 9
Dobbin Sales Ltd.
Dynamic Air Quality Solutions
Dyson Canada
ebase Software
EB Horsman
Edgewood Group
Electric Ave

ERV Parent Co Ltd.
Falcon Engineering Ltd.
Fink Machine
First Onsite Property Restoration
FortisBC
Fort Modular Inc.
Garaventa Lift BC
Garland Canada Inc.
GDL Property Services
Green Roots Play Equipment
Habitat Systems Inc.
hcma architecture + design
Herold Engineering Limited
HSL Automation Ltd.
IDN Canada
Imperial Dade Canada
Inter-Lite Sales
Introba
Island EHS
Johnson Barrow BC (JB Solutions)
Kampmann Heating, Cooling, Ventilation
Kickstart Technologies
KMBR Architects
Kruger Products
Legrand
Lovedays Flooring Ltd.
MAKE Projects Ltd.
McCran Custom Flooring
Miliken Company
Ministry of Infrastructure
Modern PurAir
Mondo Contract Flooring
Multistack
National Air Technologies
Olympic International
Orca Health & Safety Consulting Inc.
Orion Security Systems Ltd.
Pinchin Ltd.
Polyflor Canada

ProActive Hazmat
ProTELEC Security + Safety Ltd.
Quantum Lighting
Raybern Erectors Ltd.
Roofing Contractors Association of BC (RCABC)
Reliable Controls Corporation
Rimkus
Rocky Point Engineering
Royal Stewart Ltd.
Safeblend
Simpson Controls Ltd.
Siplast
SMcN Consulting Inc.
Soprema
Specialty Surfaces Inc.
Stagefab Custom Manufacturing Inc.
Staples Professional
Stonhard
Stutters Restoration
Super Save
Swing Time Distributors Ltd.
Swish Maintenance
Sybertech Waste Reduction Ltd.
TaLedi Distribution
Tarkett
Taski Canada
Thinkspace Architecture Planning Interior Design Ltd.
Titan Sport Systems
Tremco CPG
Unitech Construction Management Ltd.
Viessmann Manufacturing Company ULC
Watertiger
Westpoint Sales Inc.
Westsun Communication Ltd.
Wood Wyant Inc.
Zurn-Elkay



**EDUCATIONAL FACILITY MANAGERS ASSOCIATION OF BC
2025 CONFERENCE AND TRADE SHOW**

June 2 – 6, 2025

PARTNERS PROGRAM REGISTRATION

First Name: _____ Surname: _____

School District/Company: _____

Home Mailing Address: _____

Home Telephone Number: _____ Email: _____

Please indicate which social event(s) will be attended:

- Presidents' Reception (Tuesday @ 7:00pm – 10:00pm)* _____
- Pilates (Wednesday @ 8:00am – 9:00am)* _____
- Meet & Greet Breakfast (Wednesday @ 9:30am – 10:30am)* _____
- Delegates, Exhibitors & Partners Luncheon (Wednesday @ 11:30am – 1:30pm)* _____
- Health & Nutrition Workshop (Wednesday @ 1:30pm – 3:30pm)* _____
- Exhibitors Hosted Evening (Wednesday @ 6:30pm – 9:00 pm)* _____
- Wine Tour Excursion (Thursday all day)* _____
- Reception, Dinner and Social (Thursday @ 6:00pm – 12:00am)* _____

***** Please inform us of any dietary needs *****

PLEASE RETURN THIS FORM, AS IT WILL HELP US IN DETERMINING TRANSPORTATION AND MEALS NEEDED FOR VARIOUS FUNCTIONS

Cost of the Partners Program is **\$150.00** (plus GST) and includes all functions listed above.

Payment: Cheque: _____

Credit Card: _____ / _____ / _____ / _____

Exp Date: ____ / ____ Code _____

Cheques, Visa, MasterCard or AMEX are accepted, also pay via EFMA web site at <https://efmabc.com/events/>
To register by mail, send this form with cheque or credit card info to:

Educational Facility Managers Association of BC
PO Box 19032, 1153 – 56th Street
Delta, BC V4L 2P8



EFMA 2025 Conference Registration Form

First Name: _____ Surname: _____

Organization: _____

Position/Title: _____

Address: _____

Tel: _____ Email: _____

Cheques, Visa, MasterCard or AMEX are accepted, via web site <https://efmabc.com/events/>
Forward form with payment.

Educational Facility Managers Association of BC (EFMA)
PO Box 19032, 1153 – 56th Street, Delta, BC V4L 2P8 email society@telus.net

Name on the card: _____

Credit Card # _____ / _____ / _____ / _____ Exp Date _____ / _____ Code _____

Conference Fees

Active Members Full Conference Package (includes banquet)	\$550	_____
Non-Members Full Conference Package (includes banquet)	\$700	_____
Members One Day Pass (does not include banquet) Wed ___ Thurs ___ Fri _____	\$300	_____
Non-Members One Day Pass (does not include banquet) Wed ___ Thurs ___ Fri _____	\$450	_____
ProD "A" Monday, June 2 & Tuesday, June 3	\$400	_____
ProD "A" Monday, June 2 only	\$250	_____
ProD "A" Tuesday, June 3 only	\$150	_____
ProD "B" Tuesday, June 3	\$300	_____
Partners Program (includes banquet)	\$150	_____
Additional Banquet Dinner ticket only	\$ 75	_____
Golf Tournament (handicap _____)	\$ 75	_____
	GST 5%	_____
	Total	\$ _____

Please indicate your selection of sessions and social events:

Tuesday – June 3

President's Reception

Wednesday – June 4

Breakfast

Luncheon

Exhibitors Hosted Evening

Session 1

Session 2

Session 3

Session 4

Thursday – June 5

Buffet Breakfast

Hosted Luncheon

Session 5

Session 7

Session 8

Session 9

Session 10

Session 11

Session 12

Reception, Dinner & Social

Friday – June 6

Session 13

Session 14

Please inform us of any dietary needs:

Cancellation Policy: Cancellation of registration must be received before May 16, 2025, for registration fees to be refunded. A processing fee of \$50.00 will be charged on all refunds.

Preventative Maintenance and Inspection Programs

BY TYLER CUDMORE, SERVICE MANAGER, ROYAL STEWART LTD.



Whether a piece of equipment within your facility is a complex custom form folding curtain which matches ceiling slopes and peaks, a straight-forward and common wall mounted side folding basketball backstop, or a simple bronze floor ring with

drop-in cap covering a steel floor socket grouted into the slab of your gymnasium floor, issues can arise that can endanger users and students, damage equipment, or even both. Indoor equipment inspections which entail preventive maintenance can

ensure the longevity of equipment, eliminate costly emergency repairs, and keep users and personnel out of harm's way.

Although all equipment should be regularly inspected, there are obviously some items within your gymnasium which would present a more significant hazard should a failure occur. Ceiling mounted basketball backstops can weigh well over one thousand pounds plus live loads when being operated, and they are trusted to be held up with little more than quarter inch aircraft cable and associated frame and hinge hardware. Seized pulleys and cable misalignment are common culprits in failures which can be catastrophic. Preventative maintenance measures for backstops can include scheduled inspections, lubrication where required, and the addition of safety straps.

Hazards should not always keep

DESIGNING FOR HUMAN POTENTIAL

architecture
planning
interior design
new construction
renovations

KMBR ARCHITECTS PLANNERS

www.kmbr.com

you looking up, anticipating the sky to fall. They can also be at the tip of your toes. Floor sockets, rings and drop-in caps also require regular examination and maintenance. Buildup of floor finish, dirt, and debris can cause a cap to sit unlevel and present a trip hazard to athletes, users, or even bystanders. Regular checks and cleaning of the rings, caps, and steel sleeves can easily be completed at a custodial level and at more common intervals.

Anchoring of wall mounted equipment is always of concern and should be routinely checked as well. Most of the older equipment is typically anchored using expansion anchors or some sort of shield anchor into cinderblock or concrete gymnasium walls. Vibrations from normal gameplay can loosen this hardware and is not uncommon to occur over time. Anything with a bolt head or through bolt nut should have a wrench put on it to ensure anchoring is tight and secure. This is not limited to backstops but also chin up bars, peg boards, climbing frames and even white boards, panel covers and anything which may experience impacts.

Many issues are not real safety concerns but rather, equipment operation issues. Like a daily driver/passenger vehicle, equipment in your facility is subject to standard wear and tear as well. Walk-draw divider curtains that once pulled easily along their tracks will always become more and more difficult to operate when the rollers and tracking collect dust, develop flat or uneven spots, and end up disconnecting chains and S-hooks. These components should be cleaned and lubricated to keep those curtains moving freely and smoothly. Older scoreboards are

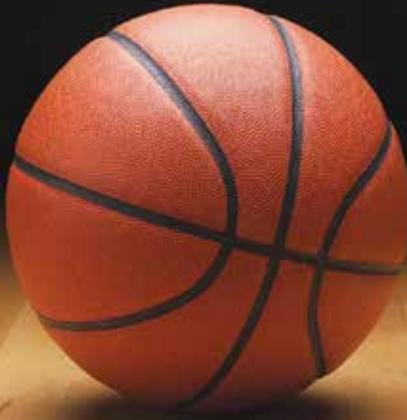
another good example. Protective cages can help prevent dented panels, broken bulbs, and controller to board communication issues due to loose or faulty connections caused by impacts of volleyballs, basketballs, or other equipment.

With the growing size of many divisions and often shrinking budgets allocated to maintenance,

upkeep and repairs, the thought of implementing an inspection and preventative maintenance program can be quite discouraging. However, it does not need to break the budget. It is very common to develop a rotation that spans three, four, or even five years. With only a portion of the schools being inspected, it allows for those smaller preventive



For over 60 years
we have been Canada's
oldest and most-trusted
sports contractor.
When your equipment is
built by Royal Stewart Ltd.,
IT IS BUILT TO LAST!



**CONSULTANTS
SUPPLIERS
INSTALLERS
MANUFACTURERS**

• Gymnasium Equipment • Scoreboards • Indoor & Outdoor Spectator Seating








204.757.4534 www.royalstewart.com



A key factor for the maintenance team is planning for future budgetary considerations and capital requests.

issues to be addressed, as well as some, if not the majority of more serious findings to be rectified within the same budget year.

There are many benefits in developing and implementing an inspection program such as this. First and foremost is the safety of students and users in the space. Peace of mind knowing trained professionals have ensured equipment is in safe operating condition and that any major issues, if present, have been

discovered as they can often go unnoticed from ground level. It also addresses the maintenance issues which are not directly associated with safety as noted above. A key factor for the maintenance team is planning for future budgetary considerations and capital requests. It allows for more accurate long-term planning on the replacement of larger ticket items such as electric curtains, basketball backstops, and bleachers. Lastly, it helps us, your gymnasium equipment specialists. We are able to maintain a plethora of information on all your facilities,

which helps us accurately identify equipment when work is required and enables us to efficiently plan and action repairs.

Royal Stewart Ltd. has been performing these services for numerous divisions and facilities for years and pride ourselves on assisting with the upkeep through a thorough inspection and onsite preventative maintenance program. Additional information, examples of our completed inspection forms, and pricing for the service is only a phone call away. ■



This is what elementary schools can look like.

Connect with us at the EFMABC Annual Conference, AGM, and Trade Show from June 3 - 6, 2025 in Penticton, BC!

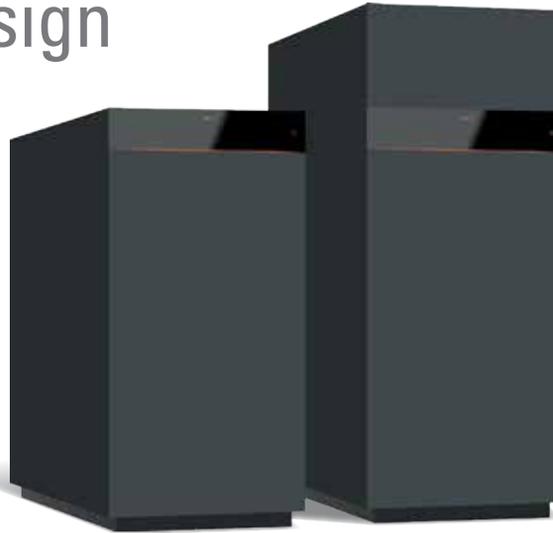
thinkspace
thinkspace.ca

Superior Performance in a Compact Design

VIESSMANN

Vitocrossal 200, CI2

- + **6 sizes** ranging from 399 MBH- 2000 MBH and water content up to 99 USG, for large residential and commercial applications.
- + **Industry Leading 97.5% Thermal Efficiency** and 95% AFUE for lower energy costs.
- + **High modulation** up to industry leading 30:1 turndown ratio.
- + **Industry's most advanced active self-calibrating O2 trim technology** for reduced maintenance, greater accuracy and combustion efficiency.
- + **Small footprint** allows easy access through standard doors and side-by-side installation up to 16 cascaded boilers.



Download the ViGuide app today



More information



viessmann.ca

www.delcommunications.com



Helping your members stay connected is WHAT WE DO.

WE OFFER OUTSTANDING PERSONAL SERVICE AND QUALITY IN THE AREAS OF...

- Creative Design
- Website Design
- Advertising Sales
- Trade Publications
- Online E-newsletters
- Qualified Sales & Editorial Team








We design schools that kids love; places that inspire young people to learn and succeed in their careers, and that create cornerstones for strong learning communities.

Architecture Building Envelope Science Interior Design + Space Planning	Master Planning Heritage Rehabilitation + Adaptive Reuse LEED + Passive House Facilitation
---	--

Vancouver Victoria
604-736-5581 | 250-381-5582 iredale.ca

FIRE CODE CHALLENGES IN PUBLIC SCHOOLS (Part 3)

Addressing fabric, furniture, and electrical safety



Fire safety in public schools is a complex and ongoing concern, requiring strict adherence to regulations to protect students, staff, and facilities. In this third installment of our series on fire code challenges in schools, we examine the risks associated with fabrics, furniture, and electrical equipment in classrooms. Understanding these regulations ensures compliance with fire codes while fostering a secure space for education.

Fabrics in the classroom

Cloth as a table cover is not permitted.

Cloth as a cover or drape for a bookcase is not permitted.

Fabric on the wall is permitted with the following guidelines; if the fabric is being used as a backdrop for a bulletin board or the backdrop for a section of the wall to act as a bulletin board and is secured to the wall at all four corners, that fabric may be used. REMEMBER: This piece of fabric must be taken into the decorative material calculation of 20 per cent for that wall.

If the fabric is hung on the wall, as a display, that fabric will be considered as a “drapery” and must have been treated for combustibility and flammability at the time it was manufactured. A document must be on file, from the manufacture/selling vendor, that states that this product meets the required combustibility/flammability codes. The document must be maintained in the office and/or in the fire safety plan and a copy provided to the fire department.

Hanging material (See also ‘student artwork’)

No hanging material shall be permitted in sprinklered schools. No material shall be attached to light fixtures, thermal or heat detectors, fire sprinklers, light fixtures, exit or emergency lights.

Decorating for holidays, special events

All decorations and their placement of decorations must meet the 20 per cent surface coverage rule as well as other fire and safety regulations.

Only artificial trees with a fire rating can be erected in the school during holidays. They must be situated so as not to block any corridors or exit paths. Live trees or other natural decorations (wreaths) are not permitted.

Furniture in school settings

All purchased or donated new or used furniture, with upholstery, must meet the combustibility and flammability rating of CA 117. Soiled, non-labeled or non-fire-retardant treated furnishings are not authorized. Any tears in the fabric would necessitate removal of the furniture due to the fact the fabric is fire retardant, but not the foam inside.

Documentation of flame spread rating must be available at the school and in the fire safety plan and a copy provided to the fire department.

The facilities manager will determine when it is necessary to remove furniture due to disrepair, inability to clean, and/or for safety issues as well as initiate a cleaning policy.

Area carpet/rugs in classrooms

All carpet materials shall comply with the B.C. Building Code Division B, Part 3.1.13.1.2) e) for interior finishes. Carpet shall meet a standard of Flame-Rating such as CA 117 or Canadian Flammability regulations: CGSB 4GP-129 and CAN 4-S102.2.

All purchased or donated new or used area carpet/rugs must be approved by the facilities manager. Documentation of flame spread rating must be available

at the school and a copy provided to the fire department.

All area carpet/rugs must be labeled with flammability rating, be hypoallergenic, have short pile or weave, and have bound edges with no fringe. Area carpet/rugs must have skid resistant backing or strips.

The facilities manager will determine when it is necessary to remove an area carpet/rug due to disrepair, inability to clean, and/or for safety issues.

Use of extension cords/power bars

Extension cords may not be used as a permanent source of power. Power bars are permitted but cannot be plugged in to one another. Caution must be taken to ensure that the use of the power bars or extension cords do not cause additional safety issues, such as trip hazards.

Extension cords shall be plugged directly into approved receptacles and not be overloaded. Extension cords shall be maintained in good condition without splices, deterioration, or damage.

Extension cords shall not be affixed to structures; extend through walls, ceilings, floors, under doors

or floor coverings; or be subject to environmental or physical damage. Power bars shall not be plugged into extension cords. If power bars are needed, they must be plugged directly into the wall outlet. All extension cords and power bars must be ULC and/or CSA approved.

Cooking in Classrooms/Using Electrical Appliances

Cooking in the classroom is not permitted unless the classroom was designed for that purpose, i.e., Home Economics. The use of coffee makers and microwaves must be approved by the school administrator prior to their being used in a classroom.

Open flames

Candles, the burning of incense, or other types of flames is not allowed in schools other than those classrooms for which they were designed, such as a science room or shop area. Permits for certain situations may be available from the fire department within your jurisdiction. ■



Securing our schools: A smarter approach to key control

BY STEVE JONES, MAINTENANCE MANAGER, SD #38



Rob Saunderson, joiner/cabinet maker and Richie Heggie, carpenter.

In Richmond School District #38, misplaced or lost keys are a common challenge—one that most, if not all, school districts likely face. While a missing classroom key is manageable, losing an interior master key or an exterior key can have serious consequences. Beyond the significant cost of rekeying part or all of a building, the potential risks to the safety and security of our facilities are immeasurable.

We had to find a way to better control our district keys. There are many electronic key control systems out there, but these are expensive and time consuming to install. However, after a lot of research and consultation with

suppliers, we found the solution. It's called Pac-Keeper from Paclock; a cost-effective mechanical key control device that doesn't require electricity so it can be installed anywhere. Essentially, it's a device that holds a "control key" or a high access master key and it requires a "user key" to unlock it. The device only releases one key at a time so when you release the control key, it holds your user key until you return the control key to the device. Each user key is engraved and assigned to a specific employee. If the master key is missing from the device, we can identify the remaining user key and contact the corresponding individual.

The Pac-Keeper devices can be ordered pre-installed in a metal cabinet, but we wanted something customizable for our differing schools, high school versus elementary. We enlisted our millwork team to come up with a design that fit our needs, and they created an incredible design. There's a secondary school cabinet containing 15 Pac-Keeper devices and an elementary school cabinet with six devices. Our millwork team, in collaboration with our locksmith, were able to manufacture 48 key cabinets, one for each school.

Once a cabinet is installed in a school, we assign user keys to all our maintenance and custodial



staff who normally have assigned master keys. They then turn in their master keys and are only able to get one when needed from the key cabinet at each school. They return the master key when finished with it and retrieve their user key. Most staff will no longer be assigned high access keys to keep with them and take home. This will reduce the likelihood of misplaced/lost keys going forward. Although we're only halfway through installing the key cabinets as this has been a multi-year project, we have already seen a significant reduction in lost keys, and we are confident we will have a safer and more secure district once this is fully implemented. ■

**Portable Fence & Toilet Rentals | Hydro Excavation
Waste, Recycling & Shredding Services | Propane Supply & Heat**




Super Save Group

1.800.665.2800 | sales@supersave.ca | supersave.ca

Protecting your team on the move

Vehicles are workplaces in B.C. Know your safety responsibilities when employees drive on the job.

BY TRACE ACRES, PROGRAM DIRECTOR FOR ROAD SAFETY AT WORK



Can you name the most dangerous thing you and your team do in an average workday?

It might be driving on the job. Work-related driving is the leading cause of traumatic work-related death in B.C. From travelling to school sites to meeting with vendors, facilities management staff are at risk each time they get behind the wheel.

Here are some facts you need to know, from Road Safety at Work, a WorkSafeBC-funded Injury Reduction Initiative:

- Any vehicle used for work in B.C. - even an employee's personal vehicle - is considered a workplace.
- All work-related driving counts, whether it's occasional, part time, or full time. A maintenance employee driving to mow a field and an office staffer picking up supplies are both driving on the job.
- Employers and supervisors are legally responsible for employee safety whenever their employees drive or ride in a work vehicle.

What facilities managers can do

As a supervisor, you have a legal duty to ensure work-related driving is as safe as possible. Here are some things you can do to help meet your responsibilities, using Road Safety at Work resources:

1. Set clear driving expectations for your team

Ensure all employees who drive for work understand your organization's road safety policies. Require staff to follow safe driving practices,



**FURNITURE.
ALL KINDS.
RIGHT HERE.**

Lower Mainland & Vancouver Island - Tricia Thomas
604.562.6650 | tricia@schoolhouseproducts.com

Central, Eastern & Northern Areas - Gord Nicholson
877.722.9222 | gord@schoolhouseproducts.com

WE HAVE IT ALL!!! www.schoolhouseproducts.com

Schoolhouse Products Inc. distributes high-quality products across Canada from high profile manufacturers.



- Classroom Furniture
- Early Childhood Furniture
- Lounge Soft Seating
- Standing Height Tables & Desks

- Office Furniture & Seating
- Storage & Filing Solutions
- Cafeteria & Flex Areas
- Computer Labs

- Learning Commons
- Makerspace
- Folding Tables & Chairs
- Staging & Choral Risers

- Audio Visual
- Outdoor Furniture
- Design Service
- Installation Service

including obeying speed limits, avoiding distractions such as phone use, and adjusting driving for road and weather conditions.

Resources: Safe Driving Procedures Template, Driving for Work Tool Kit.

2. Ensure vehicles are safe for work use

Your employer is responsible for ensuring all of its vehicles used for work are thoroughly inspected and regularly maintained. If there's a safety problem, you can't assign the vehicle to a worker until the issue is fixed. Review the records and do spot checks. If an employee uses their own vehicle, require them to provide written proof of inspections and maintenance as well as proper insurance.

Resources: Basic Vehicle Inspection and Mileage Log, Vehicle Inspections and Maintenance Tool Kit.

3. Orient and train all employees who do any work driving

Check for a valid driver's licence and review their driving record. As part of their health and safety orientation, familiarize them with the hazards they may face on the road and the safe operation of any vehicle they use for work. Train employees to properly secure all tools and equipment they travel with. Keep written records of all road safety training and education.

Resources: Driver Orientation Checklist, Driver Orientation and Training Tool Kit.

4. Promote safer work travel

Time pressures, fatigue, and poor road conditions can all create risk for employees. Before they set out, have them prepare a trip plan that uses a safe route. If they're driving long distances, make sure their plan includes scheduled check-ins – especially if they are driving alone.

Resources: Basic Trip Plan Form, Journey Management and Trip Planning Tool Kit.

For more information

Visit RoadSafetyatWork.ca for more no-cost forms, tailgate meeting guides, templates and tip sheets, tools, webinars, and other resources. If you need specific advice, contact us. ■

Building B.C. schools



"Ecole Hammond Bay Elementary School – Addition and Upgrade"
Herold Engineering Limited provided civil and structural engineering services for the Hammond Bay Elementary expansion, which included a two-story addition with a new connection and front entrance. This project boosted the school's capacity and created additional learning spaces designed to improve educational experiences.

HEROLD ENGINEERING
Lee Rowley
P.Eng., M.I.Struct.E., M.I.C.E., LEED AP
Managing Principal
Tel: 250-751-8558

mail@herolengineering.com | www.heroldengineering.com



THE MUCHALAT
GROUP OF COMPANIES

T: 250-336-2506 • C: 250-703-6003
www.muchalatgroup.com

• Prefabricated, Manufactured –
Modular Homes, Modular Classrooms

Thank you to our school district partners!

- 2026 SD44 **Cloverley Elementary** new 24 classroom school
- SD36 **Tamanawis Secondary** 16 classroom & theatre addition
- SD42 **Golden Ears Elementary** 8 classroom prefab addition
- SD42 **Blue Mountain Elementary** 5 classroom prefab addition
- 2025 SD43 **Charles Best Secondary** 12 classroom prefab addition
- SD44 **Lynn Valley Elementary** 6 classroom addition
- SD41 **Nelson Elementary** 4 classroom modular addition
- 2024 SD43 **Scott Creek Middle** 10 classroom EXO addition
- 2023 SD43 **Ecole Irvine Elementary** new 19 classroom school
- 2022 SD36 **Sunnyside Elementary** 10 classroom addition
- SD43 **Charles Best Secondary** 6 classroom EXO addition
- SD43 **Panorama Heights Elementary** 4 classroom addition
- SD36 **Coyote Creek Elementary** 4 classroom addition
- 2020 SD36 **Frost Road Elementary** 6 classroom addition
- SD43 **Westwood Elementary** 6 classroom addition
- SD36 **MJ Shannon Elementary** seismic upgrade
- 2018 SD43 **Banting Middle** new 22 classroom school
- SD36 **Beaumont Elementary** seismic upgrade
- SD43 **Blue Mountain Elementary** 5 classroom EXO addition
- 2016 SD39 **General Gordon Elementary** new 18 classroom school

DA Architects + Planners

STRENGTHENING EDUCATION THROUGH COLLABORATION: **FNESC and ASTSBC sign MOU**



Tyrone McNeil, President of First Nations Education Steering Committee with Lisa Philips, President of Association of School Transportation Services B.C. during the MOU signing in Vancouver on January 16, 2025.

The First Nations Education Steering Committee (FNESC) and the Association of School Transportation Services of BC (ASTSBC) have recently signed a Memorandum of Understanding (MOU) to bolster collaboration aimed at enhancing school transportation for First Nations students. This significant agreement underscores both organizations' dedication to improving the safety, efficiency, and accessibility of transportation services, pivotal elements for enabling equitable education experiences for Indigenous learners.

At the heart of this collaboration is a shared vision that recognizes and respects Indigenous rights to self-determination in education. By fostering open dialogue and joint action, FNESC and ASTSBC are aligning their efforts with the broader objectives of the B.C. Tripartite Education Agreement and the Truth and Reconciliation Commission's (TRC) Calls to Action. This alignment signifies a commitment to addressing systemic inequities and advancing the educational outcomes of First Nations students across British Columbia.

The MOU establishes two key structures to facilitate this collaboration: an Executive Table for strategic discussions and a Technical Working Table to implement specific initiatives. These frameworks will ensure that both parties can address transportation challenges effectively while adhering to privacy regulations. The creation of these tables reflects a proactive approach to not only identifying issues but also developing practical solutions that will directly benefit Indigenous students and their communities.

Through this partnership, FNESC and ASTSBC aim to create a safer

and more efficient transportation system that accommodates the unique needs of First Nations students. This collaboration is more than a commitment to better transport services; it represents a significant step toward achieving meaningful progress in education for Indigenous communities in B.C. By working together, both organizations are poised to enhance the educational transportation experience, ultimately contributing to a future where all students have the resources and support they need to succeed.

The signing of the MOU between FNEESC and ASTSBC marks a positive development in advancing educational equity for First Nations students. This collaboration embodies a mutual commitment to enhancing transportation services and reflects an ongoing effort to honor the principles of reconciliation in education.

Exciting developments in carbon credit programs!

BC Low Carbon Fuel Standard (LCFS) Program:

We have fantastic news for B.C. bus operators! The ASTSBC is now empowered to aggregate carbon credits on your behalf for trading in the BC credit market. Each member should have received the Allocation Agreement, which must be completed to enable ASTSBC to report for you.

Once our pooled credits have been validated for sale, the profits from these transactions will be equitably distributed back to operators based on the total kilowatt-hours submitted. Do keep in mind that ASTSBC will charge

a modest 5 per cent fee for this service. Watch for a reminder email soon, and feel free to reach out to us at lcfs@astsbc.org with any questions you may have.

For your reference, about 1360 kWh of electricity replacing diesel generates 1 credit, and in 2024, the average price for that credit is projected to be \$417.88!

Federal Clean Fuel Regulation (CFR) Program

But that’s not all—we’re thrilled to announce our venture into becoming an aggregator for the Federal Clean Fuel Regulation (CFR) Program! The credits generated through this initiative can be stacked with provincial credits, opening the door to an additional



CALIBER
SPORT SYSTEMS

YOUR VISION.
OUR EXPERTISE.

Your experts in sports flooring, athletic equipment, and comprehensive floor care—installation, refinishing, and maintenance.

SPECIALIZING IN

- ✓ SPORTS FLOORS
- ✓ GYM EQUIPMENT
- ✓ TELESCOPIC BLEACHERS
- ✓ REFINISHING

GET A QUOTE
855-718-9787

CALIBERSPORT.COM

revenue boost of approximately 20 per cent.

Charging Station & Software Standing Offer

We are pleased to announce that agreements with charging station and software providers have been extended for those securing federal funding through

the ZETF. For a seamless ordering experience, please stick to the approved vendors listed at www.astsbc.org/2024-charging-station-software-standing-offer.

In the new year, a new tender will coincide with the RFSO for school buses. Be on the lookout for information regarding any new providers or changes in pricing

and specifications—these will be available by April 1, 2025.

Enhance Your Staff's Skills with Our School Bus Driver Training

Provide your employees with effective training for school bus driving! ASTSBC offers comprehensive training programs designed to prepare both current and prospective school bus drivers.

1) BC School Bus Driver Training

Program:

Our comprehensive program consists of eight modules, each focusing on key aspects of school bus operation. Module lengths range from 2 to 7 hours and include a practical coaching session, ensuring that participants gain the necessary knowledge and skills to drive safely and efficiently. For more information, please visit the Driver Training Program page on our website.

2) School Bus Entry Level Training

Program:

This program is ideal for those preparing for their Class 2 road test. It includes 7 modules that combine classroom instruction, in-yard vehicle practice, and in-cab training, totaling 43 hours of training time.

Providing your staff with quality training not only enhances their skills but also contributes to a safer school transportation environment. If you're interested in scheduling training for the 2023-2024 school year or need further details, please contact us at drivertraining@astsbc.org.

We're here to support you in developing knowledgeable and capable school bus drivers! ■

CANSTAR RESTORATIONS

PROUDLY SERVICING

- Zone III North Coast School Districts
- Zone VI North Central School Districts
- Zone II Thompson-Okanagan School Districts
- Zone IV Mainland Fraser Valley School Districts

Fire Restoration	Water Restoration	Storm Restoration
Contents Restoration	Hazardous Materials	24/7 In-House Call Centre

1.844.99FLOOD

ABK restoration services — A CANSTAR COMPANY — **NORHAZ** — A CANSTAR COMPANY — **UNIVERSAL RESTORATION** — A CANSTAR COMPANY —

canstarrestorations.com

GREAT EXPECTATIONS

Setting new hires up for success

Most facilities have been getting geared up for the summer season. For some, that means hiring new seasonal crew members. The nature of our business means that many of them will be young and inexperienced, and for many, it could be their very first job. We all want our new employees to be successful at their jobs. So how do we ensure this happens? There are many factors that contribute to their success, skills, attitude, motivation, training, etc. One that is commonly overlooked and requires more attention is expectations.

We all have expectations of each other. In our work and day to day activities there are numerous and very different, relations developed. Let's focus on the working environment, and in particular, new staff hires. What are your expectations of them and what are theirs of you? Are you positively sure that these expectations have been clearly communicated to each other? How many people have started a new job only to find, a few weeks down the road that things are not all what they were cracked up to be? Or the new employee seems to be heading down the wrong path in your eyes. First, we must realize that the English language is more of a hindrance than an aid when it comes to effective communication. Talk to your people and communicate! Is it not good enough to hand out a job description and let them find their own way.

For first time or "green" employees you must make sure that their first day is as comfortable as possible. That may sound a little soft, but it

is very hard to learn in a stressful environment, and being in a new job is stressful enough. Remember your first job? Remember how much you didn't know? So how do we ensure the new employee gets every chance to get it right the first time?

I remember once, when I was working as an on-call arena operator for a municipality with several facilities to make a few extra bucks. I was called to cover an afternoon shift which started after my full-time job, so I stated that I would be 30 minutes late and if the dayshift person could wait for me. Sure, he would. I hadn't worked in this particular facility yet, so I was unfamiliar with it, or even where it was (I had to look up the address on the way). When I arrived, I expected the operator to show me around for a couple of minutes, what I got instead was the guy tossing me the keys as I pulled in the parking lot and him pulling out! I didn't even know where the front door was and

had to do a flood in 20 minutes! You can just imagine my frustration. Had I not had many years of experience working around arenas I would have been completely lost, gotten even more frustrated and eventually quit. I'm sure there are a lot more horror stories like that out there, but there doesn't need to be.

Another thing that needs to be considered when discussing expectations is taking things for granted. Not everyone has been around since the dinosaurs ruled the earth and sometimes it is easy to forget how much you have learned since you have started in this line of business. A lot of what we do may have become second nature to you, don't take it for granted that an idea/task/skill should just be common sense. It isn't.

It is critical that a new person clearly understands what is expected of them. I recommend you go one step further and discuss, explain, and



ALLMAR
SAFETY SECURITY INTEGRITY

CALL US FIRST, FOR ALL YOUR NEEDS!

Doors & Frames, Hardware, Lockers, Whiteboards, Washroom Accessories, Toilet Partitions, Security Solutions, Touchless Access Solutions, Automatic Operators and more!

KELOWNA
(250) 491-3000

VANCOUVER
(604) 299-7531

www.allmar.com/contact/

Tailored Solutions. Supply, Install & Service.

demonstrate all the expectations of the job clearly before even offering them a position with your facility. Make sure they are clearly understood by getting feedback and have them sign off on it, agreeing to the expectations. This way they can make an informed decision. A word of warning here, do not sugar coat any tasks, duties, or responsibilities. It is easy to fall into the salesman mode and upscale things to entice potential staff. You'll pay for it later! I now tour the facility with each potential employee showing where they would be working, what tools and resources are available, and arrange a brief discussion with facility staff to ensure the potential employee knows what type of working conditions or situations they can expect.

First of all, one of the best tools to help you with this is an orientation package. A checklist of all the items you need to show, demonstrate, and talk about with your new employee to get them started. This would include such things like:

- Facility schedules

- Staff schedules
- Location of safety equipment
- Emergency procedures
- Informal introductions to facility staff
- Facility floor
- Location of equipment, supplies, and tools
- Review of major policies and procedures (i.e. dress code, sick time, hours of work)

You may need to stretch this process out for a few days, depending on how much there is to learn. A quick note about the staff introductions; this is a really good time to encourage staff to talk about their expectations of the newly hired employee. For example, a reception desk staff might explain that is extremely helpful for them to know who is on shift. So, when an operator comes on shift, a quick phone call or drop by the office would be an expectation they would have of that staff member.

That said, an orientation is not enough. There's often much more to learn than what someone can realistically absorb and retain in just

a few days. Therefore, I suggest you create a training or development plan for each position, explaining what skills they will need to learn including standard operating and safe work procedures, how they will learn them, when they will learn them, and when they need to have them mastered by (expectations). Try to create a plan that has a progressive manner to it. Start slow and gradually increase their responsibilities. For example:

- Week 1: start off by simply job shadowing of other staff.
- Week 2: assign some tasks to do own their own and evaluate upon completion.
- Week 3: they should be comfortable with the daily routines and work unsupervised.
- Month 1: they should have demonstrated that they can provide consistent results in their daily routines and be able to incorporate additional assigned tasks such as PM or incidental repairs.

Include in this plan some benchmarks like familiarization of the facility. To me this means the operator can quickly locate where all the tools, equipment, forms, and mechanical systems are, without asking around or wandering around in circles. In order to measure when a benchmark is achieved, I suggest a quick quiz, documented of course. How long does it take to learn a new skill? Good question. I think there needs to be a reasonable expectation in place, and I recommend researching into other facilities, experienced operators, and various associations for the answer.

Every facility has its needs and the bottom line is the person needs to fit into the position not the position fitting the person, just make sure your expectations are clear! ■



Performance Floors and Walls

Erv Parent Co. Ltd. | 800-525-1511
 www.ervparent.com | info@ervparent.com

Happy 30th year anniversary!

Molly O'Malley! It has been our pleasure working with you all these years! Congratulations on your 30th year working and supporting (and keeping us in line) this association. You have done a mighty fine job. Thank you, Molly.

Chuck

It has been a great pleasure working with you for the past three decades from SPOA to EFMA and still going. Some people say that while the years might go by slowly, the decades seem to go by fast.

We have always appreciated your dedication and commitment to our association and as a Past President of EFMA, I have always had the utmost respect for the work you have done and do for all of us for so many years.

While our association has grown and matured over the years and as our members have come and gone, the one constant and predictable person that we have had is YOU!

Thank you, Molly for being there and congratulations on this impressive anniversary.

Glenn



For 30 years, you've been our guiding light,
With dedication shining ever bright.
Through every challenge, big and small,
You've led us forward, standing tall.
Your wisdom, like a beacon, clear,
Has steered us through, year after year.
With a heart so pure and hands so kind,
You've left a legacy, one of a kind.
In moments of triumph and times of strife,
You've been the cornerstone of our life.
Your tireless work, your gentle grace,
Has brought us to this cherished place.
So here's to you, with heartfelt cheer,
For thirty years, you've held us dear.
Your legacy will forever stay,
In the hearts of EFMA, day by day.



The EFMA Board and the entire association congratulate and thank Molly for her unwavering support, dedication, and all-around awesomeness. Thank you, Molly! ■

In loving memory of **Rod Swartzenberger**

BY THE AEFAA EXECUTIVE

This past summer, we lost a dear friend. Rod Swartzenberger's departure has left a profound void in our personal lives and as president of AEFAA. Rod was not only an exceptional leader, but also a friend to many of us. His dedication, vision, and unwavering commitment to AEFAA were truly inspiring.

Rod had a larger-than-life personality and he was someone you remembered! Whether he was dressing up as Elvis at our 50th anniversary or turning a shower curtain and bed sheet into a toga at the EFMA conference, he was always up for a good time. Rod filled the room with energy, made you laugh, and told you the way it was. Rod was authentic.

Rod had a unique ability to connect with people and he left a lasting impact on everyone he met. His passing is a painful reminder of the fragility of life and the importance of cherishing every moment. Rod would want us to live life to the fullest; he was not one to sit on the sidelines and watch life go by. He was intentional and present in his day-to-day life and always found joy in the little things.

Rod was all about networking and building relationships, being on the AEFAA executive just took this to the next level. While on the executive, he became a close friend to many of us who had the privilege to serve with him.

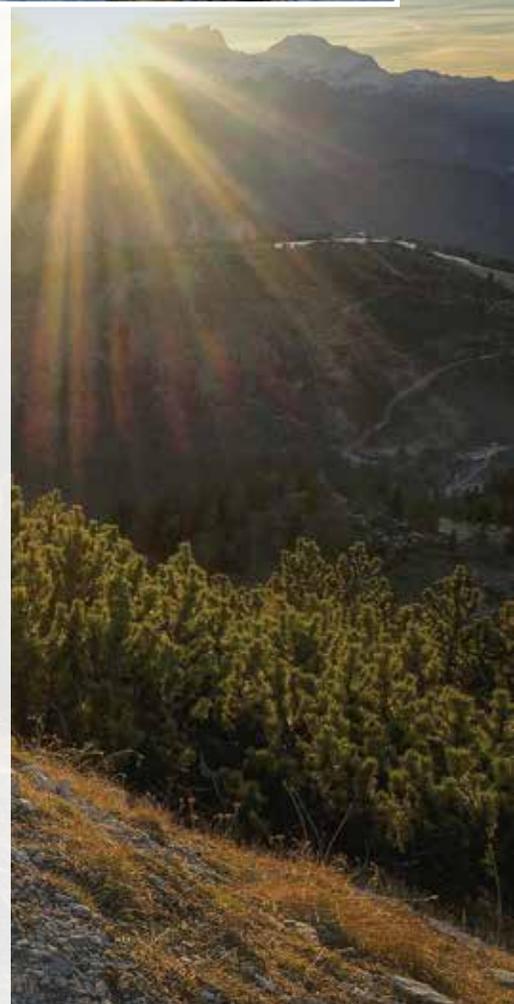
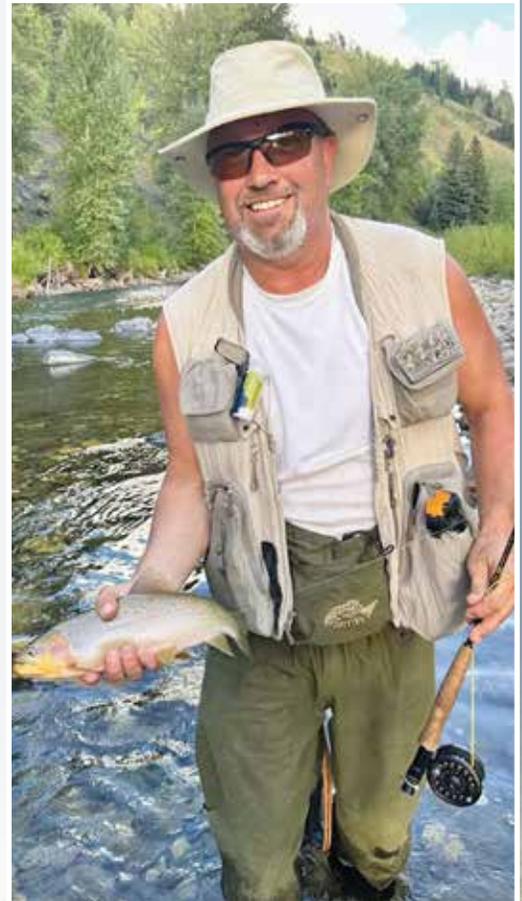
Those who knew Rod knew he had a few favourites. He loved his Weiser's old fashioned and one of his new favourites, Bumbu Rum, with a side of salt and pepper chips. Whenever we had a social event, Rod would show up with his Wisers's pre-mixed old fashioned. One night, he convinced us all to have an old fashioned sitting in the lounge at the Double Tree in Edmonton, and since then, it's been his thing.

Rod loved his family and was so proud of his girls. He and his family had just finished building their cabin in Fernie and were out there every chance they got. Rod also loved his dog, I think that might have been his best friend.

Rod was a leader to AEFAA. He was a man with grit and integrity, a kind heart, and the sensitivity to listen. He had a contagious smile and laugh, with the humour of Letterkenny and Shoresy.

Rod, we celebrate your life and the impact you had on all of us. Your legacy will live on through AEFAA in the lives you've touched and in the memories you leave behind.

Cheers to a life well lived. We will miss you dearly. ■



EFMA (as the years unfold)

BY CHUCK MORRIS

Balancing the fast-paced demands of today's world while maintaining the values and heritage of an organization is a delicate but essential challenge. In this association, where tradition often plays a significant role, you are navigating between progress and honoring the past sixty-one years. During that kind of time span there would have been many motions put forth dealing with important issues, some of those transformed in practice which we deal with today.

Here are some strategies to strike that balance effectively. The foundation of our association's heritage has been built on core values built up over the years and those should remain at the heart of every decision. However, while the principles stay consistent, the way we express and live them may evolve. We need to clearly articulate the values that have been essential to the organization's identity, and ensure they serve as a guide when adapting to change.

Change is inevitable, especially in today's world where technology and social expectations shift rapidly. Within the association, change needs to be tempered, so forward movement is not disruptive. The key is to adopt change that complements, rather than erodes our association's heritage. For example, modernizing communication tools to reach younger members while keeping traditional channels open for long-time members ensures inclusivity without sacrificing the legacy, much the way we do it today.

One way to maintain heritage while progressing is to foster collaboration between different generations in the association as newer members bring fresh perspectives and innovative ideas, while long-standing members provide wisdom and continuity. Encourage mentoring relationships and involve everyone in decision making to bridge the gap between tradition and innovation.

Use today's tools to uphold yesterday's values. For example, if community and connection are central

to EFMA's heritage, leverage modern technology to maintain those bonds. Virtual meetups, newsletters, and social media can help with traditional values in ways that resonate with contemporary lifestyles, which we all use today.

Preserving the heritage does not mean stagnation. Celebrate EFMA's history through events, storytelling, or archives, while modernizing our past and events that can be shared. We are moving to digitize historical records and will come up with a better way to do so, thereby allowing all members to easily take part in present day and the past experiences. We could look at creating virtual tours of the association's milestones and executive, sharing our history for the membership. This way, new members will be able to appreciate the association's legacy in ways that are accessible to them.

It is important to regularly engage with our members, of all ages, to understand their expectations and if the association needs to make an adjustment of some kind. The key to balancing tradition and progress is listening to what matters most to the group at large. Feedback loops, surveys, or forums can help gauge how the association is viewed by members and how well we are maintaining that balance.

Let the values and heritage act as a springboard for innovation. For example, if a central tenet of this association's history is service, explore how we can enhance our outreach efforts with digital initiatives. By using the core values as a foundation, any new endeavor can remain aligned with the association's identity.

Balancing today's world with the heritage of the past is a continuous, thoughtful process. By holding onto core values while being open to modern solutions, we can maintain the heart of the association and still move forward successfully. ■

INDEX TO ADVERTISERS

Ainsworth Inc.	OBC	Iredale Architecture.....	35
AirPLUS Industrial Corp.....	14	Kimco Controls Ltd.....	4
Allmar Inc.	45	KMBR Architects Planners Inc.....	32
Ambient Dynamics	18	Loveday's Flooring Ltd.	17
Apex Building Sciences Inc.....	16	Muchalat Construction.....	41
Caliber Sport Systems.....	43	Nitro Pipe Freeze Inc.....	23
Canstar Restorations	44	Rocky Point Engineering Ltd.	21
Caster Town	18	Roofing Contractors Association of B.C.....	37
D.G. MacLachlan Ltd.....	15	Royal Stewart Ltd.....	33
DA Architects + Planners.....	41	Schoolhouse Products Inc.....	41
E.B. Horsman & Son.....	15	SMcN Consulting Inc.	17
Erv Parent Co. Ltd.....	46	Spears Sales & Service Ltd.....	31
Falcon Engineering Ltd.....	19	Station One Architects.....	31
Filtration Group	6	Super Save Group	39
Fort Modular	3	Thinkspace.....	34
Garaventa Lift.....	50	Time Access Systems Inc.....	17
Green Roots Play Equipment.....	11, 13	Titan Sports Systems.....	15
Greenlight Canada	19	Unitech Construction Management.....	IFC
Herold Engineering Limited.....	41	Viessmann Manufacturing Company ULC	9, 35
IBC Technologies	IBC	WINMAR (Canada) International Ltd.	7
Introba	30		

Creating an Accessible World
 PLATFORM LIFTS | LULA ELEVATORS | PORTABLE LIFTS



Unit 1-11393 Kingston St. Maple Ridge, BC V2X 0Y7
 (800) 565-6636
 garaventabc.ca

GARAVENTA LIFT

www.delcommunications.com

Del
 Communications Inc.

Helping your members stay connected is WHAT WE DO.

WE OFFER OUTSTANDING PERSONAL SERVICE AND QUALITY IN THE AREAS OF...

- Creative Design
- Advertising sales
- Trade Publications
- Online Directories
- E-newsletters
- Websites



EXPERIENCE **100 YEARS** OF EXCELLENCE AT MCEE!

MCEE 2025
APRIL 24 - 25

Visit us at Booth #1715
to see our range
of products.



To learn more,
visit **Rheem.ca**





QUALITY, BUILT IN.

You're in safe hands with Ainsworth and our BC Partners

You can be safe in the knowledge that your building automation system is being taken care of by Ainsworth experts. We deliver a comprehensive and meticulous service, from installation to maintenance, ensuring you get a solution that's right for your building. Our systems help you manage operating costs effectively by identifying inefficiencies and acting upon them (even remotely) to keep your buildings running smoothly and reduce your energy costs.

Visit our website for more information www.ainsworth.com

or call us now on **(604) 574-7790**

OUR BC PARTNERS



PRINCE GEORGE



TERRACE



CASTLEGAR



VICTORIA



KELOWNA