

## HUMAN RESOURCES: DOING IT RIGHT

Just like large businesses, small businesses face human resources challenges such as hiring the right team, creating and maintaining a company culture, and complying with ever-changing laws and regulations. Here are a few tips to keep in mind with your Human Resources practices.

### **Know, Understand, and Follow all Employment, Workplace Safety and Health, and Human Rights Legislation**

From the very first day an employee is hired, there are laws and regulations covering payroll, vacation time, employee discrimination and harassment, and termination - just to name a few. There are many online resources; most importantly, your Provincial Government Employment Standards Branch and Workplace Safety and Health. When in doubt, check it out!

### **Keep Employee Files Organized and Confidential**

Whether your business has 3 employees or 300,000, it's important to keep employee files organized and confidential. Items to include in the employee personnel file are: employee's resume and original job application, salary records, transfers, job evaluations, and any disciplinary actions. Items to include in a separate confidential file are medical records, leave requests, payroll records, and reference checks.

### **Create an Employee Manual**

An employee manual explains your company's policies and procedures, and communicates your expectations to employees. It also helps protect your business in the event of a dispute. It can be very short and concise, as long as it provides clarity so there is no confusion for anyone.



### **Lay the Foundation for Being an “Employer of Choice”**

Being an “Employer of Choice” means that candidates are eager to work for you, people look up to your employees, you receive unsolicited resumes, and your most talented employees stay for long periods of time. It signals your company's brand is top-notch. When your company's brand value is high, it is much less expensive to recruit and retain key employees.

It's not just reserved for the big dogs. In fact, where small businesses may lack resources, they make up for it by having a unique, tight-knit, “I can make a difference here” culture.

Some ways you can build a unique culture is to focus on who you are recruiting and hiring, offering the right benefits, offering challenging and interesting work with opportunity for advancement, and recognizing your employees, even in small ways, on a consistent and timely basis.

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# PESTS ADDRESSED

## Absinthe Wormwood (*Artemisia absinthium*)

Originally from Eurasia, it is a perennial with a strong pungent sage-like odor. It forms a shrub and the new growth emerges from an existing crown each spring. Often found in pastures or roadsides, it can be a difficult and troublesome pest.

### IDENTIFICATION

- Leaves:** Seedling leaves are silvery and hairy on both surfaces. In established plants the lower leaves are covered with silky hair appearing a grey-green color. Leaf margins are deeply divided into oblong and blunt or rounded leaf tips.
- Stem:** When established it is a hairy, tall and erect plant about 0.7 to 1.2 meters high with a woody base.
- Flowers:** Numerous small, yellow flowers in leaf axils of the upper branches.
- Roots:** Tap root

### DID YOU KNOW?

- Absinthe's strong aromatic odors can taint milk or cause rejection of contaminated grain.
- Its wind borne pollen can cause hay fever.
- It was believed to have mystical powers in the 16th Century and its volatile oils are toxic at higher levels.
- Absinthe is used in the preparation of vermouth.



## ClearView™

### HERBICIDE

Product number: 778779

- **The standard.** The industry standard for extended broadleaf weed and shrub control.
- **Flexibility.** ClearView™ has multiple labelled rates and can be used alone or in combination with other products for bareground control.
- **Low mobility.** Can be safely applied up to the drip line of desirable trees.
- **Excellent health and safety profile.** Industry-leading health and safety profile for the environment, wildlife and applicator.
- **Ease of use.** Formulated as a convenient water-dispersible granule, with low use rates, priced and delivered with Gateway™ adjuvant.

## Milestone™

### HERBICIDE

Product number: 64189

- **Invasive weed control.** Controls a wide range of invasive plants and broadleaf weeds.
- **Selective.** Effective control of labelled weeds, while being safe to grass and other desirable species.
- **Tank mixability.** Excellent tank mix partner with Torpedo™, EsplAnade™, Arsenal™ and VP480™ for total vegetation control.
- **Safe.** Favourable environmental and user safety profile. Aminopyralid is the only reduced risk active registered in the Canadian IVM industry.



**ProTraining Course:**  
[Identification of Common Western Canadian Seedling Broadleaf Weeds](#)

# REWARDS & PROMOTIONS



## Gain control of absinthe wormwood

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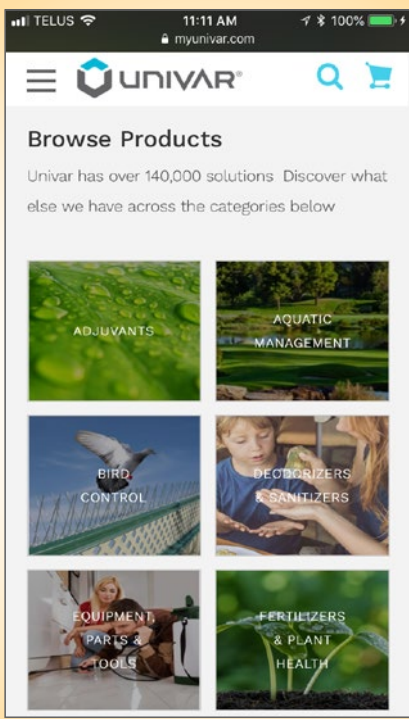
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# CONNECTIVITY

A Spotlight on Products, Promos, Insights, and More



## INDUSTRY NEWS

### [7 Steps for Removing Herbicide Residues](#)

Step 1: Spray Out Booms Every Night. Applicators often comment that sprayers that sit overnight with herbicides in the hoses and booms for extended periods (more than eight hours) can result in crop injury issues even after...

### [8 Reasons Why Unwanted Herbicide Residues Might Happen](#)

Herbicides Are Active At Low Concentrations. Some herbicide products still call for applying pints or quarts of herbicide per acre, but many herbicides now have application rates measured in ounces per acre. Residues...

### [How herbicide spraying in N.B. became an election issue](#)

Caroline Lubbe-D'Arcy stares down at a large yellow sign lying flat in the grass as highway traffic roars by. The black bold words exclaim "Stop Spraying New Brunswick" in all capital letters, but the flurry of drivers...

### [An invasive plant is impacting our shorelines](#)

Ontario's environment is under attack, by wave after wave of invaders – from purple loosestrife, to Phragmites australis, zebra and quagga mussels, to the spiny water flea. The province has identified 440 invasive plant species...

## INDUSTRY EVENTS

### [2018 Forum - Integrated Vegetation Management Association of British Columbia](#)

November 6-8, 2018: Richmond, BC

### [2018 AAAP In Service Training - Association of Alberta Agricultural Fieldmen](#)

December 4, 2018: Calgary, AB

### [Spring Conference - Professional Vegetation Managers Association](#)

February 26-28, 2019: Edmonton, AB