Alberta Land Surveyors' Association 1941 Annual Meeting, Edmonton


Seated, left to right: J.F. Hamilton (on sofa arm), J.W. Dace, G.Z. Pinder, R.M. Hardy, J.H. Holloway, C.H. Snell (on sofa arm)

Front row, left to right: C.W. Lester, W. Humphreys, D.T. Townsend, C.B. Atkins, S.K. Pearce

PUBLISHED BY THE ALBERTA LAND SURVEYORS' ASSOCIATION FOR CIRCULATION TO THE ASSOCIATION MEMBERSHIP
50 Alberta Land Surveyors

235 Survey Crews

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PRESIDENT’S MESSAGE
by S.J. (Stan) Longson, A.L.S.

Hello out there!! - The good news is there is no bad news.

Since becoming your President I have attended the AGM in Newfoundland and Saskatchewan. In addition, the ALSA has had its first Executive Committee meeting, Council meeting, and Steering Committee meeting.

It is very gratifying to see the enthusiasm of Council and the committee chairs. There is a lot of work to be done and without your volunteer help to aid these people, the task would be impossible.

Good News!

Council has resurrected the historical and biographical committee. We would like this committee to draw up its own action plan and budget to submit to Council for approval. Some thoughts that Council had in forming the committee were:

1. Obtain information and stories from members before they are on the wrong side of the grass.
2. The year 2000 is coming.
3. The year 2005 - 100th anniversary of the province.
4. The year 2010 - 100th anniversary of our association.

The committee has no members and even better — no chairman. It is completely untainted by human hands or thought. Please volunteer to Dawn or Sharon at the ALSA office. If you cannot volunteer, please consider sending us your opinion on how we might celebrate the above events as well as preserve our history.

More Good News!

We had great response to our advertisement for an Executive Director, which makes the selection very difficult. Shortly after you receive this issue of ALSA News we should have a new Executive Director under contract.

I hope to see you at the annual Golf Tournament or perhaps later at the GIS & GPS Symposium.

Have a great summer.

P.S.

Lessons already learned:
1. Cod have teeth.
2. Just because Saskatchewan is flat it doesn’t mean their golf courses are.
3. Never eat anything bigger than your head.

high on energy GIS & GPS
global innovative solutions 1997
Conference and Exposition
October 1-4, 1997
Calgary, Alberta, Canada

ALSA Members!!
This is your conference and exposition! Get out your hand held GPS units and zero in on the following:

♦ Register Now!
♦ Hotel space is limited in Calgary during the high energy GIS & GPS conference and exposition.
♦ Book Now!! Contact the Calgary Convention & Visitors Bureau for special conference rates: 1-800-661-1678.
♦ Volunteers are needed!
For conference and exposition information, please contact:
Rose Country Communications
11984 - 113 Ave., Edmonton AB
tel: 403-451-5670  fax: 403-452-2890
E-mail: rosecocom@supernet.ab.ca
Web Site: http://rosec.com

Special Discount Offer
A special multiple registration discount will be available. Companies will receive one additional free registration for each five submitted.
The high on energy GIS & GPS global innovative solutions 1997 conference and exposition will focus on the phenomenal growth in the use of GIS and GPS technologies in the following three sectors: energy, forestry, and municipal government applications. This international conference is expected to attract between 500 and 750 delegates to Calgary, Alberta, Canada — October 1-4, 1997.

Delegates may attend a pre-conference workshop, October 1, featuring a full-day session on either: "An Introduction to GIS" or "An Introduction to GPS". Keynote speakers for the conference, October 2-4, include: Robert McDowell, VP, Enterprise Business Relationships, Microsoft Corporation; Robert W. Foster, VP, International Federation of Surveyors (FIG); Dr. Marc Denis Everell, A.D.M., Earth Sciences Sector, Natural Resources Canada.

If you are interested in exhibiting your products or services at the exposition, October 2nd and 3rd, time is running out. Booth sales are brisk as there are only 35 booths left.

Due to other events in the City of Calgary during the high on energy conference and exposition, hotel space is limited—book early! Contact the Calgary Convention & Visitors Bureau for special conference rates at 1-800-661-1678.

Conference Registration Form

Name: __________________________ Title: __________________________

Organization: __________________________________________________________

Address: ______________________________________________________________

City: __________________________ Province/State: __________________________ Country: __________________________

Postal Code/Zip: _______________ E-mail Address: __________________________

Telephone: ( ) _______________ Fax: ( ) _______________

Method of Payment (Canadian Funds)

☐ Cheque: make cheques payable to: high on energy GIS & GPS. Please enclose payment with this registration form, or

☐ Please invoice to the above address, or

☐ Credit Card ☐ VISA ☐ MasterCard Card # __________________________

Name of Cardholder: ______________________________________ Expiry Date: __/__/____
ASSOCIATION NOTES

New Members

#624 HUGHES, Craig Cameron
Alberta Land Surveyor

Craig Hughes was born on June 29, 1953 in our fair city of Calgary. He graduated from Crescent Heights High in 1972, and went on to receive diplomas from SAIT in Civil Technology (1979) and in Survey Technology (1983).

Articles were served under D. Clayton J. Bruce, A.L.S. Commission as an Alberta Land Surveyor was received on March 5, 1997.

The topic of the technical report submitted as part of the qualifying examination was "Subdivision of: All of Block 1 and Closed Lane, Plan 841 0094; Portion of Lot 1, Block 1, Plan 891 1106; Portion of Block 2, Plan 841 0094; All Within SE 1/4 - Sec. 15 - Twp. 24 - Rge. 25 - W4M, in the Town of Strathmore, Alberta".

Surveying background includes Real Property Reports, subdivision surveys, road surveys, and wellsite surveys. At the time of publication, current employment is with McElhanney Land Surveys (Alta.) Ltd. in Calgary.

Hockey, golf, and camping are leisure activities.

Craig McBride was born in Vancouver, B.C. on February 1, 1954. Upon graduating from Kelowna Secondary High School in 1973, he furthered his education by attending B.C.I.T., and graduating with a diploma in Civil and Structural Technology.

Articles were served under Alberta Land Surveyors, W. Kiria, A. W. Nelson, H. E. Kiel, and B. E. Winton. Commission as an Alberta Land Surveyor was received on March 31, 1997. Craig is a member of the Canadian Institute of Geomatics and in 1995, served on the ALSA GPS Subcommittee.

The topic of the technical report submitted as part of the qualifying examination was "A Proposed System to Upgrade Alberta's Rural Cadastral Mapping Data Using GPS".

Surveying experience includes subdivision surveys, road surveys, and construction surveys from 1976 to 1984. From 1984 to the present, he has been employed by McElhanney Land Surveys (Alta.) Ltd. involved in oilfield surveys, mapping, and GPS surveys.

Running, fishing, hunting, and camping are a few of the things Craig does when he's not working.

Craig is married to Martha and they reside in Edmonton with their three children, Susan, Lee, and Jim.

#625 ROGERS, Frederick Samuel
Alberta Land Surveyor

Kingston, Ontario welcomed Fred Rogers into the world on June 14, 1948. Fred attended Latmer Secondary School in Vancouver, B.C., graduating in 1966, and went on to spend three years at the University of British Columbia.

Articles were served under Bruce Winton, A.L.S., and commission as an Alberta Land Surveyor was received on March 27, 1997. Fred is also a member of the Corporation of Land Surveyors of the Province of British Columbia—commission date July 1982.

The topic of the technical report submitted as part of the qualifying examination was "An Historical Study of the Railway Spiral Replacement Curve in Alberta", a portion of which will be contained in the ALSA Manual of Standard Practice.

Fred's surveying experience has taken him from eastern Canada (Toronto), to Nigeria, to British Columbia, and then to Grande Prairie, Alberta where he now is the surveyor responsible for McElhanney's recently established branch office. Fred is a member of the Grande Prairie Chamber of Commerce and in 1996/97, served on the ALSA Standards Committee.

"Work" was listed as a hobby on his biographical information form, but in addition to that he stated that fishing, hiking, and kayaking are also leisure activities.

Fred and Maria reside in Grande Prairie and have three children, Chauito, Adrian, and Eric.
Stephen Leslie Howard was born in Plaster Rock, New Brunswick on June 17, 1957. He graduated from New Glasgow High School in New Brunswick in 1975, and went on to attend the Nova Scotia Land Survey Institute, graduating in 1983. In addition he received a B.A. in 1979 and a B.Ed. in 1993 from St. F.X. University.

Articles were served under Bruce E. Winton, A.L.S. Stephen also held commissions as a Canada Lands Surveyor and a Nova Scotia Land Surveyor.

The topic of the technical report submitted as part of the qualifying examination was "An Introductory Field Guide for Oilfield Surveys in Alberta". Commission as an Alberta Land Surveyor was received on June 13, 1997.


 Martial arts, cycling, and travel are a few of Stephen’s extra curricular activities.

Susan and Stephen Howard reside in St. Albert with their two children, Patrick and Conor.

Kevin hails from Baddeck, Nova Scotia. He obtained a diploma in Survey Technology from the College of Geographical Sciences in 1987, and in 1991 completed a B.Sc. in Surveying Engineering at the University of New Brunswick.

Kevin has been employed in the Edmonton office of Usher Canada Limited for the last four years.

John was born on November 7, 1931 in Regina, Saskatchewan. He spent six and a half years with B.C. Government Highways in the Location Engineers Office and Air Survey Division, and then relocated to Calgary in 1954.

John founded Range Aerial Surveys in 1963 and has been in the private sector aerial surveys, photogrammetric business to date.

Currently, John is President of the Alberta Photogrammetric Association, Member of C.I.M., A.S.P.R.S., and C.I.S.M. He also served on the SAIT Advisory Committee and the Alberta Survey and Mapping Committee for Aerial Survey and Mapping Specifications.

Born on September 7, 1956 in Germany, Peter moved to Canada in 1958 and settled in Edmonton.

He became a Canadian citizen in 1966, and graduated from M.E. Lazerte High School in 1974. In 1976 he graduated from NAIT and received a diploma in Survey Technology.

Peter has been employed by Walker Consulting Group Ltd. since 1976.

Leisure activities include water and snow skiing, camping, hiking, and bike riding with his wife, Louisa and two children, Derek and Tyler.

Anthony Choy was born in August 1943 in Canton, China.

He graduated from high school in 1962 and went on to attend the Survey Training School, run by the Crown Land and Survey Office, Public Works Department of the Hong Kong Government, graduating in 1965. He then trained in various sections for control, mapping, topographic, and cadastral surveys for two years.

Survey experience in Hong Kong entailed employment in the cadastral survey field, dealing with some densely populated areas having the highest land
Maurice has been a member of ASSMT since 1978, serving as president twice. He supports and believes in a strong surveying and mapping community.

Playing piano is one of his many hobbies. Maurice, his wife Lorna, and their two children also enjoy spending time at their cottage at Long Lake Provincial Park.

Note: This is not a complete list of Associate Members registered with the Alberta Land Surveyors' Association. Further publication of Associate Members will occur when completed biographies and photographs are received. All current registered members are also listed as Associate Members. A complete listing appears in the 1997-1998 Annual Register of Members.

John Matthews
Retires in Osoyoos


John is probably best known for his extensive escapades in the Northwest Territories where he has surveyed hundreds of mineral claims. John is a true pioneer surveyor, spending most of his northern days under canvas and living for weeks in the field on rations of Spam, pilot biscuits, sardines, and the occasional drop of Old Sam Rum.

John served on the Board of the Corporation of British Columbia Land Surveyors from 1972 until 1978, filling the president’s chair in 1977. He also served as the B.C. Director to CCLS for several years, becoming president in 1980. John Matthews is one of the authors of the CCLS model for an expanded survey profession.

G.K. Allred, A.L.S.
Contract Law

On the evening of May 15, 1997 a seminar on Contract Law was held using Video Conferencing. The Seminar was led by Barrie R. Touchings, a barrister and solicitor from the law firm of Nicholl & Akers in Edmonton. Mr. Touchings also teaches construction and engineering law for the Faculty of Engineering and for the Faculty of Extension at the University of Alberta. He is a dynamic and entertaining speaker who communicates clearly with enthusiasm.

The seminar focused on the law of tendering and bidding contracts. Mr. Touchings defined a contract as essentially "an agreement between two or more persons which the law will enforce." When considering contracts in Canadian law, there are four issues to be dealt with:

- **Creation**—offer and acceptance,
- **Construction**—the interpretation and content of the contract,
- **Breach**—when either party fails to perform its obligation, and
- **Remedy**—if a breach has occurred, an appropriate remedy.

Although the seminar was not entirely geared toward surveyors, a general view of the construction industry from the perspective of owners was presented. More information from the point of view of the bidders would have been useful. Nevertheless, the presentation was informative and interesting. Since it is Mr. Touching's first seminar using Video Conferencing, he should be commended for his ability to adapt and deliver the topic in a clear and articulate manner.

Video Conferencing appears to be a useful tool if used for the right purpose. It works extremely well if the seminar involves little interaction between the presenter and the attendees. Even though there is a significant delay when communicating between sites, technology is improving constantly and, in time, will be a more effective tool.

Video Conferencing is an excellent method of delivering seminars and courses to the members of the Association province wide. Presenting courses that are convenient for members to attend is a problem that the Professional Development Committee has been investigating for a number of years. Indeed, one of the major concerns that the membership has addressed is the fact that it is difficult to reach members that do not live and practice in the larger centres. If a continuing competency program is adopted by our Association, Video Conferencing may be the best delivery model to meet the needs of the Association.

Nonetheless, it is very disappointing to report that there was less than 50% capacity at all the sites with the exception of Red Deer. Red Deer had no registrants and the location had to be cancelled. The Contract Law Seminar was identified as a priority from a 1995 questionnaire to members. Nevertheless, the majority of members that attended the seminar indicated that Video Conferencing is an excellent mode for course presentation. Therefore, I recommend that members and Council encourage that the Professional Development Committee continue its efforts to present courses in this manner.

**STEVE YANISH, A.L.S. — CHAIRMAN PROFESSIONAL DEVELOPMENT COMMITTEE**

Getting It Right

On May 1st, 2nd, and 3rd I attended the seminar "Getting It Right" in Calgary at the Ramada Crowchild Inn. There were approximately fifty people who attended, including Alberta Land Surveyors, articling students, and general office personnel.

The seminar brought together many individuals with surveying backgrounds who shared their view points and experiences and discussed mutual problems. Each lecturer provided a wealth of information and created much discussion.

The seminar had everyone questioning their own internal operations as to whether they had proper check lists in place, whether field notes were completed properly, and whether enough work had been done in the field. In my view, the seminar accomplished what it intended to do, and that was to make everyone aware and question their own professional responsibility and liability.

I think everyone who has a chance to attend this seminar should do so. It was interesting to note that many comments were made as to why more land surveyors had not attended.

**ALLER GARTKE**
**TECHNICAL MANAGER, SURVEYS**
**LAND TITLES OFFICE - EDMONTON**

---

Big Winners at the 88th ALSA AGM

**Jim Halliday, A.L.S.** was the winner of the Early Bird Draw for two nights accommodation at the Crowne Plaza - Chateau Lacombe.

Mr. Jerry Rasmussen, A.L.S. donated two framed prints of paintings commissioned for the Canadian Briar which was held in Calgary in March 1997. The winner of the "Wild Bunch" was **Ron Hall, A.L.S.** and the winner of "Romancing the Stone" was articling student, **Scott Partridge**.

Bill Dabbs presenting
Ron Hall with "Wild Bunch"
Changes to the Register

Drake Surveys Ltd.
new Email addresses:
kdrake@telusplanet.net,
and bdrake@telusplanet.net.

Emmerson & Associates Surveys Ltd.
had cancelled its permit to practice.
I.R. Emmerson, A.L.S. is now employed with Midwest Surveys Inc.
in Calgary.

Robert A. Gliddon, A.L.S. and Robert
A. Gliddon Surveys Ltd. has changed their mailing address to
Box 6754, Edson T7E 1V2; phone
(403) 723-6314, fax (403) 723-6393.

M.R. Grosz, A.L.S. has taken employment with Focus Surveys Ltd.
of Calgary effective June 6, 1997.

Maltais Associates Surveyors Ltd.
Email address was misprinted in the register; should be masl.com and
not mas/.com.

R.E. Mayne, A.L.S. has recently been employed by UMA Engineering Ltd.
in their Edmonton office.

W.E. Winthrop, A.L.S. address has changed to Box 8, Site 7, R.R. 8,
Calgary T2J 2T9; phone (403) 931-3189.

FIG Publications Available

The ALSA has been the recipient of several publications of the International Federation of Surveyors (FIG) that may be of interest to members of the Alberta Land Surveyors' Association. The most recent publications relate to a FIG/UN agreement protocol on the Cadastre, entitled the Bogor Declaration. This document relates to an Interregional Meeting of Experts on the Cadastre which was held in Bogor, Indonesia in March 1996. FIG has also published a Statement on the Cadastre. Both of these documents should be of interest to members with an interest in Cadastral Reform.

Some of the FIG publications available in the ALSA library are:

FIG Report No. 8
Hydrography in Ports and Harbours

FIG Report No. 9
Recommended Procedures for Routine Checks of Electro-Optical Distance Meters (EDM)

FIG Report No. 10
FAO and FIG Future Collaboration in Cadastral Reform in Rural Economies in Transition

FIG Report No. 11
TheFIG Statement on the Cadastre

FIG Report No. 13
Land Tenure, Land Management and Land Information Systems

FIG Report No. 14
Working Towards Liberalization in Trade in Services

FIG Report No. 15
Continuing Professional Development

In addition to these special publications, the ALSA library has most of the FIG proceedings going back to 1974, together with a book on the History of FIG put together by the Canadian Bureau in 1986.

Questionnaire Results

The following is a tabulation of the results from the questionnaire that was circulated to the assembly at the recent ALSA Annual General Meeting and Convention held at the Crowne Plaza—Chateau Lacombe in Edmonton. Comments have been reviewed and noted by the Convention and Social Committee.

Annual General Meeting Venues
Total of 121 replies

1. Location

A. Only take place in Resort Locations such as Jasper Park Lodge, the Lodge at Kananaskis, Chateau Lake Louise, etc.

Result = 41%

B. Continue to take place in both resort locations and major cities where adequate facilities are available, such as the present circuit of: Calgary - Jasper - Kananaskis - Edmonton.

Result = 45%

2. Time of Year

A. To be held in the month of May.

Result = 23%

B. To be held in mid to late April, as has been tradition.

Result = 60%

3. Time of the Week

A. I would prefer to continue this time of the week.

Result = 70%

B. I would support a Sunday through Wednesday format, if room and function rates could be reduced.

Result = 17%
A Tribute to Bob Fulton, A.L.S.

R.J. (Bob) Fulton, A.L.S. was the recipient of the Professional Recognition Award presented at the Awards Luncheon at the 88th Annual General Meeting and Convention held at the Crowne Plaza—Chateau Lacome in Edmonton on April 17, 1997. The presentation was made jointly by Mr. G.K. (Ken) Allred, A.L.S. and Mr. R.A. (Dick) Bassil, A.L.S. (Ret.). A long time friend, Fredda Leiman took the opportunity to compose the following poem as a tribute to Bob.

--- About Bob ---

A long while ago, when I was quite young
To Edmonton, Alberta, I had just come.

I shared an apartment, Bel Aire, second floor.
Fulton lived in the basement with three guys or more.

So you can imagine we just happened to meet!
These really great guys living under our feet.

Surveyors, they said - well you could have fooled me...
Not one of them asked - Do you drink Tetley tea?

Or do you use Tide, like it says in the song?
Hold on there - they said - You've got us all wrong!

We survey the land, we measure and chart.
We carry our plumb-bobs next to our heart.

They came and they went, this surveying crew
For weeks at a time to do what they do!

Now as I understand it, at least I've been told,
Bob has had a career both varied and cold.

His very first winter, he shivered so hard,
His nose bumped his measurements off by a yard.

The nuns of the Northland gave it their best,
And allowed Bob to stay as their hesitant guest.

In Atikameq, Bob chopped some holes in the lake,
As the natives caught jack through the holes in his wake.

Some things I've been told, and from stuff that I hear,
Ken Berg played some part in Bob Fulton's career.

Like allowing himself on one Halloween night,
To be pushed in a cart - What a terrible sight!

While wearing a diaper, the rest of him bare,
By Bob in a dress and legs covered with hair.

And also one time by the light of the moon,
Ken jumped into a sewage lagoon.

Poor Bob took a look and held on to his nose.
Solitary Confinement - and he said - Take your clothes!

During one short hiatus Bob got wedded to Joan.
And after some years the children were born.

Bob loves to hike up to the great mountain top
And stands on the edge till he makes your heart stop.

He camps in the cold, and the rain, and the wet,
And in tennis, his volleys, they just clear the net.

He has earned the respect of all that he's met.
They admire the very high standards he's set.

On Board and Committee - he's done what he could.
Though he'd rather be taking a walk in the wood!

So Robert J. Fulton - Salute! from your peers.
And may we salute you for many more years!!!

Fredda Leiman
STANDING COMMITTEES AND ACTION PLANS 1997/98

The following committee membership lists and action plans were discussed at length and approved by both Council and the Steering Committee. There may be further changes to the committee memberships and action plans, which will be reported in future issues of ALSA News. Terms of Reference are documented in the ALSA Policy Manual.

Convention and Social Committee

Chairman:
M.H. Young

Vice Chairman:
J.M. Morrison

Council Liaison:
D.A. Wiberg

Members:
S. Davies, J. Dupuis, L.C. Finner,
G. Hartung, F. Longson,
G.K. Stromsmoe, D. Thomson,
C. Weaver

1997/98 ACTION PLAN
1. To identify and review all operational, Annual General Meeting and social programming policies and submit recommendations to Council for changes.
2. To plan and execute the 1998 Annual General Meeting and Convention as it relates to:
   • Composition of Attendees
   • Programming
   • Funding Sources
   • Financial Positioning
   • Exhibitors
   • Promotion/Communications
3. To plan the 1999 Convention and Annual General Meeting.
4. To plan and execute the Annual Golf Tournament.
5. Continue 50/50 draws for funding for the University of Calgary, second and third year students, to attend the ALSA Annual General Meeting and Convention.
6. Plan a Past President’s Breakfast in conjunction with Annual General Meetings.
7. To work with the Professional Development Committee to coordinate the arrangements for an educational seminar(s) to be held in conjunction with the 1997 AGM.
8. Preparation for future AGMs, i.e.: booking the next five years.
9. Review exhibit space with a view to adding more booths at the Annual General Meeting.
10. Review the issue of annual General Meeting and Social Programming policies.
11. Review the issue of Loss Control Seminars at the Annual General Meeting.
12. Consider implementing a career day in conjunction with the Annual General Meeting.
13. To invite the University of Calgary Geomatics Engineering students to the golf tournament before April of each year.
14. To discuss and make recommendations re the Annual Golf Tournament with a view to changing the format of the cups offered and the Texas Scramble.
15. To prepare an Annual Operating Plan including a budget.
16. To prepare an annual summary of committee activities.
17. To prepare a yearly evaluation of the committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year.

Executive Committee

Chairman:
S.J. Longson

Members:
W.R. Dabbs, A. Hittol,
D.R. Tomkinson

1997/98 ACTION PLAN
1. Following the intent, regulations and procedures of the Association’s Policy on policy making:
   • To review the Association’s framework and governing policies, evaluate their implementation and prepare recommendations to Council for changes or additions;
   • To review and recommend to the Council draft operational policies.
   • To review and revise the Personnel Manual.
2. To develop governing and operational policies and plan the Association’s advocacy program and recommend these to Council.
3. To supervise, through the Council chairperson, the Executive Director’s implementation of annual objectives.
   One month prior to the election of the Council, the Executive Committee will conduct its annual performance assessment of the Executive Director.
4. To address a long term plan re information technology.
5. To cause to be developed and maintained, adequate communication and reporting systems between committees, administration and Council.
6. To prepare an annual operating plan including a budget for the Executive Committee.
7. To prepare a yearly evaluation of the Executive Committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year, and report in the Spring issue of ALSA News.
8. Executive Committee report to membership following each committee meeting.
9. To review Council’s existing operating financial policies and make recommendations as to any changes and additions.
10. To review budgeting, bookkeeping, expenditure control.
11. To prepare an annual ALSA Budget.
12. To prepare annual Association financial report.
13. To prepare a wage and salary survey; criteria, form, administration and evaluation.
14. To develop a long range proposal regarding funding in the years 2005 -2010.
15. To evaluate ALSA insurance policies on an annual basis.
Historical and Biographical Committee

Chairman:
To be appointed.

Council Liaison:
D.A. Wiberg

Members:
S.T. Yanish
(volunteers are required)

1997/98 ACTION PLAN
To be developed and reported in ALS News in a future issue.

Legislation Committee

Chairman:
T. Skinberg

Council Liaison:
R.W. Leeman

Members:
D.J. Armstrong, J.N. Harland,
W.A. Hucik, H.D. Lipinski,
L.R. Olson, C.R. Petersen
ASSMT: J. Gaskin

1997/98 ACTION PLAN
1. Monitor any relevant external potential legislation by obtaining provincial government order papers, Hansard, etc.
   • Metis Land Settlement Registry
   • Condominium Property Regulations
2. Continuing liaison to obtain information regarding survey related information from other provinces and professional groups such as CCLS, CIG, GIAC.
3. Bring forward suggestions/make recommendations in concert with the Vision 2000 Committee and Council to implement a strategy regarding the expanded profession in accordance with New Business Motion #5 passed at the 1996 AGM.
4. Review of Section 5.1 of the Examination and Training Regulation in concert with the Registration Committee.
6. To keep cognizant and aware of proposed amendments to the Land Surveyors Act as follows:
   • Change to Section 39(1) 9(a)
   • Appeal process (complainant) re Discipline
   • Public representation on Discipline Committee; open hearings to the public
   • Reworking relating to the return of ALS certificate for members retiring their commissions.
7. Prepare the Legislation Committee budget.
8. Prepare the Legislation Committee report for the annual meeting.
9. Prepare a yearly evaluation of the committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year.

Professional Development Committee

Chairman:
S.T. Yanish

Vice Chairman:
F.S. Cheng

Council Liaison:
R.L. Haagsma

Members:
K.F. Berg, C.L. Chaisson,
D.B. Higgins, R.K. Jones,
D.J. McArthur, R.J. McGaffin,
D.B. Neufeld,
L.H. Pratt, G.D. Smyth

1997/98 ACTION PLAN
1. Develop operational educational policies and make recommendations to Council.
2. Review educational needs of all identified groups through review of Association education surveys, discussions with other committees, professional groups, and education providers.
3. Circulate current educational programs for all identified groups, including, NAIT and SAIT, U of C, CIG, CCLS, ASSMT, APEGGA.
4. Develop a plan of educational programming that meets the needs of various groups.
   (a) Coordinate the development and delivery of the following courses:
   • Office Procedures (Calgary)
   • Getting It Right
   • Basics of Least Squares Adjustment
(b) Coordinate and deliver exam preparation sessions for articled students.
5. Evaluate courses delivered.
6. Liaise with the Convention and Social Committee re Annual General Meeting seminars.
7. Prepare proposal re long distance learning.
8. Prepare proposal for partnership in customized training.
9. To develop a Mandatory Professional Development Program for approval by the membership at the 1998 Annual General Meeting.
10. Establish a PDC Corner in ALS News.
11. Drafting of regulation and manual for Continuing Professional Development Program.
12. Review of ASSMT Safety Certification Program with a view to inviting the Chairman of the ASSMT Education Committee to sit on the ALSA PDC.
13. Prepare an annual operating plan including a budget.
14. Prepare a Professional Development Committee report for the Annual General Meeting.
15. Prepare a yearly evaluation of the committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year.

Public Relations Committee

Chairman:
M.D. Prevost

Council Liaison:
P.J. Sullivan

Members:
F.S. Cheng, P.S. Dixon, B.M. Drake,
W.R. Edgerton, B.G. Fleece,
D.J. Hagen, D.R. Jaques,
R.M. Wallace, N.R. Woolgar
ASSMT: D. Adams

1998/99 ACTION PLAN
1. Review of the five year public relations plan with Rose Country Communications Ltd. with a view to setting up another two or five year plan.
2. Propose action steps and budget to Council to review RPR standards in the current business climate.

3. Review Council’s operational communications policies - make recommendations as to changes and additions.

4. Determine a mechanism by which the ALSA membership can be surveyed or monitored on an annual basis to ensure the Association is on track with respect to their public relations needs.

5. In concert with the ALSA administration, develop and implement an approved public relations program as it relates to external and internal communications.
   - Subdivision Guide
   - Oil and Gas and Land Surveying
   - Make presentation to CPA Conference
   - Participate in AUMA Conference
   - Participate in AAMD&C Conference/Tradeshow
   - Participate in CAPL Annual Conference
   - Maintain a Speakers Bureau and library of speeches
   - Participate in the Development Officers’ Association conference
   - Participate where appropriate in Right-of-Way Association meetings.
   - Participate in appropriate career days.

6. Make a list of volunteers to undertake various activities, re booth duty, etc.

7. Liaise with the Convention and Social Committee in implementing a career day in conjunction with the Annual General Meeting.

8. Continue liaison with B. Hanna re RPR Course for Realtors
   —Real Estate 1000 Course
   —RPR Course for Realtors

9. Coordinate speakers to deliver lectures to the U of C, SAIT, and NAIT.

10. Coordinate and deliver regional meetings; three in Edmonton and three in Calgary.

11. Liaise with the CCLS Public Relations Committee.


13. Continue a student liaison program re U of C, SAIT, and NAIT students.


15. Presentation to CBA - Calgary and Edmonton

16. Ongoing liaison with Members of the Legislative Assembly.

17. Resource Industry Liaison.

18. Consider the establishment of a Municipal Liaison Committee.

19. Publication of announcements in appropriate newspapers, i.e. election of President and Council, Public Members, Executive Director, Director of Practice, Review, etc.

20. Website Job Board

21. Prepare an annual operating plan including a budget.

22. Prepare a public relations report for Council.

23. Prepare a yearly evaluation of the committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year.

### Standards Committee

**Chairman:**

J.R. West

**Council Liaison:**

K.B. Drake

**Members:**


**ASSMT:** R. Bollinger

**Land Titles:** A. Gartke

### 1997/98 Action Plan

1. Continue to liaise with the Director of Surveys and LTO in pursuit of a satisfactory resolution to the problem of dormant plans.

2. Electronic Lodgement of Plans
   - Accuracy and Digital Data Standards

3. Investigate Need for Rigorous Survey Accuracy Standards.

4. Ongoing Monitoring of Standards for Iron Posts
   - Testing
   - Specifications

5. Liaison meetings with:
   - LTO/ALSA/DOS
     - Subcommittee on Vertical and Horizontal Control Specifications
     - ICSM Vertical Control Committee/One Window Vertical Access
   - Geomatics Canada
   - Resource Industry Liaison Committee
   - Oilfield Ad Hoc Committee

   - Section 4.1


9. Prepare:
   - (a) Standards Committee Report for Council at year end.
   - (b) Recommendations for AGM for Council approval.

10. To prepare an annual operating plan including a budget.

11. Prepare a yearly evaluation.

### Steering Committee

**Chairman:**

S.J. Longson

**Members:**

All Members of Council
All Committee Chairs

### 1997/98 Action Plan

1. To prepare policy and strategy recommendations for the management and administration of the Association’s committees.

2. To facilitate communications system between Council, committees and administration.

3. To facilitate liaison function among committees with other committees.

4. To obtain and review draft terms of reference, action plans, and budgets for each committee.

5. To prepare an annual operating plan including a budget.

6. To prepare a yearly evaluation of the committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year.
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Discipline Committee

Chairman:
W.R. Dabbs

Vice Chairman:
J. Deyholos, J.H. Holmlund,
W.R. Hunter, H.E. Impey,
L.H. Pratt

Members:
D.G. Clayton, R.J. Cote,
P.N. Ellegood, W. Halma, L. Leiman,
C.L. Lenius, P.C. Stoliker,
J.D. Williams

1997/98 ACTION PLAN
1. To fulfill the committee's responsibility under the Act.
2. To review all current discipline policies and submit recommendations to Council for changes and additions, if required.
3. To develop and maintain an adequate educational program for committee members:
   - Legal orientation
   - Review of Green Book
4. To develop eligibility criteria for membership on the Discipline Committee.
5. Schedule an annual meeting to include the following:
   - Discipline Committee Chairman
   - President
   - Vice President
   - PRB Chairman
   - Director of SPR
   - Registrar
   - Registration Committee Chairman
   - Executive Director
   - Association Solicitor
6. To prepare an annual operating plan including a budget.
7. To prepare a report to the Annual General Meeting.
8. To prepare a yearly evaluation of the committee's accomplishment of its terms of reference, recommending changes and amendments for the following year.

Nominating Committee

Chairman:
W.R. Dabbs

Members:
J.H. Holmlund
L.H. Pratt

1997/98 ACTION PLAN
1. Obtain nominations for Council.
2. Obtain biographies of nominees.
3. Present nominations to Registrar.
4. Prepare and circulate nomination notices to members.

Practice Review Board

Chairman:
J.G. Halliday

Members:
R.H. Beaumont, W.W. Fawcett,
H.D. MacAulay, R.J. McGaffin,
B.S. Sawchuk, J.J. Van Dam

Public Member:
L. Kluhe

1997/98 ACTION PLAN
1. Under the Land Surveyors Act
   (a) Assessment of existing and development of new education standards and experience requirements.
   (b) Evaluate desirable standards of competence.
   (c) Review the practice of surveying in general.
   (d) Inquire into other matters that are identified by Council.
   (e) Conduct a review of a practitioner's practice in accordance with the Act and Regulations.
2. Ongoing liaison with other parties involved in the Discipline process.
3. Conduct Annual Orientation of PRB members.
4. Systematic Practice Review Program
   - Conduct annual performance review of the Director of Practice Review.
   - As required, recommend on proce-
Registration Committee

Chairman:
R.F. Fulton

Vice Chairman:
J.D. Wallace

Members:
L.A. Crickland, J. Deyholos,
H.C. Engler, R.O. Hall, B. Jess,
H.E. Kiel, J.I. Maidment,
P. Mackenzie

1997/98 ACTION PLAN
1. Perform all statutory functions as outlined in the Act.
2. Perform annual pupil interviews, initial pupil interviews, and transfer pupil interviews.
3. Carry out all duties as delegated by the Universities Coordinating Council including:
   • Setting, administering and evaluating professional qualifying examinations.
4. Conduct ongoing review of the entire articling process to ensure appropriateness of content and current practice.
   • Examine interview and exam process.
5. Conduct a continuous review of the Professional Examinations to ascertain their validity as part of the profession examination process.
6. Ongoing review of the Syllabus and make recommendations to Council before forwarding to the Universities Coordinating Council for changes.
   • Review Pupil Handbook.
7. In concert with the Legislation Committee, review Section 5.1 of the Examining and Training Regulation.
8. Suggest updates to all relevant Registration and Examining Committee materials regarding the deletion of any reference to the Universities Coordinating Council.
9. Prepare an annual operating plan including a budget.
10. Prepare an annual committee report for the Annual General Meeting.
11. Prepare a yearly evaluation of the committee’s accomplishment of its terms of reference, recommending changes and amendments for the following year.

ADVISORY COMMITTEES 1997/98

ASSMT
Alberta Society of Surveying and Mapping Technologies

Council Liaison:
R.L. Haagsma

Member:
H.L. Palindat

CCLS
Canadian Council of Land Surveyors

Director
J.H. Holmlund

Members:
V.G. Hut, S.M. Loeppky

U of C Advisory Committee to the Department of Geomatics Engineering

Member:
S.C. Green

WCBE
Western Canadian Board of Examiners for Land Surveyors

Alberta Members:
R.W. Leeman
J.E. Rasmussen

SUBCOMMITTEES AND STUDY GROUP 1997/98

Continuing Professional Development Program Subcommittee

Coordinator:
L.H. Pratt

Council Liaison:
R.L. Haagsma

Members:
G.K. Allred, Dave Higgins,
H.E. Impey, R.J. McGaffin,
J.M. Morrison, D.B. Neufeld,
A.W. Nelson, C.R. Petersen,
S.T. Yanish

The Continuing Professional Development Program Subcommittee reports to the Professional Development Committee and to Council through the Council Liaison.

Coordinate Based Cadastre Study Group

Chairman:
To be appointed.

Council Liaison:
A. Hittel

Members:
Dr. B. Ballantyne, S.A. Fediow,
H.W. Janes, J.I. Maidment,
A.F. Martin, S.S. Partridge,
C.R. Petersen, J.C. Sharpe,
P.C. Stoliker, J.D. Williams.

The Coordinate Based Cadastre Study will report to the Standards Committee and to Council through the Council Liaison.
1997 GIS & GPS Symposium Subcommittee

Chairman:
B.G. Fleece

Council Liaison:
P.J. Sullivan

Members:
R.A. Bassil, D. Haley,
T. Ingraham, J. Jacobson,
P.M. Michaud, T. Ruta,
B.M. Stecyk, N. Stuart,
P.A. Walker, C.H. Weir

The 1997 GIS & GPS Symposium Subcommittee reports to the Public Relations Committee and to Council through the Council Liaison.

Vision 2000 Committee

Co-Chairmen:
S.M. Loeppky, D.A. Jamieson

Council Liaison:
A. Hittel, S.J. Longson

Members:
Dr. J. Beaubien, W.R. Dabbs,
S.C. Green, A. Hasham,
J.H. Holmlund, T.W. Hudema,
V.G. Hut, R.W. Leeman,
N.R. Mattson, A.W. Nelson,
D.C. Tucker, C.H. Weir, M.H. Young,

The Vision 2000 Committee reports directly to Council.

RPR Task Force 1997/98

Chairman:
S.M. Loeppky

Council Liaison:
R.L. Haagsma

Members:
W.R. Edgerton, D.J. Hagen,
W. Halma, D.A. Jamieson,
G.A. Munro, L.M. Pals,
M.D. Prevost, D.R. Sutherland,
R.M. Wallace, J.D. Williams

The RPR Task Force will eventually be absorbed by the Public Relations Committee.

A TOTAL STATION YOU CAN’T BEAT AT A PRICE THAT WON’T BEAT YOU!

Nikon presents the DTM-300.

It’s a new, affordable total station with lots of useful functions that can help you make money. Here are a few:

- **On-Board 500 Point Data Storage**
The DTM-300 will store point name, code, XYZ coordinates and raw data. Design coordinates can also be loaded.

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2 or 3 point resections can be calculated by the DTM-300.

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- **COCO Calculation**
Point-to-point inverse and azimuth and distance calculation. Coordinates can be retrieved or stored.

- **Simple to Operate Control Panel**
Large four-line LCD on both faces. Simple keyboard with full numeric keyboard and easy to understand function templates.

- **Excellent Range and Angle Accuracy**
Measures 1000 metres to a single prism. Angle resolution and accuracy: 5 seconds.

- **Much, Much More**
NEW! Extended Battery Life – 7.3 hours of continuous operating time with one on-board battery; compact and lightweight; resume function for quick start-up and power management.

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* VANCOUVER, CALGARY, EDMONTON, WINNIPEG, TORONTO, OTTAWA, MONTREAL, HALIFAX, QUEBEC CITY"
Alberta Land Surveyors' Association
88th Annual General Meeting & Convention
Some Facts and Some Memories

Bob McCutcheon was born in Bridgeport Connecticut, on March 30, 1909, to an Irish father and a Scottish mother, who emigrated to the United States one year previously.

The family moved to Calgary in 1912, where his father resumed his occupation as a carpenter. The McCutcheon family lived, for the most part, on the "North Hill" where Bob and his younger sister, Florrie, received their secondary educations at what was then the Balmoral High School on 16th Avenue North, West of Centre Street (now Crescent Heights Junior High).

Bob tells of his decision to leave high school in mid-term grade ten, to seek his fortune. After several weeks spent at various menial jobs (delivering groceries on a bicycle for example), he saw the error of his ways and decided to return to school in time to write the Easter exams to be set for the grade, from which he departed some months previously.

Bob succeeded in convincing the principal at that time, none other than Mr. William Aberhardt, that he would be able to bridge the gap by working day and night to catch up. He not only succeeded in catching up, but passed all of the examinations with better than average grades. Bob still maintains the experience served him well, by proving to himself that results realized in any endeavour are in direct proportion to the amount of effort applied.

Soon after graduating from high school, Bob went to work for Mr. D.T. Townsend, D.L.S., A.L.S., the C.P.R.'s surveyor for their Calgary division. Since the railway owned the areas now occupied by such districts as upper Mount Royal, Scarborough and Sunalta, Mr. Townsend performed these subdivision surveys. In time Bob articulated to Mr. Townsend, receiving his D.L.S. commission in 1939 and subsequently, his A.L.S. commission on May 13, 1940.

It was during the years when Bob was working toward his professional status as a land surveyor that he and Margaret McNeil were married in February of 1934. He still speaks of the support and encouragement which he received from Margaret during those months when he was preparing for his examinations. To Bob's great sorrow, then and still, he lost Margaret in January 1979.

During the war years, Bob served with the R.C.A.F. as a navigation instructor, both in Canada and overseas, from 1941 to 1945.

In 1947, he began his private practice operating from his home, and then moved to an upstairs office over what was then a bank on the North East corner of 8th Avenue and 1st Street East. Some time later, he moved to space above Hall Hardware at 115A - 8th Avenue East (presently the North West corner of the Convention Centre).

These were the days when office windows could be opened to fresh air, and the drafting department occupied the two front rooms facing 8th Avenue with a northern exposure to natural light for the tables. The old building was a pleasant place to work in, as I remember, during the few times when Bob would put up with my laborious drafting. Mr. Arthur Fleet, Bob's senior draftsman, deserves mention at this point.

An ex C.P.R. man himself, Mr. Fleet's special expertise lay in subdivision layouts and their attendant calculations, all of which were done with logarithms. In my opinion, (biased as it may be), Mr. Fleet's plans represent as fine an example of free hand drafting as there is to be found in either of the two Alberta Land Titles Offices.

Bob's last move was to the 300 Block on 7th Avenue West, over Campbell Floral (now part of the Devonian Gardens). He chose this location primarily because Alberta Drafting was next door, and like most survey companies of the day, we did not have plan reproduction facilities. Other good features of this location were its proximity to the Land Titles Office, and its ideal vantage point from which to watch the Stampede Parade!
Bob sold the business in 1965 to five of his employees and the operation moved to new quarters in 1969.

During the years 1947 to 1965, Bob's clients included the majors in the oil and gas industry, in the utility companies, and in the land developers. His many field plans will attest to the variety of surveys he performed, yet he is perhaps best known for his work in property surveys within the City of Calgary. These are still recognized as a reliable base from which lost survey evidence can be replaced, providing of course, his marks are still in place.

After his "retirement", Bob maintained a keen interest in the profession, working with several surveyors in Calgary to whom he would offer assistance if requested.

Bob's record with the Alberta Land Surveyors' Association speaks for itself. He served as President on two occasions, 1950 and 1952, and during which time was instrumental, along with Mr. Geoff Hamilton and Mr. Buck Olsen, in dissuading the government of the day, and in particular the Honourable C.E. Gerhart, then the Provincial Secretary responsible for the various professional acts, from its intention to remove, or at least reduce, the statutory powers of professional associations regarding the admission of new members. Mr. Gerhart's proposal was to substitute a system of government licensing which, fortunately for our profession, did not materialize.2

I would suggest that few people have made more of a contribution to land surveying in Alberta than has Bob McCutcheon. As an Honourary Life Member of our Association, let us hope that he remains as such, for many years to come.

1 W.A. Wolley-Dod, M.A. MacCrimmon, D.A. Anderson, A.R. Knudson, G.H. DeWitt
2 Excerpts from "A History of the A.L.S. Association" by J.H. Holloway, A.L.S.
FROM THE REGISTRAR
by Jerald E. Rasmuson, A.L.S.

Hello! Is anyone out there listening? It appears that a number of members are not attempting to contact owners before digging for survey evidence on private property. If no one is home, no cards are being left. Our public relations efforts are suffering greatly as a result.

Most owners who contact me understand the importance of surveyors requiring access to private property, but are expressing grave concern to me about the apparent disrespect of surveyors towards property and owners.

The Real Property Report is under attack and this blatant disregard of property rights might just be the final justification for its end. So—remind all of your crews to follow the Alberta Land Surveyors' Association policy regarding entry on private property.

A number of members have changed employment recently, but have failed to notify the Association that they are no longer taking professional responsibility for the practice of surveying with their former firms. It is a requirement of the Professional Practice Regulation for this notification. On a more practical note, without notification you are accepting responsibility for the practice of a corporation that you are no longer associated with, and maybe assuming unnecessary liability yourself.

As a member of the J.H. Holloway Scholarship Foundation, I would like to congratulate Scott Partridge, and Ron Hall as the winners in the commemorative print raffle held in conjunction with the recent ALSA Annual General Meeting and Convention. A big thank you to all who participated as nearly $2,000 was raised for the scholarship fund.

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ACSM 1997
SPATIAL DATA
CERTIFICATION
WORKSHOP
PROGRAM

The American Congress on Surveying and Mapping (ACSM) is pleased to announce a NEW series of workshops in the spatial data profession. Addressing surveying, geodesy, GIS/LIS, GPS, Cartography and Base Mapping, the workshops will be certified by the ACSM Certification Board, which is comprised of experts from each of the workshop areas.

All surveying workshops will also be pre-approved by all states requiring continuing education. Attendees will be awarded a certificate verifying participation in the workshops.

For details, write to: ACSM Certification Workshop Program, 5410 Grosvenor Lane, Suite 100, Bethesda, MD 20814, (301) 493-0200.
A MOMENT OF SILENCE
Ilmar Pals, A.L.S.
August 1907 — April 1997

Ilmar Pals was born on August 30, 1907 in Harku, Estonia, and passed away in Edmonton on April 25, 1997. He leaves four children; Anne Veli and Einari Pals of Estonia, Maia Meek of Edmonton, Ann (Al) Holtz of Vancouver; step children Heidi Kass of Edmonton and Vello Kass of Kansas; his grandchildren Jurgen, Liina, Kaila, Sander, Aleks, and Matthew, as well as other grandchildren and great grandchildren. Mr. Pals also leaves one brother Raimond (Lyk) Pals of New Jersey. He was predeceased by his wife Lydia, in 1983.

Following his early education in Estonia, Ilmar took his technical training in Estonia, Finland, and Germany, graduating in 1944 at Hanover, Germany with a degree in Civil Engineering.

After emigrating to Canada in 1950, Ilmar worked in northern Ontario and in northern Saskatchewan before settling in Alberta. He and his wife Lydia, lived in Edmonton from 1953 to 1982, when they moved to Spruce Grove.

Ilmar joined the staff of the Surveys Branch, Alberta Department of Highways, in 1952 where he served articles under Albert Tonsoo, A.L.S. He received his commission as an Alberta Land Surveyor in 1954 and worked as a District Surveyor in central and northern Alberta until his retirement from Government in 1972. He continued surveying in private practice for another ten years.

Ilmar’s experience in Europe, with Geodetic Survey Networks, and his enthusiastic discussion with his colleagues of the benefits of coordinate systems, significantly contributed to the implementation of the Alberta Survey Control Program. Ilmar was one of the early users of electronic measuring systems. He applied the first commercial model of the Tellurometer to a survey control traverse network in the foothills of Alberta in the mid 1960’s. His penchant for accuracy is reflected both in the field measurements and in the drafting style of the registered plans of the many hundreds of miles of road surveys bearing his name.

Ilmar remained in good health and enjoyed the family cabin, first at Sandy Lake, and later at Lake Wabamum, gardening at his Spruce Grove home and, especially, ice fishing. He was seriously injured in a car accident on April 11, 1997 and died from complications on April 25, 1997.

C.W. (Wally) Youngs
R.A. (Dick) Bassil

Gillis Oslund
A.L.S., D.L.S., P.ENG.
August 1924 — April 1997

Gillis Oslund passed away suddenly at his home in Red Deer on April 8, 1997 at the age of 72 years. He is survived by his wife, Margaret (Rhodes), and three sons, Stuart (Brenda), Graham (Ruth), and Geoffrey, one daughter, Brenda, and three grandchildren. He is also survived by his twin sister, Gladys, and another sister, Norma. He was predeceased by his parents and two brothers, Gerry and Vernon.

Gill was born in Slave Lake, Alberta and received his primary education there. He completed grades nine and ten in Idaho. Shortly thereafter (1943) he joined the RCAF and received training as a navigator in various flying schools from Vancouver to Summerside. He was about to be shipped overseas when the war ended. Gill received the remainder of his high school and university entrance in ten months at Red Deer via the Armed Forces, and entered the Faculty of Forestry Engineering at the University of British Columbia from which he graduated and subsequently earned his P.Eng.

Gill received his commission as an Alberta Land Surveyor in 1956 and began his legal surveying career as a Branch Manager for Canadian Engineering Surveys Ltd. in Drayton Valley. He ran the office there until 1958 when he began work with Mr. C.H. Snell in Red Deer and eventually became owner of the firm Snell & Oslund Surveys Ltd. Gill’s two sons, Stuart and Geoffrey, are still employed by the firm.

Gill was always active in Association affairs, serving on Council and as President in 1964. Many present day surveyors, including yours truly, have benefited from Gill’s wisdom, experience, and above all, his full adherence to the Code of Ethics. If we all were to pattern our professional lives after the example set by Gill Oslund, our Association would have few problems in that regard.

He was a good friend and a good surveyor. What more can be said of a man.

J. Keith Smith, A.L.S.
Meeting Today’s Challenges to Ensure Tomorrow’s Future

As a member of the Alberta Land Surveyors’ Association, I feel privileged in having served for the last two years on the Practice Review Board. Being a part of what I feel is one of the most important Statutory bodies of the Alberta Land Surveyors’ Association has been challenging and exciting as well as an eye-opener.

With this position come a number of assignments and duties which may not be apparent to all fellow land surveyors. The PRB and its members are assigned many duties which they are committed to carry out:

1. Under the Land Surveyors Act, their duties are:
   a. Assessment of existing and development of new education standards and experience requirements.
   b. Evaluate desirable standards of competence.
   c. Review the practice of surveying in general.
   d. Inquire into other matters that are identified by Council.
   e. Conduct a review of a practitioner’s practice in accordance with the Act and Regulations.

2. To maintain a practice review system to encompass the periodic review of practitioners.
3. To review all current practice review policies and submit recommendations to Council for changes and additions, if required.
4. To prepare an annual operating plan including a budget.
5. To report to Council on a regular basis and to prepare a report for the Annual General Meeting.
6. To prepare a yearly evaluation of the Board’s accomplishments and to recommend changes and amendments to its terms of reference for the following year.
7. To make recommendations to Council for appointment of members.
8. To liaise with the following ALSA committees: Executive, Professional Development, Discipline, Legislation, and Standards, and as a minimum, to meet with each Chairman on an annual basis.

Although all of these items are important, the one which takes the majority of the PRB members’ time is Item 2, “To maintain a practice review system to encompass the periodic review of practitioners,” better know as Systematic Practice Review (SPR).

For those practitioners who have already been audited in the first round of the SPR process, you know how detailed the review is and how much time it takes the Director of Systematic Practice Review and his staff to complete the internal and external audit and prepare the related SPR Report. Through the SPR Report, you as a practitioner are made aware of areas in which the Director feels you deserve accolades, areas in which there could be improvement and areas in which according to the Surveys Act, Regulations or the Manual of Standard Practice you are deficient. In many instances practitioners once they have been made aware of deficiencies or shortcomings, take it upon themselves as professionals to take the appropriate steps to rectify these problems.

The concern of the Practice Review Board is that many similar or identical deficiencies or shortcomings that are identified in one SPR Report are repeatedly identified in other SPR Reports. Some of the most common SPR Report deficiencies or shortcomings are:
   a. incomplete searches
   b. poor turn-around time by practitioners in responding to concerns raised in the SPR Report or making corrections to individual products.
   c. disregard of the Manual of Standard Practice (or previous Manual of Good Practice).
   d. incomplete field notes
   e. poor turn-around time by practitioners in responding to concerns raised in the SPR Report or making corrections to individual products.

**Searches:**

Although many practitioners do carry out searches themselves, they often also rely on contractors to do the searches for them. When relying on the contractor to do your searches, we suggest that you be very specific in your instruction and search criteria. It is often found that plans are overlooked or missing, encumbrances have not been identified, easements, rights-of-way or other instruments and restrictive covenants are not addressed, resulting in missed evidence in the field and ultimately an incomplete survey plan. As the practitioner, you have a responsibility to both your client and your profession to ensure that all interests which may have an impact on a parcel of land have been dealt with.

**Assessment of Evidence:**

A great number of the SPR Reports which are reviewed by the PRB indicate that there is an incomplete assessment or a lack of an exhaustive search for survey evidence, which often results in double posting. Original monuments, rust holes, broken off wood posts, traces of pits, etc., are being turned up by the SPR external audit which, in many cases under similar field conditions, were overlooked by practitioners or their survey crew. Consequently the practitioner is faced with unnecessary additional costs when required to revisit the survey site, as well as having changes made to the survey plan at Land Titles. Furthermore, any changes you make to your survey plan may have an impact on other practitioners, contractors or owners who have used your survey in the interim.

Another concern which is often raised with respect to monuments is not showing the post marking (insufficient evidence commentary) on the plan of survey. What ever happened to the wire brush, file and a little elbow grease? Post markings (when legible) are a valuable part of evidence assessment and
as such should be shown in field notes and on all survey plans.

The PRB would encourage all practitioners to personally and accurately instruct their survey crew(s) on how to conduct a proper and exhaustive search and assessment of all pertinent survey evidence. After all, it is you the practitioner who may have to stand up in a court of law and defend the evidence you have shown on your plan of survey.

**Manual of Standard Practice:**

In almost all SPR Reports shortcomings are pointed out which are contrary to either the Manual of Good Practice (prior to the 1996 AGM) or the current Manual of Standard Practice—shortcomings which in most cases are unnecessary yet which some practitioners ignore and resist making amendments or corrections to their survey.

In the introduction Part A of the Manual of Standard Practice it states; “The purpose of this manual is to assist the Alberta Land Surveyor in practicing, with integrity and competence, and to ensure surveys and survey plans result in clear and unambiguous definitions of boundaries.”

The Manual of Standard Practice has been compiled and refined over the years by the members of the ALSA whose prime objective has been to maintain high standards of workmanship and products for their clients. Although the Manual of Standard Practice is not legislation, it does reflect what the Association and its members believe to be good survey practices.

Remember, as a practitioner, you are supposed to be serving the public’s best interest!

**Field Notes:**

Field notes are the back bone of most of our survey work, yet on many occasions SPR Reports indicate that field notes are incomplete, illegible and/or of poor quality. Many would argue that their field notes are for their own use in creating a survey plan and would never go outside the walls of their office—if the practitioner can understand them, then that is all that counts. This is not the case and certainly not a professional outlook. In accordance with the Manual of Standard Practice, field notes shall give a clear and detailed account of everything found, observed and done in the course of a survey. If field notes are incomplete, illegible and of poor quality, is one to assume that the plan of survey reflects the same poor attributes? After all, the field notes are the foundation for the preparation of the survey plan. Take the time to instruct and demand clear and detailed field notes from your field crews. It’s your professionalism and integrity at stake and your only line of defense if challenged.

**Poor Turn-around Time by Practitioner(s) in Responding to SPR Report:**

The process of Systematic Practice Review is not meant to be taken lightly. The Director of Systematic Practice Review and his staff spend many hours compiling an in-depth internal and external audit report of a practitioner(s). The end result is an SPR Report as an information source for the practitioner(s) to improve their practice and better serve the public. In accordance with the overall SPR process, it is the practitioner’s professional responsibility to respond to the SPR Report in a timely manner and to make corrections or amendments to surveys in a similar manner.

**Looking Ahead:**

Throughout this article many of the deficiencies or shortcomings pertaining to the SPR Reports have been addressed. It is important to be aware also, however, that these Reports yield many positive comments and findings that attest to the professionalism and integrity of the Alberta Land Surveyor.

We are a proud and unique profession. Through the Systematic Practice Review Process we are helping to mold our destiny, ensuring that we stay a proud and unique profession into and beyond the new millennium. In this regard, your continued support and commitment to the Systematic Practice Review Process is paramount.

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* Results are dependent upon user equipment, software capabilities and observation time.

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Mandatory Continuing Education
by Sandra Kerka, 1994

The issue of mandatory continuing education (MCE) for professionals is controversial because at its heart are questions about the nature of professions and of adult education. Being a professional implies commitment to continuing one's education and the ability to pursue practice-enhancing learning. So there would seem to be no need for mandate. However, due to advances in knowledge and technology, as well as public demands for accountability and consumer protection, the number of states requiring continuing education for many professions has significantly increased in the last ten years (Queeney and English 1994). This Digest reviews arguments on both sides of the debate and relates MCE to the national standards and competency movements. It describes how continuing professional education (CPE) programs developers can provide effective learning for professionals in a mandated environment.

The Great Divide: MCE Pros and Cons

The following are the chief arguments of those opposed to MCE (Brockett and LeGrand 1992; Morrison 1992; Nelson 1988; Queeney and English 1994):

1. It violates adult learning principles, such as voluntary participation, the informal nature of adult education, and adult self-direction. It promotes uniformity by disregarding individual learning needs and styles.

2. By definition, professionals are supposed to be autonomous, self-managed, and responsible for mastery of knowledge; MCE is punitive to those who participate voluntarily.

3. Evidence that it results in improved practice is lacking. All that is mandated is attendance, which will not necessarily change attitudes, motivation, determination to practice responsibly, or ability to learn.

4. Programs are not consistently and uniformly available. Many lack quality and relevance to practitioner needs. MCE may encourage providers to focus on profit.

5. Requiring participation may hinder learning by reducing motivation and individual responsibility.

6. Professionals should be accountable for effective performance, not participation.

Proponents support MCE for the following reasons (Brockett and LeGrand 1992; Little 1993; Nelson 1988; Queeney and English 1994; Queeney, Smutz, and Shuman 1990):

1. Expecting voluntary participation is unrealistic. Those who need it most may be least likely to participate.

2. There is some evidence that well-designed programs can influence effective practice.

3. MCE can provide equal access to a range of opportunities.

4. Mandates are necessary to protect the public from incompetent or out-of-date practitioners.

5. Although imperfect, it is better than such alternatives as examination or practice review.

6. By choosing a profession, professionals submit to its norms. A license to practice implies consent to be governed by the rules of the profession.

Although some studies have found negative attitudes among those required to participate, Queeney, Smutz, and Shuman (1990) suggest that MCE participants may judge their participation more thoughtfully and critically because it is required; they expect high quality and applicability and become more astute consumers of learning opportunities.

Some feel that the mandatory debate is a dead issue (Brockett and LeGrand 1992; Nelson 1988; Queeney and English 1994). Rather than arguing about whether professional continuing education should be mandatory, the focus should be on improving the content and delivery of CPE. However, the content of CPE courses is often based on precedent or what the providers think is worthwhile, rather than any systematic analysis of what constitutes competent current practice of the profession (Hager and Goncz 1991, p. 24). Some consider competency-based standards the solution.

Competence, Standards, and MCE

Competency-based standards movements are well under way in vocational education and some professions in Australia, New Zealand, and the United Kingdom. Competency-based certification and licensure are also a growing part of MCE (Queeney and English 1994). However, educational providers, legislators, and professional associations disagree about what competence means and what is the nature of expertise. A competent professional has the attributes—knowledge, skills, abilities (KSAs)—necessary for performing a job to appropriate standards (Hager and Goncz 1991). Competence includes such aptitudes as interpersonal skills, motivation, and professional judgement (Cervero et al. 1990); it also involves values, beliefs, and attitudes (Nelson 1988). To Davison (1994), competence is what a person is able to do, but the larger issue is what he or she is willing to do; that is, will they use acquired KSAs in the practice setting? The role of CPE is to bridge the gap between professionals knowing how to and knowing to (Davison 1994; Nelson 1988).

Hager and Goncz (1991) propose an integrated approach that identifies the KSAs displayed in the context of realistic professional tasks. The resulting standards would enable professionals to assess their own levels of competence and choose continuing education accordingly.
Another flaw in the competence approach is the assumption that performance is individual. Cervero et al. (1990) identify other influences upon performance: the relationship of the professional with peers, subordinates, superiors, and clients; the multiple cultures to which individual practitioners belong; and the relationship of the professional to society (the cultural context of practice). Thus, although continuing education (mandatory or not) may be a factor in improving competence, it is difficult to separate the effects of participating from those of other influences on practice (Queeney and English 1994).

Improving CPE

Rather than debating the mandatory issue or arguing whether competency standards are appropriate for professionals,

"a preferable alternative might be to focus on alleviating the problems associated with continuing professional education as a tool for improving professional practice"

(Queeney and English 1994, p. 16)

Some of the problems are as follows (Cervero et al. 1990): multiplicity of providers; lack of standards; and dissonance about who should pay, who should determine the level and frequency of participation, and what type of activity should count as continuing education.

Effective CPE should be accessible, affordable, and of high standards. It is difficult to balance quality considerations with the need to keep costs reasonable, serve large numbers, and address continual updating needs in many specializations.

Collaboration among providers is recommended. CPE should be relevant to individual learning needs, applicable to practice, and designed for different learning styles. Professionals in an organization setting should receive support for transferring learning to practice, and interstate mobility of MCE credentials should be established.

CPE should be rooted in and viewed as an extension of professional education. Competence evolves over time, and effective learning is a long-term cumulative, integrated process (Cervero et al. 1990; Queeney and English 1994). CPE should be viewed as part of the lifelong learning continuum, and development of a mind set toward continuing education should begin prior to practice. This requires a systematic approach to developing a strategic lifelong learning agenda that is holistic (taking into account the multiple cultural influences on practice). Currently rare, educational counselling services for professionals are needed.

CPE should link practitioner competence to the ideals of public service and accountability by:

1. stressing the value judgements and ethical considerations in practice
2. developing competence and expertise in conjunction with understanding of the human purposes of professional service
3. promoting cooperation, interdependence, and collaboration as additional ways to improve competence (Cervero et al. 1990).

Nelson (1988) warns that MCE should not be oversold as a solution. Associations for professions in which continuing education is mandatory should promote the values of CPE to their members while acknowledging to the public the limitations and difficulties of certifying competence and of documenting MCE's effects on practice.

A most important factor in overcoming objections to mandated education is consideration of the professional as an adult learner. Program design and delivery should emphasize consultation and cooperation, not coercion (Nelson 1988). Professionals can be given broad latitude in the selection and design of their individual learning programs (Brockett and LeGrand 1992), especially if standards against which to compare them have been established. Cervero et al. (1990) give the following description of professionals as learners:

"professionals construct an understanding of current situations of practice using a repertoire of practical knowledge acquired primarily through experience in prior 'real life' situations" (p. 178).

CPE must foster both practical knowledge or know-how as well as critical reflection.

Although in some professions MCE has become the norm, its mandatory nature should not be the focus.

"One answer to the mandatory continuing education conundrum may be not the mandatory or voluntary nature of continuing education, but the transformation of professionals into motivated seekers of education" (Queeney and English 1994, p. 4).

NOTE:
References are available upon request.

The above article was found on the Internet at http://www.mrn.net/ricter/web/medicathome.html

REPRINTED FROM THE QUARTERLY POST
THE NEWSLETTER OF THE ASSOCIATION OF
MANITOBA LAND SURVEYORS
VOLUME VII NUMBER 1 WINTER 1997
The Association of New Brunswick Land Surveyors (ANBLS) is a professional, non-profit organization comprising some one hundred and forty members. The ANBLS sets and maintains standards for professional Land Surveying practice within New Brunswick and serves to protect the public interest in matters pertaining to land and boundaries.

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 ERRORS AND OMISSIONS

This column is intended to be a regular feature of ALS News that is intended to provide examples of claims made against the CCLS Professional Liability Insurance Program. The examples will relate to claims made against the program anywhere in Canada and may or may not have resulted in a payment to the claimant. It is intended that all claims will be presented in such a manner as to maintain the confidentiality of the insured and the claimant.

Condo's Continue to Cause Concern

There is a claim where a surveyor relied on third party information in the preparation of a condominium plan. His articulated pupil had difficulty accessing the units in order to complete measurements and assumed that some of the units were three bedroom units, whereas they were actually two bedroom and shown on the condominium plan to be twenty square metres larger than they actually were.

The original developer sold the complex based on the condominium plan, prior to sale of the individual units. The new owner was experiencing difficulties marketing the two bedroom units, when it became apparent that there were more two bedroom units than shown on the plan. The developer claimed that his investment had been devalued by $300,000 and filed a claim in that amount.

Upon filing of the claim and subsequent discovery of the error by the surveyor, he took steps to remeasure the entire project and have a new plan prepared and filed at a cost to himself of approximately $5,000. Some units had been sold by this time, and there were some difficulties in obtaining consent from all parties.

The really unfortunate aspect to this claim was the fact that the insured was a small practitioner and only had coverage for $100,000. The saving grace was that the claimant was prepared to settle for the $100,000 rather than pursue the matter through the courts and expanding the claim to include the personal assets of the practitioner. Legal and adjusting expenses were $14,000, in addition to the damages paid.

G.K. ALLRED, A.I.S.

Litigation:
"That is one thing I learned; don't ever get involved in a lawsuit. It's expensive and it's 50-50 for everybody."
Peter Pocklington

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Volunteering
by R. William Taylor, CAE

Getting a multifaceted education ----

The best teacher for most of us is first-hand experience. For those in the association community, volunteering provides a truly special opportunity to see our own roles from a different perspective. We don't have to imagine what it's like to be in the shoes of our own volunteer leaders; we can live it, and learn from it.

The payback of volunteering ----

At the point in my career when I was the chief staff executive at the Society of Manufacturing Engineers (SME) and was selected to serve as the American Society of Association Executives' chief volunteer leader, I had a long list of reasons why I thought serving in such a leadership capacity would be of benefit to SME. What became evident after a year of volunteer service was the additional benefit to me personally. That year of service did more than continue education or reading or observing could ever do.

Actually, the rewards of volunteer leadership come in a variety of packages. You'll find that the activities you are exposed to as an association volunteer provide numerous opportunities to "steal" ideas, some of which may even be remunerative. In my own case, I chaired ASAE's Education Committee and played a major role in the development of the first C.A.E. (Certified Association Executive) examination. Being so involved in this process made it easy for me to adopt a similar plan of action to develop SME's Certified Manufacturing Engineer program.

Likewise, ASAE's annual meetings taught me how to develop creative and energetic programs. Too, service on ASAE's first International Committee broadened my understanding of issues on a global level, which ultimately resulted in the creation of SME chapters in Australia, Hong Kong, Singapore, New Zealand, the Philippines, and Mexico.

Understanding motivation -----------

Service on committees gives you more than just experience with a particular subject area or cause, and more, too, than learning how to effectively set goals and strategies. Committee work gives you the opportunity to view your relationship with staff from a volunteer perspective. I learned what I needed to do as SNIE's chief staff executive to make my elected leader feel important; equally critical, I learned what to avoid, so as not to diminish or undervalue his or her role.

An inherent benefit of serving in a volunteer leadership capacity is the opportunity to have regular contact with so many bright individuals on the association's board. Also of immeasurable value is the opportunity to question and learn from the living legends of the organization for which you're volunteering. I was able to learn first-hand about association law from George Webster, ASAE's general counsel for so many years, and about strategic planning from Sam Shapiro, a former chief elected officer of ASAE. These were the pioneers who had such a great influence on the evolution of the profession of association management.

Yes, I can attest: One of the most value loaded experiences you can have as a chief staff executive is to serve in a volunteer leadership capacity. It's a great educator and one of those roles that just keeps on giving.

R. William Taylor, CAE, is president of the American Society of Association Executives, Washington DC

REPRINTED FROM THE TREASURE STATE SURVEYOR, APRIL 1997 MONTANA REGISTERED AND SURVEYORS ASSOCIATION
Who is Training Your Surveyors?
by Lynn D. Lantz, PLS

The thirty years I have been around and involved with various types of surveying such as construction and property, public and private, many things have changed. A couple of things have been on my mind for a while, the subject of rates and wages and the training of our replacements and assistants. In the past ten to fifteen years nearly all the three-man crews have gone by the wayside in the private sector. Technology has given us the ability to measure things with only two, and now, only one person. I see no use in listing all of the technical stuff that you are probably more familiar with than am I. Also, for the sake of simplicity, I will use the masculine gender pronouns to convey this message but, am fully aware that the women working in these positions are subject to the same lack of training and guidance.

The cost of labour has, in many areas, gone up much faster and higher than the revenue and thus the rodman is history. Is that a good idea? Are you comfortable with the people doing your field surveys? Do they know a section corner from a guy wire anchor? Who showed them the difference? Was it you? If not, then how do you know what they know? If the point is not in a range box with a monument record to guide them to it and an intersection with street signs to get them in the general area, how do you know what they are tying down and measuring from? Oh, you say that you hired them from the company across town that has been doing that type of surveying for years so they have trained them. Well, if you won’t accept that company’s pin and cap without checking it out thoroughly, why trust them to have trained the person that may have set that pin and cap?

Maybe the college or ve-tech trained your new instrument person, that is mighty supportive to hire from their student placement centres and take the non-experienced gunner. You may have saved over $1.50 per hour to get someone who can turn angles and set up an instrument in less than seven minutes, if the ground is level. Can he read plans? Can he figure out where to start a job if the party chief is sick and it is critical and must be done right now? Does he know what a plumb-bob is for and how to use one? Can he really run the instruments you have without giving you hours of grief in solving those traverse problems and topo code questions? I am certain he could not “throw” a chain, if he could even read one. This person is going to be a party chief someday if the right job does not come along first and, with better money or benefits, lure him away.

We, here in the Denver area, are once again in the situation of having a backlog of work and shortage of experienced surveyors. This happens in periodic spurs most anywhere I suspect. The strange thing is that the rates stay nearly the same during these boom cycles, and the jobs get done with personnel that sometimes have less skill and much less supervision and training.

Why are not the survey companies putting the “law of supply and demand” into practice and raising their rates so they in turn can offer higher wages and benefits and draw the experienced persons to them? Would not the quality and quantity of work certainly be of some benefit? Is the reason you do not use a three man crew because the client dictates to you how to run your business? Does that client worry about who will do his surveying in five or ten years when there are half enough skilled survey personnel around? If I knew all the answers it would not be necessary to ask you. Do you know?

Perhaps I have missed something here. The boom and bust cycles have come and gone and surveyors have lost ground economically every time. What is the deal? Is this the reason for the saying, “you can’t sue a surveyor ‘cause he ain’t got nuthin.” We survey properties for ten percent or less of what the Realtor gets for selling it and we enjoy the liability for the rest of our lives and into our estates, while the Realtor walks away with a nice piece of change. What, if anything, do you see wrong with this picture? Is that the inheritance you other surveyors want to leave for your successors? Is this the principle you want to continue working under no matter how much you could use the raise to support your own family or improve the working environment of your office and field persons?

Did I get side tracked? Well, I don’t think so. The fees you are charging—and if you’re lucky, collecting—are too little to improve the training and development of your staff. The rodmen or students would benefit tremendously from an apprenticeship position. The more experienced surveyors working for you would be able to better train them if they were able to work side by side rather than at opposite ends of a total station and data collector. As a party chief in this position, I can tell you how frustrating it is to have to answer for the mistakes of the “green gunner” when I cannot read his mind or watch over his shoulder until I have confidence in him. The rodman could learn where to take shots where you want them taken, and what a stone with chisel marks on it looks like. Ten or fifteen years from now, these young trainees could have as good or better background than you, and your confidence of a job well done would be more of a reality. This would offer greater protection for the survey profession from government intervention regarding legislation and licensure.

Obviously your home is worth more today than twenty years ago. The one I bought new in the 70’s is now selling for nearly four times as much as then. Has your income increased four times? If so, you are still behind with inflation and higher taxes. Has your fee schedule increased four times? I don’t think so. Has your opportunity to be involved in litigation increased? I am sure the insurance company thinks so and has raised your rates accordingly. Perhaps also four times as much. If a seventy-five cent cup of hot coffee spilled by the customer can translate into a million dollar law suit, your business may be worth more than you ever thought possible.

Through the years, measuring and gathering data has become easier and faster, and would make one think profits are at all time highs, especially with
field crews cut by thirty to fifty percent, the money should be pouring into your accounts. What do you mean this is not true? You have not had a rate increase since when? The dollar is worth ten or twenty percent of what it was then, how much does your working spouse have to earn to support your survey business?

In summary, I suggest we put surveying back into the status of professionalism and not car sales. You consider raising your fees when the market allows, the gas stations do it weekly and gauge the heck out of your budgets. With this done, you can afford to put out a better product. You can sign it and worry less at the same time, take pride in the job, not just in being your own boss, especially if you're annually on the verge of bankruptcy. You can take on a rodman or two in the summer, help train the student with OJT and make them a more valuable asset. Next year when you need that new gunner or additional crew, you might just know someone that could step in and do the work. When the old duffers quit coming to work and you have to trust those greenhorns to do your section breakdowns or that six lane structure you were low bidder on, can you?

Start looking down that highway you are building and quit under-cutting each other's bids and your own throats to get just one more project. If you charge a fair market price and do a good job, volume won't be as much a factor and your ulcers can heal some. Perhaps you started your business with some of your past employer's clients by cutting the rate, or maybe you are an employer that had an employee leave and do that to you. In either case, I encourage you to wake up and get off the "poor me" charts and into the black.

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**ASSMT NOTES**

by Stutt Pottruff  
Executive Manager, ASSMT

I am pleased to report that ASSMT held a very successful Annual Meeting at the Crowne Plaza in Edmonton on Saturday, April 19th.

Twenty-two members from Lethbridge to Hythe and points between, attended. It was the culmination of three event-filled days. We were very pleased to be asked to take part in your 88th Annual General Meeting and those who attended, enjoyed it very much.

We were represented by outgoing President Alan Strid and his wife Pattie; newly installed President Barry Bleay, and myself. Speaking personally, the workshop "Forensic Anthropology & Historical Issues" conducted by Dr. Owen Beattie is an afternoon I will not forget for a long time. The pictures of sailors from the Franklin Expedition and the genocide in Rwanda were unforgettable.

Also, the IceBreaker Reception, "Surveying The World" was a delight—a great opportunity to mix with the members of the ALSA and the exhibitors. We also thank you for the display table across from the meeting room where members of the ALSA could help themselves to our applications, brochures, and newsletters. We also displayed our "Book of Honour" for the first time. This book lists all our Councils and A.L.S. advisors from our incorporation in 1970 to today. It is an effort on our part, to honor and thank our volunteers and will be spending more time in this area this year.

We noted with interest the report on the Vision 2000 Committee and the vote to include the regulations pursuant to the Land Surveyors Act in the ALSA Manual of Standard Practice. We were consulted before the finalization of the report by HOPE Learning Systems and look forward to the "Think Tank Session" to discuss an umbrella geomatics group at the GIS & GPS Symposium scheduled for October. We also commend your Public Relations Committee for producing the brochure "Owning Land", and look forward to receiving "Alberta’s Subdivision Process". Our ASSMT representative on the ALSA Public Relations Committee, Dwight Adams, keeps us informed of your progress.

At the outset of our Annual Meeting on April 19th, Alan Strid was presented with a new President’s Gavel which will be passed on to his successors. The bulk of the time in the morning was devoted to reports by the Executive and committees. Some of the highlights included the successful Safety Seminars in Calgary and Edmonton, the distribution of the Member Binders, containing our membership list and the ALSA Register of Members, the ongoing rewrite of the ASSMT Bylaws by Henry Palindat, A.L.S., four Career Day experiences, Links, and Regional Meetings in Calgary.

After the announcement of the result of the vote for Council, the 1997/98 slate was installed as follows:

President .................... Barry Bleay  
Vice President .... Reid Hollander  
Past President ............. Alan Strid  
Councillors .................... Bill Firth  
Kevin Laiss  
Bob MacDormand

Due to the election of Councillor Reid Hollander as Vice President, the fourth position on Council will have to be filled. Our committees were filled with new members, priorities were set, and the 1997 budget was approved. A date of April 18, 1998 was also set for the next ASSMT Annual Meeting in Calgary which will be held at the Westin Hotel, which is the third day of the ALSA Annual General Meeting and Convention. The ASSMT Annual Meeting Committee will be working with the ALSA Convention & Social Committee to ascertain whether the exhibits can be scheduled to allow more ASSMT members the opportunity to participate.

After adjournment, we held our annual draw for prizes. ASSMT members who didn't attend, should be sorry. We would like to thank the following for sponsoring the draw and were delighted to have John McCutcheon as our drawmaster. John is recovering from a stroke and is representing Cutch Enter-

prizes, which specializes in water treatment.

**Coffee and Refreshments:**  
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Advance Industries/Bow Catering  
**Hats**  
Leica Canada Inc.  
**Swiss Army Knives**  
Butler Survey Supplies  
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Ensight Information Services

We will be meeting in June to certify ten new members, set Safety Course dates for October or November, and plan for the new year.

ASSMT representation on ALSA committees follows:

Legislation .................. Jackie Gaskin  
Public Relations .......... Dwight Adams  
Standards .................... Bob Bollinger  
PDC .......................... (to be appointed)

In closing we wish to extend best wishes to your new President, Stan Longson, and the 1997/98 Council for a productive year. We will be seeing you at the ALSA Annual Golf Tournament and at the GIS & GPS Symposium in October 1997.

Have a glorious summer.

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Get someone else to blow your horn and the sound will travel twice as far.
Coping With Workplace Stress
By David J. Bowman
President, TTG Consultants

Every year, approximately 30,000 Japanese workers die from "karoshi"—they literally work themselves to death, according to Entrepreneur magazine. No such epidemic exists in the U.S. yet, but the medical journal Annals of Internal Medicine recently reported that twenty-four percent of workers surveyed suffered fatigue for periods longer than two weeks, and job stress was high on the list of causes for this fatigue. In fact, the United Nations' International Labor Organization indicates that seventy-five percent of American workers consider their jobs stressful.

Much of this stress results from global competition and economic conditions that have caused reductions in force nearly everywhere in American business—and that includes the association community. Whether it's called flattening, fewer people are now doing what previously had been accomplished by larger staffs.

Employees are having to comply with increased demands in terms of both quantity and quality. The developing trend is to hire an inadequate number of staff members and work them to the max.

The resulting stress isn't limited to any one level of employee and is resulting in burnout, the symptoms of which include apathy, lack of energy, irritability, errors, complaining, tardiness, absenteeism, illness, decreased motivation and substance abuse.

When these symptoms appear, the smart employee and manager will deal with the problem—perhaps through an employee assistance program—or the individual in question will spiral downward until either a resignation or termination occurs.

There is very little organizations can do about the global and economic conditions requiring leaner staffs, but there are many actions that can lessen the impact of stress and burnout that comes from having to do more with less.

Make sure square pegs are in square holes. Sometimes people pick the wrong jobs for themselves, and managers do nothing about it. If an extrovert is in an accounting function, or an introvert is trying to be a sales person, stress, burnout, and less-than-high productivity is likely to result. What may cause stress for Sally may not be a problem for Sam. Make sure you and your staff members are in the right job. There are many assessment instruments available to help in this process.

Create worker empowerment. When employees feel they have no control over their work, stress and burnout can occur. This was a finding of a 1990 Cornell Medical College study.

That doesn't mean management must totally give up control. Worker control over small issues—such as prioritizing which of three things must be done first—can often minimize burnout. The concept of self-managed work teams can also prevent employee overwork—and free up management as well.

Provide proper training. When workers don't know the best way to perform a task, anxiety and frustration results, which causes stress and (ultimately) burnout. Employees should always know what to do and how to do it. If instruction hasn't been given, workers should ask for it.

Create a listening management. Nothing alleviates stress more than knowing someone in management is listening to and caring about what is being said. Of course, action is part of this equation, even if it's a failed attempt to deal with a worker problem.

Good as these actions can be, employees ultimately must deal with their own stress and burnout.

Here are some suggestions for creating a more relaxed workplace:

1. Get to the office fifteen minute earlier every day, thus taking the "rush" out of the morning.
2. Don't trust your memory, write everything down.
3. Try not to over-schedule yourself or your projects. Don't promise what you can't easily deliver.

4. Be realistic regarding your standards. Don't set standards that are beyond your reach. Maintain your sense of humor. Even a disaster can be funny.
5. Plan B should always be ready.
7. Take some quiet time for meditation or deep breathing, particularly when you feel stress building.
8. Each evening, prioritize activities for the next day.
9. Establish deadlines for yourself, and stick to them.
10. Before making or taking a telephone call, ask yourself, "Is this call really necessary?" Eliminate or deflect drop-in visitors that waste your time.
11. Try to avoid rush hour by changing your work schedule.
12. Ask yourself if a job can be delegated to someone else.
13. Don't always say "yes" to tasks thrown your way.
14. Decide if a meeting is really necessary. Are there alternate ways to distribute or collect information?
15. Try to see the other person's point of view. Listen and gain insight.
16. Stay positive. Focus on the resources you have, instead of the resources you lack.

With individual awareness of workplace stress and ways it can be controlled, employees at all levels of organizations can be healthier, happier, and more productive—even in these lean and mean times.

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Reality is relative, but Relativity is real.
The Unnecessary Evil that is Quality Assurance for Surveying "Comply or Perish"
by Neil Edwards, MIEMS (Aust)

It never ceases to amaze me that so few surveyors have complained openly about the tyranny of the imposition of Quality Assurance upon their professional lives. This policy was introduced into the public service several years ago and was not required then in surveying, nor is it required now. It would appeal to the bureaucrats who's whole life is based upon documentation and when they are faced with a problem, write a report. It may not fix the problem, but they have it documented.

Now with the reduction in size and outsourcing of government work, Quality Assurance continues. The main culprits of this are ex-government bodies, many now in private hands, but still with the same employees that thought that a piece of paper guaranteed quality. The stupid situation that now arises is that surveyors that have been surveying for those and other organizations successfully for many years, are now not considered competent to continue to do so unless their records and procedures have been scrutinized and certified at great expense by a third party.

This may leave the employer (client) open to litigation, for it can be reasonably argued that Quality Assurance procedures have little or no bearing on the quality of the end product for which the client is paying and has specified in the contract. With the many and varied forms of instrumentation available to the profession and the many systems available for the recording of collected data, it is ridiculous to assume that a standard can be applied, other than that which already exists as part of basic survey procedures in the requirement of accuracy.

Only under extreme conditions can it be reasonably argued that the methodology of producing the end product has any influence. All special requirements for certain records to be provided in an agreed format are part of the contract negotiations. These record variations usually depend upon the type of computer program being used by the client, of which there are many and varied packages, both engineering and architectural. Other variations that are common arise because of the environment in which the survey is to be performed, being surface, underground, flat or undulating, stable or unstable surface, wet, dry, etc.

With the problems of security of information that exists today with all and sundry selling information for a profit, there is no assurance that the information gained by the third party inspectors will not be made available for a fee to other individuals. The information that most concerns many survey companies are their methods of operation and especially tendering for contracts. This information they do not want their competitors to obtain.

Quality Assurance is a bureaucratic and pointless interference in a profession that is by its very nature one that automatically checks its product for perfection, not just by visual inspection, but mathematically.

That Quality Assurance has been able to establish its malignancy to the extent that it has, is an indication of the bureaucratic interference in the every day lives of all Australians. We now have a situation where we have to abide by the regulations that are imposed upon a profession by an outside organization that has managed to persuade industry that unless a surveyor can show that they have documented Quality Assurance, then they cannot work. How one can expect that documentation will improve the quality of the product I can not imagine! All this documentation will not guarantee that the lazy surveyor will check his equipment or take any more care than they do now, and if the surveyors takes longer to carry out a survey, or makes errors for whatever reason, then they have to bear that cost. What other incentive is more likely to produce professional Quality Assurance? As well as this, most if not all, private surveyors carry indemnity insurance.

Surely it is not the quality of the documentation that counts, but the end product for which the surveyor is being paid for and usually to a stated contractual standard? If the product is not up to the contract requirements, then the agreement is void. What more assurance can possibly be required, for surely, only a fool would contract to provide a survey for which they were not qualified, or were unlikely to be paid, because of their incompetence or lack of ability.

The direct financial costs to the profession, being many thousands of dollars, plus more for annual and random inspections cannot be justified for it produces nothing but documentation, except that at the present time, you either conform or go under. The peddlers of this ransom demand, only have their own financial interests at heart and are supported by government in their endeavours to become the parasites living off the hard labours of the survey profession.

What seems to have escaped the minuscule mental abilities of our governments and their employees is that out here in the real world, we are paid for what we produce. We do not get promotion and exorbitant pay raises, paid for with money extracted on pain of prosecution from the ever diminishing wage and salary earners of this country who receive ever increasing demands on their earnings. We also do not get rewarded for making a complete pig's breakfast of our work, as seems to be public service policy.

It should be noted that many of the people pushing Quality Assurance were once government employees where they were seconded to establish
Quality Assurance in their area of public service and having established themselves, it was in their interest to promote Quality Assurance in industry at large, but not because it was required or needed.

Having extended their influence to private industry, it was only a matter of natural progression that when separation packages were being offered, that a form of reasonable alternative employment as private Quality Assurance consultants was the obvious answer. A ready supply of funds being available from private industry that was placed under duress by them whilst government employees.

It should be noted that the government is now so committed to Quality Assurance that they have reduced their requirements for Quality Assurance paper work and testing that is required to obtain a driver's licence. After all, a driver's licence will only kill people, not cause a factory to be built 5mm out of alignment.

Another point of interest is that even though it is being discontinued in other countries as a failed idea, we still continue!!

The only arguments that I have heard in support of Quality Assurance in the survey profession have come from promoters of the policy and surveyors who have already conformed so as to be able to continue to work. The first have a vested interest and the second do not have the choice—so much for democracy!!

It is time that the profession said that "enough is enough!" and refused to be prey to the misguided and the parasitic.
Interesting Events

JULY 1997
URISA '97, 35th Annual Conference, "Acting Locally, Connecting Globally".
July 20-24, 1997
Toronto, Ontario
E-mail: tparodi@urisa.org

AUGUST 1997
ISPRS International Symposium on Spectral Sensing Research
"Observation to Information".
August 3-8, 1997
San Diego, California
E-mail: register@issrs.org
iKusasa "The Future", Conference of South African Surveyors
August 24-28, 1997
Durban, South Africa
E-mail: cande@global.co.za

SEPTEMBER 1997
1997 ACSM Spatial Data Workshop
Certification Program
September 5-6, 1997
Raleigh, North Carolina
www.landsurveyor.com/ACSM/
Canadian Association of Petroleum Landmen 1997 Annual Conference
September 14-17, 1997
Whistler, B.C.
ALSA Regional Meetings
September 23, 1997—Calgary
September 25, 1997—Edmonton

OCTOBER 1997
high on energy GIS & GPS
global innovative solutions
1997 Conference and Exposition
October 1-4, 1997
Calgary Convention Centre, Alta.

NOVEMBER 1997
November 2-6, 1997
www.promaco.com.au

JANUARY 1998
ALSA Regional Meetings
January 20, 1998—Calgary
January 22, 1998—Edmonton

FEBRUARY 1998
ACSM 1998 Annual Convention and Exhibition
February 28 - March 5, 1998
Baltimore, Maryland
www.landsurveyor.com/ACSM/

MARCH 1998
ALSA Regional Meetings
March 24, 1998—Calgary
March 26, 1998—Edmonton

APRIL 1998
ALSA 89th Annual General Meeting and Convention
April 16–18, 1998
The Westin Hotel
Calgary, Alberta

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- Retro Ray Triple Prism (inc. housing)
- Sokkisha Traversing Kit (2 targets and tripods)
- Wild NA2 Automatic Level
- Wild GST 20 Wooden Tripods (3)
- Wild GST 10 Alum. Tripod (1)
- Telescoping Prism Pole
- Chicago Rods (2)
- Luikin 50m Tape
- Sokkisha Tribrach
- Barometer
- Stamping Dies (numbers and letters)
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