

## DEALING WITH MENTAL HEALTH IN THE WORKPLACE

In our business environment today, pressures are abundant and can be detrimental if not managed effectively. Long hours and the need to be accessible via mobile devices – all while balancing the needs of busy personal and family lives are significant stresses affecting employees and can be particularly challenging for those already struggling with mental health issues.

Recent statistics show that one in five Canadians will experience a mental health concern at some point in a given year. About 30 per cent of short- and long-term disability claims in Canada are attributed to mental health problems and illnesses. The total cost from mental health problems to the Canadian economy exceeds \$50 billion annually.



**500,000**  
**Canadians missed work this week due to mental health issues<sup>1</sup>**

While Canadian workplaces have seen some progress in the understanding of mental health issues, a large stigma still remains. Myths, misinformation and lack of knowledge lead to stigma around mental health issues and discrimination that prevents people from accessing help and hinders recovery.

So, the question is often asked, what is Mental Health? According to the Public Health Agency of Canada (PHAC), mental health is defined as **“the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity.”**

As business leaders, we need to create and drive cultures that recognize the challenges our employees face and provide an environment that supports them every day. This means being proactive and building resilience in our people throughout the year and ensuring they have the right resources and support when



they need it. Although many companies have employee assistance programs in place, there are a few ways of making a difference everyday which could uplift employees and encourage a positive outlook on mental health in the workplace.

Managers should encourage positive rhetoric around mental health by openly talking about their experiences with mental health, and inspire employees to connect with each other by sharing their own stories and quirks around their mental health. This sends a strong message of togetherness, and shows mental illness as a normal human condition, not a sign of weakness.

Our environment plays an important role on our mental health, and fostering a happy and healthy well-being at work can prevent problems from escalating. Happier workers are more productive especially when it comes to insight and problem solving. Yet, no one can impose happiness on another. What we can do, is create a set of conditions that nurture and support positivity and mutual respect and neutralize negativity and destructive behaviors.



# SPRAYER CALIBRATION: LET US DO THE MATH

Advertorial supplied by  
Dow AgroSciences



Dow AgroSciences

**NEW SPRAYER CALIBRATION CALCULATOR**

**IVM Experts** **CLICK HERE**

**IVM Experts**

Looking for the optimal spray speed? Need some product mixing measurements? These quick calculators can give you an idea of where to start.

**Sprayer Speed Calculator**

SPRAYER TYPE:  (Dropdown)

NOZZLES:  (Dropdown)

SPACING:  (Dropdown)

NOZZLE OUTPUT:  (Dropdown)

SPRAY VOLUME:  (Dropdown)

**RECOMMENDED SPRAYING SPEED**

9.4

**Speed-based Output Volume**

0.6

**Product Measurement Calculator**

TANK SIZE:  (Dropdown)

PRODUCT:  (Dropdown)

SPRAY OUTPUT:  (Dropdown)

APPLICATION RATE:  (Dropdown)

**AMOUNT OF PRODUCT TO ADD**

9.4 L  
+  
640 g

**Getting It Right**

Blending Order: When mixing multiple products in the tank, always pre-mix the most difficult to mix product with water first.

Download WALEs fact sheet

## Calibrating your sprayer can be tedious and time-consuming, but it doesn't have to be when you use vegetation management products from Dow AgroSciences.

Properly calibrated equipment is essential to the safe and effective use of our vegetation management herbicides as ensuring proper stewardship of these products. So, to help professional IVM managers like you, we created the IVM Sprayer Calibration Calculator.

For over 60 years, Dow AgroSciences has provided tools to support professional vegetation managers. The IVM Sprayer Calibration Calculator is the latest tool to help you quickly calculate desired output, sprayer speed and tank volume.

Simply input key information, such as; tank size, nozzle number and spacing, nozzle output, herbicide product of choice and rate. Then just click to get a quick calculation of how much of each product to use and proper application speed. And if you're mixing products, we've also included a handy WALEs fact sheet to ensure proper tank mix order for best results.

You can use the IVM Sprayer Calibration Calculator with all 11 Dow AgroSciences IVM products, including Gateway™ adjuvant. We've designed it to be easy to use, either on your desktop, or on the mobile-friendly version so you can do your calculations from the office or the field.\*

### GETTING IT RIGHT

It's important to us that you have the right tools to get the job done well. Dow AgroSciences has the broadest IVM product portfolio, which means you can find the right product for your situation, including multi-mode of action (MMOA) products that help mitigate the risk of resistance weeds developing and encourage sustainable vegetation management practices.

The IVM Sprayer Calibration Calculator helps you calculate accurate rates for successful application. Once you've got your calculations in hand and it's time to get going, remember to follow best practices for safe product handling and effective use.

**Read up.** Always read and follow the label, noting which products you can and can't mix. Aim for MMOA control of key weeds.

**Suit up.** Ensure you use the proper personal protective equipment for the job.

**Check up.** Consider wind speed and direction, rain and ambient temperature when you make your final sprayer calculations.

**Mix up.** Make sure the tank, booms and nozzles are clean before mixing. Fill the tank half-full with water and add conditioners if required. And be sure to use the proper WALEs mixing order for best performance.

Whether its weeds, brush, trees or non-selective control you're looking for, Dow AgroSciences IVM Experts have a total portfolio of solutions to fit your needs. We are committed to providing leading innovations to professional vegetation managers across Canada and our team is here to support your program through technical advice and stewardship training. For more information, call your IVM Expert, call the Solutions Centre (1-800-667-3852), or visit [ivmexperts.ca](http://ivmexperts.ca).

\* While the IVM Sprayer Calibration Calculator provides a useful guide for professional vegetation managers, applicators should always read and follow label directions.

# PESTS ADDRESSED

## KOCHIA (*Kochia scoparia*)

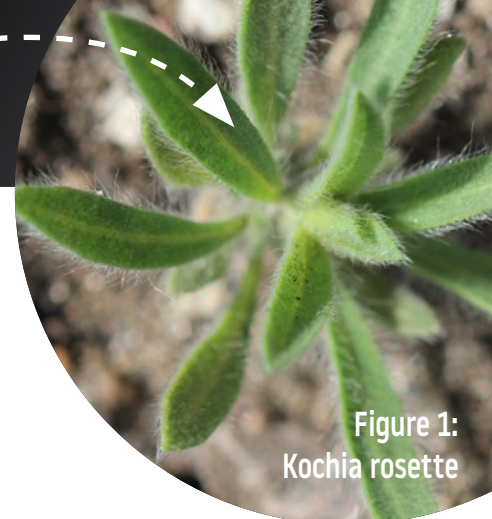


Figure 1:  
Kochia rosette

Native to Asia, kochia- a summer annual broadleaf - was introduced as an ornamental to North America. Today, it infests fields, gardens, roadsides, ditches, and waste areas. It is commonly known as summer cypress, burning bush, and goosefoot. Kochia has a unique seed dispersal method since a mature plant will roll with the wind leaving a trail of offspring in the following growing season. One plant can produce up to 25,000 seeds but they are short lived in the soil. Kochia is one of the very first to emerge early in the spring and can survive harsh soil conditions, including sandy or alkaline soils.

In Western Canada, kochia has developed resistance and multiple resistances to Group 2, 4, and 9 (glyphosate) herbicides. In the US, it also has become resistance to Group 5 herbicides.

### IDENTIFICATION

**Seedlings:** Hairless cotyledons emerge in very early spring and quickly form a rosette with linear, grey-green leaves covered with soft, white hairs. Seedlings have a pink to purple underside. Mature plants can grow up to 2 meters in height.

**Leaves:** As kochia matures, alternate leaves narrow and become lance shaped, covered with long, soft white hair.

**Stems:** Erect and multi-branched. Plant stems have a distinct purple to red stripe pattern.

**Flowers:** Inconspicuous since they lack petals but have five sepals. Flowering can occur from July to October.



Figure 2: Underside of kochia rosette



Figure 3: Mature kochia

## Detail™

### Herbicide

#### PRODUCT NUMBER: 799164

- Detail is the ultimate in Kochia control by providing quick and complete burndown as well as residual control.
- Flexibility between burndown and residual control can be achieved by increasing the rate and by changing the tank mix partner between Arsenal Powerline and glyphosate.
- Quick burn down of 3-5 days ensures that the seed bed is not renewed.

## OcTTain™ XL

### HERBICIDE

#### PRODUCT NUMBER: 783953

- Performance. Controls a wide range of broadleaf weeds, including Group 2 and 9 resistant kochia up to 50 cm in height.
- Flexible. OcTTainXL can be used as a stand-alone treatment, or tank mixed with products such as ClearVeiw™, Milestone™, Torpedo™, and VP480™.
- Economical. Cost effective weed control for vegetation mangers.



## EsplAnade™

#### PRODUCT NUMBER: 797011

- Applying Esplanade and Truvisit before kochia emerges delivers the most effective control (Esplanade at 375 mL/ha + Truvisit at 168 g/ha).
- Applications can be made at anytime except with the ground is frozen or covered in snow.
- If weeds have emerged it is recommended to add glyphosate to the tank mix.

## TAKE THE COURSE - WEED MANAGEMENT: THE BASICS!

Visit <http://www.provmweb.com/protraining/courses/a12689>

# CONNECTIVITY

A Spotlight on Products, Promos, Insights, and More

## PUMP UP YOUR RESIDUAL WEED CONTROL.

For more information on Arsenal® Powerline,  
please visit [www.BetterVM.ca](http://www.BetterVM.ca).

**Arsenal Powerline**  
Herbicide

**BASF**  
We create chemistry

**Always read and follow label directions.**

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## INDUSTRY NEWS

### [Herbicide key to success in eradicating phragmites](#)

Progress is being reported in the campaign to roll back the phragmites invasion that is threatening the Long Point ecosystem. Several years of aerial spraying with ...

### [Managing herbicide-resistant waterhemp in Manitoba](#)

Waterhemp was found for the first time in Manitoba in 2016, southeast of Winnipeg in the area around the RM of Taché. The discovery led to the establishment of a waterhemp surveillance program ...

### [Aquatic vegetation management should begin in the spring](#)

If you have a pond with a history of nuisance levels of aquatic plant growth, then the month of March is a great time to begin scouting your pond for aquatic ...

### [Ducks Unlimited Canada enlists livestock to manage weeds](#)

A Canadian conservation group is sourcing its weed management specialists from local farmers. Cows and goats help Ducks Unlimited keep weeds like tansy, common ...

## INDUSTRY EVENTS

[Ontario Vegetation Management Association](#), Annual General Meeting - September 20-21 2018, Ingersoll, ON

[Atlantic Vegetation Management Association](#), Annual General Meeting - October 10-12, 2018: Halifax, NS



Earn  
**7,000**  
Rewards Bonus  
Points\*

## Detail™

Herbicide

## Arsenal Powerline

Herbicide

## BASF

We create chemistry

\*Earn 7,000 rewards bonus points for each bundle purchased. (1 bundle = 1 case of Detail plus 2 cases of Arsenal Powerline)

### MATCHING CASE BONUS POINTS!

Earn  
**10,000**  
Rewards Bonus  
Points\*

## DOW

# ClearView™

HERBICIDE

## Dow AgroSciences

## Torpedo™

\*Earn 10,000 Rewards Bonus Points for each matching case purchased (1 case of Torpedo + 1 case of ClearView)

## SAFETY EQUIPMENT!

Earn  
**4X**  
Rewards Bonus  
Points\*

\*Get 4X Rewards Bonus Points on all orders placed during the months of March, April and May.

## Introducing the NEW Encore 400 Sprayer!

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This second generation, light weight, low profile sprayer, has been designed and manufactured in Canada, for the use of municipal, corporate and commercial applicators.

To Order call (866) 572-8240 or email [ESCustomerService@univar.com](mailto:ESCustomerService@univar.com)

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# NEW PRODUCT SPOTLIGHT



Rewards Promotions valid on purchases invoiced between March 1 and May 31, 2018. Valid for ProVM end use customers only with 2018 Univar Rewards Status of Silver or above. Certain restrictions may apply, at the sole discretion of Univar.

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