



# UPDATE FROM NEBRASKA

SUBMITTED BY: TOM CHRISTOPHERSON- MANAGER WATER WELL STANDARDS PROGRAM

Hello to all my friends in Idaho.

I feel I owe you all an explanation for my inability to participate in your conference this January. You see my friends I was planning on attending the IGWA conference in January but on November 17, 2016 I was involved in a traffic accident where I was T-boned on the driver side by a another driver who ran a red light at 65 MPH. By the grace of God I survived the wreck as my Doctor tells me not many people survive a driver side accident. As a result I suffered a broken rib, severe whiplash and worst of all a severe concussion. My recovery took a little over 4.5 months before my Doctors would let me return to work. I was finally cleared to travel April 2, 2017 after clearing the concussion protocol. So let me bring you up to date on what I was prepared to share with you.

The first is the revision of Nebraska's water well construction standards in August of 2014. In short we found a practical solution to protect the entire length of the borehole with composite materials that were designed to make the annular space less permeable than the surrounding subsurface. By doing so we feel we've restored the natural filtration of the vadose zone.

The second and most rewarding news to share with you is what we've been able to do to restore water quality in existing irrigation wells by developing methods to re-grout high capacity wells without destroying the integrity of the well casing. We have been testing three different methods to insert grout materials in the annular space and have seen success in two of those methods. By successfully inserting grout material into the established gravel pack we've accomplished the following result:

- Reduction of nitrates in an irrigation well near Cedar Bluffs NE from 10.4 nitrates to less than the report limit of 0.05 PPM for the past 3.5 years.
- Reduction of selenium in a PWS well in Laurel NE from 79-PPB to 36-PPB for the past one and one half years. This allowed the town be removed from an administrative order requiring either a \$800,000.00 blending project of a 3 million dollar treatment plant. The town has now been placed on annual monitoring for the next 3 years.
- Reduction of arsenic in a PWS well near Wauneta NE from 13-PPB to 9.9-PPB for the past 6 months allowing the village to invest in a new well field instead of funding a multi-million dollar treatment plant.

Continued on page 6



# Levis & STAVER OUR NEW MERIDIAN BUILD CENTER MITCHELL LEWIS & STAVER OUR NEW MERIDIAN BUILD CENTER MITCHELL LEWIS & STAVER OUR NEW MERIDIAN BUILD CENTER

# MLS new, expanded Build Center in Meridian!

We are a complete, start-to-finish line shaft turbine build center for the Goulds and Fairbanks Morse brands of line shaft turbine pumps; in addition to being your source for Berkeley, Goulds submersible turbines and Berkeley, Cornell centrifugal pumps. All work is done locally in our upgraded Meridian Idaho facility saving you time and costly freight charges.

Additionally, we stock a complete line of GE vertical hollow shaft pump motors as well as Franklin, Hitachi, and Pentek submersible motors. We also feature a full line up of Baldor Electric centrifugal pump motors, and those hard to find Cornell pump motors.

Mitchell Lewis & Staver is your full line pump distributor, offering quality products, knowledgeable staff, and outstanding service. Please call or stop by our new facility today for more information about this exciting expansion to our Meridian Build Center.

MLS Meridian, ID 143 NW 13th Street, #100 Meridian, ID 83642

800-325-8168







ENTAIR

BERKELEY



866-748-8077 | mitchellewis.com

#### **IGWA 2017 Board of Directors**

#### President

Legrand Baker 2020 Pump Service Inc. pumpservice@safelink.net (208) 300-9043

Vice President David Baker 2021 APEX Drilling apex drilling@yahoo.com (208) 678-9393

Associate President Matt Baker 2018 APEX Drilling matt6.7baker(a)gmail.com (208) 312-2270

Associate Vice President Curtis Johansen 2019 Pump Service Inc. pumpservice@safelink.net (208) 678-9393

M & S President Seth Sheets 2018 Robertson Supply, Inc. Nampa, ID 83653 (208) 466-8907

M & S Vice President Trey Spath 2019 Pentair trey.spath@pentair.com (208) 960-9061

#### **Table of Contents:**

1 & 6 Update from Nebraska

- 3 IGWA Board of Directors & Table of Contents
- 5 Managing Oregon's Water Resources
- 7 IWRB Funds Lewiston Aquifer Study Phase II

#### 9 NGWA

11 Community Milestones

- 12 Safe & Sound Week
- 13 Idaho Welcomed to Interstate Oil & Gas Comm
- 15 & 17 Safety Tips
- 18 Idaho Damage Prevention Board Rulemaking
- 20 Reviewing Idaho's Licensing Requirements

#### **IGWA DIRECTORS**

Eric Forsmann 2018 Stuivenga Vessey Drilling eric@svdrilling.com (208) 451-4273

Dave Adamson 2021 Adamson Pump & Drilling Inc. adamsondrilling@gmail.com (208) 573-1723

Tom Richardson 2018 H2O Well Service Inc. TomR@h2owell.com (208) 818-0588

Roger Buchanan 2019 Andrew Well Drilling Services Inc. roger@andrewwelldrill.com (208) 681-3517

Daniel Denning 2019 Denning Drilling Inc. dennwell@gmail.com (209) 390-4600

#### **Past President**

Kenny Vollmer Jr. 2020 Vollmer Well Drilling LLC vollmer@vollmerdrilling.com (208) 317-6314

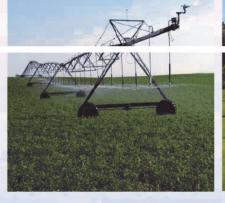
#### **Advertisers:**

- 2 Mitchell Lewis & Staver
- 4 2M Company, Inc.
- 6 Water Recovery Services
- 8 Western Hydro
- 10 Rockmore International & DigLine
- 12 WyoBen Inc.
- 14 Baroid IDP
- 16 2M Company, Inc.
- 17 RJB Wholesale
- 18 Shakti Pumps
- 19 H.D. Fowler Co.



## Serving you is our BUSINESS









Franklin Electric





- Water Well Supplies
- Water Treatment
- Pipeline/Misc.
- Stock Waters
- **Custom Build Programs**
- **Factory Fly In Tours**
- **Incentive Trips**

- Phones forwarded "after" hours
- Calls Always Answered 24/7/365 •
- **Free Delivery**
- **Hot Shot Delivery Service**

## www.2mco.com

2M Company, Inc.—Idaho Falls 5296 Heyrend Drive • Idaho Falls, ID 83402 130 East Victory Road • Meridian, ID 83642 Toll Free: 877-982-7867

2M Company, Inc.—Meridian Toll Free: 800-235-7875

# MANAGING OREGON'S WATER RESOURCES: Where do we go from here?



The OGWA would encourage Oregon's water management to focus on long-term sustainability, considering all water uses and users equally.

In recent months, water in Oregon has become a topic of much interest, groundwater in particular.

Some opinions have painted a dire picture of the state of the water resources in Oregon, and have cited poor management by the Oregon Water Resources Department as the cause. The Secretary of State recently completed an audit of the OWRD, with findings that basically show the department to be understaffed and overworked.

The members of the Oregon Ground Water Association (OGWA), made up of groundwater professionals of every discipline and representing the state's ground water specialists, see things from a very different perspective. Currently there are many groups and parties actively pursuing more sustainable water use practices throughout Oregon. The question now being posed is: "Where do we go from here?"

The OGWA would encourage Oregon's water management to focus on long-term sustainability, considering all water uses and users equally. The first step for improving management of this vital resource is developing a better understanding of water use in the state. The OGWA is in support of providing additional money to the OWRD from the state's general fund specifically targeted to improve data collection and research to further our knowledge in the use of this resource.

A recommendation from the OWRD audit included improvements in the well inspection program on newly constructed wells. Coupled with the need for improved information as the basis for water management standards, the OGWA also supports efforts to review every newly constructed well report to ensure compliance with well construction standards. A review of every well log is important to ensure the standards are consistently followed and to prevent further declines of water levels, which in some areas are attributed to commingling of aquifers in improperly constructed wells.

Groundwater reserves may also be increased through the processes of aquifer recharge (AR) and aquifer storage and recovery (ASR). These applications, supported by the OWRD and the OGWA, involve taking surface water during low-demand times and storing it underground for use when groundwater demand is much higher. AR and ASR are processes which hold much promise for stabilizing and maintaining groundwater supplies throughout the state.

The OGWA also supports statewide conservation efforts. While OWRD has the task of managing Oregon's water resources, everyone who uses water in Oregon has the responsibility to use water without waste. There are many organizations, agencies and utilities that are actively promoting and funding projects to improve the efficiencies of irrigation water delivery and application. The OWRD, through Senate Bill 839, has provided \$8.89 million in funding for irrigation efficiency projects, helping improve water use efficiencies.

The OGWA is encouraged by the improved efficiencies and management of water use in Oregon. However, continued improvements in our understanding, and in the evolution of how we use this resource must endure. The OGWA would like to encourage Oregon residents to support advancement in sustainable management and water use practices in this state.

The above was written by the Government Affairs Committee of the Oregon Ground Water Association. The OGWA is a nonprofit association made up of well drillers, pump installers, geologists, hydrogeologists, engineers and others who work in the groundwater arena. The president is Michael Klobes. For more information, call 503-390-7080 or go to www.ogwasite.org. **Reprinted with permission from OGWA**.

# Continued from page 1 UPDATE FROM NEBRASKA

We have three more study sites to validate the nitrate results we achieved in Cedar Bluffs. Once we have completed these study sites, and if the results are the same downward trend toward acceptable water quality, we will have successfully restored the protection of the groundwater by re-establishing the natural filtration component of the subsurface. The possibilities are very exciting and are not just limited to well re-habilitation.

Enhanced decommissioning of water wells will finally provide protection to the groundwater by shutting off the preferential pathway of a gravel packed annular space that contamination takes to migrate from the surface to the base of the aquifer. Simply filling the well casing with grout only prevents contaminate and physical hazards from entering the well. By sealing the borehole, separation of different water qualities encountered during the drilling process will be re-established finally providing the groundwater protection needed to preserve the resource.

It's my hope that I can return to Idaho in the near future to show you how this was all accomplished. Until then stay tuned for future reports.

Sincerely,

Tom Christopherson

# IS YOUR WELL **DYHC**? Rehabilitate It with AquaFreed<sup>™</sup>

AquaFreed<sup>™</sup> CO<sub>2</sub> Treatment is the Fast and Economical Solution for Well Failures Resulting from Iron Bacteria, Mineralization, Contamination, and Mechanical Plugging.

Only Water Recovery Services Inc. can offer you the safety and effectiveness of  $AquaFreed^{TM}$ .

- Complete Well Rehabilitation Services
- Water & Resource Protection Wells
- · Serving Washington and Idaho

Contact us today to learn how WRS Inc. and Aqua Freed<sup>™</sup> can keep your well functioning at optimum output. Call (509) 535-0525 or online: WRSWater.com



Call (509) 535-0525 | WRSWater.com Water Recovery Services, Inc. 2209 South Cherry Lane | Spokane, WA 99223

Well Rehabilitation Experts for Municipal, Agricultural, Commercial, Residential, and Environmental Protection Wells



#### IDAHO WATER RESOURCE BOARD APPROVES FUNDING FOR PHASE II STUDY OF LEWISTON REGIONAL AQUIFER TO LEARN MORE HOW IT FUNCTIONS

LEWISTON—(May 22, 2017) - The Idaho Water Resource Board has approved spending \$109,273 with Ralston Hydraulic Services Inc. of Moscow for the second phase of the Lewiston Regional Deep Aquifer Study.

Officials said at the Water Resource Board's regular meeting in Lewiston last week that Phase 2 of the study will continue investigating how the aquifer south and east of Lewiston is replenished by surface and ground water sources, and determine the aquifer's sustainable yield.

Aquifers underlying the Lewiston area have been in decline since the early 1990s. The Lindsay Creek Ground Water Management Area was designated in 1992. The Lewiston Plateau Ground Water Management Area was created in March 2015 when depletion was discovered in a larger area of shallow basalt aquifers.

The board wants to ensure the aquifers are managed to prevent further decline and can provide reasonable growth opportunities from available water supplies. Phase 2 of the aquifer study is expected to be completed in June 2018.

The board also received an update on the Palouse Basin Water Supply Study. A team of consultants has been hired by the Palouse Basin Aquifer Committee (PBAC) to see which water supply projects appear to be the most promising for meeting future water needs in the Palouse groundwater basin.

An initial evaluation was completed in February. The consultant team created a regional 50-year water-demand projection and water supply target, using different rates of conservation savings. It also developed four water supply alternatives, including the possibility:

- Diverting water from the Snake River and piping it to Pullman and Moscow.
- Diverting flows from the North Fork Palouse River and piping it to Pullman and Moscow, plus Paradise Creek or South Fork Palouse Aquifer Recharge for Moscow.
- Store water in Flannigan Creek and convey and treat water for Moscow and the University of Idaho, plus South Fork direct diversion for Pullman to Washington State University.
- Paradise Creek aquifer recharge for Moscow, South Fork aquifer storage and recovery for Pullman, Pullman wastewater reuse, and Moscow wastewater reuse and ground water recharge, plus conservation.

The PBAC group will be conducting community outreach over the next several years to develop a preferred alternative for a long-term water supply. The goal is to have a refined set of alternatives developed by 2020, and a plan ready for implementation by 2025.

In other action, the board passed a \$12.1 million budget for water management projects in fiscal 2018 for the Secondary Aquifer Planning Management and Implementation account. The budget includes \$7.6 million for recharge operations, infrastructure and investigations; \$1.7 million for Treasure Valley ground water, future storage and conservation studies; \$50,000 for projects in the Mountain Home/Elmore County area; \$100,000 for projects in the Weiser River Basin; \$109,273 for Phase II of the Lewiston Regional Aquifer Study; and a \$1.8 million for other aquifer studies, cloud-seeding, ground water conservation and more.

The board also heard about progress being made on the Mountain Home Air Force Base Water Sustainability Project. The project includes construction of a pipeline and water treatment plan to deliver a reliable water supply from the Snake River to the base. In addition to water-characteristic studies to select a water treatment method, the results of an environmental assessment are scheduled to be released by the U.S. Bureau of Land Management in the coming week.

WESTERN HYDRO offer's complete custom fabrication of Goulds, Franklin and Berkeley centrifugal, submersible and lineshaft turbine pumps at one of our 5 machining and assembly locations. Call the Turbine team toll free at (866) 446-9898 or email your requirements to turbine@westernhydro.com.



#### <u>Contact the stocking location</u> <u>nearest you!</u>

Toll Free - 800-972-5945

Western Hydro locations carry:

- Salt Lake City, UT
   Lacey, WA
   (801) 886-3434
   (360) 456-0544
- Burlington, WA (360) 428-4704
- Pasco, WA (509) 546-9999
- (503) 723-5021 • Medford, OR (541) 773-6966

Portland, OR



As a 'Green' alternative, we offer complete pumping systems for pools, agriculture, residential and commercial applications from Lorentz and Franklin. Solar systems can save thousands of dollars in electrical costs annually!

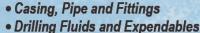
Franklin Electric

OLOGY

**JTAIR** 

GOULDS





- Water Conditioning Equipment and Supplies
- Pump Cable
- Valves
- Fittings
- Meters
- Switches
- Monitoring Supplies







# JOHN CARTER CASH TO KEYNOTE GROUNDWATER WEEK IN NASHVILLE:

Attendees of the Keynote Session at 2017 Groundwater Week will go on a tour through music history as John Carter Cash, the only child from the marriage of Johnny Cash and June Carter Cash, will deliver a presentation filled with classic music and stories about his family.

Groundwater Week will take place December 5-7 in Nashville, Tennessee.

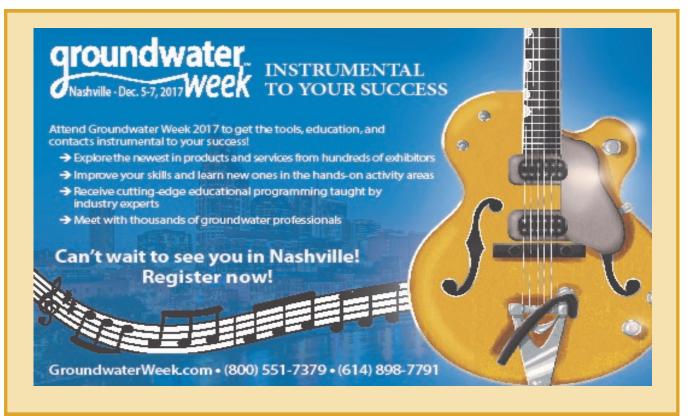
The 60-minute show, "House of Cash: A Historical and Musical Journey with John Carter Cash," will take people on a musical journey through the Cash and Carter family history. Along with his wife, Ana Cristina Cash, and backing band, The Daeger Boys, John Carter tells personal stories about his mother and father while playing many of the classic hits known around the world.

John Carter paints a personal portrait of his father's rich inner life when discussing him. He explores Johnny Cash's creative spirit, his fundamentally loving nature, and his inspiring persistence. Also discussed are the nature of creativity, the responsibilities that come with fatherhood and friendship, the need for humility and morality, the value of reading, and the obligation we all have to sympathize with the downtrodden.

"The groundwater industry is full of family-owned businesses with a deep and rich legacy, which makes John Carter Cash a perfect match to speak at our event," says David Evener, CAE, National Ground Water Association director of marketing and technology.

"From his father and mother, Johnny Cash and June Carter Cash, to his grandmother, Maybelle Carter, John Carter's Nashville music roots run deep just like the roots our members have in the groundwater industry."

To learn more about Groundwater Week, visit www.GroundwaterWeek.com.







# IGWA NEWSLETTER ADVERTISING

IGWA is now accepting advertising for its 2017-2018 newsletter. Each advertiser receives one (1) ad in four (4) newsletters that IGWA will email in Summer & Fall 2017 and Winter & Spring 2018. These newsletters are also posted on our website. Front inside cover ( $8\frac{1}{2} \times 11$ )......**\$400** 

\* color....\$450 Back inside cover (8 ½ X 11).....\$400 \*color....\$450 Full page (8 ½ X 11) ....\$250 \*color....\$300 Half page (8 ½ X 5 ½)....\$150 \*color....\$200

#### All advertising is sold on a first-come, first-serve

*basis.* For more information, contact Vickie Doty at (208) 381-0294 or email iwpg.vdoty@gmail.com

#### AD COPY DEADLINE: June 30, 2017

# COMMUNITY MILESTONES



Jack's Urban Meeting Place

#### IDAHO GROUND WATER ASSOCIATION ANNOUNCES 2018 ANNUAL CONVENTION

Jack's Urban Meeting Place 1000 W Myrtle St Boise, ID 83702

### January 31-February 1 - 2018

#### Free Motivational Safety Speaker Event in Twin Falls

The Snake River Human Resources Management Chapter, United Oil Corporation, and the College of Southern Idaho Workforce Development Program are hosting a **free** presentation by Brad Livingston, a motivational safety speaker. Brad was injured in an explosion on the job while working for a natural gas company. Come hear his story. Learn how it affected him, his family, his co-workers, and his company. Brad shares his journey surrounding the accident and the painful recovery process so others may learn from his experience.

The event is scheduled for June 7,2017 at the College of Southern Idaho's Fine Arts Auditorium. Two sessions are offered: 12-1 p.m. and 6-7 p.m.

#### **Opportunity to Strengthen Workforce Offered Again by NGWA and Roscoe Moss**

A **tuition-free** opportunity to invest in the future of your private business or public organization by strengthening your workforce is now available. NGWA has partnered with Roscoe Moss Co., a member manufacturer of well screen, casing, and other well products, to sponsor seven complimentary tuition registrations to the 2017 Emerging Leaders program, **November 5-8**, in **Falls Church, Virginia**.

Emerging Leaders, designed by several membership associations, develops essential leadership skills, strengthens professional careers, and builds the involvement of entry- and mid-level executives over a four-day period.

The Emerging Leaders program develops participants by conducting organized career-training sessions led by experts on the subject matter.

Emerging Leaders participants have the chance to learn from and interact with a wide variety of professionals from assorted backgrounds including those in industry, academia, and governmental agencies.

There is no Emerging Leaders program registration fee as the seven available seats for NGWA members are donated. The \$625 per registrant tuition cost has been donated by Roscoe Moss Co.

**Applications are due to NGWA on or before September 1**. To learn more and register, visit *www.ngwa.org/Events-Education/conferences/Pages/elanov17.aspx*.



#### **POLYMERS/ADDITIVES**

- UNI-DRILL®, liquid mud and hole conditioner
- WYO-VIS®, HP liquid polymer
- WYO-VIS®, DP dry polymer

#### GROUTS

- •TD-16<sup>®</sup>, Time Delay granular bentonite
- ENVIROPLUG® GROUT
- ENVIROPLUG® MEDIUM & COARSE
- THERM-EX GROUT®

LOSS CIRCULATION MATERIAL

• PLUGZ-IT<sup>™</sup>/MAX

# PRODUCTS TO DEVELOP AND PROTECT IDAHO'S GROUNDWATER

**DEVELOP** using High Performance Drilling Fluid Products

**PROTECT** with **ENVIROPLUG**<sup>®</sup> Well Sealants

MUD THINNER AND WELL DEVELOPMENT • THINZ-IT®

DRILLING MUD AND FOAMS • EXTRA HIGH YIELD<sup>™</sup> GEL

• AIR FOAM®

WYO-BEN, Inc. 1.800.548.7055 www.wyoben.com



# SAFE + SOUND WEEK JUNE 12-18 2017

OSHA, the National Safety Council, the American Industrial Hygiene Association, the American Society of Safety Engineers, and the National Institute for Occupational Safety and Health have announced June 12-18 as Safe + Sound Week. The event is a nationwide effort to raise awareness of the value of work-place safety and health programs through the Safe + Sound Campaign. These programs can help employers and workers identify and manage workplace hazards before they cause injury or illness, improving the bottom line. Throughout this week, organizations of all sizes and any industry are encouraged to host events and activities that showcase the core elements of an effective safety and health program--

management leadership, worker participation, and finding and fixing workplace hazards.

Visit the Safe + Sound Week webpage to sign-up for email updates on the event. Additional resources to assist participants in planning and promoting Safe + Sound Week activities are under development.



## IDAHO WELCOMED AS FULL MEMBER OF INTERSTATE OIL AND GAS COMPACT COMMISSION



May 11, 2017 (Boise) - Idaho was welcomed as a full member state of the Interstate Oil and Gas Compact Commission (IOGCC) during the 2017 IOGCC Annual Business Meeting in Oklahoma City this week.

As Idaho's official representative at the meeting, Idaho Department of Lands (IDL) Director Tom Schultz was presented a <u>welcome letter</u> to Governor C.L. "Butch" Otter, signed by the governors and official representatives of IOGCC's six founding states.

<u>House Bill 52</u> was approved by the Idaho Legislature during its 2017 session and was signed into law by Governor Otter on March 20, giving final authorization for Idaho to join IOGCC as a full member. Idaho has been an associate member since 2015; however, with commercial oil and gas production now under way in Idaho the state is eligible for full membership. Since it is a compact commission, both the governor and the Idaho Legislature had to approve the full membership application. The official membership begins on July 1, 2017 when the bill goes into effect.

The IOGCC was established in 1935 by the states of Texas, Oklahoma, California, Kansas, Illinois and New Mexico. The purpose of the compact is to conserve oil and gas by preventing waste and maximizing production while protecting human health, safety, and the environment.

Idaho becomes the 31st full member state. The last full member state admitted to IOGCC was Virginia in 1982.

As a full member Idaho is able to:

- Access effective practices from nationwide resources as well as lessons learned from other states grappling with similar issues
- Receive information about issues in other states, Congress, and federal agencies
- Obtain assistance to initiate innovative programs or further develop and enhance existing programs
- Learn about emerging national trends
- Direct resolutions and initiatives of the IOGCC

The IDL is the administrative arm of the Idaho Oil and Gas Conservation Commission. This past year, the commission requested and received a <u>peer assessment</u> from the State Oil and Gas Regulatory Exchange (SOGRE), which is an initiative of the IOGCC and the Ground Water Protection Council (GWPC). The report found Idaho's oil and gas regulatory structure was mostly in line with the regulatory practices of other oil and gas producing states, and it provided guidance for Idaho as its regulation of oil and gas exploration, drilling and production continues to evolve (<u>news release, Feb. 15, 2017</u>).

Public transparency is an important part of Idaho's oil and gas regulatory program. Extensive data on Idaho oil and gas wells will be available online before the end of 2017. Basic well location data will soon be available on mobile devices through the Risk Based Data Management System (RBDMS) WellFinder application. The GWPC is assisting IDL with the applications.

The Sign of Service. The Symbol of Quality.

> Grouts • Drilling Fluids Well Cleaning Chemicals •

RIAL

SUDN

DRILLING Phopuctor

BAROID

HALLIBURTON

Local Contact:

Kirby Donald (503) 702.5731 Vince Hazelton (406) 672.4681 Jack Sowers (425) 501.5230

> Baroid Industrial Drilling Products Product Service Line, Halliburton

P.O. Box 1675 Houston, TX 77251 (877) 379.7412 or (281) 871.4613 www.baroididp.com

© 2014 Halliburton. All Rights Reserved

#### My Well Drilling Friends,

As you read the thoughts each time in this newsletter, you might ask yourself "Self, do I really need to worry about these things?" I am acquainted with a gentleman that sees the negative in everything. He looks for the bad, and generally he is not disappointed. I, on the other hand, plan for things to happen. I then prepare for them, and hope that they will never happen. There is real comfort in knowing that I have prepared for an event.

In the last newsletter we talked about the making of your company's Health and Safety program. I hope that is a hurdle you have been able to clear. So, today I wanted to talk about something else.

Some of the following information was taken from the ACAS website. Dress codes and appearance at work is becoming more important in the workplace. This is partly due to a number of legal cases being highlighted in the media and uncertainties amongst employers and employees about what dress code is acceptable.

Dress codes are often used in the workplace and there are many reasons why an employer may implement one. For example, workers may be asked to wear a uniform to communicate a corporate image and ensure that customers can easily identify them. Often an employer will introduce a dress code for health and safety reasons such as, health care workers may not be allowed to wear jewellery for safety reasons when around patients, or certain clothing may not be allowed in factories or in the field while operating machinery.

An employer's dress code must not be discriminatory in respect of the protected characteristics in the Equality Act 2010 for age, disability, gender reassignment, religion or belief, sex, or sexual orientation.

#### Here are some Key Points to ponder:

- Employers must avoid unlawful discrimination in any dress code policy.
- Employers may have health and safety reasons for having certain standards.
- Dress codes must apply to both men and women equally, although they may have different requirements.
- Reasonable adjustments must be made for disabled people when dress codes are in place.

#### <u>Key Points</u> to ponder continued on page 17



# NEWS FEATURE

Variety of Products to Keep You Safe at Jobsite Offered by NGWA

June is National Safety Month and an assortment of products from NGWA are available for you to look at to stay safe at the jobsite, including:

• Detailed discussions on safety are now easy to have with *Safety Meetings for the Groundwater Industry*. A set of 52 sheets printed on two-part carbonless paper, it is designed to enable companies to have weekly safety meetings on a different industry-specific subject each week of the year. Each sheet contains talking points, areas to write down related topics and employee recommendations, and employee and manager signatures. Among the subjects are hearing conservation, proper blocking of drill and pump service equipment, properly storing fiber rope, and safety from falling objects.

NGWA's *Model Environmental Health and Safety (EHS) Manual-CD* provides a complete safety program manual for those working in the groundwater industry. It can be viewed on a computer or printed and stored in a three-ring binder. It also contains a version you can edit so you can add specific company information.

An 18-page handbook, NGWA's *Employee Safety Manual*, is a companion to the *Model Environmental Health and Safety (EHS) Manual-CD* and covers 30 safety-related topics, such as record keeping, employee involvement, fleet safety, and facility evaluations.

To learn more or to purchase these products, visit the NGWA Bookstore at *www.NGWA.org*, or call (800) 551-7379 or (614) 898-7791.



www.2mco.com

# **Simplified Water Treatment Systems**

# It's hard to beat our line of high-quality and affordable water treatment systems.

- Comprehensive range of quality water treatment products and accessories
- Water Softening for scale
- Iron filtration for staining and metallic taste
- Sulphur removal for odors
- Conditioners to remove bacteria
- Reverse osmosis drinking water systems
- Whole-house filtration systems



2M Company, Inc.—Idaho Falls 5296 Heyrend Drive • Idaho Falls, ID 83402 Toll Free: 877-982-7867

2M Company, Inc.—Meridian 130 East Victory Road • Meridian, ID 83642 Toll Free: 800-235-7875

#### Continued from page 15 SAFETY TIPS

A dress code can often be used by employers to ensure workers are safe and dressed appropriately. It should, however, relate to the job and be reasonable in nature, for example workers may be required to tie their hair back or cover it for hygiene reasons if working in a kitchen. A hair net might not be required while digging a well. However it could be a sexy look.

Employers may have a policy that sets out a reasonable standard of dress and appearance for their organization. Any dress code should be non-discriminatory and should apply to both men and women equally.

Employers may adopt a more casual approach to dress during the summer, but this may depend on the type of business. Some employers may require staff to wear business dress all year because of the nature of the work, for example sales representatives who meet with clients will need to maintain a certain standard. Employers may have a safety shoe policy as a health and safety precaution, but any restrictions should be clearly set out in the organization's policy.

It is good practice when drafting or updating a dress code for an employer to consider the reasoning behind it. Consulting with employees over any proposed dress code may ensure that the code is acceptable to both the organization and employees. Once agreed it should be communicated to all employees. When setting out a policy employers should take into account employees who may dress in a certain way for religious reasons. However, workers can be required not to wear certain items that could be deemed a safety risk, for example loose clothing may be a hazard if operating machinery.

If employees do not comply with the standards it may result in a disciplinary hearing.

Between you and me, loose and ripped clothing not only shows a total disregard for safety, but also portrays to your customers that you run a shoddy business. If given the choice of a rag-tag operation and a business where the workers show up dressed in a sharp set of coveralls, with a hard hat in place, I believe that they will make the choice for the more professional company. OSHA will definitely look harder at the workers that look like they are looking for an accident.

So, to finish up... Look into a dress code. If it fits in your world, develop one and stick to it. At the very least, make some rules about shoddy and ripped clothing. You do not want to be standing by waiting while the rescue workers untangle you friend from a piece of equipment.

I know that you have heard me say this, but I am going to say it again: "Dress for success." Stay safe, Mike MIKE LEWIS, EMT



Serving WA, OR, ID, MT, NV Northern CA, AK, and B.C.

Delivery to your door by Our fleet of trucks

#### **Pipe - Drilling Supplies**

Steel Pipe 1/8"-36" Well Casing Well Screens Black, Galvanized & Plastic Pipe Bentonite Drive Shoes 4"-24" Well Supplies, Fittings & Valves

Since 1973

(425) 823-1444 Fax (425) 821-7353 (800) 875-0431

P.O. Box 2849 12418 N.E. 124th St. Kirkland, WA 98083

www.rjbwholesale.com

Members-WSGA, OGWA, IGWA, MWDA, AWWA, BCWWDA

# IDAHO DAMAGE PREVENTION BOARD ANNOUNCES NEGOTIATED RULEMAKING: Docket No. 07-1001-1701

In 2016 the Idaho Legislature created the Idaho Damage Prevention Board. The Damage Prevention Board is responsible for promoting safe excavation practices and prevent damage to underground facilities in compliance with Idaho Code. The Damage Prevention Board has undertaken a negotiated rulemaking to develop the policies and procedures necessary to implement its statutory responsibilities. Public hearings were scheduled for **March 23**, **May 25**, and **July 13** to allow stakeholder input. The public hearings are being held as part of the regularly scheduled Damage Prevention Board meetings. Oral and written comments are being accepted. Following the public hearings, the Damage Prevention Board anticipates filing for a temporary rule in the fall of 2017.

The Damage Prevention Board's responsibilities are to develop a reporting mechanism to track damage to underground facilities, educate the community on safety measures, and develop a compliance process. Statutorily the Damage Prevention Board has two tools to prevent damage to underground facilities: education and enforcement. The education component promotes safe excavation practices for homeowners and the excavating community. A key feature of the public outreach is the free *Call 811 Before You Dig* service. Enforcement can include training and education or civil penalties.

In January the Damage Prevention Board discussed the federal Pipeline & Hazardous Materials Safety Administration (PHMSA) determination that Idaho's damage prevention program is inadequate. Idaho has five years (2021) to develop a damage prevention program or risk having PHMSA implement a federal program in the state. More information about this rulemaking and the Idaho Damage Prevention Board is available online at https://dbs.idaho.gov/boards/index.html





much more than pipe, valves, and fittings www.hdfowler.com

#### Come see us at a location near you today!

Boise Branch 123 S. Baltic Place Meridian, ID 83642 208.846.8366

Idaho Falls Branch 1411 Commerce Way Idaho Falls, ID 83401 208.522.3466

Twin Falls Branch 299 Eastland Dr. S. Twin Falls, ID 83301 208.734.8838

THAS.

IAR

ed service

HI

Bozeman Branch 401 E. Main Street Belgrade, MT 59714 406.388.1169

CO.

over 100 years strong

#### Take advantage of our pump-build program. We build and ship 5"- 7" submersible turbine pumps - SAME DAY!





 Idaho
 Ground
 Water
 Association

 P.O.
 Box
 2624
 Boise, ID
 83701-2624

 4477
 W
 Emerald
 Ste
 C-250
 Boise, ID
 83706-2000

 P:(208)
 381-0294
 E:
 www.igwa.info

# ACTING GOVERNOR LITTLE SIGNS EXECUTIVE ORDER—LICENSING FREEDOM ACT— REVIEW OF STATE LICENSING REQUIREMENTS



May 19, 2017 (Boise, ID)—Lieutenant Governor Brad Little—in his capacity as acting governor—signed an executive order today directing a sweeping review of Idaho's occupational licensing requirements.

"To my knowledge we have never reviewed many of these licenses. From this last legislative session it's clear that we need to take a comprehensive look at our practices, and how and why they were implemented," Acting Governor Little said in signing the "Licensing Freedom Act."

**Executive Order 2017-06** requires State agencies to submit a report to the Office of the Governor no later than July 1, 2018. The report will assess whether the licensure requirements are necessary and in the public interest while providing recommendations for improvement, modification or elimination.

"It's been nearly four decades since government has taken a look at many of these licenses and with advancements in technology its time for us to ask: Is it needed? Can we modernize? How can the state provide better customer service? Can government get out of the way and still protect the common good?" the Lieutenant Governor said. "I don't see this as a knock on government but rather as an opportunity for government to work with citizens, to roll back unneeded regulation, and make our processes more user-friendly."

Under the review process the report from each Executive agency will include:

- The timeframe in which a license is either granted or denied
- Prerequisites for a license
- Renewal requirements
- Requirements for accepting or denying an application and license renewal
- Qualifications for suspension, revocation or other disciplinary action
- The cost to apply for an application or renewal of a license
- The cost for administering the licensing and renewal process

In addition to the executive order, Lieutenant Governor Little has set up a website and email address for the public to provide testimony on licensing concerns.

"I'd like to hear directly from those who are affected by licensing requirements. I realize they might not want to report directly to overseeing agencies, so this will provide an outlet for them to freely express their ideas and concerns," the Lieutenant Governor said, "Government always needs to do its part to protect citizens, but it also must make sure it does not interfere where it's not needed. I always say, 'Only the lightest possible hand.""

Comments can be emailed to freedomact@lgo.idaho.gov or posted at lgo.idaho.gov/ freedomact/.