The VOXAIR

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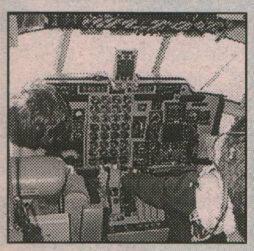


**THE NEW AUP SUITE ...9**
Updated avionics for the CC-130 fleet were recently put to the test.

# 17 Wing personnel deploy to the Gulf

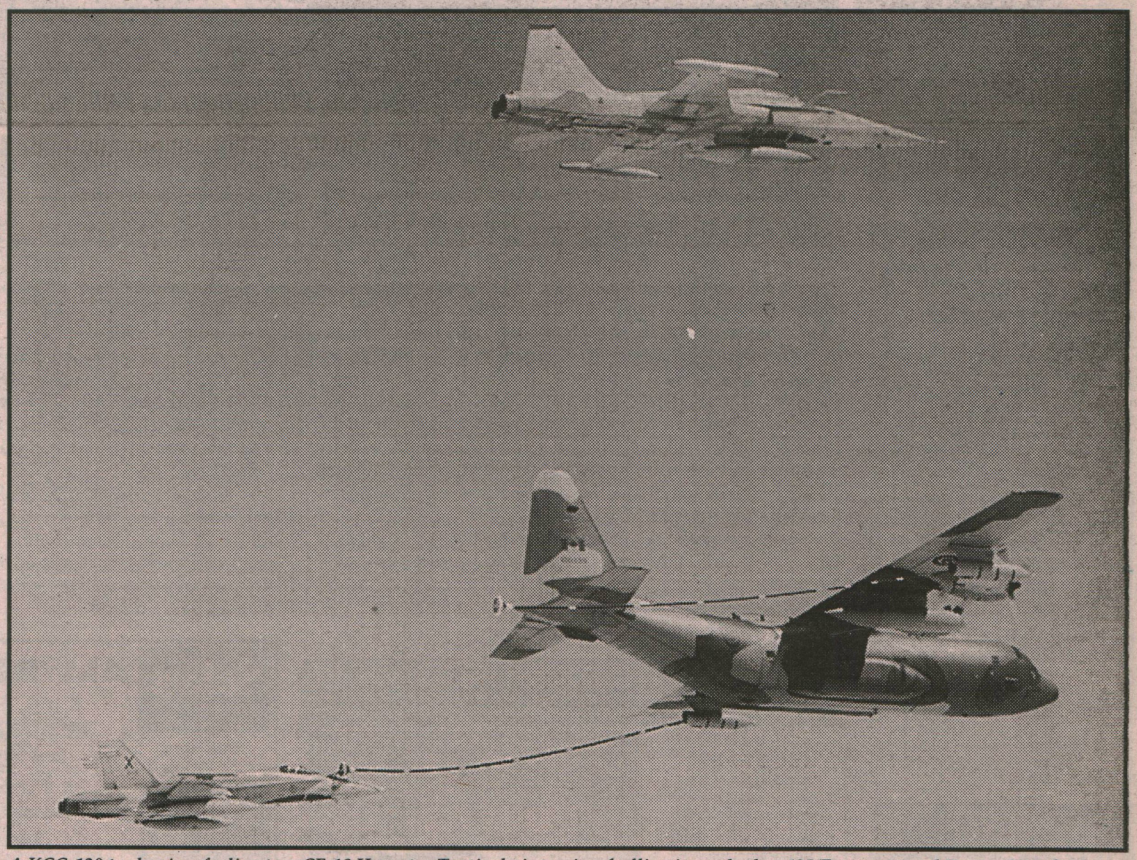
*By Capt Laferrière, WPAffO*

A detachment of about 100 Air Force personnel from 17 Wing and two KCC-130 tanker aircraft from 435 Transport and Rescue Squadron will be part of Canada's contribution to possible multilateral military action in the Persian Gulf. The detachment, mainly composed of personnel from 435 Squadron, will provide tactical air to air refueling to allied aircraft for a duration of up to three months.

Although Canadian Forces personnel will not be involved in direct combat operations and will be operating in a low threat environment, 435 Squadron's Commanding Officer, LCol Leboeuf, explained that there was still a need for a lot of training and careful planning in order to be prepared for any situation.

"We have to make sure that everything is correct and everything is done properly," said LCol Leboeuf. "It is rather unlikely that we would be exposed to a threat, but we have taken that policy for many years, that we have to be prepared and we are doing everything according to standard operating procedures," he added.

HMCS Toronto, a Halifax-class frigate with a crew of 239, which includes a detachment of Air Force personnel from Shearwater, NS, forms the remainder of the Canadian contribution to the Gulf. Prior to being dispatched to the Arabian Gulf, HMCS Toronto was on its second NATO deployment with the STANAVFORLANT. She was rerouted to the Gulf and is expected there before the end of this month.



*A KCC-130 tanker is refueling two CF-18 Hornets. Tactical air to air refuelling is a role that 435 Transport and Rescue Squadron received in 1992. They are currently the only Squadron to have this role in the Canadian Forces.*

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# VOXVIEWS

## *It's a matter of priority*

*By Major CM Walton-Simm, Managing Editor*

How many times do I have to be reminded? Last fall it was Princess Diana's untimely death with the possible link to the unrelenting Paparazzi whose reason for being is the almighty dollar. Then it was the Super Bowl with the much-publicized NFL TV contract with Disney, CBS and Fox which will be worth $17.6 billion US when they're finished in eight years. In recent weeks it's the media dredging up all the unsubstantiated reports about US President Bill Clinton's many indiscretions and dishing it up as hard news. Now it's the agreement the Big Three automakers made to sell cleaner-burning cars across the US as part of a compromise aimed at easing their country's air pollution even though government has insisted on continuing to require more stringent emission standards (the government is only willing to compromise or insist, not enforce???).

I find myself shaking my head. Who's zooming who? Has fantasy become reality? Have we become so preoccupied with the fluff that we've ditched the lint brush? Here are some hard issues I bet you only know the generalities of and I bet you haven't seen them discussed by the media too much:

**Did you know** - the tropical rain forest contains the greatest variety of life on the planet. Forty to sixty percent of all the earth's plants and animals live there. Every minute 50 to 100 acres of rain forest disappears. Every year an area the size of Colorado is cleared. Also vanishing is a complex ecosystem, whose endangered wild residents represent the most diverse collection of life-forms on the planet. Hundreds of different foods and building materials are from the rainforest. So are about 40 percent of all medicines that scientists have developed to cure sickness and diseases in people and animals. More cures can only be found if the rain forest is preserved.

**Did you know** - according to the National Air Quality and Emissions Trends Report 1996, that despite continued improvements in air quality, approximately 46 million people lived in counties that did not meet the air quality standards for at least one of the six criteria pollutants in 1996.

**Did you know** - worldwide monitoring has shown that stratospheric ozone has been decreasing for the past two decades or more. The average loss across the globe totals about 5 percent since the mid 1960s, with cumulative losses of about 10 percent in the winter and spring and a 5 percent loss in the summer and autumn over North America, Europe, and Australia.

Since the late 1970s, an ozone hole has formed over Antarctica each austral spring (September/October) , in which up to 60 percent of the total ozone is depleted. Record low global ozone levels were recorded in 1992 and 1993. These lows were due, in part, to large amounts of stratospheric sulfate particles from the volcanic eruption of Mount Pinatubo in the Philippines in 1991; the sulfate particles temporarily accelerated the ozone depletion caused by human-made chlorine and bromine compounds.

As expected from the increasing use of CFC substitutes, observations from several sites have revealed rising concentrations of these compounds in the atmosphere. These substitutes have short tropospheric lifetimes, which tends to reduce their impact on stratospheric ozone as compared to CFCs and halons. However, some are potent greenhouse gases.

The link between a decrease in stratospheric ozone and an increase in surface ultraviolet (UV) radiation at the Earth's surface has been strengthened during the last several years, as a result of simultaneous measurements of total ozone and UV radiation in Antarctica and the southern part of South America during the period of the seasonal ozone "hole".

**Did you know** - that acid rain occurs when emissions of sulfur dioxide (SO2) and oxides of nitrogen (NOx) react in the atmosphere with water, oxygen, and oxidants to form various acidic compounds.

These compounds then fall to the earth in either dry form (such as gas and particles) or wet form (such as rain, snow, and fog). Prevailing winds transport the compounds, sometimes hundreds of miles. Acid rain causes acidification of lakes and streams and contributes to damage of trees at high elevations (for example, red spruce trees above 2,000 feet in elevation). In addition, acid rain accelerates the decay of building materials and paints, including irreplaceable buildings, statues and sculptures.

Prior to falling to the earth, S02 and NOx gases and their particulate matter derivatives, sulfates and nitrates, contribute to visibility degradation and impact public health. In some sensitive lakes and streams, acidification has completely eradicated fish species, such as the brook trout, leaving these bodies of water barren. The Canadian government has estimated that 14,000 lakes in eastern Canada are acidic.

**Did you know** - the oceans contain 99 percent of the living space on the planet and yet we continue to misuse, pollute and neglect these valuable components of the earth's ecosystem.

**Did you know** - these facts about poverty in Canada:

- the number of people living in poverty in Canada in 1981 was 3,624,000. The number in 1992 was 4,320,000, an increase of 696,000 Canadians (19%) in 11 years;
- the rate of unemployment in Canada in 1971 was 6.2%; by 1981 it was 7.5 %; 10.3% in 1991; and 11.3 % in 1992;
- the average monthly number of unemployment insurance beneficiaries in Canada in 1981 was 720,280; it was 1,385,710 in 1991, an increase of 92 %;
- in 1980 there was 1 food bank in Canada. By August 1992 there were over 342 food banks registered with the Canadian Association of Food Banks;
- the number of Canadians who used a food bank at least once a year was 1.4 million in 1989, 1.8 million in 1990, 2.1 million in 1991 and 2.4 million in 1994;
- the poverty rate for adult women in Canada in 1992 was 17.4%; the poverty rate for adult men in 1992 was 13.1%;
- the poverty rate for single parent families headed by women in Canada is 62%, 3 to 4 times that of all other family types; &
- of the people who use food banks in Canada, over 40% are children.

Although not the exciting media issues we normally see, these issues have a very serious if not grave impact on the globe's future. Perhaps, if as much time, effort and resources were spent on these issues as that spent on the drudge we normally see and hear, we would be well on our way to reversing much of the damage inflicted on earth...


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# Michael & Sally's Vision

*Michael and Sally's Vision is a new humor column we want to try out in the Voxair. Michael Stephenson, a retired Air Force Warrant Officer, and his wife Sally share with us their vision of the fun, foibles and good times of being a member of the Canadian Forces, especially looking at those from a spouse's point of view.*

*This column would run monthly starting in April, depending on the feedback we receive from you. You can send your comments/suggestions via e-mail to Maj Walton-Simm or Capt Laferriere or by mail to the Voxair. We hope you enjoy!*

# Boxes and Boxes

*By Michael and Sally*

Moving day. That's a biggie. You know it will come along every few years, yet somehow, when it does arrive, you're never quite ready. It's as if you're setting pins in the bowling alley, with a few more to go, and here comes that ball thundering down on you. "Hey! Hold it!" you want to shout. "I'm not quite finished here!" But you are. Flung by some faceless NDHQ bowler, the ball rumbles on. You do your dipsy-doodle sidestep, and it's time to start the new adventure again.

I'm always on the lookout for good tips to simplify the moving process. Only in this single aspect am I always ready for it. So when I came across an article titled *'Your General Checklist for Moving'*, I immediately perked up.

It quickly became evident, however, that this checklist was not meant for military spouses, who chalk up more moves than the Ex-Lax company. The article should have been called Moving Tips That Never Made The New York Times Bestseller List. This list was obviously compiled not by a lone expert in the moving field, but by a committee…of people who have never moved…sitting around a boardroom table…with too much time on their hands.

MAKE FLOW CHART FOR DAYS/WEEKS BEFORE MOVE was the first ingenious suggestion. Make flow chart?! This is a military move all right, a single family relocating from one province to another, not a massive troop deployment against an enemy force.

MAKE DAILY SCHEDULES. Of course. Squeeze that little task in between laundry and preparing dinner, and tack the schedules on the wall in our Plotting Room.

RETURN ALL ITEMS BORROWED; COLLECT ALL ITEMS LOANED. Oh no, not this time. This time, as near as I can figure, we're ahead on borrowed items, and intend to steal off into the night that way. And that still only partially makes up for all the other transfers when we've come up short.

PLAN FOR CHILDREN AND PETS ON MOVING DAY. We always plan for them but they show up anyway, and in the end we have to take them along to the new base.

CANCEL OR PASS ON SUBSCRIPTION TICKETS. I am agog. Here the committee has inadvertently come up with a viable suggestion. From now on I'm visiting every transferee I know, to mooch their unexpired opera/theatre/symphony subscriptions, season baseball/basketball/football passes, McDonald's coupons and every other piece of paper that will get me something for free.

CHECK WARDROBE IF MOVING TO NEW CLIMATE. And then what - buy everyone in the family a new wardrobe to suit the new climate? They have us confused with Marla Maples and The Donald.

SET ASIDE THINGS YOU WILL CARRY IN CAR IN CARTONS MARKED "DO NOT LOAD". We tried that the last move and ended up with a pile bigger than the movers. Actually we made a straight trade, box for box. They took our load in the van and we took theirs in the car. Forget it. Take nothing in the car but the kids, the cat and a couple of your favorite down-filled pillows. Everything will be fine if you keep the cat away from the pillows.

POINT OUT AND MARK ESPECIALLY FRAGILE OR DELICATE ITEMS. Absolutely, in case The Hulk and his crew forget which boxes to toss along the human assembly line.

CARRY CURRENCY AND VALUABLE JEWELRY YOURSELF. Fortunately all of our currency and my valuable jewelry can be carried in Michael's hip pocket.

KEEP PERSONAL LUGGAGE AWAY FROM MOVERS. A true statement. They are under orders to pack everything, and do so. At one base Michael had pulled some nails from a piece of plywood and left them on his work bench. At the new base I carefully unwrapped a small package and found a handful of bent, rusty nails. They had doggedly tracked us home across a thousand miles. (I wonder if there's a Disney movie in there?) It's also unwise to take your eyes off the kids or pets while the movers are wrapping things and stuffing them into boxes.

PUT ALL VALUABLES IN A SAFE PLACE. Redundant. The committee must have been tiring or running out of coffee. See: CARRY CURRENCY ETC...

MAKE A SHOPPING LIST FOR FIRST DAY OF ARRIVAL. My list was compiled years ago, and remains valid move after move. It covers not only the first day but the next two weeks - and in alphabetical order, no less. Now we're talking organized: A&W, Arby's, Burger King, Boston Pizza, Chicago Pizza, KFC...

CHECK EACH CARTON FOR DAMAGE. All boxes that you did not mark FRAGILE or DELICATE will be totally unscathed. The boxes you're looking for are those mashed, accordion-like gobs of cardboard that tinkle musically when moved.

UNPACK EVERYTHING. Yes, the committee thought this up and then boldly put it in print. These are the exact, unexpurgated words as they actually appeared: UNPACK EVERYTHING.

I'm glad they caught it, because it's a very important step in the moving process. If you skip it, the next few years could find you without a lot of items you would normally find necessary, such as silverware, pots, pans, dishes and bedding to name but a few. UNPACK EVERYTHING. In the long journey, one final simple step. It certainly cleared up a lot of things for me.

I can hardly wait for the sound of the next bowling ball.


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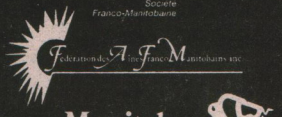


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The Canadian Forces Management Development School (CFMDS) Specialized Management Training (SMT) Team is actively monitoring the needs of DND/CF managers. Since the adoption of the Business Plan (BP) as a means of better managing DND organizations, CFMDS has provided formal BP training to literally hundreds of DND personnel at almost every CF location. The SMT Team has recently developed training for two specialized processes, Performance Measurement (PM) and Activity Based Costing/Activity Based Management (ABC/ABM). These two courses are part of an integrated approach to management, as identified by Commands and Groups. Although their techniques can be used in many contexts, they are mainly intended for personnel involved either in the preparation of BP or Alternate Service Delivery (ASD) proposal.

*PM* - **Aim:** This two-day course provides participants with a clear understanding of PM, how to develop such a system, and how to use it as a decision making, reporting and communications tool.
**Scope:** The course is intended for managers involved in business decision making and willing to use PM as a tool. It consists of the following modules: General Concept, Performance Indicators (PIs) as a decision-making tool, Strategic Aspects, Process Identification and Work Breakdown Structure, Critical Success Factors, Selection of PIs, Standard Setting, Decision Making Using Performance Measures, PIs as a Reporting/Communication Tool, the Balanced Scorecard and Standard Frameworks.

*ABC/ABM* - **Aim:** This three-day course provides a clear understanding of ABC principles, how to develop an ABC model, analyze costing data and cost behaviours, implement an ABC/ABM system and how to use it.
**Scope:** The course is intended for managers who want to understand the ABC/ABM tool in order to plan its implementation in their organization. It consists of the following modules: the Need for Activity Costing, ABC - Definition and Elements, Development of an ABC Model for an Organization, ABM and ABC/ABM Applications.

Both courses are per CFMDS pre-scheduled courses and/or given on an as-required basis at a time and location agreed upon between the user and CFMDS SMT Team, and are *user pay*. Both are oriented towards participation and include lectures, discussions and syndicate exercises, all integrated through a case study.

For more information, please contact the SMT Team Leader Maj Réal Beaudoin CSN 661-7175 or obtain the CFMDS brochure "Management Learning Opportunities" by calling CSN 661-7522 or 7526. You can also visit our web site on the Internet - http://www.cfmds.netc.net/

# A new era dawns

*By The Right Honourable Jean Chrétien*

How many of you have ever run up you credit card so high that you could barely cover your monthly minimum payment? Where you have spent beyond your means for so long that you have to cut back on other important purchases just to keep up with the interest payments? Surveys tell us that most Canadians have the good sense never to get into this fix. But as recently as four years ago that's exactly the fix the Government of Canada was in.

When our government was first elected in 1993, our public finances were in a terrible mess. Decades of spending beyond our means left us saddled with a $42 billion deficit. We were spending more in interest on borrowed money than we were on programs that meet the needs of our citizens. Canadians and the world had lost confidence in our economy and our future. Worse, the credibility of the government had been utterly shattered.

On October 16, our Minister of Finance, the Honourable Paul Martin, released his annual Economic and Fiscal Update. He revealed that the federal deficit for 1996-97 came in at $8.9 billion, down nearly $20 billion from 1995-96 - the largest year-over-year reduction in Canadian history. He also said that we are on track to achieve a balanced budget no later than 98-99 - the first time in nearly 30 years.

We now enjoy the best fiscal health among the G-7 nations - as well as the virtuous economic cycle that comes with such robust health. Our lower deficit has triggered historically low interest rates which, in turn, have strengthened economic growth and boosted job creation.

This virtuous cycle has itself sparked a new optimism across the land. An optimism born of having overcome truly historic challenges together and the anticipation of meeting new ones.

We will also soon be in a position to make investments that address the issues that really matter to Canadians: our children and young people; our health; our communities; and the cutting-edge, knowledge sectors of the economy that will yield jobs for Canadians in the next century.

We must and will remain vigilant. We must never again allow our country to fall into the fiscal mess it was in four years ago.

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# Chinthe Bits

## The Maroon beret comes to 435 Squadron

Riggers from the Canadian Forces Parachute Maintenance Depot have been posted to the SAR World. With the motto "I WILL BE SURE ALWAYS", they bring with them a standard which is second to none in the parachute world.

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Being employed as a Rigger has many responsibilities. First and foremost is packing. We pack all the personnel and cargo parachutes associated with the Canadian Armed Forces. With one exception, we do not pack ejection systems. Keeping an operational number of parachutes takes many hours in general maintenance. This can be anything as simple as a line repair, patching holes and serviceability checks.

With a thorough OJT package, we are brought up to speed on equipment and maintenance procedures used by SAR Techs across Canada. Our main priority is insuring that all para related gear is inspected and packed on a regular cycle. The maintaining of life rafts, SAR toboggans and pump kits, just to name a few, was a new and welcomed challenge. With the many different qualifications a SAR Tech has, the job of keeping all mountain, diving, marine and medical kits up and ready is a full time job. Now, with two Riggers and the support of SAR Techs, more quality time can be devoted to SAR training.

The best part of the job is the jumping. Landing the ram air (square) canopy as compared to the round CT-1 is like stepping off a chair to stepping off a 10 foot wall. The ability to land where you want, as opposed to landing where the wind sees fit, is an added bonus.

Eventually we will be qualified to fly with the teams as spotters. An extra set of eyes is always helpful.

As riggers, we are very excited to have this opportunity to expand our job knowledge in the parachute world. We hope that the SAR Tech's and Riggers remain together for years to come.

# ECOWW project update

*By Sgt R.A. Colwell*
*Clo Supr(N)*
*Ext. 6791*

Phase 2 of the ECOWW (Blue Gortex) is now complete. People are asking a lot of questions as to when they can expect to get issued the clothing or why they did not get issued the clothing on Phase One or Phase Two. I hope this will answer many of the questions that are out there.

The following is the breakdown of the three phases of kitting:

a. Phase 1: For all 500 series trades;

b. Phase 2: For all people directly employed in aircraft support operations and for those who spend more than 50% of their time outdoors; and

c. Phase 3: Remainder of the people who wear the Air Force DEU.

During phase one and two, 520 people were kitted from 17 Wing. For phase three there is approx 1500 people from 17 Wing to be kitted. This includes the remainder of the Wing people, 1 CAD staff, as well as all Air Force people posted to Wing lodger units. There will be no further issues to Army people as they will be kitted out under the Army's 'Clothe The Soldier' program. Army/Navy pers posted from the Wing will be required to turn in all ECOWW gear prior to clearance.

On a side note, there will not be any ECOWW issued to aircrew until phase three of the program. We do not have the clothing required to kit out all of the aircrew at 17 Wing's squadrons and schools.

It is not known when the contract for phase 3 will be awarded. When that info becomes known I will ensure that you are informed soonest of our anticipated kitting plans (hopefully before next winter!).

I hope this answers some of the questions out there in regards to this matter. If anyone has any further question about ECOWW or any other clothing matter please contact Sgt R.A. Colwell, Clo Supr(N), ext. 6791.

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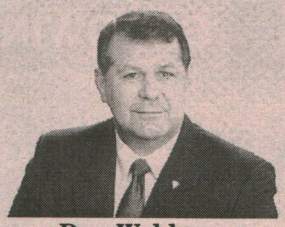
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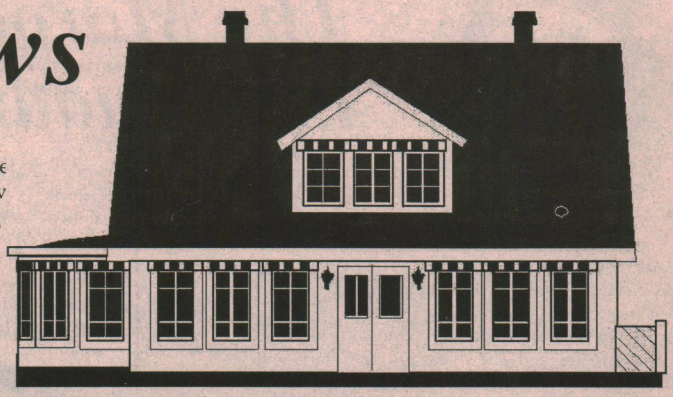
# Relocation News

*Article sponsored by Century 21 - Carrie Realty Ltd., Relocation Specialists*
*Excerpts taken from "Where Winnipeg", Jan/Feb*



Housing in Winnipeg is among the most affordable in the country. The ave income of Winnipeggers falls at the mid-point of the national average, howev below-average housing prices allow over 50% of families the opportunity to own a home as compared to 12% in Victoria, 28% in Vancouver, 33% in Toronto, 41% in Calgary and 43% in Montreal.

The average price for an executive, detached two storey is $124,000 to $176,000. Readily available lots in a variety of neighbourhoods, affordable building costs and low hydro rates make Winnipeg an attractive centre.

## *How Winnipeg compares with the rest of Canada*

Statistics are from the Canadian Real Estate Association. The figures represent the residential MLS average price, which is the resale market. The figures compare value across Canada.

### AVERAGE PRICE

| City | 1994 | 1995 | 1996 |
|---|---|---|---|
| Winnipeg | $ 84,812 | $ 82,994 | $ 86,142 |
| Calgary | 133,571 | 132,114 | 134,643 |
| Edmonton | 112,927 | 110,329 | 109,042 |
| Halifax/Dartmouth | 103,481 | 103,011 | 105,869 |
| Montreal | 113,712 | 109,929 | 108,020 |
| Ottawa-Carlton | 147,032 | 143,127 | 140,398 |
| Quebec | 89,003 | 86,056 | 84,989 |
| Saint John | 79,148 | 83,498 | 82,066 |
| Saskatoon | $ 81,720 | $ 82,030 | $ 88,132 |
| St. John's | 92,011 | 89,655 | 94,142 |
| Toronto | 208,922 | 203,028 | 198,150 |
| Victoria | 219,847 | 210,669 | 211,602 |
| Greater Vancouver | 303,535 | 307,747 | 288,268 |

### WINNIPEG AT A GLANCE

| | |
|---|---|
| Population: | 650,000 |
| Area: | 280 square kilometers |
| Labour Force: | 305,000 |

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ADVERTORIAL

# Modernizing the Code of Service Discipline

## *An Open Letter to all Members of the Canadian Forces and Their Families*

I was pleased to introduce a Bill to amend the National Defence Act in the House of Commons.

The primary focus of these amendments is to modernize the Code of Service Discipline, which will enhance the transparency, fairness and effectiveness of the military justice system. These amendments are a key element of our comprehensive program for institutional change within Department of National Defence (DND) and the Canadian Forces (CF). They will directly benefit the men and women of the CF.

While the National Defence Act has been amended regularly since it was first enacted in 1950, these proposed amendments are the most extensive in its history. The amendments put the finishing touches on the summary trial reform already underway. The changes promote more equal treatment of CF members charged and tried under the Code of Service Discipline. They will also make courts martial more representative of those with command responsibilities by permitting non-commissioned members of the rank of warrant officer or above to sit on court martial panels in which the accused is a non-commissioned member. I am committed to ensure that the men and women of the CF have a Code of Service Discipline and military justice system in which they can be confident.

I would like to take this opportunity to thank each one of you for supporting these changes, and for the valuable work you are doing on a daily basis to serve our country with pride and dedication.

Sincerely,

Art Eggleton

# Make yourself heard!

*Where's the beef?*

If you have a concern, complain or suggestion about quality of life (QOL) issues within the Canadian Forces, there are several ways to make yourself heard. You can speak to your immediate supervisor, speak to your command chief warrant (or petty) officers when they visit your unit, or speak before the Standing Committee on National Defence and Veterans Affairs (SCONDVA) while it tours bases as part of its examination of QOL issues.

However, if you want to voice a concern or dissatisfier anonymously, you can fill out the DND 1740 Conditions of Service and Quality of Life Information Form. You can get one of these forms from your unit orderly room. Fill it out and send it to National Defence Headquarters where your views will be read by the QOL chief warrant officer. One of the main responsibilities of this position, currently held by Chief Warrant Officer Yvon Lafleche, is to enter all the information received into a data bank where it will provide the basis for change.

These forms, introduced in 1996, are aimed at those people who want to voice their concerns but feel they can't do so through the chain of command for one reason or another.

"Sometimes people are afraid to go through their chain of command because they fear repercussions," says CWO Lafleche. "I act as an outsider who can collect feedback from the troops. If anyone feels they are not being heard, they can use the DND 1740 and I will take their problems into consideration."

However, CWO Lafleche cautions that he does not provide a personal response to the forms that come in. "What I do is send the information to the people in charge of areas such as family support, compensation and benefits, training and so on," he explains. "They judge the trends which show up in these forms and decide whether to create a new initiative as a result."

As part of his job, CWO Lafleche tracks all the QOL issues by gathering information from the DND 1740, his own visits of the field, redresses of grievance, letters to the Canadian Forces Personnel Newsletter and others.

"I analyze all the data and try to predict trends," CWO Lafleche says. He issues a summery report to various interest groups every three months and now he will report every six months to the new QOL Senior Review Board which was recently set up.

By using all the methods of gathering information about QOL issues, it is hoped that significant progress can be made in the areas which CF members and their families are most concerned about. However, it must be noted that in several areas, such as pay or compensation, initiatives aimed at easing the burden must receive approval from Treasury Board. This means that even though senior leadership may root out a problem based on trends and create an initiative to remove it, the final authority might rest with another government department.

CWO Lafleche says, however, that no progress would be made at all if people didn't make their thoughts and concerns about QOL issues known. So whether you send in a DND 1740, talk to your supervisor or attend the current SCONDVA hearings at various bases... make yourself heard!

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# Presentation to SCONDVA

## By Chief of the Air Staff

Mister Chair, members of the committee, I have the privilege to address you today on what I consider to be some of the most critical socio-economic challenges every facing Canada's Air Force. Accompanying me today is the Air Force Chief Warrant Officer, Gilles Guilbault. We will both be pleased to answer your questions at the end of my presentation.

Over the past seven years, the Air Force has become almost 45% smaller with only a marginal reduction in operational output. Like the other two services, the Air Force has never been busier. Its orientation has changed from a relatively static structure to a dynamic posture which must be prepared to deploy anywhere in the world at a moments notice. In fact, it is "Global Reach" which poses the most significant opportunity - and challenge - for our remaining personnel.

Coping with these profound changes has been the focus of the Air Force leadership over the past three years. In 1995, I initiated a four-phase Commander's Flight Plan to deal with the realities of fewer people, smaller budgets, maintaining operational capabilities and a worldwide mandate. First we developed a blue print called Flight Plan 97 to create an optimized air force structure to meet these defence policy and budgetary challenges.

Secondly, we addressed Air Force culture. A structural vision is only an academic exercise if people don't buy in and aren't personally equipped to participate. To define our core values of excellence, professionalism and teamwork, we constructed a "toolbox" of communication and basic management skills and packaged it in a three-day course called Flight Plan 97 Ground School. This long term investment has attempted to better prepare our members to cope with the massive reductions and changes that have occurred in the Air Force.

Troisièmement, nous avons investi plus de ressources et d'énergie dans les communications, aussie bien à l'interne, avec nos membres, qu'à l'externe, avec l'ensemble des Canadiens; tout cela afin d'assurer une meilleure compréhension de ce qu'est la force aérienne.

Having now addressed how to get 45 percent smaller, we then turned our attention to better supporting the 55 percent of our personnel who will be with us into the next millennium. Therefore the fourth phase of our effort addresses the "people-issue" under a program called Flight Plan for Life. Through a highly consultative process we have given our entire team - all ranks, including our families - a direct voice in telling the leadership not only what issues must be addressed, but in what order these issues should be tackled. A working group, composed primarily of my senior chief warrant officers from each of the 13 Wings - my champions of change - are refining these particular issues and making "do-able" recommendations to enhance quality of life in the Air Force. CWO Guilbault is the titular head of this group.

Par conséquent, le moment de vos délibérations ne pouvait être mieux choisi. Je doute que vous soyez surpris par les préoccupations ou les priorités énoncées dans le rapport, mais je dois souligner que ces questions ne sont pas le fruit du travail de l'état-major supérieur. Ce sont les questions et les solutions proposées par nos membres, dans leurs propres mots. En fait, c'est la voix des membres de la force aérienne. Si pour une raison quelconque, vous n'avez pas l'occasion de rencontrer un grand nombre de membres de la force aérienne, veuillez lire ce qu'ils ont à dire, pour mieux comprendre leurs préoccupations.

While we have made some headway with our Flight Plan for Life program, pay and compensation, CF-wide issues which are beyond our scope, are by far the biggest concerns of the Air Force Team. Suffice it to say, that while recent incremental adjustments are welcome news, I hope that this is only the start of a process that will improve the eroded income of our military members.

I would like to focus today on some paramount Air Force issues. The nature of service in today's Air Force and its short notice deployments for unspecified lengths of time demand the resolution of domestic issues. The reality is that Air Force personnel serve in the greatest variety of locations from Coast to Coast (a number of our 13 Air Wings are in isolated or semi-isolated locations) and you can see why creating a safe and supportive environment "at home" is imperative for us. Some examples of problems in that respect are as follows:

- the Home Equity Assistance Plan (HEAP) only reimburses the established 90% of the loss when the market has declined a minimum of 10%. The Greenwood housing market recently declined just under 10%, consequently the claim for reimbursement by one of our corporals earning around $35,000 was rejected, resulting in a personal loss of $14,000 when posted from 14 Wing Greenwood.
- The Accommodation Assistance Allowance (AAA) poses a similar dilemma. Rental cost must be 12.5% above the national average for a member to be eligible and this allowance is taxable. Personnel serving at 22 Wing North Bay, for example, where rents are 9% above the national average, are not eligible for this assistance. In Victoria, a high cost area, a Sgt with two children receives $228, or only $136 after taxes.

> *CF-wide issues which are beyond our scope, are by far the biggest concerns of the Air Force*

Surely, a willingness to serve anywhere should not result in a family financial penalty.

Another area of concern is the fact that the Air Force must recruit and retain new members in a modern society where careers now change several times over the course of a working life. We face the additional challenges, due to the technical skill needed, of finding more and better ways of sourcing qualified personnel from industry and, as well, of preparing our personnel for the transition back to civilian life when they choose to move on.

This means we need to capitalize quickly on individuals who come to us with civilian experience as members of either the regular or reserve force. One of the best thing we can give - and also recognize - is civilian accreditation, which can be applied as easily to the private sector as to recruitment.

We are working on a plan to recognize both military and civilian accreditation interchangeably. To do so may require national standards that transcend provincial jurisdictions and licensing boards. Creating a climate where closer links can be forged with industry and academic institutions will go far to address this concern.

Another major issue that requires special attention is Pilot retention. In the summer of 1996 we began to be struck by an alarming number of fixed wing pilots leaving the Air Force, primarily for the commercial airlines. During FY 96/97, attrition increased to more than twice our production capacity, meaning that by the end of March 1998 we will be approximately 240 pilots, or about 14% below establishment.

Although this in itself is serious, the numerical shortage does not tell the whole story - equally critical is the fact that most of those departing are highly experienced pilots without whom the Air Force cannot function safely or effectively. On average, we have calculated that we have 9 years and $4-9 million invested in each pilot we lose!

Having absorbed initial losses in staff jobs and professional development courses, we are now at the point where pilot shortages are beginning to seriously degrade operations and reduce our capability to train replacement aircrew. In an attempt to retain this fundamental capability I have directed that training replacement aircrew will become our top priority (behind response to national tasking, SAR, etc.). The direct and immediate consequence of this action, therefore, has been to lower the number of experienced pilots at the operational squadrons and reduce their operational effectiveness. Our ability to execute national airlift tasking has been the most affected (with a reduction of nearly 40 percent in operational CC-130 Hercules missions) because of the larger number of CC-130 Hercules pilots leaving the air force. The CF-18 Fighter and CP-140 Maritime Patrol communities are the next most affected.

When airlines are in periods of growth, we have always lost pilots. However, this time, we are in a far more perilous position because of the general morale concerns across the Canadian Forces that have arisen in recent years, exacerbated by a pay differential that makes the airline jobs almost impossible to refuse. For a qualified pilot, twice the pay, half the work and a stable home environment is compelling competition.

Aviation experts predict a continuing airline expansion that will see about 800 pilots hired by the major Canadian carriers over the next five years. In order to alleviate this high attrition, the Department and Treasury Board are presently examining issues such as:

- compensation options;
- dual career path to provide more flying time to pilots during their careers; and
- mobility between aircraft communities to enhance satisfaction.

You will become well aware of this pilot crisis as you visit Air Force Wings.

En conclusion, je veux vous remercier de m'avoir donné l'occasion d'exprimer certaines grandes préoccupations de la force aérienne. I am encouraged that this important committee of parliament is discussing these critical issues and that we are now recognizing, as did William Perry, former United States Secretary of Defence, that "Quality of life *FOR* our forces means quality people *IN* our forces."

# Bringing colour to news & views of the CF

A new DND/CF publication hopes to reach the rank-and file with news and information that affects them, no matter where they're stationed.

The Maple Leaf plans to do it with style, too.

The CF news magazine hit delivery boxes in the Nation's Capital January 98, following its inaugural press run in Toronto, where its global distribution originates.

Features of the 32-page publication include sections on the army, navy, air force, ADM(Per) along with items on health and lifestyle like weight training, pet tips, book reviews and a whole lot more. The monthly publication hopes to go twice-monthly in April. It is fully bilingual, all-colour and currently contains no advertising.

The news magazine is just one element of the newly-formed D-News/D- Nouvelles, the National Defence News Network. A joint, crack civilian/military team works to provide daily news and information to the co-operative and integrated network that services all CF information outlets.

# New era in CC-130 avionics

## Developing the AUP Suite

*Courtesy of 8 Wing Trenton CONTACT*

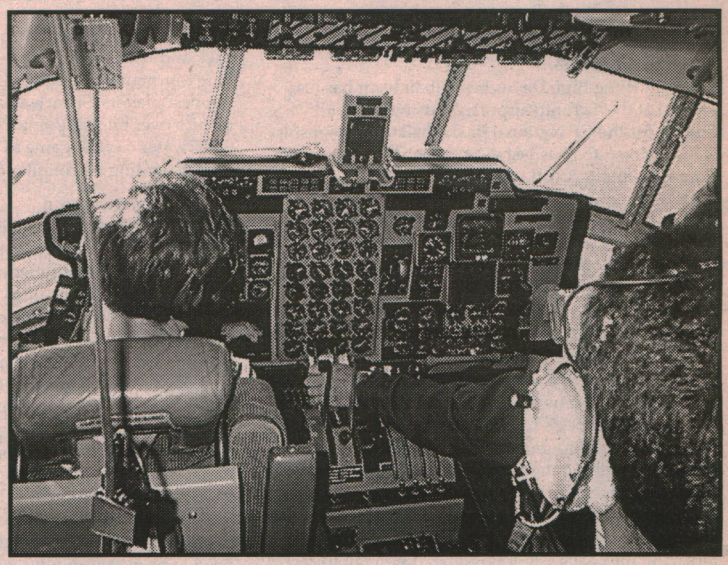
On Friday, September 19, 1997, aircraft 130339 lifted off into a prairie-blue sky - a perfect day for the first flight of the prototype airplane. Over the course of a year, the Canadian Hercules transport aircraft underwent a complete overhaul of its avionics suite as part of the CC-130 Avionics Update Project (AUP). The performance of the airplane on that day was much better than expected. After having sat in a hangar for such a long period, many more problems were expected to occur.

The requirement for updated avionics for the CC-130 fleet was identified as far back as ten years ago. The program management system then progressed at its typical pace as related documents were written and approved, followed by the allocation of Treasury Board funding. The CC-130 AUP was officially born as part of Project A2211, the Transport Tanker procurement in 1990. Once that project was in the implementation stage, negotiations for extending the AUP to the rest of the CC-130 fleet under Project A2370 commenced. The AUP contract was finally awarded to CAE Aviation of Edmonton, Alberta, in December 1994.

The new suite replaces almost all of the existing avionics in the numerous (now six) models of the CC-130 fleet. And be prepared - every new system has at least one acronym to memorize, and interfaces with just about every other system on at least one data bus. For those aircrew students who hated learning about avionics theory in the classroom, it's time to start looking for a new job. The AUP package consists of a digital autopilot system (APS); an electronic flight instrument system (EFIS); a flight management system (FMS); two attitude, heading and reference systems (AHRS); two air data systems (ADS); a standby instruments system (no acronym yet); two annunciator light panels; a radar display system; a communication system; a navigation system; and an aircraft data recording system. To list every component of each of these systems would be a daunting task, to say the least.

In June, 1995, a cross-section of aircrew personnel ventured out to CAE at the request of the NDHQ project managers, PMO Herc, to participate in the cockpit panel design layout process. The contractor had constructed cardboard mock-ups of the pilot and navigator flight deck stations with removable, full-scale cut-outs of all AUP (and retained) avionic systems control heads and displays. For the next few days, the aircrew tried to apply logic to locating the cut-outs in the most appropriate places of their respective crew stations.

The project engineers were instrumental in pointing out whether or not a potential placement was feasible; after all, there were some pretty valid reasons why a modern avionic control head might not fit in an airplane that was designed in the 1950s. For instance, the Herc's propeller condition levers made the location of the copilot's CDU on the centre pedestal unworkable because when the levers are pushed forward for normal enroute operation the copilot would not be able to access the CDU keypad. As a result, this CDU was positioned on the copilot's side shelf, to the detriment of all the left-handed copilots in the CC-130 community. Coincidently, other C-130 FMS updates have similarly located the CDUs.

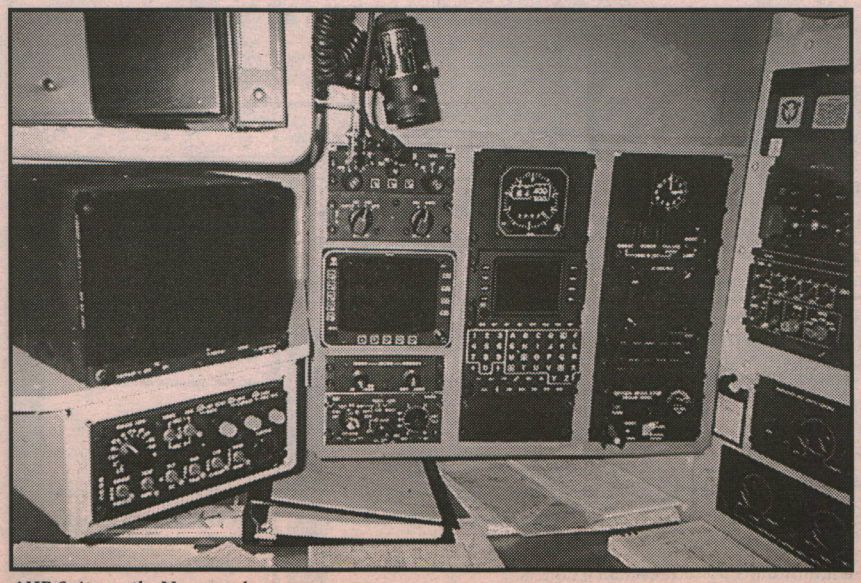


*AUP Suite on the Pilot's forward panel.*

Without detailing all the reasons for placing the cut-outs in their current positions, the only other significant challenge was finding a spot for both pilots' Electronic Flight Instrument System (EFIS) Display Select Panels (DSPs). With most of the other cut-outs in their preferred locations, the only remaining (feasible) spot for the DSPs was on the side shelves, a placement which was unacceptable to the CC-130 pilot community. After many design iterations, the contractor developed a re-designed glare shield that incorporated the DSPs and several other systems that logically belonged there. The engineering (hardware) design was finally frozen in June, 1996. The result will be a standardized avionics fitment for all CC-130 models, with the only exception being the two types of existing radars being retained due to the uneconomical expense of replacing them. (The operator interface for both radars has been standardized, however, and incorporated as the Navigational Data Display System, or NDDS.)

The software integration of the AUP avionics suite has been a complex challenge all in itself. The software specification for the Flight Management System and its interfaces was tested in September, 1996. As with any integration effort, there have been problems in the software that will take time to fix. And throughout the lengthy test program there will surely be more problems identified, along with some other operator-requested software changes to make the system more user-friendly and to comply with human factors conventions. Periodic software updates to the FMS and several other AUP systems will be here to stay for the foreseeable future.

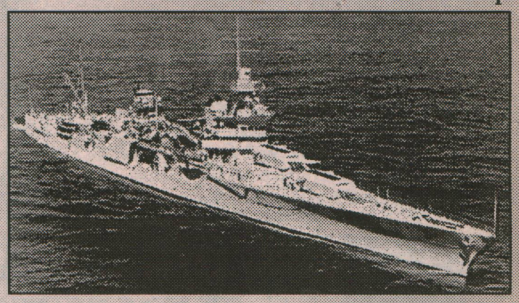
That about sums the background and development of the AUP project in a nutshell. Once everyone had agreed on what equipment would comprise the new AUP suite, the next step was a comprehensive, four-phase test and evaluation process. Tune in again next issue to find out more.



*AUP Suite on the Nav panel.*

# Voxair Vignette

**Identify the object in this photo & be eligible to win a Western Canada Aviation Museum membership.**



Object Identity _____

_____

Name _____

Phone Number _____

Additional Comments _____

_____

**DEADLINE FOR ENTRIES: 10 MARCH 1998**

*PLEASE NOTE: 'Voxair Vignette' will feature one item & prize for two consecutive issues ending with the above deadline, at which time one winning entry will be drawn.*

*You may deliver your completed entry form to the Voxair office or e-mail us with the above information at voxair@vulcan.achq.dnd.ca GOOD LUCK!*

**LAST ISSUE WE FEATURED: OV10C BRONCO**

**THE WINNER WAS: Capt D.F. Kavalensh - Hooters Restaurant Gift Certificate.** *Please contact the Voxair Office to claim your prize.*

# 17 WING SPORTS SECTION

## The Basketball Diary

*By Lt(N) Mike Fitzpatrick*

**Sunday, 1 Feb 98**

The 17 Wing Blue Devils basketball team has just arrived at the Toronto airport, on its way to CFB Borden for the CF National Basketball Championship. Standing next to us is last year's champions, the team from Esquimalt. A little chit chat passes back and forth before our youngest member, Pvt Chris Major, decides to chip in. "You guys are in the wrong city. The curling championships are in Edmonton." The guys crack up - let the trash talk begin!

Chris's comment captures the teams attitude. Not only are we here to win, we expect to win. Expectations for this team have been high right from the start, and our goal of a National Championship is in sight. This is why we submitted to the discipline of a coach, practiced twice a week, and played our games in Winnipeg's top men's league. We're just coming off our best game of the year & we feel we're ready for anything the other teams will throw at us.

The only unexpected obstacle is that we're missing two key players and our coach. We've picked up two players from Edmonton to strengthen the roster, but replacing the coach is not possible. It will fall to each of us to collectively coach each other and provide leadership in any way we can.

**Monday, 2 Feb 98 - Game 1 vs Esquimalt**

After what seems like an interminable wait for meetings, opening ceremonies and warm-ups, we're ready to play our first opponent - the curling team from Esquimalt! As usual for our team, we start off slowly and fall behind 7-2. The good news is that we are playing well and are controlling the boards. We know our shots will start to fall and some of the breaks will go our way. The game starts to swing our way and, before long, we're starting to stretch out our lead to 15 points at halftime. Every rebound is ours, we're running the court well, and the offence is the best its been this year. The second half doesn't go quite so well as we get away from our offence a little. The lead stays roughly the same for the rest of the game and we withstand a late run by Esquimalt that proves to be too little, too late. Final score - Winnipeg 84, Esquimalt 73. The game MVP is Cpl Rohan Wilson, scoring 31 points.

**Tuesday, 3 Feb 98 - Game 2 vs Shearwater**

Again, another slow start. Shearwater has an older team, so we want to run them into the ground. It doesn't happen though, as we're too slow moving the ball up the court and are not running our offence like we should. Tempers start to rise as we try to sort things out. We finally get our act together near the end of the half and establish a 6 point lead with a late run. We've got our focus now, and the second half goes as planned. We pass the ball up the court at every opportunity and run the offence more efficiently. After building up a 30-some point lead we pull back and use our subs more frequently. It will be a long tournament, so it won't pay to put extra wear on our best players. Shearwater makes a late run, but the game's over by that point. Final score - Winnipeg 80, Shearwater 63. The game MVP is Capt Jay Burt, with an outstanding all-round effort.

**Game 3 vs Kingston**

The team from Kingston is severely undermanned, but gives us an unexpected challenge. Due to the unavailability of a number of their best players, Kingston only has one or two descent subs to spell their starters. We think the game will be a route, but the gritty Kingston players have other ideas. They play the entire game using a zone defence and make sure they are not beaten by fast breaks.

We've rarely played against a zone defence this year, so it succeeds in taking us out of our game. We don't create fast break opportunities, and we're stagnant on offence. We're getting lots of open shots, but its as if the hoop is covered by Saran Wrap - we can't buy a basket. At the half, Kingston actually leads by four. We spend the break talking about what changes need to be made, and the second half becomes a different ball game. We work at moving the ball up the court faster, and against the zone defence we move the ball around better, creating better scoring opportunities. We also feed the ball inside to our big men more frequently, forcing Kingston into foul trouble. Late in the half, Kingston's key big man fouls out and they have no-one to replace his presence inside. The game ends as a 68-55 win for us. The game's MVP is MCpl Mike Jackson, who's dominating interior defence, floor leadership and rebounding proves a huge factor in gaining the win.

**Wednesday, 4 Feb 98 - Game 4 vs NDHQ**

The last game of the round robin is a must-win game for us if we want the first place bye into the final. If NDHQ wins, there will likely be a three-way tie for first place, with the tie breaker format favouring Esquimalt. After their loss to us, they've succeeded in completely dominating the other teams, winning by margins like 36 and 42 points.

For this game, we are confident that our guards will be able to dominate the game, which proves only partly true. Cpl Wilson and Capt Burt score 32 and 19 points respectively, but the story of the game is the play of one of NDHQ's forwards. He has an outstanding all-round game, scoring 22 points, grabbing numerous rebounds, and constantly knocking the ball away from our players. While he wins the game MVP, the outcome is never in doubt. We win easily by a final score of 95-73.

More crucial than the win, though, is a strategic error by NDHQ's coach. By using his best players too frequently in a game his team was likely to lose, their energy was sapped for their later game against Kingston. Kingston pulls off a dramatic upset, winning by two points as time runs out. The victory creates a three-way tie for the final play-off spot, but the winning margin was too small to allow Kingston to squeeze in to the semi-final. NDHQ is awarded the final play-off spot, but have expended too much energy getting there. The next day, Esquimalt uses frequent substitutions to rest their better players while beating an exhausted team from NDHQ. It will be us and Esquimalt in the final.

**Thurs, 5 Feb 98 - Championship Final vs Esquimalt**

This is it! We've done everything we can to prepare for this game, and we are confident of victory. We know we're in for a battle, though, as Esquimalt has had a very good tournament. We'll have to play our best.

Things start off as per normal, with Esquimalt taking an early lead. Right from the start, the game is played at a fast pace. There's a decent-sized crowd to watch the game, and the energy expended on the court gets the fans worked up. The gym is rocking as the score remains close throughout a first half characterized by frequent ties and lead changes.

Although we take a hard-fought four point lead into half time, we don't like the way the game is going. The referee's calls are not going our way, forcing all three of our starting guards to sit out for much of the first half with foul trouble. This has taken us out of what we want to achieve as a team, and the frustration with the officiating is mounting fast. We hold a private team meeting at the half to sort things out and find a way to win.

But it's more of the same in the second half. More foul trouble leads to an Esquimalt lead. Our big men are often forced to play out of position, tiring them out faster and leading to more fouls. Esquimalt is playing well too. They're switching defences frequently to keep us off balance, and one of their guards is having a monster game, scoring 42 points. For a brief period, the calls start going our way and we regain the lead late in the game. It doesn't last though, and our key players start to foul out of the game. Esquimalt takes a late lead, and we don't have the fouls to give in order to stop the clock. We try our best, but a late three-pointer by Cpl Wilson is answered quickly with one by Esquimalt. Extreme effort is there until the end, but the clock runs out on our quest for a national championship. Final score - Esquimalt 83, Winnipeg 79.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# 17 WING SPORTS SECTION

## Busy in the pool...

The Flying Tigers have been very busy in the pool and now are getting ready for the long course season. Many of the swimmers have done long course and some look forward to it, however, the newer swimmers long course has never been done and can be quite intimidating because of the distance. The swimmers greet this challenge with open minds and great team spirit. We are looking forward to seeing even more extraordinary results from our swimmers.

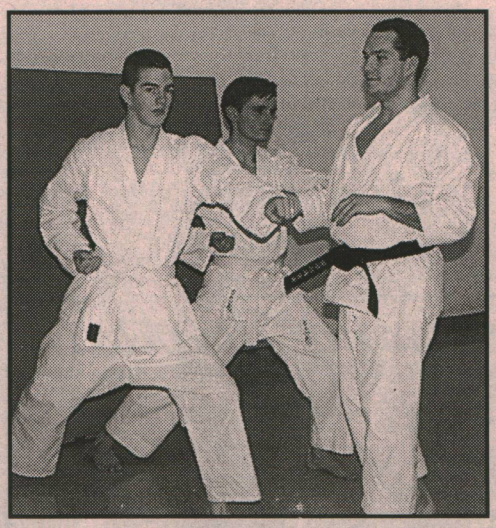
With the end of the short course season we are very proud to let you all know that our 23 competitive swimmers have finished this part of the season with many well deserved points for our club and numerous ribbons ranging from 1st place through to 8th place. This has been the best year for the swim club.

The swimmers are now outfitted in their new 2 piece wind suits with a very obvious "FLYING TIGER" on the back of their coats and the famous paw on the front.

Up-coming events for the swim club are a Swim-A-Thon to be held March 13 from 5 - 7 pm at the pool. Swimmers will be required to swim 200 lengths in 2 hours. All 40 swimmers plus some very interested parents will participate. Please support your local swimmers by pledging what you can. Swimmers will be starting to collect pledges this month. All proceeds go to help pay for lifeguards and competition expenses.

If you would like to watch the swimmers please come out to Lipsett Hall Mon - Fri from 5 - 6:30 pm we would love to see you.

## 17 WING SHOTOKAN KARATE CLUB



Our first Karate class was held on 27 January 98. We have a membership of 28 students, both children (age 7 yrs and older) and adults, who currently train in the same class together.

Anyone interested in Karate, **please feel free to stop by and have a look.** It is a very good way to get back in shape!

Classes are held in the multi-purpose room at the Westwin Community Centre, Tues & Wed, 7:00 - 8:30 p.m. and Fri, 5:30 - 7:00 p.m. Cost: Adults $25/month; Children $20/month and family discounts are available.

For more information call Sgt Alain LeBlanc at ext. 5266 or 889-3484 (res.). Students must have a 17 Wing Rec Card.

*Pictured at left is Sensei Walter Crockford, 4th degree Black Belt, Chief Instructor (right) with new students Mike Purdy (left) and Justin Avery.*

## Preventing cold injuries

*A St. John Ambulance Public Service Announcement*

DRESS FOR THE WEATHER AND YOUR ACTIVITY

Before you go into the cold, know the weather forecast and be prepared for the worst possible conditions. Physical activity makes you sweat, and this makes you wet, causing heat loss. Learn how to dress for your specific activity, and avoid over-activity.

STAY DRY

Being wet is the leading cause of heat loss and hypothermia. If there is rain or snow in the forecast, bring a waterproof layer of clothing. If you're not prepared for wet weather, take shelter before it turns wet. Stop physical activity before sweating dampens your clothing. Change your socks as they get damp and before your feet get cold.

STAY SAFE

When weather conditions are extreme, shorten the time you'll be outside. Use the "buddy" system and check on each other often for signs of cold injuries.

NOURISH YOURSELF

Bring high-energy foods with you - raisins, dried fruits, nuts, and candy bars are good choices. Also bring plenty of liquids for drinking to prevent dehydration. Hot sweet drinks, weak tea and herbal teas without caffeine are best. Cool water is also a good choice. Avoid eating snow as this contributes to heat loss. Never drink alcohol (or use tobacco) - these add to heat loss.

KEEP YOUR FURNACE RUNNING

The best way to make your body generate more heat is to use your big muscles - the muscles in your legs, buttocks and arms. Jog on the spot, do knee bends or swing your arms to generate heat. When exercising to warm up, tighten your collar and cuffs to prevent the warm air inside your clothing from escaping. And remember that to exercise, your body needs fuel - don't forget to eat and drink.

## Power Skating & Warm-up Exercises

### THE KNEE-PULL

*By Chris Merrithew*

Coast forward with hands on stick about shoulder width apart, head and body erect. Lift right leg, bent at knee, and trap knee pad with stick so you can pull it vigorously up and towards the chest three times. Release knee; as soon as skate touches ice, lift left leg and repeat movement. Three reps each leg, keeping upper body erect and head up.

The same drill should then be done coasting backwards.

The leg pull increases flexibility in the groin area and aids balance and arm and shoulder strength.

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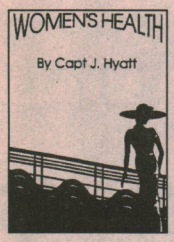



# The truth about Mammography

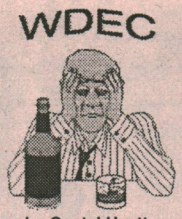
In my job as Woman's Nurse I frequently refer woman for MAMMOGRAPHY. Most of us have heard about it usually in the form of a joke or how painful it is. If you want to talk to someone who has been there, done that and got the squish (no T-shirt here) call me, it wasn't so bad. COLD! That was my only complaint.

Here is some info on the exam. Mammography is a method used to examine the breasts by using low-dose x-rays. The procedure can detect tumors and cysts often when they are too small to be felt by manual exam. (That's the breast self exam you do every month…right?) It can be useful in differentiating between tumors and cysts, although a definitive diagnosis requires a biopsy to study the cells. During the exam a technician will manually examine your breast before or after the x-ray. The entire procedure takes only 10 to 15 minutes.

Manitoba Heath Guidelines for Mammograms recommends the following:
- initially between the ages of 35 and 39 to serve as a baseline;
- annually after age 50;
- women who have a history of breast disease, or a family history of a sister/mother who had breast cancer, may start at an earlier age;

Mammography is not recommended for women under 30 as the breast tissue is more dense and ultra sound may be more beneficial.

Be sure to talk with your doctor if you have any concerns and do those monthly self exams.




# Problem Gambling

by Capt J Hyatt

If you have looked at a newspaper lately you will see a lot about gambling. VLT's being removed from hotels, deaths as a result from depression related to gambling. Gambling can incur very high debts in little time. Most people can enjoy a quick game or two, but, some cannot tear themselves away until there is no source of money left to play. For some people gambling can become a trap. It becomes the only thing in life that is important. All of an individuals resources and interests become focused on the next chance to gamble

Gambling begins to control the person and outside help might be needed. The ADDICTIONS FOUNDATION of MANITOBA can help. They will help you understand your gambling. They will work with you to address gambling if it is a problem. There are programs for family members as well as individual and group counseling.

If you or someone you care about needs more information or help, call the helpline:

WINNIPEG: 944-6382;
TOLL FREE: 1-800-463-1554

(Source: Addictions Foundation Manitoba.)

Here are the stats for Alcohol related incidents for the month of January, 1998: 2 persons involved in impaired driving offences and 1 person was intoxicated in other non-violent incidents.

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# RRSPs: time is of the essence

*By M.H. Parnu*

Whether your retirement is decades away or just around the corner, time is ticking to ensure your golden years are financially secure. Statistics show approximately 63% of people said they were depending on income from a Registered Retirement Savings Plan (RRSP) when they retire. But how many said they actually have an RRSP? Only 43%! Come March 2, the deadline for '97 RRSP contributions, will you have cast aside a chance to save money for a retirement nest egg, or have taken advantage of a terrific tax break?

If you're waiting for that raise, hoping to win the lottery or just plain procrastinating about contributing, stop! Time plays a great role in the growth of your money thanks to compounded interest. There are many reasons people don't contribute to an RRSP, but if you aren't chipping in because of any of the following reasons, you might wrongly be passing up a chance for financial freedom.

• *"I don't have to start contributing now, I'm going to wait until I'm older":* You're never too young to get into the habit of contributing to savings. If at age 25, you put away $100 a month until you're 65 years old, at 8% interest, you'll have $324,180 to supplement your retirement. But if you wait until age 35, and contribute the same amount at the same interest rate, you'll end up with $141,761.

• *"I don't make enough money to contribute":* Many financial institutions allow customers to contribute as little as $25 per month. Why not forgo buying a coffee a day to give yourself peace of mind about the future? You'll thank yourself later.

• *"I'm letting my spouse take care of saving for retirement":* Your spouse may very well be able to take care of both of you during retirement, but it's better to be safe than sorry. In fact, if you have no source of income, it may be wise for your spouse to make use of your unused RRSP room. This is referred to as a spousal RRSP and a contribution to a spousal RRSP will qualify as a tax deduction for you!

• *"I haven't had time to arrange a contribution":* There are many ways to pay for an RRSP, but automatic withdrawal is becoming a very popular method because of the convenience it provides. With a phone call, email or visit to your RRSP provider, you can take care of paying for your RRSPs for the entire year.

• *"The deadline is too close and I don't have any money":* In some cases, it makes sense to borrow money for your RRSP. Although interest on money borrowed to contribute to an RRSP is not tax deductible, a contribution to an RRSP may result in a tax refund, depending on the size of your contribution. Many people automatically put the tax refund towards paying off the borrowed money.

Besides helping you provide for retirement, there are two very important benefits to contributing; it reduces your income tax at the time you make a contribution and the money earned by an investment held in an RRSP is not taxed until you withdraw it.

# Take the First Step to the Rest of Your Career

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# MFRC ANNOUNCEMENTS

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## WING LOTTO WINNERS

**22 JANUARY 1998**
**MCpl Shrewsbury, 435 Sqn**
**Sgt Smith, 2PPCLI**

**05 FEBRUARY 1998**
**CWO T. Smith, WSupply**
**Sharon Fuller, WFoods**

## CHILDREN & YOUTH PROGRAMS

For information on any of the following program contact Wendy Richardson at 833-2500 ext. 6846 (Lipsett Hall) or ext. 2491 (Westwin Children's Centre)

### BABYSITTING COURSE

This course offers basic instruction in first aid, fire safety & childcare. Participants must be 12 years old to attend. All 3 sessions must be attended to complete the course. Cost is $5.00

Westwin Children's Centre - Thursdays, March 5 & 12, 6 - 8 p.m. and Saturday, March 14, 10 a.m. - 3 p.m.

### DROP-OFF CHILD CARE

This program provides casual childcare for children 18 months to 6 years. The fee is $1.50 per hour for the first child and .50¢ more for the second child in the same family. All children must be pre-registered 24 hours in advance. Call 833-2500 ext. 2491 (Westwin) or ext. 6846 (Lipsett) to reserve a spot.

Westwin Community School - Tuesday and Thursday Mornings - 9 a.m. - Noon

Lipsett Hall Nursery School - Tuesday Afternoons - 1 - 4 p.m. & Friday Mornings 9 a.m. - Noon

# 17 Wing Chaplain's information line: 833-2500 extension 6800

To facilitate access to chaplaincy services, the Wing Chaplains can now be reached through a new automated telephone system. One extension number will replace eight plus one additional line and will also make available certain basic information with regard to chapel services. To call up this new service, call the Wing switchboard at 833-2500, then punch in or ask for extension 6800. For those using Touch Tone phones, this will get you computerized instructions (in English only) for selecting the line you require as follows:

1. Roman Catholic Services - Recorded announcement of regular Sunday mass times for both Ste-Marguerite Bourgeoys (Silver at Whytewold, north-side) and St. George's (Kenaston, south-side) chapels. Timings of special services or events are not available on this line.
2. Protestant Services - Recorded announcement of regular Sunday service times for both the Chapel of the Good Shepherd (Silver at Whytewold, north-side) and St. Andrew's (Kenaston, south-side) chapels. Timings of special services or events are not available on this line.
3. Chaplains' Secretary - From 0800 to 1600 hours Monday to Friday, someone will normally be available to answer the phone. The Secretary can respond to your questions or transfer you directly to the office of any of the chaplains on duty, or to the chaplains' individual answering machines, or to any other extension.
4. Duty Chaplain - Between 1600 and 0800 hours and on weekends or holidays this will connect you with the Duty Chaplain's cellular phone. *NB: This line is for use only for urgent situations arising during silent hours.*
5. Inclement Weather - This number will be operational only in the event of inclement weather, when you may be in doubt whether or not a service will be held as scheduled. If an event is postponed or cancelled a recorded announcement will be posted on this line.
6. North-Side Chapel - Direct connection to the North-Side Chapel office (Protestant and Roman Catholic), for use when you are aware that someone will be at the chapel. This line is not staffed full-time and no service times or other recorded announcements are available at this number.
7. South-Side Chapel - Direct connection to the South-Side Chapel office (Protestant and Roman Catholic), for use when you are aware that someone will be at the chapel. This line is not staffed full-time and no service times or other recorded announcements are available at this number.

If you do not have Touch Tone you can still use the single extension 6800 during normal working hours. At the end of the menu stay on the line and you will be connected to the Chaplains' Secretary.

The various extensions and the cellular phone number will still be operational, but now you have only one number to find or remember. We hope this will assist those in need of spiritual counselling or other chaplaincy services or information.

# ANNOUNCEMENTS

## THE GLOBAL CHANGE GAME

**February 25, 10:00 a.m. - 1:00 p.m.**
**Maples Collegiate Gym, 1330 Jefferson Ave., Winnipeg**

War! Poverty! Pollution! Headlines we see every day. The Global Change Game addresses these and many more world issues by directly involving participants as the world's citizens and decision makers. 70 grade ten students and their teachers will take on roles during an action-packed three hour workshop in an attempt to solve the many challenges facing our modern world.

***If you wish to play, contact Candace Propp at 632-6641.***

## Newcomers' Club of Winnipeg

*Are you new to the city? Are you feeling a need to socialize?*

If so, please join us for a monthly coffee party and/or general meeting. The Newcomers' Club of Winnipeg meets on the third Wednesday of each month. The many monthly activities, including bridge, 'Bon Appetite', potluck lunch, crafts, book club, provide an opportunity to make friends in the city.

For more information, call 992-2999 and leave a message. Someone from our Hospitality Committee will return your call. *Plan to join us and remember "You are not alone."*

## Armed Forces Night at the Moose

**Friday, 20 Feb 98, 19h30 • Moose vs. Quebec Rafales**

**Tickets: Green Section $7.50; Purple Section $10.00**

Buy any four tickets - get Moose Foam Antlers for the kids!!

*The staff will toss Moose T-shirts in your sections during the game.*
*Bonus Draw: A Team Autographed Moose Jersey & hockey stick.*

**Tickets available at Westwin Community Center, Bldg 33**
For more info please call the Community Rec Director at ext. 2059 or Mrs. Elaine Parent at ext. 5976.

MANITOBA MOOSE

## WELCOME BACK TO WINNIPEG

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## LOGSPIEL '98

**25 - 28 FEBRUARY 1998**

**Contact Capt Eric Fortin at avn 257-2347.**

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Téléphone: 233-8735 Télécopieur: 235-0321

**INSCRIPTION À LA MATERNELLE DU 2 AU 6 MARS 1998**

Les enfants en âge de fréquenter une maternelle publique FRANÇAISE devront être inscrits du 2 au 6 mars 1998. Les enfants nés en 1993 seront admissibles à l'école en septembre 1998. Un certificat de naissance ou autre preuve d'âge devra être présenté au moment de l'inscription. Un document faisant preuve que l'enfant a été immunisé est nécessaire.

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## A little of your time can make a world of difference

*to the elderly residents of Deer Lodge Centre in St. James.*

A friendly visit, helping to feed someone, working in the gift shop, assisting in recreation or day hospital are just some of the interesting volunteer jobs available at Deer Lodge Centre.

**For more information call Wayne Elliott at Deer Lodge Centre 831-2500**

## 17 Wing Woodworking Club

| | |
|---|---|
| **Located:** | Building 33 (Family Resource Centre) |
| **Hours:** | 24 hours a day seven days a week |
| **Cost:** | $50 + GST per year individually or $75 + GST family (dependents over eighteen). |
| **Equipment:** | full complement of stationary and hand tools |
| **Sales:** | limited supply of hardwoods |
| **Discounts:** | hardware store discount cards and access to wholesale lumber |
| **Contacts:** | Pres. Capt Steve Wilson ext 5145<br>Vice Pres. WO Robin Desjarlais ext 5825<br>Sec. Maj Bill Seymour ext 5206<br>Treas. WO Greg Speakman ext 5047<br>Equip. Cpl Guy Jabusch ext 5404 |

# CANADIAN FORCES Community College Network

## AUTOMATIC ADVANCED STANDING IN MANAGEMENT DEVELOPMENT PROGRAM

Have you completed the JLC or SLC course? How about the CLC? If you have, you are eligible for automatic advanced standing in the Seneca College Management Development Program currently available here in Winnipeg. Each of these leadership courses have been approved for credit in advance by the college for this certificate program. No documentation beyond proof of completion is required.

If you are a civilian worker and you have completed a management development course recently in one of the subject areas, consideration of your request will be expedited as a member of the CFCCN. In this case, a copy of the course outline needs to accompany the request for standing.

Seven subjects are offered: Human Relations; Communications; Administration; Management for Results; People Management; Team Building & Leadership and Labour Relations. Any advanced standing granted for JLC or SLC can replace any one of these and count towards the six required to graduate.

The format preferred for the program is to offer the courses in the compressed format, in which each course is completed on base in one weekend, classes running Friday 6 to 10, and Saturday and Sunday from 9 to 5. Each course is $120 plus materials, and the fees are eligible for reimbursement under CFAO 9-2. If you are interested in beginning this program in March, or if you started at another base and would like to complete the program, call Catherine Mayor at 833-2500 ext. 5115 to discuss potential start dates.

Call the CFCCN Office at 833-2500 ext. 5115 for further information. I am always happy to help you reach your educational goals.

### UPCOMING OPPORTUNITIES

**Seneca Colleges Management Development Program**
13-15 March 98 - Management For Results • 24-26 April 98 - Labor Relations• May/June (TBA)

**Red River Community College Spring/Summer '98 Term Guide**
Available mid-February. Call 694-1789 to have one delivered to your home.

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### CHILD CARE WANTED

Wanted - Family in St. James seeking F/T live-out nanny (weekdays only). Must be a non-smoker, CPR and First Aid qualified with valid driver's license. Excellent references and pervious nanny experience required. This is a long term position. Serious inquiries only. Call 888-5046.

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Wanted - Recherche gardienne. Horaires très variés. Jours, soirs, fin de semaines. Nombres d'heures très différentes chaques semaines. Surtout pour les mois de mai à novembre. Deux enfants 4 & 8 ans. Chez vous le jour si désiré mais chez moi le soir. S.V.P. Contactez Céline au 487-0887.


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### MISC. FOR SALE

For Sale - 1990 Buick Riviera, 3.8 lt., dark red colour, no rust, super condition, $8,750. Details by phone, 253-9249.

---

For Sale - Recreation/utility trailer, ideal for quads/snowmobiles, 8'x4', coils with shocks, excellent ride, 13" wheels, extremely low miles. $600 OBO. 889-7734.

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For Sale - Baby furniture: COSCO folding highchair, excellent condition, $40; Evenflo car seat "Deluxe" model, excellent condition, $60; Evenflo "Happy Camper" portable play pen, like new, $65. 889-7734.

---

For Sale - Large, wooden, German rocking chair, like new, $250 OBO. Bruce Debra, 489-2913.

### REAL ESTATE FOR SALE

Private Sale - Headingley, 1200 sq. ft., 3 bedroom bungalow with finished basement, country kitchen, deck, trees & double detached insulated garage situated on 1/2 acre (139' x 150' lot). Low taxes. $110,000. Phone 832-7600 eve.

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Private Sale - Whyte Ridge, 8 yrs old, split level home, 4 bedrooms, 3 baths, new flooring, large eat-in kitchen, large family room w/gas fireplace, A/C, C/V, security system, newer roof. Asking $155,000. 487-1424.

# BUSINESS CLASSIFIEDS

### SHARED ACCOMMODATIONS

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