

The VOXAIR

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Demystifying CF Pay

By 2Lt David Wray

A news release from National Defence Headquarters recently announced that CF personnel will receive pay adjustments as a result of a comprehensive review of pay comparability and quality of life issues within the military. Non-commissioned members will receive a pay comparability adjustment of 1.2% as well as an economic increase of 2.0%. General service officers (LCol and below) will receive a 2.4% pay comparability adjustment and a 2.0% economic increase.

Following this announcement, the Wing Commander addressed 17 Wing personnel at the base theatre about issues concerning military pay. "There is a lot of misunderstanding regarding what is being done [with our military pay]", said Col Watt, whose aim during this presentation was to shed some light on this complex matter.

CF PAY - THE BASICS

CF members' pay is based on qualifications, experience, responsibility and performance. An entry level recruit generally does not have the qualifications necessary to carry out a military trade. As members are trained and achieve qualifications, pay increases. The longer a member serves, the more experience they acquire and pay increases as personnel ascend through incentive levels. Personnel who perform well and ascend in rank assume more responsibility. They receive pay commensurate with the responsibility.

Pay for CF ranks from Pte to LCol is based on a comparison with the Public Service. Comparisons are made between occupations with similar duties and responsibilities. Adjustments are made to allow for issues such as the free medical and dental coverage enjoyed by CF members, the time CF members spend away from their families on deployed operations or training, and the fact the CF members are potentially on duty 24 hours a day, 7 days a week. Once comparability has been established and a level set, cost-of-living increases are awarded generally based on the results achieved by the Public Service unions.

Pay for CF ranks from Col to General is based on a comparison with the public Service as for the ranks from Pte to LCol. Periodically, a comparison is made between salaries of the Public Servants with other levels of government and the private sector since no union negotiation occurs at this level.

Treasury Board is the employer when it comes to CF members' pay and benefits, as it is for all Federal Government employees, whether civilian, military, or para-military (RCMP, Coast Guard).

The Treasury Board, explains the Wing Commander, must approve all pay levels and adjustments. DND may recommend adjustments, but has no ability to adjust its members' compensation unilaterally.

CF PAY STUDY

A CF pay study was initiated by the Armed Forces Council and conducted by the Compensation and Benefits Division of ADM (Finance) between 1992 and 1997. The study re-examined the methodology used to compare CF occupations with those of the Public Service, noted changes in the nature of work and reapplied equalization factors. A comprehensive study of this sort had not been completed since the seventies.

The study revealed that the CF had lost pay comparability with the Public Service. Non-commissioned members pay had a 6.7% shortfall and general service officers pay had a 14.7% shortfall. The differences in these shortfalls developed during the inflation prone years of the 1970s and 1980s. In recognition of the fact that inflation had a greater impact on lower income non-commissioned members than higher income officers, non-commissioned members received larger pay increases than officers during these times. As a result, the gap between the pay of general service officers and the Public Service increased at a greater rate than that of the non-commissioned members.

To rectify these shortfalls, a four-year pay comparability adjustment schedule was approved by Treasury Board last year. The pay comparability increases will align the pay of the Canadian Forces more closely with that of the Public Service. Pay comparability is also referred to as "catch-up pay" and is intended to allow the pay of the CF to "catch-up" with the pay of the Public Service.

Members of the Canadian Forces will receive economic increases along with pay comparability increases to address rises in the cost of living. Economic increases are not part of the pay comparability program, but are intended to generally match similar pay increases expected to be awarded to all federal employees as a result of union negotiations. Economic increases can be referred to as a "pay raise".

Over the past 2 years, non-commissioned members have received pay comparability adjustments of 2.2% in Apr 96, 1.5% in Apr 97, 0.6% in Oct 97 and 1.2% on 1 Apr 98. During this time, non-commissioned members also received an economic increase

See Pay Adjustments on page 2

WHAT DOES ALL THIS MEAN TO YOU

There is much confusion about the issues of pay comparability and economic increases and how they relate. Part of this may be because these issues are usually reported together and become difficult to separate and understand.

To clarify the issue, the following tables (here and one page 2) illustrate the Pay Comparability Program separate from the issue of economic increases. This will allow you to assess the progress on the program to date, and see what is left to complete.

PAY COMPARABILITY INCREASES TO APRIL 98

DATE	NCM	OFFICER
April 1996	2.2%	0.0%
April 1997	1.5%	2.4%
October 1997	0.6%	1.1%
April 1998	1.2%	2.4%
TOTAL TO APRIL 1998	5.5%	5.9%

*Officers from Colonel to General have not been eligible for comparability increases.

PAY COMPARABILITY TOTALS TO YEAR 2000

	NCM	OFFICER
Total to April 1998	5.5%	5.9%
Remaining Adjustment to be received	1.2%	8.8%
Total Pay Comparability Adjustment	6.7%	14.7%

The remaining pay comparability adjustment of 1.2% for NCMs and 8.8% for GSOs has been approved by Treasury Board and will be paid, "it is just a matter of determining how much and when," explained Col Watt. In fact, the remaining 1.2% will most likely be added to NCMs' pay guides within the next 12 months, while GSOs will likely receive their last adjustment sometime in the year 2000.

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VOX VIEWS

Pets in PMQs - A matter of accommodation

By Major CM Walton-Simm, Managing Editor

By now you have all probably seen the front page article of the 24 Mar 98 Winnipeg Free Press titled "Fur Flies as Forces Target Pets", which depicted the Canadian Military at war with small pet owners in PMQs. This so called battle surfaced after a 'no pet' policy at 17 Wing was recently re-enforced as a result of numerous complaints received from unhappy tenants. The complaints were that some tenants of the Whytefold row housing were not complying with the policy. Here are some facts that should provide readers with a clearer understanding of the policy itself, reasons why the policy exists and what enforcement means to tenants and their pets:

- There are 574 PMQs in Winnipeg;
- 112 PMQs are row housing (where the no pet policy applies), constituting 20% of total PMQs;
- The no pet policy has been in affect in row housing for several years after a majority of the row housing occupants requested it be instituted (the reasoning was that row housing has, by definition, limited private space);
- Pets are allowed in the remaining 462 PMQs;
- When military personnel request a PMQ, their name is added to an accommodations waiting list, once their name becomes 1st on this list, they are offered the next available PMQ corresponding with their needs. If it is row housing, the potential tenants are made aware that row housing has a 'no pet' policy and they are asked if this will be a problem. If these potential tenants accept the policy, they are asked to sign an affidavit

that certifies they understand that row housing does not accept pets and they will uphold the policy. If the potential tenants have pets and want to keep their pets, they can opt to decline this specific PMQ, remain at the top of the accommodations waiting list and wait for the next available PMQ; In the Fall of 1997, there was a health concern in the row housing neighborhood which involved a severe outbreak of communicable disease among children and doctors believed it was spread by animal feces; and - The Canadian Forces Housing Agency (CFHA) here in Winnipeg, the 17 Wg Community Council and the Commander 17 Wg, received several complaints in the last few months that some of the tenants had pets in row housing. Small pets have been banned in the row houses for more than a decade, during which time all tenants have accepted the terms of their tenancy, including the no pet policy. It's not fair to the tenants who accepted their PMQs with the assumption that the no pet policy would be complied with and enforced. Furthermore, it's not fair to expect CFHA and 17 Wing to disregard the health problem as well as the complaints from other tenants.

CFHA and 17 Wing will continue to work with the residents of the row houses to achieve a solution that is acceptable to all. Ultimately, however, the wishes and the best interests of all who live in this section of the base housing will determine what action is to be taken.

Pay Adjustments

From page 1

of 1.47% retroactive to Apr 97 and 2% on 1 Apr 98. This resulted in an overall pay increase of 8.97% (excluding compound interest).

Over the past 2 years, general service officers (LCol and below) have received pay comparability adjustments of 2.4% in Apr 97, 1.1% in Oct 97 and 2.4% on 1 Apr 98. During this time, general service officers also received an economic increase of 1.15% retroactive to Apr 97 and 2% on 1 Apr 98. This resulted in an overall pay increase of 9.05% (excluding compound interest).

WHAT DOES THIS MEAN TO YOU

The following table illustrates the recent history of economic increases separate from the issue of pay comparability.

ECONOMIC INCREASES			
DATE	NCM	OFFICER	COL/GEN
Dec 97 (retroactive to Apr 97)	1.47%	1.15%	0.00%
Unpaid Portion of 1997 Economic Increase (retroactive to Apr 97)	?	?	0.00%
April 98	2.00%	2.00%	2.00%

*The unpaid portion of the 1997 economic increase will depend on results of union negotiations.

The December 1997 economic increase was an advance on the economic increase the Public Service is negotiating with Treasury Board for 1997. The unpaid portion of this economic increase, when it has been determined, will be retroactive to April 1997. Officers and non-commissioned members will most likely receive the same total percentage economic increase. For example, if Treasury board agreed to an economic increase of 2.5% for all public servants for 1997, NCMs would receive an increase of 1.03% retroactive to Apr 97.

ADVISORY COMMITTEE ON SENIOR-LEVEL RETENTION AND COMPENSATION

The Advisory Committee on Senior-Level Retention and Compensation was initiated by the President of the Treasury Board to study the pay and retention of senior civil servants. The study was primarily driven by the loss of the best and most experienced senior civil servants to the private sector. All members of the committee were from outside the civil service, no member of the government or civil service was on the advisory committee.

The salary increases recommended by the committee range from 4% to 9% for civil servants occupying positions similar to Cols and General Officers. The Federal Government has stated it will act on this report but has not announced how it will be implemented. It is presumed that comparability with the Public Service would continue to apply to senior officers in the CF, but that also has not yet been confirmed.

PERFORMANCE PAY

Performance pay was instituted in 1981 to replace the normal incentive pay system for Colonels and Generals as well as the Public Service. It has been paid sporadically since that time and was not paid at all during the pay freeze of 1992-1997.

Performance pay must be earned each year and is not awarded to all senior officers. Personnel awarded performance pay are selected by a separate board, conducted specifically for this purpose.

CONCLUSION

Some of the pay comparability increases CF members have received may have seemed like a small effort to many, but it was a first step towards a significant commitment to realign CF members' pay with the Public Service. Once the four-year pay comparability program is complete, disparities between the pay of the Public Service and the CF will no longer exist. With this disparity and its resultant confusion removed, the pay of CF members will once again closely align with that of members of the civil service, and economic increases or "pay raises" will generally follow those of the Public Service.

Confusion about pay issues affects us all. Everyone is concerned about what is happening to their pay and deserves to understand changes made to it. Misunderstanding pay issues can result in misinformation being spread, which further confuses the issues. An understanding of how CF pay is determined and the factors affecting it should eliminate misconceptions and misinformation. CF members will then have a better understanding of steps taken on their behalf with regard to compensation.



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2PPCLI mops up at JANUS

By 2Lt JC Scott

As the sun came up on the morning of 28 Feb, a voice crackled over the Command Post radio speakers. "Zero, this is Six - One, contact Grid 0556 0989, four times T-72s (Tanks) advancing north, am observ..." The Coyote recec vehicle was no more as Six-One (MCpl Askeland) was attacked by an enemy tank company using his intended position as a parking lot. The enemy was detected, however, and 2PPCLI now prepared to take action to destroy them and restrict their ability to interfere with the battalion's plan.

No one died in this battle, no vehicles were destroyed and moreover, no soldiers were required to leave the confines of the lecture training facility at Garrison Edmonton. In fact, the majority of the battalion remained in Winnipeg conducting and attending Primary Combat Function (PCF) courses such as basic mortarman, anti-armour crewman and recec patrolman.

Between 27 February and 6 March 98, approximately 30 members of 2PPCLI in conjunction with other units of 1Brigade, were exercised using the JANUS system, a computerized simulation which pits the tactics and equipment capabilities of our forces against a generic enemy. The HQ, set up in a mock command post, controlled the battle in very much the same fashion as if it were deployed in the field



Cpl Murphy plots enemy dispositions on the Intelligence Cell map.



The Recce platoon team of Capt Smith and MCpl Askeland probe the battlefield for enemy while Mortar platoon Comd Capt Rubisch plans a fire mission. Foreground left to right: unidentified puckster, MCpl Askeland, Capt Smith, Capt Rubisch.

with reports and instructions passed over radio nets. Each sub unit (ie: a Company) was assigned to a number of com-

puter terminals operated by "pucksters", who, using high tech mice, control the movements and actions of the vehicles operated by their sub unit. The CO, LCol Fraser and his staff, had to glean their information from the air waves - no different than normal operations.

Note: to succeed at JANUS, a good rule of thumb is not to get on the bad side of your puckster, otherwise you could find your vehicles parked in a lake or a minefield!

HQ and planning staffs were put through all phases of war (defence, counterattack, offence and pursuit) against an enemy (played by a retired LCol and his staff) who worked hard to make life difficult for the battalion. Getting the procedures and tactics of these complicated operations honed to a fine edge meant that when the battalion heads to Shilo and Suffield in April/May, the Headquarters and Company staffs will be ready for the culmination of the training, live fire manoeuvre at the Battle Group Level. JANUS is not a substitute for field training, however, it gave the battalion a great opportunity to sort out the procedures and methods involved in the operations of a battlegroup. With the Battalion and Company HQs having had the experience of JANUS, the HQ staffs are better prepared for the demanding task of command and control of the battalion and its attachments under field and in particular, live fire conditions.

2Lt Scott is an Armoured Corps Officer attached to 2PPCLI in between training phases at the Armoured School in Gagetown.



2PPCLI CO, LCol Dave Fraser, gives his orders to the Battlegroup. At this point, the battalion was on the attack.



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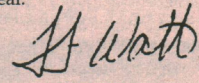
Wing Commander's statement on the environment

In recent years, environmental protection and resource conservation have become very important to Canadians. Numerous new laws and regulations have come into force and environmentalism is rapidly becoming a way of life for all of us. 17 Wing's past efforts and accomplishments in this field have been substantial and are favorably recognized by Manitoba's Round Table on the Environment and many other organizations.

We must not declare victory too early, however, for there is still much to be

- done. We must continue the excellent efforts of the past, maintain the high standards we have established and seek new ways to better protect and manage the environment we live and work in. To accomplish this, each individual must:
- be aware of, and comply with environmental laws and regulations;
 - report all environmental incidents or situations and practices that may lead to such incidents;
 - consider the potential environmental impact of every activity we undertake and take positive steps to reduce or eliminate any negative effects;
 - manage all hazardous materials and hazardous goods responsibly from "cradle to grave";
 - obtain Workplace Hazardous Materials Information System (WHMIS) and other environmental training as required to safely complete assigned tasks and, if in a supervisory position, ensure that subordinates have had the appropriate training for the activities they are undertaking; and
 - practice the three R's - reduce, reuse and recycle.

The nature of our work requires that we engage in many activities that could, without the necessary safeguards, result in grave environmental consequences. It is our responsibility, legally and in every other sense, to ensure that we take every possible measure to prevent or mitigate these consequences. Strict adherence to the above principles and procedures will ensure that we continue to live up to that ideal.



T.F. Watt
Colonel
Wing Commander

Two Canadians claim top honours

Two Canadian Forces personnel claimed top prizes at a high level NORAD competition on 31 March 1998. The six day Top Scope '98 NORAD competition was held at Tyndall AFB, Florida and Tinker AFB, Oklahoma. It featured some of the best radar surveillance and air control specialists in the world.

Fourteen teams from across North America competed in a number of simulated scenarios which tested the skill and training of each of the Airborne Warning and Control System (AWACS) and Air Operations Center crews.

Cpl Chris Lynch of Halifax, based at CFB North Bay, Ontario, was the Air Operations Center Top Gun in the Weapons Director Technician category. Capt John Woodbeck of Peterborough, Ontario, based at Elmendorf AFB, Alaska, won as best AWACS Air Surveillance Officer.

"Each team was comprised from the best of the best and the competition was extremely close, so not finishing first was no small accomplishment," said Maj-Gen Keith McDonald, Chief of NORAD Operations. "The performances of Cpl Lynch and Capt Woodbeck were outstanding."

The goal of Top Scope is to help air controllers hone their skills by competing head-to-head with their peers. Technology is essential, but well trained professionals remain the key to ensuring that North America maintains the most advanced military air surveillance system in the world.

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Air Force welcomes new Chief

Courtesy of the Montreal Gazette, 2 April 1998

The air force has a new boss with a long wish list. LGen David Kinsman, a slightly built, 51 year old former fighter jock, assumed command at a ceremony 1 April 1998. He succeeded LGen Al DeQuetteville, who retired after 37 years of service.

For the past two years, Kinsman has been assistant deputy minister for personnel, juggling cost-cutting and downsizing with the need to maintain morale and hang on to key people.

Now, he's running the whole show and has a priority list that he says will help keep the air force up-to-date and ready to handle any task the government gives it. The big-ticket items (\$1 billion or more each) include new shipborne helicopters and updates for both the CF-18 fighter-bombers and the Aurora Arcturus patrol aircraft. Another welcome project would equip military Airbus cargo-passenger planes with the gear to refuel other aircraft in flight.

"Obviously, the priority is on the Sea King replacement and then trying to work the other programs in," he said in an interview shortly after taking office. "The air force has not had a lot of new equipment, other than the recent search-and-rescue helicopter announcement," Kinsman added.

Bidding farewell

This message is a personal one intended for all the men and women in the CF who wear Air Force blue, for all others (regular, reserve and civilian) who serve in or support Air Command, for Air Force Honouraries and all other friends of the Air Force, and for all your families.

It has been a distinct honour and privilege for me to cap a 37 year career by serving as Commander of Air Command for the past three years and in the new appointment as Chief of the Air Staff since last August. My retirement date of 1 April 1998 marks the 74th birthday of the Royal Canadian Air Force which I proudly joined in 1961. Your efforts and performance over the last three years makes me very proud to have served as your commander.

Together we have met the challenges of directed resource reductions and have significantly re-shaped our Air Force, eliminating unneeded infrastructure, reducing headquarters overhead and streamlining Command and Control while maintaining needed operational and combat capability in a safe, professional and a more cost-effective manner than in years gone by. By the time the dust settles next year, the Air Force will be some 46 percent smaller than it was in 1989, but only 10 percent of its operational capability will be lost.

At the same time, many of you have served with distinction and done us proud in Haiti, Central Africa, Italy and Bosnia and, most recently, in the Persian Gulf. You have triumphed in international competitions such as William Tell and Fincastle and have served your fellow Canadians in need during the Saguenay and Red River floods, the recent ice storm in Eastern Canada and, day in and out, in the air search and rescue role.

You have epitomized what an operationally focused and deployable air force can do even when it does not have top notch equipment, as long as it has top notch people. The results achieved have come at the cost of significant personal and family sacrifice and I salute you for that.

We have made some progress toward equipment acquisition and capability modernization, but much remains to be done particularly in the major arenas of Maritime helicopter replacement and CF18 and Aurora systems life extension. Similarly, the Flight Plan For Life and other initiatives are resulting in some improvements to quality of life for you and your families, but again, much remains to be done.

Thanks to your efforts, dedication and sacrifice, the Air Force is on the right track. You have upheld the very finest traditions of your predecessors in the CF and the RCAF.

As I pass the controls into the very capable hands of LGen David Kinsman, I ask you all to support him and serve our Air Force as well as you have done during my three years in command. Best wishes and many thanks to each and every one of you and your families. Remember that next year will mark the 75th anniversary of the RCAF. Make it a banner one for our Air Force.

LGen Al DeQuetteville sends and hereby bids you au revoir.
Per Ardua Ad Astra.

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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

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Presentation to 'Sister Squadron'



LCol Lamb, CO of 402 "City of Winnipeg" Squadron, presents Comd Hudock, CO of HMCS Winnipeg, with a picture of two 402 Squadron Dash-8s in formation for the ship's wardroom.

Comd Hudock and ten members of the ship's company visited 402 Squadron on the 4th of November, 1997, continuing the long standing, warm relationship between the two 'sister squadrons'.

Highlights of the visit included an exchange of information about the Air Force and Navy ways of doing business, an aerial tour of Winnipeg in a Dash-8 and a promise to get together again the spring of 1998.

Photo courtesy of Wing Imaging

CC-130 AUP Contractor flight testing

Courtesy of 8 Wing Trenton CONTACT

As detailed in a previous article, Category I ("contractor proof-of-compliance") flight testing for the CC-130 Avionics Update Project (AUP) commenced on 19 September, 1997. The first two flights were dedicated to performing a standard maintenance test flight for the purpose of "shaking-down" aircraft 339 to find all aircraft-specific technical problems (the airplane hadn't flown in over a year). Once the airplane was determined to be fully serviceable, test flights commenced in logical sequence according to an approved airworthiness exclusion.

It is the nature of developmental flight testing to highlight the problems that require fixing rather than the functions that work normally. The items debriefed by the test team at the end of a mission are roughly 95% technical or design problems that need to be fixed and 5% luke-warm compliments about the equipment and its installation. As unsettling as this constant barrage of negative criticism may sound to outside observers, it's an important part of the equipment acquisition process. However, such reporting should in no way overshadow the positive aspects of the final product, which are many. The bottom-line assessment by this author is that the AUP airplane will provide a significant enhancement in operational capability after all phases of flight testing have been successfully completed.

Although all of the new avionic systems procured for the AUP suite are off-the-shelf (ie. non-developmental), the entire package as an integrated system is not. Combined with the fact that the actual installation of the equipment in the airplane is unique, the necessity for such thorough testing should be clear. Another important element that adds complexity both to the test program and to the airplane in its end-state is the omnipresence of software. Software controls every aspect of the new suite, especially the Flight Management System (FMS), Electronic Flight Instrument System (EFIS), Navigational Data Display System (NDDS), and Ground Collision Avoidance

System (GCAS). The FMS software in particular incorporates approximately 30% changes to the base-line system to conform with operational requirements. Even the autopilot is digital, requiring pre-programmed voltage gains unique to the CC-130 that can only be determined through developmental flight testing.

In order to gain confidence in the new avionics, the navigation radio, communication radio, and transponder functions were the first to be tested after the maintenance test flight. The placement of antennas on the airplane resulted in some interesting observations in radio performance. The antennas for the No.1 (pilot-side) navigation and communication radios are located on the top of the airplane, with their counterparts on the copilot-side located on the bottom surface. Thus, if the airplane is in a turn there may be better reception on the side facing the transmitting station, and vice versa. Also, since the new communication radios can transmit on both VHF and UHF frequencies, and the pre-AUP UHF radio has been retained as a stand-alone system, there is the possibility of having three separate UHF frequencies active at once. As a result, the test team elected to designate the three independent radio frequencies as Comm 1, Comm 2 and Comm 3, vice the normal practice of referring to the radios themselves (ie. VHF1, VHF2, and UHF).

The next phase of testing consisted of 30 scheduled flights to determine and develop the "gains" of the new digital autopilot. An autopilot gain is the amount of voltage signal sent from the autopilot to one or more servo motors used to drive the actuator(s) of the associated flight control surface. Both the inner and outer flight-control-loop responses were measured at various permutations of the aircraft's weight and centre-of-gravity envelope, all at low and high altitudes and slow and fast airspeeds. The inner-loop function is the aircraft's response to a single internal input (pitch,

roll, or yaw) from either the pilot or the autopilot computer. The outer-loop function is the autopilot's response to an external signal, such as a radial from a navigation aid or an altitude from an altimeter, through the aircraft's EFIS. The outer-loop gains necessitated a considerable amount of subjective assessments from the pilots as to whether or not the gains resulted in a "too abrupt" or "too gentle" response of the autopilot to the external signal. A small core of pilots on the test team ensured that a standardized "happy medium" to the autopilot outer-loop performance was achieved. Due to the remarkably cooperative weather in western Canada last autumn, the autopilot gains development phase was completed in mid-December, ahead of schedule.

Before the Christmas break, the AUP test team was able to complete tests of the Multiband Direction Finder (MDF), radar, and NDDS. The MDF receiver scans the three emergency-distress frequencies continuously for an Emergency Locator Transmitter (ELT) signal. If such a signal is received, the pilots can then select a direction-finding reference display to home on the signal location. The two existing radar systems in the Hercules fleet are unchanged by the AUP. However, the NDDS will be the standardized interface for both radars. The NDDS digitizes the analog radar returns and controls the displayed data using software; this capability allows the pilots to select an overlay of flight plan and guidance data with radar data on the EFIS for improved situational awareness.

The next article on the CC-130 AUP will continue reporting on contractor flight testing activities.

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Pay adjustment for CF personnel

OTTAWA - The Honourable Art Eggleton, Minister of National Defence, announced on 27 March 1998 that Canadian Forces members will receive pay adjustments as a result of a comprehensive review of pay comparability and quality of life issues within the military.

Non-commissioned members will receive an additional pay comparability adjustment of 1.2% as well as a 2.0% economic increase on April 1, 1998. General-service officers (lieutenant-colonels and below) will receive a 2.4% pay comparability adjustment and a 2.0% economic pay increase.

Over the past two years, these pay comparability adjustments and economic increases have resulted in

an overall compounded increase in pay of 9.3% for non-commissioned members and 9.4% for general-service officers.

Performance pay will be re-administered, effective July 1, 1997, for eligible personnel (Colonels and above, specialist officers such as legal, medical, and dental officers) for performance year 1996-97. Officers eligible for performance pay will not receive an economic pay adjustment for 1997.

"The Standing Committee on National Defence and Veterans Affairs is hearing from many Canadian Forces members and their spouses about pay and other quality of life issues. This pay raise demonstrates the Government's commitment to seeing

Canadian Forces people receive the kind of pay and benefits which will improve the quality of life for them and their families," said Mr. Eggleton.

In the past two years, non-commissioned members have received pay comparability adjustments of 2.2% in April 1996, 1.5% in April 1997, 0.6% in October 1997, and an economic increase of 1.47% effective April 1997. General-service officers (Lieutenant-Colonel and below) have received pay comparability adjustments of

2.4% in April 1997, 1.1% in October 1997, and economic increase of 1.15% effective April 1997. Performance pay was re-instituted last year.

Studies conducted between 1992 and 1997 revealed that the Canadian Forces had lost pay comparability with the Public Service. Non-commissioned members' pay had a 6.7% shortfall and general-service officers' pay had a shortfall of 14.7%. To rectify this shortfall, a four-year phased-in schedule of pay comparability was approved by Treasury Board last year. This pay comparability adjustment represents the latest installment of this schedule. Economic increases are not a part of the pay comparability program. Economic increases for Canadian Forces personnel are intended to mirror similar pay increases expected to be awarded to all federal employees, including members of the Public Service.

Environmental allowances for Canadian Forces personnel will also be increased by 3.85% on April 1, 1998 in addition to the 3.9% increase received since April 1997. Environmental allowances, such as air crew allowance, sea duty allowance, field operation allowance and rescue specialist allowance, provide financial compensation to Canadian Forces personnel whose military duties involve sporadic or continuous exposure to adverse environmental conditions, including hazards which are not normally experienced by other members.

Energy Retrofit 1998

17 Wing Winnipeg has recently engaged in an Energy Conservation Contract with MCW Energy Reduction Services to retrofit lighting and upgrade equipment located at the North Base (off Airforce Way), South Base (off Grant), Minto, Kenora and Thunder Bay Armouries, including the Griffon Naval Reserves 1 & 2.

Major System improvements are soon to be implemented in the buildings and will continue for the next twelve months. These include changes to the lighting and building controls.

To minimize disruption, work in offices and open areas will be done overnight between 10 pm and 6 am. This will include making changes to the light fixtures and, in some cases, accessing the space above the ceiling tiles.

Care will be exercised to cover and protect equipment and furniture and the areas will be cleaned before you arrive in the morning.

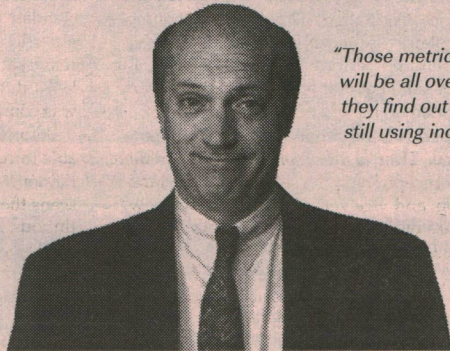
Your assistance in covering any sensitive electrical and computer equipment will help to ensure that dust and dirt are kept out. Leaving your desk well cleared will also make it easier to protect your files, papers and other items.

You'll see the benefit from these changes with more even lighting levels and continuity of colour throughout the Wing buildings.

The most significant benefit from this construction retrofit is on-going energy savings for 17 Wing in excess of \$550,000 each year.

Buildings and individual departments will be notified of the schedule prior to work being done, however, if you will be away from the Wing for an extended period this summer, it would be appreciated if you prepare your area before leaving.

For further information on the work schedule, please contact: Mr. Dave Peacock P.Eng., Construction Manager, MCW Energy Reduction Services Ltd., Cell Phone: 793-1692 or 833-2500 ext 5060.



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P195/70R14	\$104.95	P175/70R13	\$75.95	P195/65R15	\$113.95	P215/65R15	\$129.95	LT215/65R16	\$159.95
P205/70R15	\$122.95	P165/70R14	\$82.95	P215/60R15	\$121.95	P205/60R15	\$124.95	LT235/75R16	\$172.95
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2. Resurface front brake rotors, as required.
3. Repack front wheel bearings, if applicable.
4. Top up master cylinder brake fluid.
5. Inspect all steering linkage, shocks and struts.
6. Check and correct tire pressure.
7. Inspect brake light system.

*Replacement brake pads from Goodyear come with a lifetime warranty. (2 year warranty on labour. If warranty replacement of pads required, there will be an additional charge for rotor machining.)

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One-million pound milestone



Camp Cantank R Us, Kuwait - The Winnipeg crews flying the two KCC-130 Hercules air-to-air refueling aircraft in support of Operation Southern Guard passed a significant milestone on March 31 when the cumulative amount of aviation fuel refueled in mid air passed the one million pound (approximately 588,000 litres) mark.

The Canadians, mostly from 435 "Chinthe" Squadron, based in Winnipeg, have been flying the missions since March 5, 1998. They have flown over 50 missions, logging almost 135 flight hours to date. The KCC-130s provide fuel to multinational aircraft enforcing the no-fly zone over southern Iraq in accordance with UN reso-

lutions passed after the end of the Gulf War. The Chinthes fly anywhere from one to four missions per day, depending on the requirement of the fighters. Their "customers" are aircraft carrier and land based aircraft from the United States Navy (F/A 18 Hornets, EA 6B Prowlers and S 3 Vikings), United States Marine Corps AV 8B Harriers, Royal Air Force GR.7 and GR.1 Tornados and Royal Navy FA 2 Sea Harriers.

"Each and every member of this detachment deserves credit for keeping our Hercs flying to provide this capability," added LCol Chris Colton, the Detachment Commander. "It is most appropriate that we achieved this milestone on 31 March 1998, the 74th anniversary of the RCAF.

We can all be proud of this achievement."

The 435 Squadron Detachment Kuwait, nicknamed Camp Cantank R Us, is located at an airfield in Kuwait. There are currently about 100 Canadian Forces personnel in Kuwait from air bases across Canada to support the two KCC-130 Hercules aircraft normally based at 17 Wing Winnipeg. The majority of the airmen and women are from 17 Wing Winnipeg.

Sparkey's Desk

The Fire Inspection Officer would like to welcome MCpl Bob Huntrods to 17 Wing Firehall. Bob has just finished a tour in Bosnia and had last worked in Moose Jaw at the 15 Wing Firehall. His arrival provides much needed manpower and experience to the Fire Inspection Cell. If you have any questions regarding fire safety or prevention, please do not hesitate to call MCpl Huntrods or MCpl Osbourne at ext. 5501.

For most of the month of March the Ness Avenue Baptist Church and the 17 Wing Firehall teamed up to build a playhouse in support of Habitat for Humanity. Our sincere thanks to all the volunteers that helped out in this worthwhile cause, most of whom had made no commitment initially, but helped out as the project fell behind schedule. By hard work and the organizational skills of MCpl Norm Price, it was completed within minutes of the deadline and shipped to the St. Vital Mall. There, it was put on display and will be raffled off with the other playhouses that were built in various locales across the city.

The first aromas of barbecued steak are a good indication that spring has arrived. Before firing up for the backyard family gathering, a quick inspection of your barbecue components and propane tank is essential to avoid potential injury or fire. Keep in mind that, in most cases, your barbecue has been outside all winter and exposed to various elements that may have caused damage or deterioration of some parts.

Take a few moments to check the following areas:

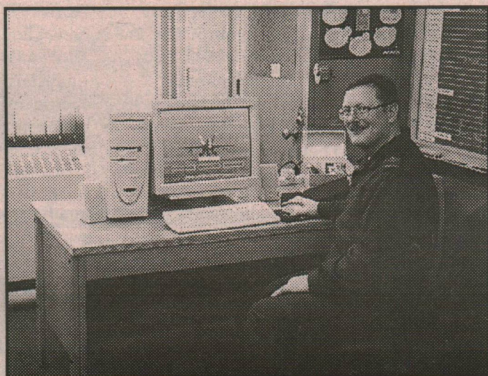
- Inspect the tank coupling, hoses and hose connections for cracking or wear. Because of the properties of propane, even small leaks can be very hazardous, so the use of damaged hoses or couplings must be avoided. The main concern is that, because propane is heavier than air, it will move to the lowest point it can find and collect there. It doesn't take much imagination to think of the dangers of leaking propane pooling in your basement or underneath your deck.

- Check the components inside the barbecue for blockages caused by insects or grease buildup. A quick, simple cleanup can prevent problems later. Any parts that cannot be properly cleaned or that appear damaged, must be replaced. Parts can be found at most hardware stores and are definitely cheaper than the alternative.

Common sense must be used while cooking with your barbecue as well. Never leave a hot barbecue unattended. It can cause serious injury to playing children or be the origin of a house or garage fire. It is required that a barbecue be 3 meters or more from a structure for the obvious reason of avoiding flames spreading as a result of your barbecue catching fire.

Lastly, always light your barbecue with the lip open, regardless of how windy it is, to avoid injury to yourself or others.

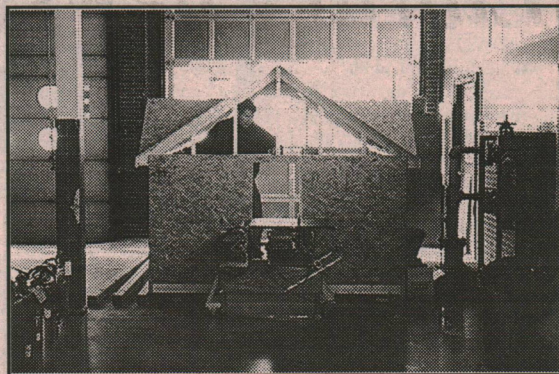
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Above and below: MCpl Price (left) applies his carpentry skills to "The Little White Chapel".



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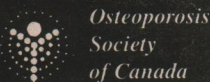
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Keeping the peace in Bosnia

By Lt Richard E. Gower

Were it not for the little touches of local colour, a visitor arriving at Tendopoli - the temporary accommodations set up at Aviano Air Force Base in Italy, where the Canadian Military Contingent in Aviano lives and works - might think he or she was at an air-base in Canada, somewhere near the foothills of the Rockies. When you ask for a breakfast omelette at the Tendopoli mess, the cook or serving staff might acknowledge the request in Italian. The real giveaway however, are the vehicles operating around the camp.

Parked alongside the Dodge power-wagons and GMC trucks with U.S. Air Force license plates, are locally registered four-wheelers; sleek Lancia coupes, staid SEAT sedans and sturdy Alpha Romeo and Fiat delivery vans. Hmmm, deduces the visitor; then those mountains rising off in the distance must be the Italian Alps. Periodically, the thunder of a fighter jet starting-up and taking-off rumbles into the camp. When the aircraft breaks ground and turns, climbing toward the hills, which are in fact the Dolomite Mountains, its Canadian insignia is deafly visible. What are Canadian CF-18 Hornets doing in Italy?

The traditional role of Canada's Fighter Force was expanded and redefined in June of this year when the Minister of National Defence, the Honourable Art Eggleton, announced that Canada would participate in monitoring airspace activities as a part of NATO's Stabilization Force (SFOR) in Bosnia-Herzegovina. Operation Mirador would be the first operational mission for the Canadian fighters since the Gulf War.

The preparation for the mission took a little more than a month, and by mid August six CF-18 Hornets

and about 120 Canadian Forces personnel had been deployed to Aviano Air Base to help keep the peace in the former Yugoslavia. The deployment was scheduled to last three months. The CF-18s and crews and the majority of support personnel are from 4 Wing Cold Lake, but CF members from units all across Canada served in the Contingent.

Canada's role in the NATO air mission, Operation Deliberate Guard - in which 15 NATO countries participated with a total of 90 aircraft - is two-fold. It is to first help police the airspace over Bosnia-Herzegovina and secondly, to provide protection for NATO troops on the ground, including Canadians. CF-18s flying sorties over Bosnia-Herzegovina were equipped with the Aim-9 Sidewinder and Aim-7 Sparrow missiles. Each aircraft also carried at least one Precision Guided Munitions (PGM).

"The air-to-air threat is very low at the present time," said LCol Jim Grecco, the Commanding Officer for 416 Squadron and the Detachment Commander in Aviano. "We're monitoring the peace here, not making it. But we're flying with live weapons on board and we may need to use them."

Canada's CF-18 Hornets were upgraded and fitted with PGM capability earlier this spring. The addition of GBU Laser Guided Bombs, AGM-65G Maverick air-to-air missiles and NITEHAWK Forward-Looking Infrared and laser targeting pods have expanded the role of the Hornets to be that of a peacekeeper. These new additions to the Hornet airframe allowed Canada's Air Contingent to make a significant contribution to the SFOR mission. A key tasking for the CF-18s was called an Entity Compliance Check where the jets did a reconnaissance mission over Bosnia-Herzegovina to ensure that the two countries were complying with the Dayton Peace Accord.

"One of the interesting things about this NATO deployment is that we are supporting our own troops on the ground," said LCol Grecco. "On one of the missions, the Forward Air Controller guiding the jets was a Canadian."

LCol Grecco said that one of the biggest obstacles that the Canadian Contingent faced, was getting up to speed for the deployment. Captain Chris Zimmer, the 416 Squadron Logistics Officer in Aviano agreed.

"It was really a challenge," he said. "We

didn't have a lot of time to get the jets ready, and the people screened and trained. We also had to be on the ground in Italy and ready to start flying by 15 August. We worked long, hard hours and it paid off. The deployment went off without a hitch."

The NATO Combined Air Operations Centre (CAOC) is located in Vicenza, Italy, about 150 kilometers west of Aviano. It is a state-of-the-art facility that plans and controls all air activity over Bosnia-Herzegovina. Canada was part of a 15 country, 90 aircraft air component which also included participants from Belgium, France, Germany, Italy, The Netherlands, Turkey, the United Kingdom and the United States. The majority of the Canadian personnel on Op Mirador worked at the Aviano site, but several, including Colonel Benoit Marcotte, the Commander of the Canadian Air Contingent Bosnia-Herzegovina, worked out of the CAOC in Vicenza.

The Contingent returned to Canada in mid-November of 1997. By that time Canadian pilots had flown approximately 261 operational CF-18 sorties as peacekeepers over Bosnia-Herzegovina. In addition they logged 77 training flights.

The experience of the Canadian Contingent serving on NATO Operation Deliberate Guard has shown that Canadian CF-18 Hornets can be swiftly deployed from Canada and used successfully in peace support operations in other parts of the world.

LCol Grecco summed up the superior utility the Canadian fighter force brought to the SFOR peace-keeping mission.

"We have the capability to perform day and night, so when we're tasked to fly a mission, we fly it," he said. "And there is no doubt about how well our support and maintenance people have performed. We haven't missed a single mission for mechanical reasons."

He was also unequivocal in his praise and support for the Canadian personnel serving on Operation Mirador.

"We all know the importance of this mission. When we were tasked to come here, there was no doubt whatsoever about our capabilities. I knew we could do the job we were asked to do, and do it well. I am extremely proud of the hard work and the professionalism shown by the men and women over here. They, as well as the Canadian Forces and every other Canadian, can be proud of their accomplishments."

Library news

Well spring, I believe, has sprung...so we hope. Now we can once again sit outside and enjoy the fresh air. So why not come to the library and pick out a good book to enjoy out of doors or in. We have recently had a few changes to the library and it looks good, you should come and browse through. For your convenience we now have a photocopier (cost .10 a copy). As well we have joined the Internet community, if you need to download info off the Internet (cost .05 a copy). Sorry no chat lines yet, but you can e-mail your spouse, you can even have them e-mail you here. For more information: contact Carla at 2059 or the Base Library at 2490.

Have a happy spring from the Library staff.

Hours of operation: Monday - Thursday 1 p.m. to 8 p.m.,

Saturday 1 p.m. to 4 p.m.

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Certificate of Achievement



Back Row (left to right): Mrs. White, Mr. Richard, Sgt Gould, Sgt Skinner, Sgt Owen, Sgt Metivier, WO Gelineau.
Front Row (left to right): CWO Anderson, LCol Hunter, Mr. Brown (Comdt), Mrs. Benjamin, MWO Van Acker.



Sgt Skinner, a recent graduate of the Meteorological Technician SRF Course 9701, received the Certificate of Achievement from LCol Hunter. The Certificate is presented to the student who has attained the highest academic standing while on course.

Around the Canadian Forces

Did you know...

FROM THE MINISTER

7 APRIL 1998 - Defence Submarine Purchase

Defence Minister Art Eggleton has announced the purchase of four slightly used British Upholder submarines for a price of \$750 million. At a press conference held aboard HMCS Fredericton, Eggleton said the subs are state-of-the-art. He maintained that the military should "always be looking for god deals, but not necessarily used equipment". Ed Healey, president of the Canadian Defence Industries Association, acknowledged that opportunities exist in used equipment, but said buyers should "pick and choose". Reform defence critic Art Hangar supports the purchase. The report said that the sub deal will provide up to \$100 million in work for Canadian defence companies because the vessels will require some modification. (Ctz A5, OSun 19, TSun 12, TStar A2, CBC NW 0:00 pm, CBC-T 10:00 pm, CTV 11:00 pm, CBC-R 5:00 pm)

Another report said that the sub's \$610 million cost is "only part of the story" since the submarines will require refitting and the cost of operating the vessels will be \$5.4 billion over 30 years. Journalists Jeff Sallot and Kevin Cox wrote that the government acknowledges that the acquisition will require spending \$140 million more over the next two years to refit them to Canadian specifications.

Project Ploughshares suggested that the submarines are not needed since the Cold War is over, and said that the cost of adding AIP systems for Arctic operations will easily add \$1 billion to the submarine program. Eggleton reiterated that the submarines are needed to protect Canadian sovereignty and to deter drug smugglers, polluters, terrorists and foreign crews who overfish. (G&M A1)

8 APRIL 1998 - Military Issues Apology

The Canadian military has offered a formal apology to the widow of a soldier who was killed on a training exercise at CFB Suffield six years ago. The report of a new investigation into the death of Master Corporal Rick Wheeler found two senior soldiers guilty of failing to ensure safety procedures were followed. Colonel Walter Semianiw left the exercise early on the day Wheeler

died and left no one else in command. (G&M A6, Ctz A4)

Wheeler's widow Christina commented that it was a "huge coverup right from the beginning". It was noted that Mrs. Wheeler has fought the Canadian Forces for six years to find out the whole story of her husband's death. The report said that neither of the senior officials who were involved in the earlier investigation of the incident could be reached for comment. Defence Minister Art Eggleton has telephoned Mrs. Wheeler to offer his apologies for the delay in conducting the investigation. She said that she had asked him for a formal letter clearing Rick of blame, & "he had no problem with that". (Ctz A4, TStar A3)

NATIONAL NEWS

6 APRIL 1998 - War Criminals

Bill Sheppit, director-general of the Immigration Department's case management branch, has revealed that there are more than 300 alleged modern-day war criminals living freely in Canada, among whom as many as 62 are suspected terrorists. A report written by former immigration official Randy Gordon, which was obtained by the Toronto Star last October, indicated that death squad members, torturers & officials from corrupt regimes in Somalia, Bosnia, Iraq, Afghanistan, Haiti, Ethiopia, Guatemala, Rwanda and El Salvador are included in that number. The article noted that Immigration Minister Lucienne Robillard promised at that time that the government

would take action. It said that neither Robillard nor Sheppit could be reached for comment. (TStar A6)

6 APRIL 1998 - AMEX Wins Armed Forces Contract

Tim Naumetz wrote in the Ottawa Citizen's Parliamentary Notebook column that American Express has won a contract, which is reportedly worth \$80 million, to book all travel for CF personnel. He noted that the contract was previously held by a Canadian company. (Ctz A6)

8 APRIL 1998 - Vanier Convicted in Court Martial

Colonel Reno Vanier was found guilty yesterday by a court-martial jury on six of the seven Criminal Code charges against him including bribery and fraud. He was acquitted on a charge of trying to obstruct justice. Coverage noted that his guilty plea on the charge of being absent without leave meant that there was no testimony with regard to his disappearance and subsequent discovery in the Rideau River last June. Vanier led Canada's 1996 peacekeeping contingent to Haiti. (G&M A1, OSun 4, Ctz A1, TStar A2, Gaz A10, CBC NW 9:00 pm, CBC-T 10:00 pm, CTV 11:00 pm, Global 11:00 pm, CBC-R 5:00 pm)

9 APRIL 1998 - Deputy NORAD Commander Named

Lieutenant General George Macdonald, former commander of 1 Canadian Air Division in Winnipeg, has been named deputy commander of North American Aerospace Defence Command. Macdonald will replace LGen Lou Cuppens who is retiring. (G&M A4, Gaz A12, TStar A6)

17Wg Ops Situation Report 23 - 29 MARCH 98

OPERATION	COUNTRY	PERS DEPL
Op Bison	Italy	9
Op Calumet	Egypt	1
Op Danaca	Golan Heights	10
Op Palladium	Bosnia	1
CFS Alert	Canada	3
Op Determination	Kuwait	78
Pers Task/EX/TD	Various	6
TOTAL PERS DEPLOYED		108

INTERNATIONAL AFFAIRS

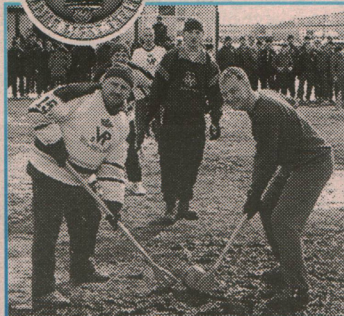
9 APRIL 1998 - War Criminals

Two Bosnian Serbs who have been indicted for war crimes were arrested yesterday by NATO-led forces. A US State Department spokesman identified the two men as Miroslav Kvocka and Mladen Radic. (Ctz A8, TStar A12)

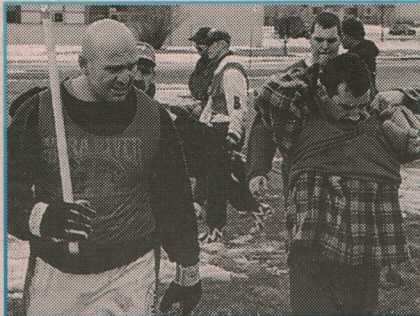
Another report said that the two wanted Serbs had turned themselves in. NATO secretary-general Javier Solana said the two men are being processed for transfer to the Hague. (G&M A4A)



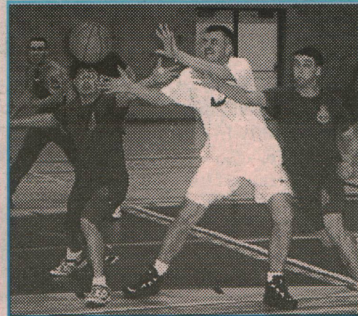
2PPCLI Regimental Day



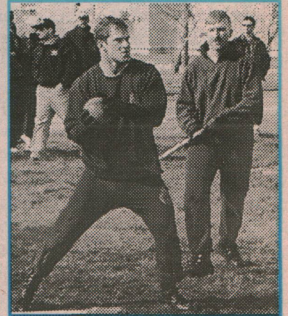
Officers vs Sr. NCOs: The CO faces off against RSM Cooke.



I want to kick somebody's butt today.



Outta' the way, shorties!



I wonder if Billy will lose it if I wack him with my stick?

By Captain Tim McLeod

The 17th of March is the birthday of the Regiment's namesake, Princess Patricia, later Lady Patricia Ramsay. It is a day marked by battalion parades, broom-i-loo games, luncheons, mess dinners and other such activities celebrated by Patricias in their many locations throughout the world.

This year, celebrated on 20 March, the day was the culmination of 2PPCLI's Winter Sports Program. Champions in Ice Hockey, Floor Hockey, Water Polo, Basketball and the uniquely Patrician sport of Broom-i-loo met with competition, celebration and camaraderie on their minds.

A Coy drew first blood meeting Combat Support (Cbt Sp) Coy in ice hockey. Time and time again Cbt Sp drove to the net only to be stopped cold by A Coy's goalie, Pte "the Wall" Munroe. Experience, determination and good looks weren't enough as Cbt Sp fell 4-0 and A Coy chalked up their first and only championship of the day.

B Coy, heavy favourites in basketball and led by MCpl "Elbows" Jackson's monopoly at the hoop, put to rest A Coy's pretensions and walked away with a 32-26 victory.

C Coy met Admin Coy in water polo. C Coy had the edge in speed, but Admin Coy, perhaps due to their particular body structures, had the edge in buoyancy. The first three quarters saw no scoring but plenty of excitement as Admin's MCpl Clark con-

trolled the play. The churning water and flying bodies were suggestive of a WWF match (Water Wrestling Federation). But C Coy came alive in the last quarter as Sgts Gingell and Williams drove home goals to give C a 2-0 win.

Cbt Sp, which typically dominates any competition, was hungry for a win, and floor hockey seemed like the perfect venue. The team was strong but small and was prepared to crush the upstart C Coy team. Cbt Sp showed their mettle early taking a 1-0 lead with a well placed shot to the top shelf. Certainly this reporter, though suffering inhumanely agonizing cramps, was ready for the victory. But it was not to be. Cbt Sp started to slip. Was it age? Was it foggy eye protection? Poor quality sticks? Or was it the sheer desire to win shown by the younger and technically inferior players of C Coy which resulted in their upset win. It was reminiscent of the 1980 Olympic miracle on ice. C Coy took the hard fought game 2-1 and had captured their second championship of the day.

The rules for Regimental Broom-i-loo are simple and flexible:

1. The playing surface may be ice, slush, mud, water or other. (This day it would be all of the above.)
2. The ball must go in the net off a stick.
3. The remaining rules are inconsequential.

Here is the game of gladiators. The players drew their sticks on the sidelines. With muscles rippling like blue twisted steel and faces showing enough

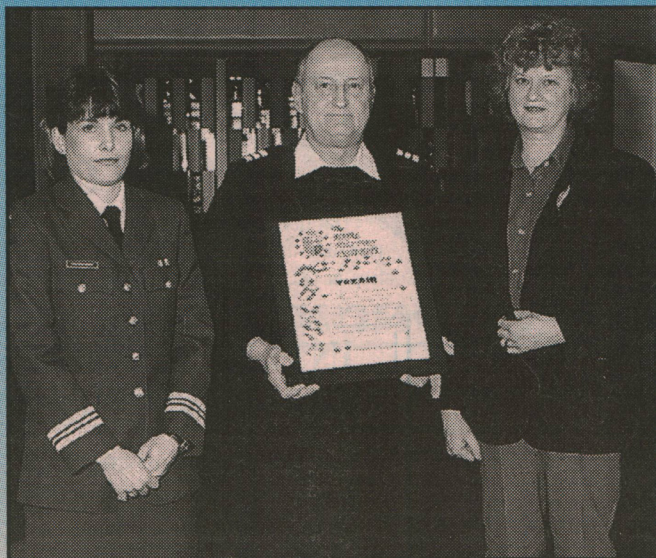
determination to conquer the world, the big guns of Admin Coy thundered onto the field. The equipment was perfect, the oxygen and twinkies on the sidelines primed. They were ready for C Coy.

The game was ferocious and was to be settled by a shoot out. This played right into the hands of Admin Coy as Cpl Bunt picked the corner in a beautiful shot to win 2-1.

The stage was set for the highlight of the day - the Officers vs the Sr NCOs Broom-i-loo game.

The NCOs had a few ringers, the old hands of the Broom-i-loo field, who had traded their canes for sticks, their slippers for combat boots. The Officers were ready for a clean, sporting match, but it was not to be. Measures totally foreign to these bright-eyed gentlemen had to be adopted. The battle was epic, neither side gaining the upper hand, until a tactical error of painful proportions was committed by the Officers. They put the man who will herein be referred to only as "Him" in net. It took no time for the NCOs to recognize the error. Their strategy would have to change, and fast. They would try to put a shot on net. And they did. In the end the Sr NCOs stole the game 1-0. A sad day for the Officers, but a great day for the Battalion, when soldiers retired to their messes, as did the thousands before them, to celebrate a proud Regiment and the Lady whose name we carry. Patricias!

Voxair Recognized



LCol Gary Solar, president of the Royal Military Institute, presents a plaque to Voxair staff members, Major Walton-Simm, Managing Editor (left) and Maureen Walls, Office Manager.



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VOXAIR

In recognition of your dedication and support to the success of the 1997 Manitoba Military Tattoo, And on behalf of the membership of the Royal Military Institute of Manitoba we wish to inscribe here, The thanks of all the organizers, the cast and the spectators and to encourage you to continue your valued contribution to all Canadians.

President The Royal Military Institute

Spearheading the solutions

March 19th observed the first meeting of Winnipeg's Single Military Parents. Kudos for the majority showing of single dads. From that perspective, the military probably has their civilian counterparts outnumbered.

Thus far, approximately thirty-five single military parents have expressed a need for someone on stand-by. Their situations affect approximately fifty-five children, ranging from infant to highschool aged.

The primary objective for this unique group is to have accessible, through the MFRC, a list of names of people who can be called upon to provide short term and longer term 'foster' parent care. It is not a dating club and it is not intended primarily as a single parent family recreation source, although some interest has been expressed in that pursuit.

While the ideal is to have a family member care for our children in our absence, for most of us, for various reasons, that's just not possible. The price of hiring a nanny is exorbitant and well out of the income range of a single military parent.

As you might well imagine, the childcare requirements are quite diverse. The logistics involved in maintaining a household while being conspicuously absent are astronomical. The variance in age of children, location in Winnipeg, financial income, school location, length of parental absence and a multitude of other factors have to be taken into consideration.

We need caregivers as diverse as our situations:

college-aged to senior citizen; from those who prefer preschooler care to those who deal better with older children; from those who would prefer to offer care in their home to those who would prefer a 'live-in' scenario.

So please, if you would be willing to help out or

you know of someone else who might, get in touch and get involved. Show your dedication to the military cause and the large military 'family' we are all a part of. Call 833-2500 ext. 5116 (for now) and leave your name with Captain Cathy Sherman.

Together, we can make a difference.



Premiere meeting of Single Military Parents, Winnipeg Chapter. From left to right: Capt Mario LeBlanc, Cpl Paul Lefosse, Cpl Paul Beaudin, Capt Cathy Sherman, Beth Rogers - MFRC, Sgt Don Vanalsyne.

Immunization info

By Capt Cathy Sherman
Community Health Office

To help alleviate some of the confusion around immunization schedules, both routine and those for deployment, I'm providing you, in this issue of the Voxair, a quick reference checklist. You may find it helpful to keep it somewhere handy where you can check it against your immunization book.

Active aircrew are grounded for 36 hours after immunizations, except for the tuberculin skin test and immune serum globulin.

Please note that you may have special requirements if you are currently on stand-by.

Immunization clinics are currently run on Tuesday and Thursday mornings from 0930 to 1200 hrs. Remember to bring your yellow book with you!

IMMUNIZATION SCHEDULE

YELLOW FEVER: Good for 10 years and is a routine immunization.

POLO: A dose is given in basic training and a booster is required after 10 years. You are then covered for life.

TYPHOID: After basic training, is required only in the event of deployment. The injectable vaccine is good for 3 years.

MMR: Given in basic training. A second dose is required only in the event of a deployment and following those 2 doses, you are good for life.

TETANUS/DIPHTHERIA: Required every 10 years.

MENINGITIS: Required only in the event of deployment and afterward is good for 5 years.

IMMUNE GLOBULIN (FOR HEPATITIS A): Can be used for deployments and, if used, is required every 3 to 6 months.

HEPATITIS A AND B: Are now routinely given to new recruits and the immunization series are completed at subsequent postings. Vaccination is required for active aircrew, health care workers and SAR techs.

If you have any further questions, please feel free to call me at ext. 5116.

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From the Chapel

The Wing has been very blessed to have so many chaplains at its access. Our regular staff is composed of Padres Doug Ohs, Joe MacLean, Bob Sparks and Tess Drabick. Coupled with that, we have access to the 2PPCLI chaplain, Padre Steve Merriman and the 1CAD Senior Chaplain, Padre Stan Johnstone.

Padre Steele Pruden has been aboard for a few months to facilitate chaplains to take their annual leave. Padre Brad Busch has been posted to the Wing to await his BOTC in Borden, Ontario this August.

As you may know, the Chaplains have their own school in Borden, Ontario and this summer will be the first time that Chaplains will have a Basic Officer Training Program tailored to their needs.

Padre Busch is here from Yorkton, SK to prepare for this 12 week course. If you see him around the Wing and he is slow to salute, or to shine his boots or wears his wedgie with the wrong slant, go easy on him ... just smile and say he'll be like the rest of us soon enough!

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17 WING SPORTS

2PPCLI at Ex 'Strong Contender'

By Lt Mike Lane,
4Pl Comd, B Company, 2PPCLI

From 20 to 28 February, 98, 2PPCLI sent its best Sports Teams to Edmonton for the 1 CMBG "Strong Contender" series of sports competitions. Teams from all of the Major and Minor units of the Brigade converged for this much touted and anticipated annual event. 2PPCLI Ice Hockey, Floor Hockey, Volleyball and Broomball teams were loaded into buses for the entertaining ride across the prairies. Each team was well prepared for the competition, having practiced throughout the late fall and winter with a considerable amount of the players' own time dedicated to the training.

Though gold was not in the cards for the gallant Second Battalion sportsmen, the floor hockey team battled its way to a bronze medal. Both Ice Hockey and Broomball teams were one shy of the medals, finishing fourth in their respective competitions. Glorious victory was not to be for the battalion volleyballers, despite their high spirits and good effort, their team succumbing to skillful and aggressive opponents. Overall, however, 2PPCLI, as a whole, finished a very respectable third behind the Engineers (1 CER) and the "tread heads" of the LdSH (RC).

The will to win is always strong in 2PPCLI and many plans are afoot to put us back at the top (where we of course belong). Rumours that Patrick Roy and Theoran Fleury will be running a battalion Hockey School this summer are at this time unconfirmed. Whatever the case, watch out 1 Brigade, next year is coming pretty fast!



The 2PPCLI Battalion Broom Ball Team prepared for Exercise Strong Contender.

Sports Shorts

TENNIS

The tennis courts on the North Side of the Base, just inside the gate on Whytewold Road are open on a first come, first served basis. If you wish further information, please contact Andy Oxley, Bldg 90 coordinator, at ext. 2055.

BALL HOCKEY

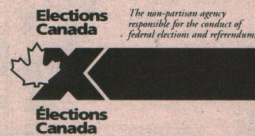
17 Wing Winnipeg will send one male (Gators) and one female team to compete in the Manitoba Ball Hockey Association. The season will start on 27th April 1998 and will cost approximately \$35 per player. The season will consist of 18 games in total with games twice per week (Monday - Thursday). If you are interested in competing for 17 Wing Winnipeg, please contact the sports coordinator, Chris Merrithew at ext. 5511.

SUMMARY OF ELECTION EXPENSES General Election of 1997

Federal Electoral District of: CHARLESWOOD—ASSINIBOINE

Candidate	Official Agent	Number of Contributors	Total Contributions	Total Election Expenses	Deduct Personal Expenses of Candidate	Total Election Expenses Subject to the Limit*	Audited by
Rupert Forde N.D.P.	Leo Cassista	2	\$ 4,057.31	\$ 3,039.55	\$ 1,189.24	\$ 1,850.31	Grabowski Mavins, Chartered Accountants
John Harvard Lib.	Alec Parlin	114	\$19,186.92	\$37,585.43	\$ 0.00	\$37,585.43	Coopers & Lybrand, Chartered Accountants
Felix Holtmann P.C.	James Mandryk	276	\$47,325.25	\$51,925.01	\$ 836.00	\$51,089.01	Jay Mustapha, C.A.
Cyril McFate Ref.	Michael Arthur Dorosz	99	\$23,102.80	\$22,390.89	\$ 890.29	\$21,500.60	Patrick Hockenhill, C.M.A.
Mary Stanley M.-L.	Lee Plewak	8	\$ 850.00	\$ 11.00	\$ 0.00	\$ 11.00	Hall Molgat

For more information, please call, toll free, 1 800 INFO-VOTE (1 800 463-6868) or, for people who are deaf or hard of hearing, TTY/TDD 1 800 361-8935.



*Permitted Limit of Election Expenses for Charleswood—Assiniboine: \$57,040.79

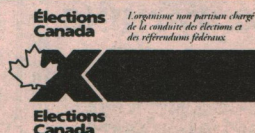
All figures as reported by the candidates. Published by the Chief Electoral Officer of Canada pursuant to subsections 235(2) and (3) of the Canada Elections Act.

SOMMAIRE DES DÉPENSES D'ÉLECTION Élection générale de 1997

Circonscription fédérale de: CHARLESWOOD—ASSINIBOINE

Nom du candidat	Nom de l'agent officiel	Nombre de donateurs	Total des dons	Total des dépenses d'élection	Déduire dépenses personnelles du candidat	Total des dépenses d'élection assujetties à la limite*	Vérfié par
Rupert Forde N.P.D.	Leo Cassista	2	4 057,31 \$	3 039,55 \$	1 189,24 \$	1 850,31 \$	Grabowski Mavins, comptables agréés
John Harvard Lib.	Alec Parlin	114	19 186,92 \$	37 585,43 \$	0,00 \$	37 585,43 \$	Coopers & Lybrand, comptables agréés
Felix Holtmann P.-C.	James Mandryk	276	47 325,25 \$	51 925,01 \$	836,00 \$	51 089,01 \$	Jay Mustapha, C.A.
Cyril McFate Réf.	Michael Arthur Dorosz	99	23 102,80 \$	22 390,89 \$	890,29 \$	21 500,60 \$	Patrick Hockenhill, C.M.A.
Mary Stanley M.-L.	Lee Plewak	8	850,00 \$	11,00 \$	0,00 \$	11,00 \$	Hall Molgat

Pour plus de renseignements, veuillez composer sans frais 1 800 INFO-VOTE (1 800 463-6868) ou, pour les personnes sourdes ou malentendantes, ATS/ATM 1 800 361-8935.

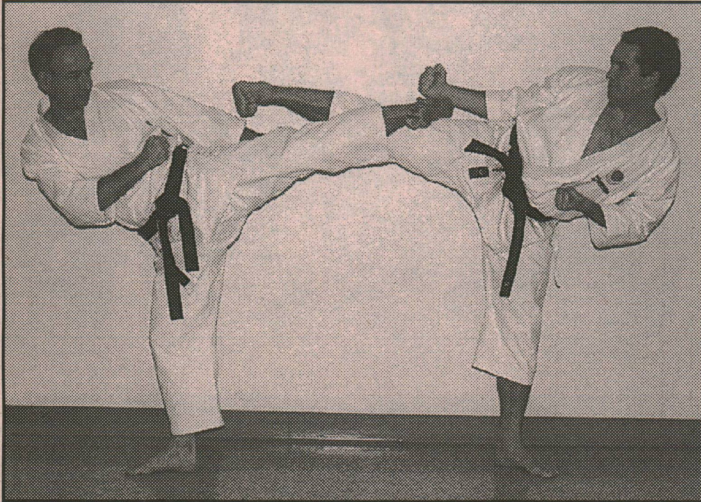
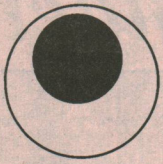


*Limite permise des dépenses d'élection pour Charleswood—Assiniboine: 57 040,79 \$

Les chiffres sont tels que rapportés par les candidats. Publié par le directeur général des élections conformément aux paragraphes 235(2) et (3) de la Loi électorale du Canada.

17 WING SPORTS

17 WING SHOTOKAN KARATE CLUB



Pictured here is Sensei Walter Crockford, 4th degree Black Belt, Chief Instructor (right) and Sensei Alain LeBlanc, 2nd degree Black Belt, President, executing side trust kicks (yoko geri kekomi).

By Cpl Josephine Sallis

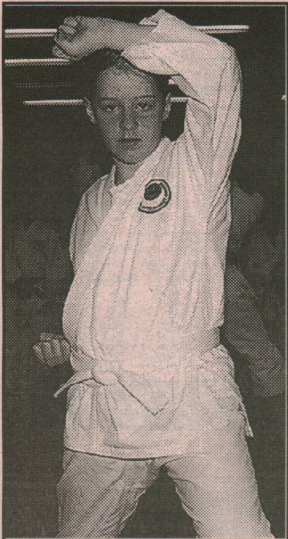
It's a family affair at the 17 Wing Dojo. Since its start on 27 January, 1998 at the Westwin Community Centre, parents have painfully made their way through exercises alongside their nimble offspring, some of whom aren't as flexible as they thought.

During the first two months, Senseis Walter Crockford and Alain LeBlanc have been introducing us to the basic blocks, punches, kicks and stances of karate. We have learned our first kata, formal exercises that combine a series of the basic moves in logical arrangements. Practicing the kata, we also practice composure and strength. Very important elements when we are learning the kumite, sparring, lest we lose control and knock our partners out cold.

There's more than karate going on at the dojo. When we're not breathless from exertion, we're all busy making new friends. Club tee-shirts will be coming out soon. Hopefully in time for the quarterly testing coming up at the end of April. One of our members has set up a website where you can learn a little bit more about us and about karate.

Our club is young but already we're making waves. Sarah Swensen recently competed in the 4th Annual JKA of Manitoba Varsity View Junior Karate competition on Saturday, March 21. Over one hundred competitors were there practicing the Shotokan style of Karate. Sarah, a white belt, won a gold medal for her execution of the "Heian Shodan" kata.

The next few weeks will be more intense as we sweat a little harder practicing for the testing at the end of the month. Thanks to Sarah, all the other white belts have a lot to live up to as we aim for our yellow belts.



Sarah Swenson, 12 years, executes Rising Block (age uke).

Classes are held in the multi-purpose room at the Westwin Community Centre, Tuesdays & Wednesdays 7:00 - 8:30 p.m. and Fridays 5:30 - 7:00 p.m.

For more information call Sgt Alain LeBlanc at ext. 5266 or 889-3484 (res.)

Check out our new web site:

<http://www.pangea.ca/~rmurray/karate/>



Sarah Swenson proudly wears her Gold Medal, shown here with Sensei LeBlanc (left) and Sensei Crockford.

Fencing Competition

17 Wing's Lightning Fencing Club hosted the 4th annual Wing Commander's Challenge last week in Building #21. This event was the last competition for the club's fencers prior to the Provincial Championships, which will be held April 25th and 26th in Winnipeg.

The host club, coached by Pattie and David Howes, led the way with seven medals including 3 gold, 3 silver and 1 bronze in four events. Lightning's best individual results came from Adam Morrison who won gold in men's foil and silver in both the combined epee and men's sabre events. The following is a list of all Lightning medal winners.

MEN'S FOIL		WOMEN'S FOIL	
1st	Adam Morrison	2nd	Cassandra Lozie
3rd	Goldwyn Millar		
EPEE		SABRE	
1st	Robert Hornford	1st	David Howes
2nd	Adam Morrison	2nd	Adam Morrison



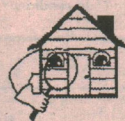
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17 WING SPORTS

'Top Gun' snooker match

The Manitoba Club hosted the Royal Military Institute's 1st annual 'Top Gun' Snooker Tournament for competition of the 'Patriot Shield' on March 25th this year. Tournament organizers were: Col Gary Solar, RMI President, Maj Bob Vandewater of the Manitoba Club Management committee and the Fraser Highlanders and Mr. Syd Davy, President of the Intrepid and Royal Commonwealth Societies, with the Chief Judge, Mr. Jeff Ross of the Manitoba Club Staff.

Eight teams of three players representing the Navy, Army, Air Force, RCMP, the Royal Commonwealth Society, the Intrepid Society and two teams from the host Manitoba Club.

The team rosters were as follows (singles listed first): Navy: Jean Plamondon, Kyle Penny & Peter Koch; Army: Neil Gregory, Paul Chura & Tim McLeod; Air Force: Don Erickson, Rob Spicer & Andy Fugere; Royal Commonwealth Society: Bill Charbonneau, Barry Burns & Fee Mounter; Intrepid Society: Greg Harder, Tom Crossland & Syd Davy; Manitoba Club: Gary Marshall, Bill Knight & Don Comack; Lloyd Thomas, Stan Newman & Peter Thompson.

The final games resulted in Greg Harder of Intrepid winning over Bill Charbonneau of the Royal Commonwealth Society in the singles Championship and Barry Burns and Fee Mounter of the Royal Commonwealth Society winning the doubles Championship over the Intrepid team of Tom Crossland and Syd Davy.

Barry Burns, whose snooker training was polished with stints in the Navy, Army and Air Force was the only military member in the winners circle, however the Army team from the PPCLI appeared in their scarlet mess kit, adding the class that the Patricias are noted for.

The official awards presentation will take place at the Minto Officers mess at 18:30 hrs, (6:30 p.m.), as part of the TGIF reception on Friday April 17th which runs from 16:30 hrs to 20:00 hrs. The teams and their supporters are invited to attend courtesy of the mess PMC, Maj Perry Raimey, LCol John Robins OIC Armoury and the 38 CBG Commander Col Dennis Tabbernor.

All the participants are looking forward to next's years competition and comradeship.

Information on registration will be available through the respective messes after January 1, 1999.



Competitors and officials in the lobby of Manitoba Club with 'Freedom of City' scroll, given to Manitoba Club by the Royal Military Institute.



Team Championship trophy presented to Barry Burns (right) and Fee Mounter (left) by Gary Solar.



Individual Championship trophy presented to Greg Harder (left) by Gary Solar.

SUMMARY OF ELECTION EXPENSES General Election of 1997

Federal Electoral District of: WINNIPEG SOUTH CENTRE

Candidate	Official Agent	Number of Contributors	Total Contributions	Total Election Expenses	Deduct Personal Expenses of Candidate	Total Election Expenses Subject to the Limit*	Audited by
Lloyd Axworthy Lib.	Jim Smith	133	\$79,840.00	\$47,962.54	\$3,043.64	\$44,918.90	Stephen N. Rosenfield, C.G.A.
Jim Blomquist Ind.	Glen Wreggitt	12	\$ 1,623.13	\$ 1,566.19	\$ 0.00	\$ 1,566.19	Klayman & Abrams, Chartered Accountants
Ron Decter N.L.P.	Shirley Nakamura	7	\$ 700.00	\$ 621.77	\$ 0.00	\$ 621.77	Chochinov Porter & Hetu, Certified General Accountants
Gary Hollingshead Ref.	Brian Burgess McIntyre	58	\$12,173.88	\$10,652.49	\$ 0.00	\$10,652.49	Thornton & Company, Certified General Accountants
Sara Malabar N.D.P.	William Reid	3	\$ 6,095.00	\$ 3,747.74	\$ 300.00	\$ 3,447.74	Grabowski Mavins, Chartered Accountants
Karen Naylor M.-L.	Lee Plewak	12	\$ 1,000.00	\$ 284.60	\$ 0.00	\$ 284.60	Hall Molgat
Andrea Rolstone P.C.	David Gurvey	86	\$15,232.50	\$17,788.90	\$ 0.00	\$17,788.90	Roger E.M. Cathcart, C.A.

For more information, please call, toll free, 1 800 INFO-VOTE (1 800 463-6868) or, for people who are deaf or hard of hearing, TTY/TDD 1 800 361-8935.

*Permitted Limit of Election Expenses for Winnipeg South Centre: \$56,168.08

All figures as reported by the candidates. Published by the Chief Electoral Officer of Canada pursuant to subsections 235(2) and (3) of the Canada Elections Act.



SOMMAIRE DES DÉPENSES D'ÉLECTION Élection générale de 1997

Circonscription fédérale de : WINNIPEG-CENTRE-SUD

Nom du candidat	Nom de l'agent officiel	Nombre de donateurs	Total des dons	Total des dépenses d'élection	Déduire dépenses personnelles du candidat	Total des dépenses d'élection assujetties à la limite*	Vérfié par
Lloyd Axworthy Lib.	Jim Smith	133	79 840,00 \$	47 962,54 \$	3 043,64 \$	44 918,90 \$	Stephen N. Rosenfield, C.G.A.
Jim Blomquist Ind.	Glen Wreggitt	12	1 623,13 \$	1 566,19 \$	0,00 \$	1 566,19 \$	Klayman & Abrams, comptables agréés
Ron Decter P.L.N.	Shirley Nakamura	7	700,00 \$	621,77 \$	0,00 \$	621,77 \$	Chochinov Porter & Hetu, comptables généraux licenciés
Gary Hollingshead Réf.	Brian Burgess McIntyre	58	12 173,88 \$	10 652,49 \$	0,00 \$	10 652,49 \$	Thornton & Company, comptables généraux licenciés
Sara Malabar N.E.D.	William Reid	3	6 095,00 \$	3 747,74 \$	300,00 \$	3 447,74 \$	Grabowski Mavins, comptables agréés
Karen Naylor M.-L.	Lee Plewak	12	1 000,00 \$	284,60 \$	0,00 \$	284,60 \$	Hall Molgat
Andrea Rolstone P.C.	David Gurvey	86	15 232,50 \$	17 788,90 \$	0,00 \$	17 788,90 \$	Roger E.M. Cathcart, C.A.

Pour plus de renseignements, veuillez composer sans frais 1 800 INFO-VOTE (1 800 463-6868) ou, pour les personnes sourdes ou malentendantes, ATS/ATM 1 800 361-8935.

*Limite permise des dépenses d'élection pour Winnipeg-Centre-Sud: 56 168,08 \$

Les chiffres sont tels que rapportés par les candidats. Publié par le directeur général des élections conformément aux paragraphes 235(2) et (3) de la Loi électorale du Canada.

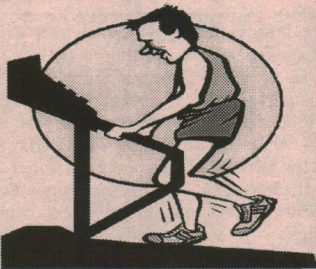


17 WING SPORTS

Cadrio-equipment orientation

As most of you are aware, all three 17 Wing Winnipeg gymnasiums have new and up-to-date equipment. For your safety and possible improvements to your fitness programs, orientation clinics will be held at Lipsett Hall for all Military and Recreation Card holders (16 years of age and older) to demonstrate and teach "how to use" the cardio equipment, such as: EFX machine (most popular machine around), treadmills, three different types of bikes, step machines and climbers.

The PSP Fitness and Sports Dept., in conjunction with the Community Recreation Director, will conduct free clinics as required. Please contact Carla at ext. 2059 to register. A minimum of 10 persons are required to conduct a clinic.



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EQUIPMENT: Reminder to all personnel that all equipment issued for Winter Sports Programs (i.e.: ice hockey, volleyball, broomball, basketball, indoor soccer and floor hockey) must be returned no later than June 1, 1998, or administrative action will be taken. Questions may be directed to Mr. Oxley at ext 2055.

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COMMUNITY CONNECTIONS

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Book Club

Are you interested in joining an adult reading club to discuss the fiction novel of the month?

Contact Natalie at 889-3882 for more information.

Toy Lending Library

The Military Family Resource Centre Toy Lending Library now has a total of 50 toys. There is a wide assortment of toys for most ages. Of course the library is always accepting requests for new toys. Is there something you would like to see purchased for the library? Call the MFRC at 489-7003 or drop by our Centre at 350 Doncaster Street.

HOURS OF OPERATION:

Mon. 1 - 3 pm • Wed. 11 am - 1 pm • Fri 9 - 11 am

Library Hours are determined by the availability of our volunteers. Do you have some free time to help? If so, please call the Centre.

Do you know that...

the MFRC has a computer available for your use?



If you need a computer for a school project, write a resume or maybe to create a professional looking poster...the MFRC can help you!

Our computer utilizes the Microsoft Office 97 Suite & Windows 95.

You can also search the Web to find out more about your new posting location and their MFRC.

For more information call Mona at 489-7003

MFRC FOURTH ANNUAL WOMEN'S CONFERENCE

Friday and Saturday, May 1st & 2nd
Officer's Mess Northside, Bldg. 76

FRIDAY, 1 MAY 1998

7 - 10 p.m.: Wine & Cheese, Author Anna Zurzolo & Fashion Show

SATURDAY, 2 MAY 1998

- | | |
|--|---|
| 8 - 9 a.m.: Breakfast | 1:00 - 2:00 p.m.: Herbalist, Aromatherapy & Craft |
| 9 - 10: Keynote Speaker Sue Boreski | 2:15-3:45: Love what you do & do what you love. |
| 10:15-11:30: Reflexology, Reikin & Craft | How to plant a Herb Garden & Craft |
| 11:30 - 1:00: Lunch, Cooking Demo | 4:00 - 4:45: Wrap up & Door Prizes |

Registration fee is only \$25.00, this covers all food and beverages. Cash, cheque or money order. Childcare is available on Saturday for only \$5.00.

Due to licensing regulations, childcare is only available for children ages 18 mths to 6 yrs.

You must register by Friday, April 17, 1998 in person or by mail at 350 Doncaster St., Winnipeg, MB R3N 1W8

For further information, please call Val Hudson at 489-7003 or wpgmfr@autobahn.mb.ca

Refunds will not be processed after April 17, 1998

YOUTH PROGRAMS

For information on any of the following programs contact the MFRC

COFFEE HOUSE JUST FOR TEENS

Join us at the Youth Centre on Wednesday nights from 7 - 9 p.m. Coffee, tea, good music and great conversation are in order. Hope to see you there.

AFTER SCHOOL PROGRAM

The MFRC Youth Centre is open on Monday from 4 - 5 p.m. and Tuesday and Thursday from 3:30 - 5:30 p.m. for the After School Program. Activities include arts and crafts, board games, computer, foosball, air hockey and videos. If you are in grade 1 to 6, this is a great place to meet friends and have fun.

Cost: Members FREE and Non-Members .50¢

DROP-IN

On Monday and Thursday from 6:30 p.m. - 9:00 p.m. the Youth Centre is open for Junior High and High School students. Drop in to the Centre and see what it's all about. Cost: Members FREE and Non-Members .50¢

MOVIE NIGHT

Join us at the Youth Centre for a night of movies, popcorn and fun. Movie night is held once a month on Friday night. The doors open at 6:30 p.m. There is no charge for the movie and the canteen will be open.

Please register in advance to ensure that an age appropriate film may be chosen.

Next movie nights are: April 17, May 8 and June 12

SOS overflow...

Part one in a series of five
By Capt J. Tardivel

No, this is not about another flood. This is the first in a series of articles designed to inform you of some of the highly interesting points covered during a few of the CF Management Development School (CFMDS) Senior Officer Symposium (SOS) 9701 presentations. The SOS relies heavily on guest speakers to bring forward their expert views in a specific field and allows participants to share, debate and generally gain from this process.

To put it all in context, the SOS is a true two-week symposium, held for CF senior officers and equivalent DND civilian employees. The precept for conducting the SOS is that in order to meet the challenges facing the Defence Team, DND senior managers require broader perspectives, skills, creativity and knowledge. As a member of the School staff, I had the privilege to be a back-bencher for some very interesting sessions. I did this with the intent of sharing with the general military community the key ideas and issues as I captured them on my notepad. It is hoped that this "knowledge tank overflow" will be of benefit to the readers.

First Episode - The Evolution of Management

Guest Speaker: Dr. Omar Aktouf, a self-proclaimed "Radical Humanist" specializing in management. Dr. Aktouf emphasized the importance of understanding the management context and also stressed its complexity. He deplored that we are training our youth to be system technicians instead of system thinkers by placing the emphasis on the "How to" instead of the "Why". He drew a parallel between politicians / man-

agers and frogs. The former often don't sense the long term implications, the big picture or have a vision, and are therefore doomed to perish. They resemble the frog placed in a pot of water. These frogs can only detect the level of humidity on their skin and eventually perish, with a smile on their faces, as the water is brought to a boil.

Dr. Aktouf put forward that the "free market" is an ideology, not a science, which is not compatible with social justice. He deplored the fact that we have engaged in the pursuit of a free market regardless of the impact on social justice. We must examine the finality, that is, where are we going. He referred to the etymology of the word 'competitiveness', so often referred to in the free market discourse, and pointed out that ironically the meaning of this word contains roots and notions of "searching and togetherness". This differs greatly from what we observe in the free market, which has become an arena where everybody fights everybody else. Similarly, the word "economics" contains notions of "house / community and rules", but nowadays economics means accumulation of goods. He suggested that the word *economies* would better describe the current situation, indicating that the pursuit of money brings to the surface the worst in human kind.

Examining the meaning of the word "work" in the German and Japanese languages, Dr. Aktouf pointed out the presence of interesting notions which are not present in English; that is, in German, the notion of "Work" contains a meaning of "sacred between humans". Making and selling goods is sacred, the money exchange is only to facilitate the transaction.

Profit should never become the purpose or the aim. In German the notion of "Work" has the additional sense of "vocation", a sense of "noble purpose". In Japan, "Work" means "to go help your neighbour to be happy", with a notion of "reciprocity". When was the last time you went to work with this in mind? Indeed, within our mad circle, competition and pursuit of profits reduce costs, labour, the work force, and ultimately global demand. How long can this last?

Dr. Aktouf did not accept the cutting of jobs as a solution, but rather "cutting the branch we are sitting on". He indicated that money should not be for profit and accumulation; doing so destroys the sacred aspect of work. He recognized that his position is not politically correct, but emphasized that we must wake up and reassess where we are going. He questioned what we currently label "progress", giving the example of France where the gross national product was multiplied by 4 in the last twenty years and where the unemployment was multiplied by 10 during the same period!

Turning to a discussion of the North American model of management, Dr. Aktouf pointed out that this is often represented by a pyramid with the boss on top and the workers at the bottom. He compared this with the Japanese and German models which are best represented by a circle, where the hierarchy is present but which is also a setting for creativity through contributions from all parts. For intelligence and creativity to take place it requires variety and connectiveness. Dr. Aktouf suggested that creativity is more likely to occur in the circular management model where all can contribute... more to follow.

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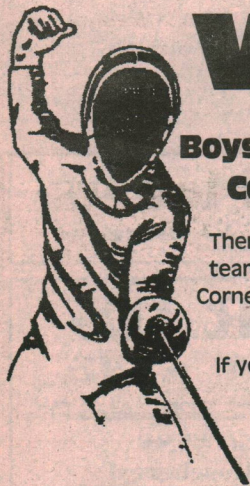
Friday, April 24 - 5:00 - 8:00 p.m.
Saturday, April 25 - 9:00 a.m. - 2:00 p.m.

There will be White Elephant Tables, Book Tables, a Fish Pond for Kids as well as household items, clothing & other miscellaneous treasures for sale.

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To obtain service timings or to reach any of the chaplains or chapels, press 6800 and follow the instructions on the menu.



WANTED

Boys & Girls to try out for Manitoba's 1999 Canada Winter Games Fencing Team

There are currently positions available on Manitoba's fencing team that will compete at the 1999 Canada Winter Games in Cornerbrook, NF. Applicants must not have reached their 17th birthday as of January 1, 1999.

If you are interested in learning the sport of fencing & trying out for Team Manitoba, contact Patti or David Howes at 489-3404.

The 17 wing Lightning Fencing Club practices Wednesday & Friday evenings and Saturday mornings at Lipsett Hall.

REUNION

Former **Baden Hills Golf Club** Members

4-6 September 1998
CFB Trenton Golf Course

Golf - Entertainment - Reminisce

Contact Dave or Ruth Lynch, 59 Montgomery Blvd., Belleville, ON K8N 1J2.
Phone/Fax 613-967-0212

Norman Art Group Spring Show

will be held at the

St. James Legion

(Portage & Brooklyn St., Winnipeg)

Thursday, April 23 - 3:00 to 9:30 p.m.

Everyone is welcome!

Free admission, refreshments and door prizes.

MLA Linda MacIntosh, a former member of the club, will be on hand at 7:30 p.m. to present the awards to the winners of the show juried by Gary Essar, the newly appointed Curator of the Pavilion Art Gallery in the Assiniboine Park.

LE GRAND TOURNOI DE HOCKEY DE LA CONNEXION FRANÇAISE

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LES 24, 25 ET 26 AVRIL 1998

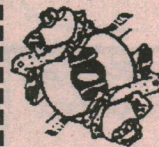
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Newcomers' Club of Winnipeg

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."

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
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Vice Pres. WO Robin Desjarlais ext 5825
Sec. Maj Bill Seymour ext 5206
Treas. WO Greg Speakman ext 5047
Equip. Cpl Guy Jabusch ext 5404

New Commander of 1 CAD/CANR

It gives me great pleasure to officially announce that effective 6 April 1998, MGen L.C. Campbell, currently DGSP at NDHQ, will assume Command of 1 CAD/CANR HQ in Winnipeg.

Under MGen Campbell's leadership and direction, the Air Force will continue to be served with professionalism, excellence and teamwork.

Je suis tres heureux d'annoncer officiellement qu a compter du 6 avril 1998 le MGen L.C. Campbell, actuellement DGPS au QGDN, assumera les fonctions de Cmdt de la 1 DAC/QG RC NORAD a Winnipeg.

Sous le leadership et la direction du MGen Campbell, la force aerienne conservera son professionnalisme, son excellence et son esprit d equipe.

Message du LGen D.N. Kinsman sends

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Wanted - Will buy used Karate Suit, must be in good condition, any size. Please contact Alain Leblanc, 889-3484.

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Babysitter Wanted - Schedule may vary greatly, days, evenings or weekends. Number of hours may vary greatly from week to week. Required particularly from April to November. Two children, ages 4 and 8. You may babysit in your home during the day time, evenings must be in my home. Please contact Céline at 487-0887.

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For Sale - White antique iron bed with brass ornamentation, low use box spring and mattress included, \$125. One antique pine bureau drawers with attached mirror, \$75. Call Pat or Gisele at 832-2772.

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/snow-mobiles/summer yard work. 8'x4', coils with shocks, ex. ride, 13" wheels, extremely low miles, \$600 OBO. 889-7734.

MISC. FOR SALE

For Sale - Midnight Blue Mess Kit. Has been let out. Size before altering: jacket 36", waist 36", leg 31". Call ext. 5544 for more information.

Estate Sale - 1995 Bonneville SE, white, 3.8L, V6, PW, PDL, AC, driver's power seat, non-smoker, spent winters in Arizona, 86K, mostly hwy., excellent cond., w/safety, private sale, asking \$17,400. Phone 832-7692 after 5 p.m. or ext. 5061.

For Sale - Woods Freezer, 22 cu. ft., \$200; Wielder International 220 lbs. easy curl bar, \$200. Call 885-2596.

For Sale - Almost new, barely used, Kenmore stove/self clean oven, \$700 (paid \$1050 incl. tax). 832-6843.

For Sale - Camp Mate Tent, 9x12x7, sleeps 6, 2 room and double roof, \$150. 487-1647.

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