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Read more on page 6.

Canadian Coast Guard Ship Sir Wilfrid Laurier was the platform for a submarine search and rescue exercise called SMASHEX. The day-long scenario involved a distressed submarine and the rescue of 15 mock survivors floating in the water in survival suits. Once rescued and on board the vessel, a medical team treated them. Pictured here, MS Ken Bowley is assessed by the medical team. Read the story on pages 10-11.

Shelley Lipke, Lookout

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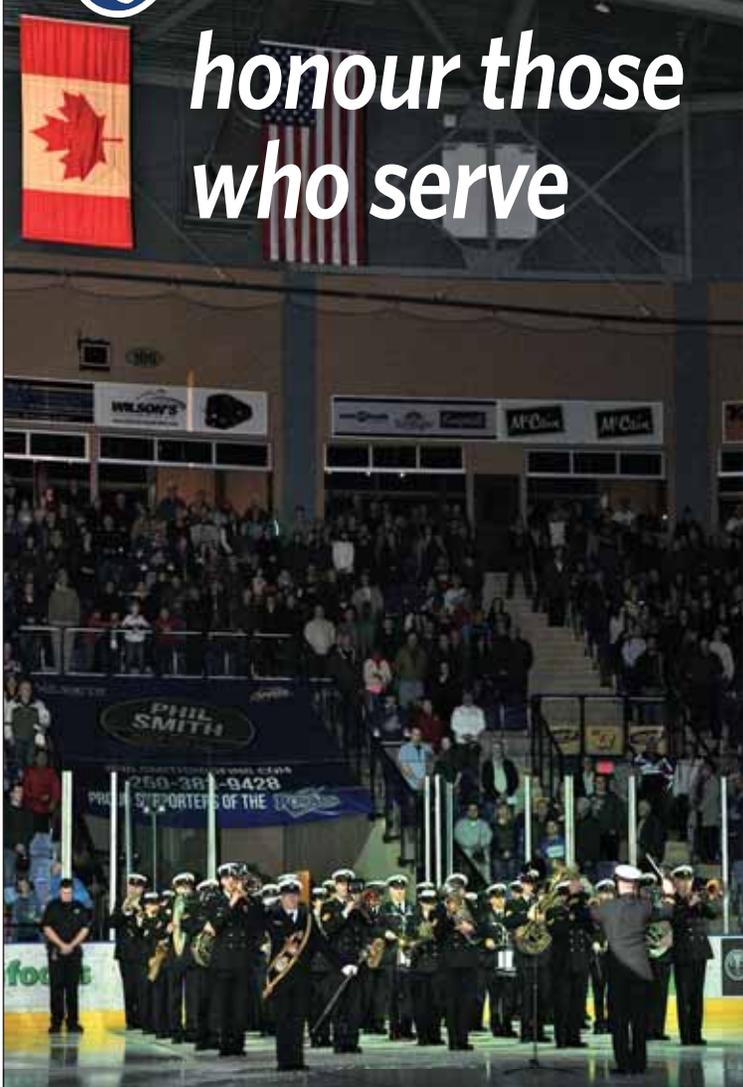
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Victoria Royals



honour those who serve

Western Hockey League Junior "A" Victoria Royals hockey team showed their support for the Canadian Forces with the Second Annual CF Appreciation Night at Save-On-Foods Memorial Arena on Feb. 23. The Royals wore limited edition jerseys that were auctioned off after the game. The money went to the Mustard Seed Food Bank, Military Family Resource Centre and the Cadets.



Above: Victoria Royals centre (#11) Steven Hodges takes a shot at the Kelowna Rockets net during second period action.

Left: The Naden Band of the Royal Canadian Navy performs the Canadian National anthem for the capacity crowd.

Photos by Ed Dixon, MARPAC Imaging Services



Left: (left-right) Kelowna Rockets (#15) Colton Sissons; Capt(N) Bob Auchterlonie, Base Commander CFB Esquimalt; Ted Vaughan, Second World War veteran; Debra Boyd; Cameron Hope, General Manager of the Victoria Royals; and Victoria Royals (#4) Jordan Fransoo at centre ice for the ceremonial puck drop
Right: Victoria Royals goalie (#35) Coleman Vollrath is kept busy during the third period. The Kelowna Rockets went on to win the game 7-2.



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Calgary's Grey Cup debt paid in full

HMCS Calgary

When the final whistle blew in the CFL's East and West finals, it was determined the Stampeders would meet the Argonauts in Skydome to compete for the 100th Grey Cup.

In the spirit of sportsmanship, and in keeping with the finest traditions of the Royal Canadian Navy (RCN), a challenge was issued by the sailors of *HMCS Calgary* to the crew of *HMCS Toronto*.

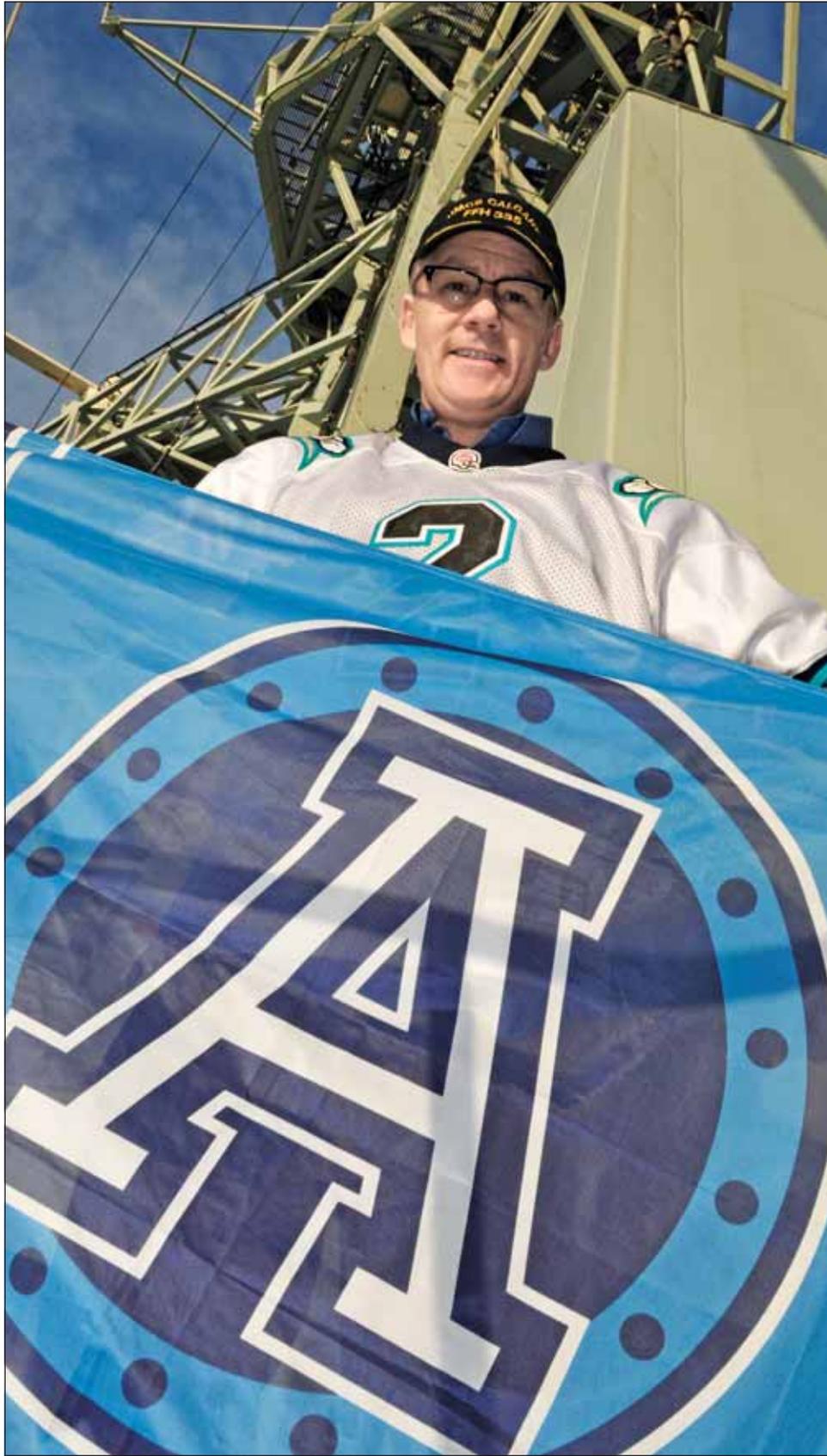
The challenge, which *HMCS Toronto* quickly accepted, proposed that the Captain of the ship who's namesake city team lost the Grey Cup game would don the opposing team's colours, and hoist their flag when the ship sailed.

Such a challenge is by no means unprecedented, and the RCN has maintained close ties and has a long history with the CFL.

Canadian warships proudly support their namesake city sports teams. The 1944 Grey Cup was actually won by an RCN team, when reserve sailors from *HMCS Donnacona* (Montreal based) defeated the Hamilton Wildcats 7-6 at Civic Stadium (later Ivor Wynne) in Hamilton.

So in the spirit of tradition, Cdr Paul Francoeur, Captain of *HMCS Calgary*, acknowledged the Toronto Argonaut's 100th Grey Cup victory and honoured the ship's debt to *HMCS Toronto* by proudly flying Argos colours as the ship sailed from Esquimalt Harbour last week.

The crew of *HMCS Calgary* is looking forward to a win the 2013 CFL season, while sailors from *HMCS Toronto* sailors are hoping to repeat their 2012 success.



Shelley Lipke, Lookout
Cdr Paul Francoeur, Commanding Officer of *HMCS Calgary*, was true to his word. Wearing a Toronto Argonauts jersey and *HMCS Calgary*'s ball cap, he hoisted up the flag before the ship sailed past Duntze Head, honouring the Grey Cup debt between his ship and *HMCS Toronto*. *Calgary* is currently conducting sea trials.

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WHAT SAY YOU

Red Carpet Gala a celebrity-like experience

Hello there, my name is Kim Clark-McKay and I have a story.

I was sitting quietly at work one day three weeks ago when my phone rang; it was Kate from the *Lookout*. She called to tell me that I won a contest I had entered through the *Lookout*. It was a Red Carpet Gala.

Here is my thought process: Yahoo I won something, then OMG my husband would go under duress, but he would not have a good time. Should I say "No Thank You"? Wait! My friend Heidi takes leave to see movie premieres, I'll call her. So I took the tickets.

I must add that Kate sounded so much more excited than I was.

I called Heidi and she was excited; I believe she even shed a tear.

I picked out my outfit; Heidi had hers all ready to go.

The big night arrived. I picked Heidi up and we headed off to The Westin Bear Mountain Resort. We arrived, parked the car and headed towards the Red Carpet (Yes! They really had a red carpet), and there to our left sat a black Jaguar car. As we approached the red carpet cameras start clicking, there are four photographers

snapping pictures of everyone who arrived.

We entered the lobby, and found waiters with trays of champagne. We were greeted by two lovely ladies in beautiful gowns, who directed us to the back of the room where we registered and deposited our coats. We then wandered around and looked at the more than 60 items donated for the silent auction.

Heidi and I then headed into the viewing/dining room and the smell of popcorn permeated the air. Yes there was a popcorn machine full of popcorn and we had our choice of a theatre bag or a cup of popcorn.

The tables were beautifully laid out with floral center pieces, candles, as well as veggies and dip. The entertainment began. There were five large TV screens all around the room so it really made no difference where we sat; we could see the Oscars.

The organizers of this event had it perfectly timed so that during the commercials we had a host and hostess who talked about the Vancouver Island South Film and Media Commission and all its great work. They also were pretty awesome performers as they



Photo courtesy of Sgt Kim Clark-McKay

Sgt Kim Clark-McKay (left) treated her friend and movie buff Heidi to a red carpet night out after winning a Lookout contest.

sang several songs for us. There were over a dozen door prizes that were drawn during the meal.

This brings me to our meal. We started with veggies and dip, shortly after fresh bread and butter arrived. The salad was spinach and roasted red pepper accompanied by a tasty bacon and goat cheese flan. The main course was a choice between thyme and sea salt roasted chicken breast with wild mushroom risotto and red wine sauce, seared spring salmon with

shallot fennel risotto croquette or grilled vegetable mille feuille with roasted fingerling potatoes, and all of these choices came with asparagus and carrots. All three of these meals were served at our table and the consensus was, "What an Amazing Meal." The final and most decadent part of the meal was the raspberry and white chocolate mousse.

Heidi and I would like to thank the *Lookout* for this wonderful opportunity.

Sgt Kim Clark-McKay

People Talk

Lookout asked this question:

If you could say one thing to your high school or teenage self about bullying what would it be?



I'd say that everybody needs to get along. Everyone should be looked at as unique. Treat everyone with respect.

CPO2 Dave Morse



You have to think about why bullies do what they do. Once you realize their own lives probably aren't great, it's easier to understand them.

LCdr Brandice Blum



Don't do it. It's not right. Everyone has to live the way they want. Don't worry about anyone else.

PO2 Karl Rayment



Treat others how you wish to be treated. That's what I believe and that's what I think other people believe.

Brooke Wilson



Don't be quiet. Speak up and shed light on any situations you don't agree with.

Danny Branchflower

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Bang for your buck – top 3 home renovations





By Vanessa Roman

It is amazing the amount of money sellers spend on home remodeling projects with little or no professional advice. There is a common misconception in the land of home ownership that you will get most or all of your renovation investment back out of the house upon resale, regardless of the project.

Sadly, this is rarely the case. Not all renovations are created equal. There are some which retain their value better than others. As we all know, kitchens and bathrooms tend to yield the highest Return on Investment when done correctly. But in my experience as a real estate agent and home renovator, there are a few less-well-known areas for improvement which can give you a great bang for your buck.

Replace all of the windows and doors in your property.
Having old and inefficient windows and doors doesn't help sell your property. So replacing them can be a good idea. While this is not an inexpensive renovation, it can be worth the cost to improve the look of a home inside and out. Modern windows and doors keep out cold and draughts, can save you money on energy bills and can enhance the security of your home. This is also a fairly quick renovation. Most houses can have all of their windows and doors replaced within a few days.
Estimated Return on Investment: 70 – 80%
Bottom Line: Don't pull the shade down on this window of opportunity.

Adding a parking space for city properties
Parking is King when selling a city property. Ask anyone who has come home from a long day at work, with groceries and kids in the car, how frustrating it is to spend 20 minutes cruising the streets of your neighbourhood looking for a place to park. When selling your house, the addition of a front yard parking pad can be worth its weight in gold to a seller desperate to avoid a daily hunt for space.
Estimated ROI: 75-150%
Bottom Line: Joni Mitchell

can have her Big Yellow taxi. The rest of us should pave paradise and put in a parking space.

Repaint the walls, ceiling and trim
I have never walked into a re-sale home which couldn't use a lick of new paint somewhere. Paint is the quickest and least expensive way to dramatically change the look and feel of your house. At minimum, you should be re-painting your entire property once every 5 years and always just before you decide to sell. While most homeowners are willing to tackle this renovation themselves, it is almost always a bad idea. It will take you twice as long to complete the job and it will look half as good as a professional painter would do. So don't bother. Call a professional and have the job done right, the first time.
Estimate ROI: 75-200%
Bottom Line: Don't be quick to brush off this home renovation.

I have heard too many stories from homeowners about renovations gone wrong. Everything from shoddy workmanship to dramatic cost overruns to simply choosing the wrong project to complete. Before making any renovation decisions, a wise homeowner will talk to a few professionals about what is best for their property specifically. At minimum, these professionals should include a real estate agent, contractor and property appraiser. For most of us, our homes are the single biggest investment we have, so do your homework before choosing how best to manage that precious asset.

Vanessa Roman is the host of HGTV's Reno vs Relocate and a licensed real estate agent in Halifax, NS. Vanessa has made a name for herself as a woman with incredible energy, saucy wit and Maritime charm.



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Stem cells needed, donate next Tuesday

A/SLT Ron MacDougall
BPAO Trainee

The OneMatch Cell and Marrow Network is holding a "swab drive" on Tuesday, March 12 between 9 a.m. and noon at CFB Esquimalt Chief and Petty Officers' Mess in conjunction with the Blood Donor Clinic being held between 8 a.m. to 4:45 p.m.

"CFB Esquimalt and the Department of National Defence as a whole have always been such fantastic supporters and contributors to the Canadian Blood Donor" said Cassandra DeLuca, coordinator for OneMatch, "and I'm sure CFB Esquimalt will do the same for OneMatch."

What is OneMatch?

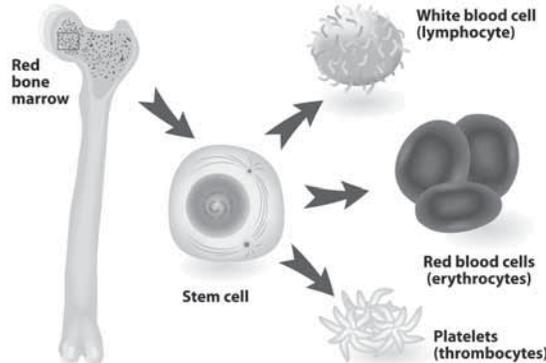
OneMatch is a program of the Canadian Blood Services (CBS) and is recognized and supported by the Surgeon General of the Canadian Forces Health Services. OneMatch recruits healthy volunteers to be put on a donor list for patients with diseases, such as leukemia and lymphoma, which inhibit the ability to produce stem cells.

What are stem cells?

Stem cells are immature, blood forming cells capable of developing into any cell.

How do I become a potential donor?

Becoming a potential donor is done with a simple cheek swab which collects a DNA sample. The information stored on the OneMatch registry provides a brief snapshot of the potential donor's medical history with the privacy of the



donor being protected.

Who can donate?

OneMatch will accept all healthy donors between the ages of seventeen and fifty years of age.

Is there an ideal donor?

Yes, studies have shown that the best stem cell donors, meaning better long-term survival rates, are young males between seventeen to thirty-five years of age. Presently only twelve per cent

of the registry is from this target group. Young ethnic males are especially being sought after because a patient is most likely to find their donor from their own ethnic group.

Can patients' family members donate stem cells?

Yes, but unfortunately fewer than thirty per cent of patients, who need stem cell transplants, find a compatible donor within their own family. The rest rely on OneMatch.

Are there different types of stem cell donations?

Yes, OneMatch facilitates two types of stem cell donation procedures; bone marrow and peripheral blood stem cell donations.

What is peripheral blood stem cell donation?

Peripheral blood stem cell donation is a non-surgical all-day procedure done in an outpatient clinic much like a blood donor clinic. Up to ninety percent of stem cell donations are peripheral blood donations.

What is bone marrow stem cell donation?

Bone marrow stem cell donation involves the collection of stem cells from the outer top of pelvic bone and is done under general anaesthetic. Donors are back to their usual routine in a few days.

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Resounding success for fishing derby fundraiser

Shawn O'Hara
Staff Writer

With rods in hand and bait on the hook, charitable anglers hauled in more than \$7,000 in fundraising money Feb. 16 at the Sail Loft Fishing Derby.

The friendly competition, held in the waters off of Esquimalt, was for the benefit of dockyard sailmaker Wayne Downey, whose 15-year-old son Zack is receiving chemotherapy treatments at the B.C. Children's Hospital in Vancouver.

"With his family on the mainland right now the last thing Wayne should be worrying about is coming back to work," says fellow sail maker Bill Cole. "We wanted to provide him with a safety net of sorts so he can spend more time with his family."

Money for the event was raised through donations, entry tickets, and a 50/50

draw. Of the 100 entry tickets available 95 were sold. At \$50 a ticket, what started as a kind gesture quickly became a significant amount of cash.

While there were a fair number of boats on the water, Cole says a lot of tickets were purchased simply to support the cause.

"We're ecstatic at the support the event has received," says Cole. "People from every branch of Fleet Maintenance Facility came out in droves to help."

High winds and rough waters battered the boats during the derby, but fundraisers stuck it out. Cole says at times the conditions were so bad many boaters, himself included, sought shelter.

"It can be exhausting dealing with rough water because you're using muscles you don't usually use to stay on your feet," says Cole. "You could see when people started coming in it was a challenge to stay out there."

The top catch from the 14 fish weighed was a salmon. It tipped the scale at eight pounds three ounces, and was caught by Denise Hamilton of Scott Plastics.

Hamilton also won the derby's 50/50 draw, but donated her winnings to the fundraiser.

At the end of the derby \$7,695 had been raised; however, donations are still coming in from the community.

"The response has been above and beyond what we expected," says Cole, who says the event didn't even have a fundraising goal. "All we wanted to do was get some money together for Wayne and his family, but this has become so much more."

For those interested in donating, an account has been set up at Coast Capital Savings under the Zack Downey Foundation or contact Cole directly at 250-363-2214.

Learn to SAIL Spring break

CFSA is offering a basic sailing course over the Spring Break Period, directed at High School Students (12-18). Students will follow the Sail Canada "CANSail" programme. This introductory one week course is designed to teach the fundamentals of sailing in a safe and fun environment. Students will learn safety and terminology as well as how to handle a boat both as a skipper and crew. Cost per student: \$220 (\$180 for DND Family members). Dress warmly, bring a lunch! All other equipment (lifejacket etc) provided). Limited space - book soon!

Course Dates (two courses, each one week):
March 11-15, daily from 09:00 am to 3:00 pm
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PO1 Shanna Wilson from the Defence Women's Advisory Organization discusses sexual harassment in the federal workplace.

Sailor addresses Parliament

Shelley Lipke
Staff writer

It's not often a military member addresses 20 Members of Parliament in Ottawa.

For PO1 Shanna Wilson, National Co-chair for Defence Women's Advisory Organization (DWAO), it was an opportunity to discuss women in the Canadian Forces to an all ears audience - the Standing Committee on the Status of Women.

The question and answer forum was part of a study into sexual harassment in all federal departments, which stems from allegations concerning the RCMP.

"I was there to describe my role and how the organization ties back into achieving and maintaining compliance under the Employment Equity Act," said PO1 Wilson. "They were hoping to take away better insight into the support systems in place within the federal government, and how the Canadian Forces deals with the topic of harassment."

Also speaking on the panel was LCdr (Ret'd) Karen Davis who brought research from 1998, and a perspective from the generation of women before PO1 Wilson.

"Her research highlighted a lot more issues in that time, and proved the number of harassment cases is declining [in the Canadian Forces]," said PO1 Wilson. "I thought it was a very positive experience and it was nice to see the current government is tackling this issue, not only to address what is going on with the RCMP, but to also proactively deal with it."

As co-chair, PO1 Wilson advises leadership on issues such as sexual harassment in the workplace, uniforms that aren't designed for the female body, and concerns about the new physical fitness testing, which will no longer be gender specific.

This year, for the first time, the Employee Equity Champion is a woman - RAdm Jennifer Bennett. "This is a positive step forward," said PO1 Wilson.

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IN Memoriam

Base mourns the loss of Clint Coleman

Shelley Lipke
 Staff Writer

We are decimated. He is leaving a huge group of family and friends here in the yard.

-Lorne King

Fleet Maintenance Facility (FMF) electrical shop 144 is mourning the loss of 36-year-old Clint Coleman.

Coleman, an electrician with FMF for the past seven years, died Feb. 21 as a result of an ATV accident that happened in September while he was on a moose hunting trip.

For five months following the accident he was in a coma, but succumbed to his injuries.

He leaves behind his wife Carrie, and children Hunter (3) and Lyla (1).

"There isn't a person in the yard he hasn't touched the heart of," said supervisor Lorne King.

"We are decimated. He is leaving a huge group of family and friends here in the yard.

He was a great tradesman



Clint Coleman

and everyone loved working with him."

An avid fisherman, hunter, and tree faller, he lived

life to the fullest.

A celebration of life was held yesterday at the Mary Winspear Centre in Sidney.

Fleet Club game night open to all

Shawn O'Hara
 Staff Writer

Now you can go to a place where being called a "player" is a good thing.

The Pacific Fleet Club has set aside Tuesday night for those wanting to play games of any sort with friends...or foe.

Mess Manager, MS Gord McKiver started the free event to give gamers on base a comfortable place to gather and play.

"In the military it can be hard to make time for stuff like this. Your schedule can change drastically from week to week," he says. "At least with game night they can be sure every Tuesday something will be happening."

Games vary from the classics such as Monopoly or the more recent Settlers of Catan, to role playing games such as Dungeons and Dragons, cloaks optional of course.

"People are bringing in new board games or card games every week. It's always great when someone shares a game they love," says MS McKiver.



On the prowl again.

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Above: Heather Williams (left) and Alicia White.



Right: Krista Durand (left) and Allison Jones.

As Personnel Support Programs (PSP) Manager, I am proud to showcase the first ever CFB Esquimalt NPF Employee Appreciation Program luncheon that took place at the Chief and Petty Officer's Mess Friday, Feb. 22 between 1 and 2:30 p.m. The focus of this luncheon was to recognize the hard work and valuable contribution Non Public Fund Employees make to this Formation. The base military chain of command, and I, wanted them to feel appreciated. This luncheon was a token of our collective thanks for all their efforts, as we felt it important to demonstrate to our employees that the high quality work they do on a daily basis get recognized. On their behalf, thanks for taking pride in PSP and NPF, and their work to serve those who serve.

*Dave Molinari
Personnel Support Programs Manager*



Brooke Wilson receives a certificate thanking her for five years with NPF from Cdr Fitzpatrick.



Richard Shertzer is recognized for five years with NPF from Cdr Fitzpatrick.



Mike Boyd is recognized for five years with NPF from Cdr Fitzpatrick.



Maryse Neilson, Health Promotion Director, receives her certificate of completion for the Organizational Effectiveness Management Program from Acting Base Commander, Cdr Hugh Fitzpatrick.



PSP Manager Dave Molinari accepts an appreciation award at the first NPF Employee Appreciation Luncheon from Cdr Tim Allan, Base Administration Officer.

SMASHEX tests local submariners



Shelley Lipke
Staff Writer

Last Wednesday, 15 submariners took part in a mock rescue scenario involving a distressed submarine in the waters off Esquimalt Harbour.

Dressed in orange survival suits and clinging to life rafts, the submariners waited in the chilly water to be rescued by sailors in Rigid Hull Inflatable Boats.

One by one they were hoisted onto the deck of Coast Guard vessel Sir Wilfrid Laurier where they were put on stretchers and treated for injuries by medical crews.

This was SMASHEX, an exercise held regularly by the Royal Canadian Navy on the East and West coasts to practice submarine search and rescue, including medical treatment and support for survivors.

"The scenario is slightly unique as we are utilizing a Canadian Coast Guard ship as our Primary Rescue Unit for the SMASHEX," said LCdr Paul Sutherland, Officer in Charge of Submarine Emergency Response Assistance Team.

"With submarines operational, there is a real world chance we could have a submarine search and rescue situation, so this is good practice, and from a

Above: "Injured" submariners receive medical treatment from members of Canadian Forces Health Services Pacific.

Left: Medical staff transport a "casualty" to the recompression chamber.

Photos by Cpl Justin Ancelin, MARPAC Imaging Services

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ine rescue capabilities

information standpoint it exercises the entire formation on what to do in this event," he said. Early that morning riggers in Fleet Maintenance Facility at Breton set the stage for the exercise by loading a large compression chamber from the Fleet Diving Unit (Pacific) into the hangar of Sir Wilfrid Laurier. A team of 25 from Canadian Forces Health Services Centre at Breton set up their medical equipment and supplies on the deck and awaited the first survivor. Once the SMASHEX was underway the hangar quickly filled with stretchers, medical supplies and survivors.

In the event of a submarine emergency the crew may have to leave a distressed submarine and ascend too quickly to the surface, leaving them with decompression illness.

Under the supervision of LCdr Charles Cross, Senior Medical Officer, military physicians, physiotherapists, nursing officers and medical technicians worked for hours performing medical treatment, recompression and triage on the survivors. Clearance divers from Fleet Diving Unit (Pacific) manned the controls on the recompression chamber as survivors breathed 100 per cent oxygen to bring them back to the correct atmospheric pressure.

"I learned management of a mass casualty situation in a maritime environment," said physician Lt(N) Jody Dans. "It involved unique challenges from a response management perspective to provide first responders, and to prioritize patients to provide immediate care or transfer them. I am usually a physician at the base clinic, so working on a ship was a unique



Capt Vianzon attends to PO1 Mallet and determines the injuries he sustained.

experience. It's challenging as you have to bring everything with you and you are working in the middle of the floor in the hangar," she said.

Submariners had an interesting perspective from the water. "I think it gave me an idea of what it's like to be in the open ocean," said MS Ken Bowley. "We were floating for 10 minutes but it could have been hours waiting for a rescue. It's a good opportunity for the whole organization to get a realistic idea of how they can work in this rescue environment," he said.

Involved in the exercise was Fleet Diving Unit (Pacific), BC Ambulance and VIHA observers who are preparing for

future involvement in the next SMASHEX. "The purpose of this exercise is to ensure that the Canadian Armed Forces, in collaboration with joint and allied organizations, are prepared to conduct quick and effective submarine escape and rescue activities in the unlikely event of a submarine incident," said Capt(N) Luc Cassivi, MARPAC Chief of Staff Plans and Operations and Director Canadian Submarine Force. "We are happy to have our partners from the Canadian Coast Guard present for this exercise. Training opportunities such as this allow us to validate our response plans, enhance our interoperability, and learn important lessons to improve upon."

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Renowned seamstress receives prestigious medal

Shelley Lipke
Staff Writer

In 1963 Mia Larsen sewed her first stitch on a military uniform at a shop in Work Point. From that point until now, a 50-year span, she's tailored thousands of uniforms and mounted hundreds of medals.

In recognition of this dedicated service of ensuring military personnel look their best, she received the Queen's Diamond Jubilee Medal from Premier Christy Clarke last Tuesday.

"The fact that my staff thought enough of me to think I deserved this was very heart warming," said Larsen. "I was shaking so hard I could hardly read the letter that came to my home, and after I read it I cried for a long time when I learned about receiving this medal."

Her three employees nominated her, feeling strongly that she fit the criteria of an outstanding, deserving individual.

"We wanted to nominate Mia

The fact that my staff thought enough of me to think I deserved this was very heart warming... I cried for a long time when I learned about receiving the medal.

-Mia Larsen

because she has been doing this so long and has mounted so many medals. We thought wouldn't it be nice to see her issued one herself," said long-time employee Donna Bird.

Larsen still uses her original Singer sewing machine that is now 56 years old.

"It is like everything else, if you look after it and take care of it, it will last you a lifetime," she says.

Five decades ago, 30-year-old Mia apprenticed with master tailor Margaret West.

"She was a top-notch sewer and taught me everything I know."

Larsen bought the business 13 years later when West retired. Eventually the store moved from Work Point to its current CANEX location, and slowly Larsen began to hire staff to fill the demand.

This summer, she'll celebrate 80, and with that she'll make her final stitch.

"After working for so many years it's hard to think of not coming to work and interacting with these people," she says. "I like the people best in this job."

Some clients she sees 10 times a month, and others she's known for 30 years.

"I would like to thank my staff for their thought of doing this. I still get tears in my eyes when I think about it," she says.

Larsen will mount and frame her medal in a photo box in the tailor shop for her clients to see.



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PINK SUPPORT FOR ANTI-BULLYING



Canadian Forces Fleet School (Esquimalt) Combat Division donned pink shirts in support of anti-bullying day. Left to right: LS Dryden, LS Sagimbekova, MS Chapman, PO2 Canning, PO1 Taylor, LCdr Thaler, CPO2 Griffin AB Gilbert, AB Sibrian, PO1 Hales, PO2 Castellai and PO2 Chevrier.



Above: Regional Cadet Support Unit (Pacific) participated in the Anti-Bullying campaign by wearing pink Feb. 22. Some unit members wore pink everything, from glasses to toques and watches.

Right: Cpl Maxime Daigle from RCSU (Pac) was not afraid to wear pink. He was happy to take part in the anti-bullying campaign.

Below: CF Health Services Centre (Pacific) took a strong stand against bullying.



Even animals got involved in Pink Shirt Day at Base Logistics.



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Cpl Brandon O'Connell, MARPAC Imaging Services
AB Kalen Luck (centre) of HMCS Calgary receives
the Sailor of the Quarter Award from Commander
of Canadian Fleet Pacific, Cmdre Scott Bishop
(right). AB Luck's girlfriend Rebecca (left) joined
him for the presentation.



International Women's Day

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Take a day for yourself

Jon Chabun
MFRC

The Military Family Resource Centre's (MFRC) Pacific Women's Day is taking place this Saturday March 9, and there are still a few spaces available.

The 22nd MFRC women's conference gives military spouses/partners, military members and DND civilians a chance to take a day for themselves. For a third year in a row, it is taking place at the Royal Roads University's beautiful Hatley Castle. This year's theme will be a red carpet awards gala.

"It is about practicing self-care and doing something for yourself," said Sara Lawton, the lead event organizer, on why someone might want to attend. "It's a chance to experience something you might not always do and to meet new people at the same time."

The day is a chance for women to re-energize

and to connect with other women in the Defence Community. It also gives them the chance to learn something new and to have some fun.

As a part of Pacific Women's Day, participant attends three workshops, the keynote speaker and receives a buffet lunch courtesy of Truffles Catering. Workshops include geocaching adventures, burlesque, massage and stress management, and wine tasting. Some of this year's new workshops are boundaries 101, connecting in community, women's combat class, embracing imperfection, and secrets of sushi.

"The event will begin with a Bellyfit warm-up," says Lawton. "Bring your running shoes or kick off your heels."

Anna Harvey from BOOST Communications will deliver the keynote address. Anna will explore how participants can create a new future based on living purposefully and

passionately.

The early bird prize winner, Lisa Lozer, will show off her \$800 makeover of personal shopping, clothing, accessories, haircut and colour.

The event will also unveil the winner of the 2013 Phenomenal Woman Award.

Music bingo, the music trivia hybrid of "name that tune" and bingo, will wrap up the day.

Royal Roads University and the Military Family Resource Centre present the 2013 edition of Pacific Women's Day. A committee meets for nine months to generate innovative ideas and plan the event. Tickets are still available at Signal Hill MFRC (1505 Esquimalt Road) and CPAC MFRC (2610 Rosebank Road) for \$65. For registration information or to learn more about Pacific Women's Day, call 250-363-2640 (toll free: 1-800-353-3329) or visit www.esquimaltmfrc.com.

NEWS Nuggets

United Way meets 2012 goal

United Way Greater Victoria has exceeded its goal for the 2012 campaign, inching just over the \$6 million mark in the late stages of the campaign.

Donations from individuals and companies continue to make a significant difference in the Capital Region. Sixty-nine community agencies benefited from United Way aid in 2012.

Canada's First Black Jet Fighter Pilot Dies at 78

Walter Peters, a retired military officer who was involved in the development of the iconic Snowbirds, has died. He was 76.

Peters died Sunday in an Ottawa hospital of complications from a stroke.

Family members say Peters was a humble man who only shared his numerous accomplishments in recent years.

Peters had a stellar career with the Royal Canadian Air Force when he enlisted at 24-years-old. Prior to starting pilot training, Peters worked for the City of Saint John and Canada Mortgage

and Housing Corp.

He is survived by his wife, adult children and grandchildren.

According to Veterans Affairs Canada, Peters helped establish the Snowbirds air team and later flew with them. He

was a flying instructor during his career, and he "also became the Canadian Armed Forces' first human rights officer," a government website says.

A memorial service for Peters is to take place this weekend in Ottawa.



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Toronto sailors board Israeli Navy ship

Lt(N) Mitchell Dingwell
Operation Artemis

Gulf of Aqaba – Shalom. Not a common greeting on board HMC Ships. Recently however, five Canadian sailors from *HMCS Toronto* were afforded the opportunity to conduct a short exchange with counterparts from the Israeli Navy onboard *INS Kidon* during Exercise Gold Star.

Toronto sent five sailors to *Kidon*, while *Kidon* sent seven sailors to *Toronto*. These exchanges are a way for navies to interact with one another. It gives insight into the operating procedures of allies so that when they are called on to work together in an operational capacity, they are aware of what is happening on the other vessel and they know what to expect.

Sub-Lieutenant Drew MacLeod was one of the sailors selected to travel to *Kidon*.

"It is really amazing to see how much really transcends cultures," he said about his experience. "The language of warfare is quite international. It was also nice to have the opportunity to have lunch with them and get a taste of Israel."

While the sailors were conducting their exchange, both ships, along with an Israeli patrol boat, conducted a search and rescue exercise (SAREX). During the exercise, the ships tracked a "stricken" patrol vessel before evacuating mock casualties to *Toronto* for triage and treatment by members from both navies.

While conducting the SAREX, both *Toronto* and *Kidon* took the opportunity to conduct manoeuvring serials with each other. It is vitally important that vessels working together be comfortable manoeuvring in close proximity to one another, especially since many of these situations arise in less than ideal weather conditions.



HMCS Toronto conducts a passing exercise with an Israeli naval ship in the Red Sea during Exercise Gold Star on Feb. 7. During the exercise, sailors were exchanged from both ships.

"It was an exceptional opportunity to work with our friends in the Israeli Navy, sharing ideas and medical procedures that can benefit both countries," said Commander David Patchell, *HMCS Toronto's* Commanding Officer, about

the opportunity to operate with the Israeli Navy.

"These types of exercises clearly demonstrate Canada's capacity and willingness to operate with our friends. The Israeli Navy was extremely professional and welcoming in working with *Toronto*. In an ever-changing and dynamic security environment, it is vital that we are capable of working side by side with our allies from around the world."

Toronto is currently deployed on Operation Artemis, Canada's contribution to Combined Task Force 150, combating terrorism in the Arabian Sea. *Toronto's* task will be to detect, deter and protect against terrorist activity by patrolling and conducting maritime security operations in its area of responsibility.

The language of warfare is quite international. It was also nice to have the opportunity to have lunch with them and get a taste of Israel.

-SLt Drew MacLeod

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Submariners face off against Babcock

Shawn O'Hara
Staff Writer

The gloves are going on between the contractors at Babcock Canada and submariners of Maritime Forces Pacific.

The two groups will meet stick-to-stick at the Wurtele Arena March 5 for a "friendly" game of hockey.

According to former submariner and current DND Senior Mechanical Inspector Dave Norton, the game is a way for the many pieces involved in submarine operations to come together as a whole.

"There are so many agencies involved in the operation of the subs, from maintenance techs to contractors to the submariners themselves," he says. "We thought it was time to shed a positive light on all the moving parts of the organization."

Norton will coach and play on the team made up primarily of submariners, which he's taken to calling the Sleeks. The Sleeks will face off against the Babcock Blues, coached by Babcock Canada Project Controls Manager Darcy Ross.

While the game is focused on fun and morale, Norton says his competitive side is urging him to win.

"It's not that I care who wins or who doesn't, it's that I always want to win,"

he says, laughing. "I'd be a fool to say that I think they'll win, but we'll see what it comes down to."

Those looking for a good old fashioned game might be in for a bit of a shock.

Norton is confident both teams have a little something planned to give them that extra competitive edge.

"We've got a few tricks up our sleeves," he says, ambiguously. "It will be an interesting game to see. It shouldn't be missed."

Teams will meet at the Wurtele Arena for a game at 7 p.m. on March 5, which will begin with a ceremonial puck drop between Capt(N) Luc Cassivi, the Director of the Canadian Submarine Force, and Mark Dickson, President of Babcock Canada.

"We're thrilled to have Capt(N) Cassivi and Mr. Dickson be there," says Norton. "It really drives home why we're here; to bring together the many aspect of submarine operations in a show of camaraderie."

The game is free to attend, and donations will be accepted to benefit the Military Family Resource Centre (MFRC).

"We just thought it would be good to help out somehow," says Norton. "The MFRC helps military families, so we know the money will go somewhere good."

 *Join the conversation:* 
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Taking Action for Veterans



Did you know the Veterans Transition Action Plan is here to help Veterans and family members make the best possible transition to civilian life? Veterans Affairs Canada is making programs and services easier to access where and when you need them.

- Explore the **Veterans Benefits Browser**
- Sign up for your online **My VAC Account**
- Build your own **My VAC Book**
- Ask us about **civilian career opportunities**
 - Take advantage of **Career Transition Services**
 - Learn more about the **Jobs-Emplois** initiative
 - Access construction jobs through the **Helmets to Hardhats** program
- Register for **direct deposit** for your benefit payments
- Access programs and services at over **600 points** across the country, through our Service Canada partnership

You can learn more about services and benefits at **veterans.gc.ca/services**



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Mixed Spring League



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ANNOUNCEMENTS

3005 11 Svc Bn ARMY CADETS has a great, fun, safe, purposeful program. There is no cost and youth M/F 12-18 years of age are eligible to join. Weekend and Summer Camps, Band, First Aid, and Marksmanship are all offered. Thursday 6:30 - 9:00 pm, 724 Vanalman Ave Victoria. Call 250-363-3194 or email 3005army@cadets.net.

CAREGIVING FOR SOMEONE with dementia? The Alzheimer Society of B.C. has support groups for caregivers. Contact the Alzheimer Resource Centre at 250-382-2052 for info and to register.

VIEW ROYAL READING CENTRE. Conveniently located at Admirals Walk Shopping Centre. We have books, audios, videos, & DVD's for all ages. Internet is also available. For hours of operation and other information please call 250-479-2723.

CALLING UNDEREMPLOYED WOMEN! Do you want to kick-start your career? Are you unsure of who you are and what you want to do with your life? Our free career mentoring program will connect you with a supportive mentor to explore career & education options, develop life skills, and cultivate valuable relationships. Contact Bridges for Women 250-385-7410 or www.bridgesforwomen.ca

LIFERING ALCOHOL & DRUG ADDICTION SUPPORT GROUPS has started new groups on Vancouver Island. Victoria, BC: Victoria Native Friendship Center on Thursday evenings 7:30pm @ 231 Regina Ave. Saanichton, BC: Tsawout First Nation on Thursday afternoon at 3pm at 7728 Tetayut Rd. Duncan, BC: 1 Kenneth Pl. on Friday evenings at 7pm. Nanaimo, BC: Vancouver Island Therapeutic Comm. on Sunday evening 7:15pm @ 10030 Thrid Street. General inquiries: Michael@LifeRingCanada.org

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VOLUNTEER

WOMAN MENTORS WANTED! Are you a working woman in the community and would like to share your knowledge, skills, & experience with another woman. By being a career mentor you will support women in building self esteem and working towards achieving economic self sufficiency. Contact Bridges for Women 250-385-7410 or www.bridgesforwomen.ca

SHARE YOUR RECREATIONAL INTERESTS this fall by supporting a person with a disability to become more active! By donating only 1-2 hrs a week you have the opportunity to change someone's life while having a great time doing it. To get involved or for more info, please call Kim at 250-477-6314 ext. 15 or email volunteers@rivonline.org or visit http://www.rivonline.org/Volunteering.htm

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LG 2 BDRM APT MAIN floor corner suite \$899/mo. incl. H/HW & prking. NS. Near bus/park. Not far from base. Crime free multi housing building. Quiet area, avail Feb 15th. Contact Elizabeth @ 250-479-9383 or meb@shaw.ca

PANORAMIC VIEWS OF THE Inner Harbour, Mt. Baker, and the Olympic Mtns. from this 12th floor completely renovated one bdrm 940 sq. ft. suite is avail for rent now. Upgrades galore; including new appls and gas fireplace. Gated waterfront complex with underground, secure parking in Vic West. Pls call Cheryl Ashby (Pemberton Holmes) at 250-217-3800 or email cherylashby@shaw.ca

AVAILABLE NOW - LANGFORD AREA - Crystalview - 2 bdrm, 1bath suite for rent. Insuite W/D, parking, patio. \$925/mo. + \$75 for utils. (not cable/phone) NS/NP. 250-478-7252 or phpm.ca

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 Email Josh: yougojosh@gmail.com

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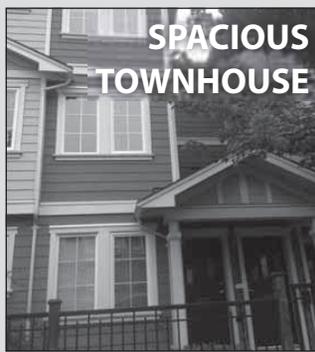
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✓ In Home Boarding email: happypooch@telus.net

Perhaps you've come home from work, tired, just wanting to put your feet up and read the paper, only to be greeted by your dog who's been cooped up all day and is now jumping all over you in excited joy, pleading for his much needed walk. Or maybe you're scheduled for three weeks at sea and the thought of leaving him in a kennel fills you with guilt.

If so, meet Bob and Julie Butler, who for the past six years have been operating **Peace of Mind Petcare**, providing dog walking, pet sitting, and in-home boarding to hundreds of satisfied clients in the greater Victoria area.

You'll often find Bob and his dogs hiking the trails at Mt. Doug, Thetis Lake, or at many of the beaches surrounding Victoria. "The safety of the dogs is very, very important to us", he says. "We never go anywhere that would expose them to danger."

In addition to dog walking and kitty visits, the Butlers also provide in-home boarding. "We only take 2 or 3 dogs at a time", says Julie. "We treat them with the same love and care as we do our own." They become part of our family and separation anxiety is never a problem...except perhaps for the owners.

For a full description of their service and rates, visit Bob and Julie's website at www.PeaceOfMindPetcare.ca or call them at 250-418-5216.

School bullies don't grow out of it, they just go to work

MARPAC has zero tolerance for harassment in the workplace. On July 1st 2012 changes were introduced to the WorkSafeBC, Worker's Compensation, and OHS policies under Bill 14. These new policies now recognize the impact of bullying as a stressor on mental health issues in the workplace.

Behaviors that can be considered bullying and harassment in the workplace may include but are not limited to:

- Passive/Aggressive behaviors such as setting someone up to fail
 - Social media abuse
 - Non-verbal aggression such as body language
 - Withholding information
 - Purposefully excluding someone from the group/team
 - Gossiping
- Bullying/harassment can lead to:**

- Loss of productivity
- Increased accidents
- Increased use of sick leave and disability claims
- Erosion of self-esteem/confidence
- Toxic work environment, conflict and turnover
- Depression
- Suicide
- Substance abuse

Bill 14 Workers' Compensation Amendment Act

Under Bill 14 a worker may be entitled to compensation if the mental disorder is a reaction to one or more traumatic events arising out of and during the worker's employment. Compensation may also be granted if the mental disorder is caused by a significant work-related stressor or a cumulative series of significant work-related stressors.

What has changed? The legislation now includes

bullying and harassment as an example of a significant work-related stressor.

The new legislation indicates that the events or stressors must be identifiable. The worker's subjective statement and response are considered and WorkSafeBC verifies the events or stressors through information provided by co-workers, supervisors and others. If the major or predominant stressors are from the workplace then the claim may be accepted (after review by a psychologist).

The duties and responsibilities of the employer, supervisors, and workers as outlined in the Workers Compensation Act are to not participate in or tolerate bullying or harassment and report all incidents. Due Diligence means: "To take all reasonable care in the circumstances of the situation to protect the health and safety of workers." In other words, everybody has a part to play when it comes

to bullying and harassment prevention.

Both management and the employees have a joint responsibility to report claims. Management must re-act immediately, launch a confidential investigation, continue to ensure a safe and healthy workplace for all, and strive to prevent such incidents from reoccurring.

When considering if a behavior or action is appropriate, apply the "reasonable person" test: "Would most people consider the action unacceptable?"

Note: This information is for general information only and is not intended to provide specific human resources, business or legal advice. As specific employment situations vary and legislation is subject to change, the reader should not rely solely on this information, but rather is encouraged to seek the direct advice of WorkSafeBC, Occupational Health and Safety, Human Resources and/or legal professionals.

Tips and Resources

Model a respectful and professional workplace
Do not ignore potential problems
Do not delay resolution. Act as soon as possible.
Remember: "What you permit you promote"

To read Bill 14 yourself: http://www.leg.bc.ca/39th4th/3rd_read/gov14-3.htm

For access to counselling and support:
Civilian Employee Assistance Program(EAP) at <http://esquimalt.mil.ca/eap/index.htm> for peer support
Health Canada Employee Assistance Services for counselling and crisis 1-800-268-7708 (24 hrs)
Military Family Resource Centre 250-363-2640 or 1-800-353-3329 (24 hrs)
Canadian Forces Members Assistance Program (CFMAP) 1-800-268-7708 (24 hrs)
Good Working Relations 250-363-5513
Dispute Resolution Centre 250-363-5508

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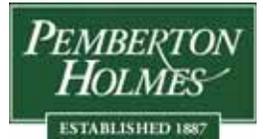
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