

Volume 58 Number 7 | March 4, 2013

LOOKOUT

MARPAC NEWS CFB Esquimalt, Victoria, B.C.

www.lookoutnewspaper.com



SMASHing display



Thank You For Shopping Locally!

PHARMASAVE

Esquimalt Plaza

FREE Blister Pack Service & Medication Reviews

250.388.6451

Free Prescription Delivery



Mon. To Fri. 9-7 Sat. 9-6 Sun. & Hol. 10-5



Let our experience guide you home.

Bruce & Barbara Scott

On-site Nelles Block Wednesday March 6

COLDWELL BANKER

SLEGG REALTY

Cell 250-889-1045

www.BarbaraScott.ca

barbara@barbarascott.ca



Be someone who saves a life

A FEW GOOD MEN WANTED!

Special Need for 17-35 year old males; they are most often selected as a donor and provide patients with the best transplant results.

CHIEF AND PETTY OFFICERS' MESS CONFERENCE ROOM
Tuesday, March 12, 2013

OneMatch Swab Event - 9 AM to 12 PM
Blood Clinic - 8:45 AM to 4:45 PM

Join OneMatch today if you are:

- Between 17 and 50 years of age;
- In good general health; and,
- Willing to donate to any patient in need.

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

Veterans House Cleaning

- VAC health identification cards accepted
 - Bonded & Insured
- Call today for a FREE ESTIMATE
- www.merrymaidsvictoria.com
info@merrymaidsvictoria.com 250-598-6243

merry maids
Relax. It's Done.®

BUILDING FOR OUR FUTURE

seaspan
VICTORIA SHIPYARDS

Tel: 250.380.1602
seaspan.com

CANEX

www.canex.ca

No Interest Credit Plan

12 · 24 · 36
Month terms

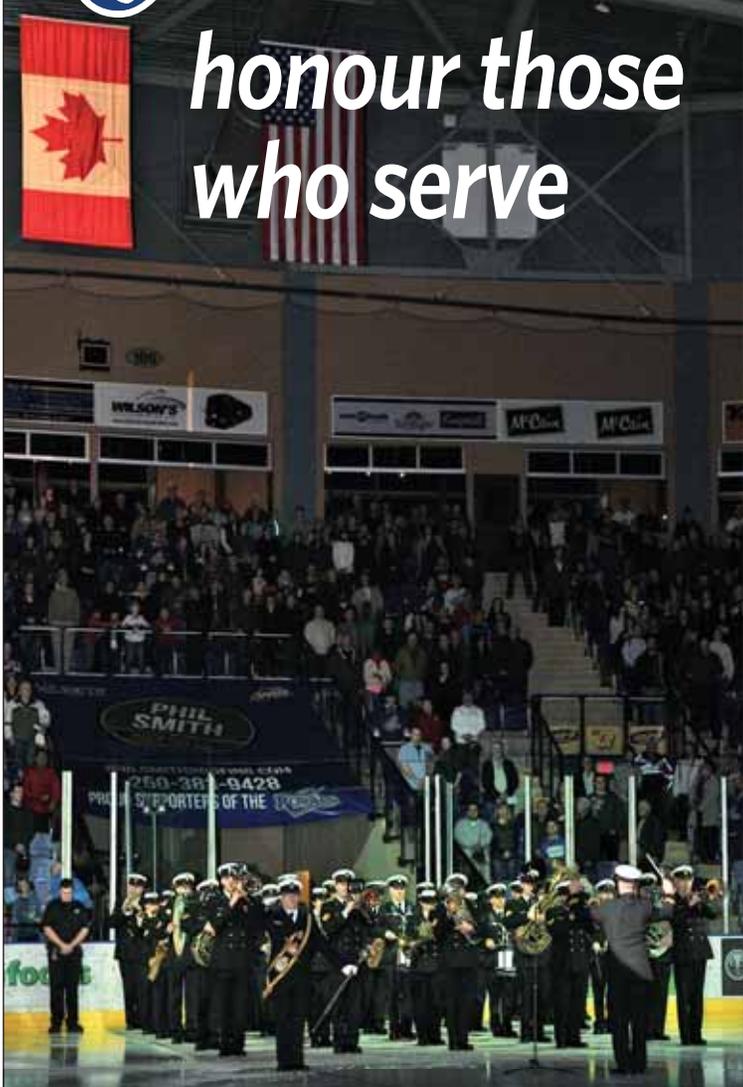
Plus

NO MONEY DOWN

NOT EVEN THE TAXES!

O.A.C.

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.



Canadian Forces Spring Thing

soho cs

Apple Premium Service Provider
Apple Specialist
Authorized Reseller

facebook.com/SohoComputerServices

Automatic discounts on service, data transfers, diagnostics, training & accessories for all CF members and their families. Call to find out more. T&C may apply*

Qualify to win one of the following great prizes :

- External Backup drive (quantity limited!)
- FREE Data Transfer (value up to \$130)
- 1.5 hours of One-on-One Training (value up to \$90)
- FREE Mac setup (up to \$100 value)
- \$50 value Giftcard for use instore at SOHO CS

Victoria's premier Apple Specialist since '98

* Valid 4 March 2013 to 30 April 2013 • Quantities may be limited. Terms and Conditions may apply
Valid only for Canadian Forces members & families. Valid CF ID must be presented in store and in person to qualify
264-2950 Douglas St • Victoria BC • V8T 4N4 • Above Lifestyle • 250 381 7646 • www.sohoservices.com • info@sohoservices.com

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*.

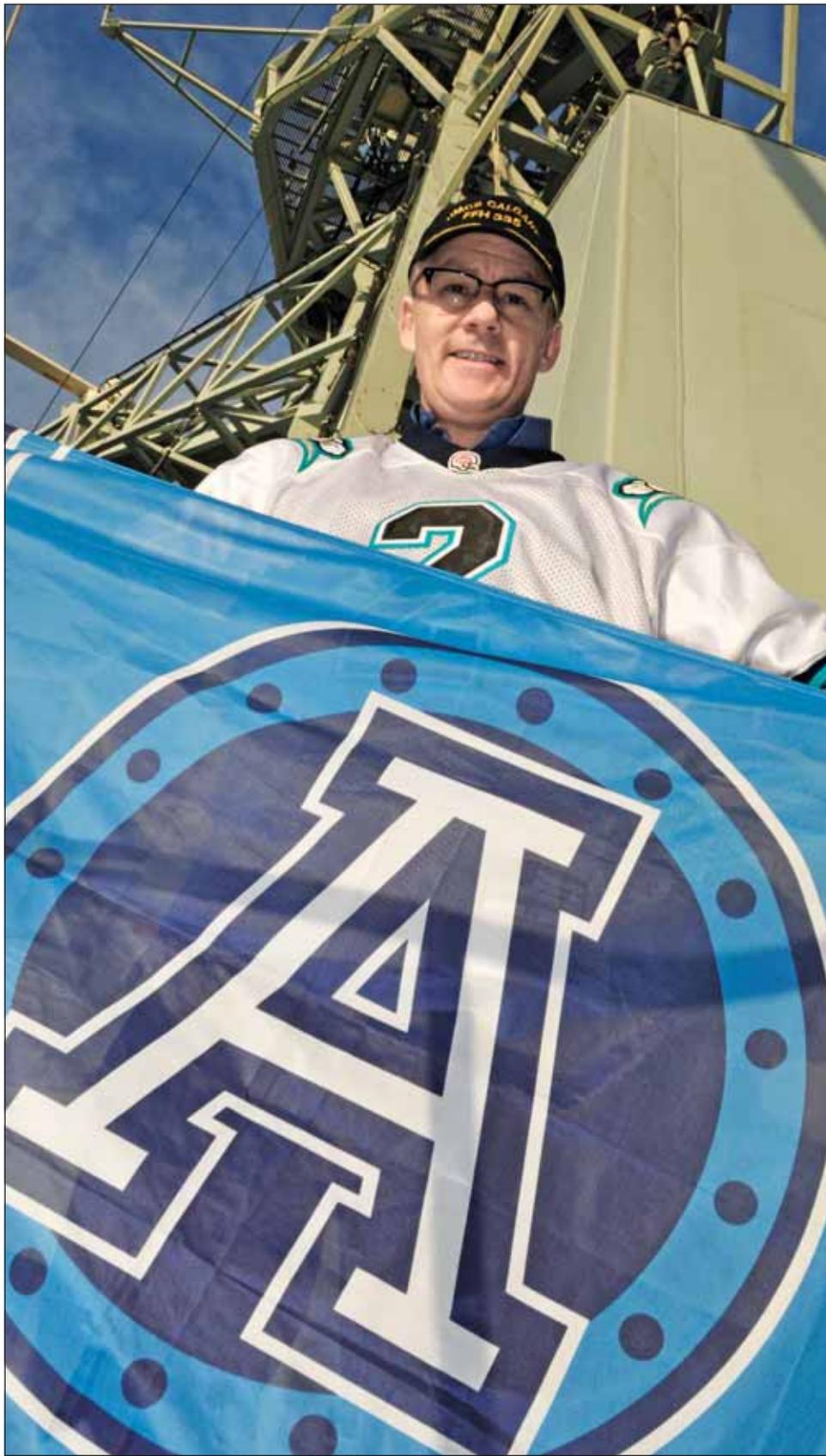
The challenge, which *HMCS Toronto* quickly accepted, proposed that the Captain of the ship who's namesake city team lost the Grey Cup game would don the opposing team's colours, and hoist their flag when the ship sailed.

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.

Learning in Nature Rocks!
Ages 3-5

Miles of Smiles
NATURE JUNIOR KINDERGARTEN

www.naturejuniorkindergarten.com

10% off for military

PACIFIC BATH

Tom Shuttleworth
Tel: 250.220.5575
Cell: 250.888.0147
pacificbathrooms@shaw.ca

Your Bathroom Renovation Expert!

NEED A BUILDER?

Additions
Renovations
General contracting

One call does it all!

250.813.3448

PARAMOUNT
CONSTRUCTION LTD.

POSTED TO HALIFAX

- IRP Approved and knowledgeable
- Free Halifax Homebuyers Kit
- Daily MLS® listings emailed to you
- Clear our schedule for your HHT
- 25 Years selling homes to military
- Website with extensive information

Sandy and Judy Hines
902-877-4668
sandy@sandyhines.com
www.sandyhines.com

ROYAL LEPAGE

Call or Email us Today
Package in Mail Tomorrow

FULL THROTTLE SALUTE.
Canadian Military personnel receive \$1000 off the purchase of ANY new Victory Model

ACTION MOTORCYCLES
The Motorcycle Guys

1234 ESQUIMALT RD
250.386.8364

ACTION-MOTORCYCLES.COM

AFFORDABLE OFF BASE LIVING!
Bachelors, One Bedrooms, Two bedrooms, & Three Bedrooms available

ASK ABOUT OUR MOVE IN DISCOUNT!

250.381.5084 CAPRENT.COM

CAPREIT

matters of OPINION

WHO WE ARE

MANAGING EDITOR
Melissa Atkinson 250-363-3372
melissa.atkinson@forces.gc.ca

STAFF WRITERS
Shelley Lipke 250-363-3130
shelley.lipke@forces.gc.ca
Shawn O'Hara 250-363-3672
shawn.o'hara3@forces.gc.ca

PRODUCTION
Carmel Ecker 250-363-8033
production@lookoutnewspaper.com
Francisco Cumayas 250-363-8033
projects@lookoutnewspaper.com

ADMINISTRATIVE ASSISTANT
Kate King 250-363-3014
kate.king@forces.gc.ca

ACCOUNTS
Laura Spence 250-363-3127
laura.spence@forces.gc.ca

SALES REPRESENTATIVES
Ivan Groth 250-363-3133
ivan.groth@forces.gc.ca
Joshua Buck 250-363-8602
joshua.buck@forces.gc.ca

CF APPRECIATION INFORMER
OS Drew Coupar 250-363-8033

EDITORIAL ADVISOR
Capt Jenn Jackson 250-363-4006

Published each Monday, under the authority of Capt(N) Bob Auchterlonie, Base Commander. Le LOOKOUT est publié tous les lundis, sous l'égide du Capt(N) Bob Auchterlonie, Commandant de la Base.

The editor reserves the right to edit, abridge or reject copy or advertising to adhere to policy as outlined in CFAO 57.5. Views and opinions expressed are not necessarily those of the Department of National Defence.

Le Rédacteur se réserve le droit de modifier, de condenser ou de rejeter les articles, photographies, ou annonces publicitaires pour adhérer à l'OAFCS7.5. Les opinions et annonces exprimées dans le journal ne reflètent pas nécessairement le point de vue du MDN.



Circulation - 4,500
One year subscription - \$37.⁶⁷
Six month subscription - \$18.⁸⁴
Three month subscription - \$12.⁵⁶
Prices include tax.

A Division of Personnel Support Programs
CFB Esquimalt, PO Box 17000 Stn. Forces,
Victoria, BC V9A 7N2

E-mail: frontoffice@lookoutnewspaper.com

Web: www.lookoutnewspaper.com

Fax: 250-363-3015

Canadian Mail Product Sales Agreement 40063331



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

CARR BUCHAN & COMPANY LAWYERS

- 1/2 HOUR FREE CONSULTATION
- FAMILY LAW
- WILLS & ESTATES
- IMPAIRED DRIVING CHARGES & IMMEDIATE ROADSIDE PROHIBITION CHARGES

520 Comerford Street | 250.388.7571
www.esquimaltlaw.com

NEAR BASE!
Serving Esquimalt for over 28 years.

10% off any Truck Rate

MILITARY DISCOUNT OFFERED



Call 250-953-5300
www.budgetvictoria.com

RAPID DEBT RELIEF...

No Interest • Low Payments

We'll help you get a fresh start!

There is Special Government Legislation that allows you to reduce your DEBT by up to 100%

For a FREE CONSULTATION, call

250-995-3122

ABAKHAN & Associates Inc.

Debt Restructuring Consultants
Trustees in Bankruptcy (non-resident)

www.BankruptcyBC.com



Richard Robinson



Doris Minervini

GOOD PEOPLE TO KNOW IN TIMES OF TROUBLE



Want to
INCREASE
your **earnings?**

BCIT can help.

WIN

a certificate for one BCIT School of Business part-time studies course valued up to \$600.

Answer this question:
In what year did BCIT celebrate its very first graduates?

Send your answer to kate.king@forces.gc.ca by March 4.

Contest open to DND Community only. Valid ID required upon receipt of prize.

See it ALL ONLINE

Read the "paperless" newspaper.
Download the PDF online.



lookoutnewspaper.com

SELECT MORTGAGE CORP

2.50%* BEST Variable Rate*
2.89%* BEST 5 Year Fixed*

Rates Subject to Change/On approved credit
WWW.MORTGAGESBYLORI.COM • LORI.LENAGHAN@VERICOSELECT.COM

VERICO
LORI LENAGHAN MORTGAGE AGENT
30+ YEARS IN THE MORTGAGE BUSINESS
250-888-8036

Advertorial

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.



Posted to NS? Call me.

Vanessa Roman - Realtor
W: www.vanessaroman.ca
E: vanessa@vanessaroman.ca
C: (902) 401-7615





NEED TOOLS IN THE CITY?

MILITARY DISCOUNT OFFERED

RONA BayWest EXPRESS
Hardware, Lumber, Paint, Plumbing, Housewares, Electrical, Door Shop, Kitchen, Building Materials & MORE!

OPEN M - F 7:30am - 7pm | SAT 8am - 6pm | SUN 9am - 5pm
BayWest RONA | 220 Bay St. Victoria, BC | P. 250.595.1225

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?

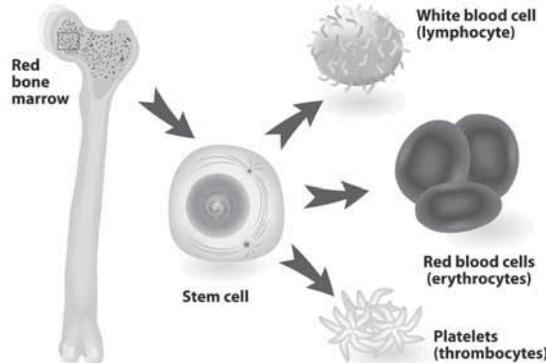
OneMatch is a program of the Canadian Blood Services (CBS) and is recognized and supported by the Surgeon General of the Canadian Forces Health Services. OneMatch recruits healthy volunteers to be put on a donor list for patients with diseases, such as leukemia and lymphoma, which inhibit the ability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

STEVENSON LUCHIES & LEGH

Barristers & Solicitors

Full service law firm offering **10% military discount on fees** for corporate, estate planning and real estate transactions.

Some restrictions apply.

300-736 Broughton St
103-2849 Peatt Rd
250-381-4040 • lawyers@sll.ca
www.sll.ca



JOIN IN MINUTES!

SPECIAL NEED: DIVERSE MALES AGED 17 - 35, IN GOOD HEALTH & WILLING TO DONATE TO ANY PATIENT IN NEED

www.onematch.ca 



YOUR FINANCES ARE NOT ALWAYS AN OPEN BOOK!
VOS FINANCES NE SONT PAS TOUJOURS UN LIVRE OUVERT!



Seek advice and invest in your future today to live life the way you want tomorrow!

 **FundEX INVESTMENTS INC.**

Life Insurance • Financial Planning • Financial Counselling • Financial Education
Assurance vie • Planification financière • Counselling financier • Education financière

Demandez conseil et investissez dans votre avenir dès aujourd'hui pour vivre comme vous le souhaitez demain!

1-800-267-6681 • www.sisip.com • Esquimalt: 250-363-3301

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
 March 18-22, daily from 09:00 am to 3:00 pm

To register please call the Pacific Activity Centre at 250-363-1009

CFSA ESQUIMALT SQUADRON

CANADIAN FORCES SAILING ASSOCIATION
 1001 MAPLE BANK RD., VICTORIA BC, V9A4M2
<http://cfsa.wordpress.com/>



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.

Got Severance?

Invest for your future with CareVest

Find out what over 10,000 investors already know

returns of **7% +**

CAREVEST MORTGAGE INVESTMENT CORPORATIONS:

- Investing in Canadian Real Estate
- RRSP/RRIF/TFSA Eligible
- Monthly Income or Compounding

CareVest

"Building Investors Wealth for over a Decade"

www.carevest.com

For information call our exempt market dealer, CVC Market Point:
Phone: 250-383-0162
Toll Free: 1-877-847-6797

This advertisement does not constitute an offer to sell or a solicitation of an offer to purchase the securities referred to herein, which is being made under an Offering Memorandum available from our office to qualified purchasers in specified jurisdictions. There are risks associated with this investment and this investment is not guaranteed or secured. Historical yields may not be representative of future yields. Please read the Offering Memorandum before investing. The issuers referred to herein are related issuers of CVC Market Point Inc.

A FULL SERVICE AUTO REPAIR FACILITY

TRACKSIDE AUTO SERVICE LTD.

Induction & Fuel Injection Service Oil service
 Out of Province Inspection Electrical
 Diesel Fuel Service Exhaust
 Brake service Tires

Ask about BG Protection Plan*
Where Dependability and Trust are a Priority... * under 80,000 km

784 Fairview Rd. • 250-383-5509 • tracksideautoservice.ca

Winner of the "2010 BEST SERVICE AWARD" from Esquimalt Chamber of Commerce
 B.C. GOVERNMENT DESIGNATED INSPECTION FACILITY
 BBB
 Castrol
 HANKOOK
 WALKER
 Protection Plan

WESTSHORE U-LOCK MINI STORAGE

MILITARY DISCOUNT OFFERED



Residential and Commercial storage Award winning, modern facility
 Individually alarmed lockers Easy monthly rentals
 Heated lockers Easy access

1621 Island Highway, 250-478-8767

U-LOCK MINI STORAGE selfstorage.ca

WE'LL DO YOUR TAX RETURN

MILITARY DISCOUNT OFFERED

Starting at **\$45** + tax

AACT FINANCIAL SOLUTIONS INC.

1353 Esquimalt Rd
 • Just 2 blocks from CFB Esquimalt •
 250-383-3834

Bilingual services



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.

Play **Bag a Jag**
Enter to Win a Jaguar

craftsman collision

AIR MILES® AND BIGGER SMILES




Non-Public Funds celebrates its staff



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

E-FILE FROM \$47+HST

Top Shelf Bookkeeping Ltd.
Locally Owned & operated since 1994

2 CONVENIENT YEAR ROUND LOCATIONS

101-76 Gorge Road West
Victoria, BC V9A 1M1
250-388-9423

1253B Esquimalt Road
Victoria BC V9A 3P4
250-590-4050

Working hard for working families

Maurine Karagianis
MLA, Esquimalt – Royal Roads



250-479-8326

www.maurinekaragianis.ca

Maurine.Karagianis.MLA@leg.bc.ca



COMMISSIONAIRES
TRUSTED • EVERYDAY • EVERYWHERE

UNIFORMS CHANGE. YOU DON'T.

Moving back into civilian work doesn't have to feel like you're giving up who you are. At Commissionaires, we value your military experience and provide jobs that let you continue to build on the skills you already have.

WE NEED YOUR FEEDBACK.

Please complete our survey at www.commissionaires.ca/cfsurvey and we will make a \$10 donation to the Military Families Fund in your name.

For
cise
wha
Ea
from
Cap
the
rec
Flee
the
A
For
Paci
equ
ship
vor.
und
fille
supp
In
eme
to
rine
the
dece
U
Cha
Offi
sicia
cers
wor
med
sion
C
Divi
the
pres
brea
brin
atm
"I
a m
man
phy
inv
a res
tive
care
to p
tran
phy
wor

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, physicians' assistants, 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 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."

It's what isn't in our products that makes us different...
NO animal products/by-products, mineral oil, PABA, Parabens or artificial colours, dyes and sweeteners
 Call 250-661-1269 for **samples** & feel the difference

your place in the city

relocating to halifax? feel at home when you stay with us, with our spacious suites and superior, friendly service.

*** special military rates**

CAMBRIDGE SUITES HOTEL
 1.888.41.SUITE www.cambridgesuiteshalifax.com

Campus
NISSAN
 ALL ROADS LEAD TO CAMPUS



Keith Faulkner - Nissan Sales Rep
 3361 Oak Street Victoria, BC
 V8X-1R2 Tel: (250) 475-2227
 Email: kfaulkner@campusnissan.com

Support Our Troops Vehicle Purchase Program



Pay below dealer invoice price on Nissan and Infiniti cars, trucks and SUV's

To show our support and gratitude for the men and women who serve our country each and every day Campus Auto Group is proud to announce special discounted pricing for our qualifying Canadian Forces personnel (current and retired), DND Employees, and RCMP members.
www.campuscars.net

Campus
INFINITI
 ALL ROADS LEAD TO CAMPUS



Layne Britton - Infiniti Sales Rep
 3361 Oak Street Victoria, BC
 V8X-1R2 Tel: (250) 475-1148
 Email: lbritton@campusinfiniti.com

Available to current and retired (collecting a military pension) members of our Canadian Forces, DND, and RCMP members and their spouses. This offer may also be combined with all additional monthly offers including financing and lease programs, cash purchase incentives and the Nissan Graduate Program.

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.



UTOPIA

A TRIBUTE TO URBAN EXCELLENCE



The \$10,000 B.C. First Time Home Buyer Bonus ends March 31st... act now.

NEW LUXURIOUS
affordable condos starting at \$239,900
Special Military Financing



Corner of Jacklin Rd. and Orono Ave. in Langford.

www.utoopiacondos.ca • 250.661.9020



MY
VISION
IS
WORTH
\$ _____.

We know your vision is priceless.

But it doesn't have to be costly.

Say goodbye to glasses and contacts with laser vision correction **starting at \$490/eye***

Find out how we do it at lasikmd.com
Free consultation: 1-855-688-2020

LASIK MD
VISION

*Prices are subject to change without prior notice and vary based on prescription strength. Applicable on a procedure for both eyes only. Other conditions may apply.

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.



LOWER PAYMENTS

WITH **0%** FINANCING UP TO 84 MONTHS

PLUS **0** DOWN PAYMENT ON SELECTED MODELS

WIN

AN IPOD SHUFFLE WITH OUR WEEKLY QUIZ

WHEN WAS THE CANADIAN NAVY FIRST OFFICIALLY AUTHORIZED?

ENTER ONLINE AT VICTORIAHYUNDAIDND.COM

WIN A HYUNDAI

IS THE DND STAFF GIVEAWAY GO TO VICTORIAHYUNDAIDND.COM/WIN-A-CAR-DND

IT'S THAT EASY!

OUR NEXT VISIT TO THE BASE IS MAY 9 AT THE NAOSH EXPO



250-995-2984
VICTORIAHYUNDAI.COM
525 GORGE ROAD EAST, VICTORIA

Base Taxi Service

for Naden, Dockyard & Work Point

Operates 7:30am to 3pm Monday to Friday.

Try to use Base Rounders before calling the Base Taxi to reduce wait times.

For military-related appointments/meetings on base.



Lawyers with a Canadian Forces Perspective



Mel Hunt,
LCOL (Ret'd)
Practicing Military Law
for over 30 Years



Dan Murphy
RADM (Ret'd)
Extensive experience
with Canadian Forces
personnel issues

Military Grievances • Veterans Pensions • Personal Injury
Summary Trials • Courts Martial • Appeals • Criminal Law

Call 250.478.1731



Leigh Gagnon
Practicing Family and Real
Estate Law for military
members for 20 years.
Call 250.381.2151

DINNING HUNTER
LAMBERT & JACKSON
BARRISTERS AND SOLICITORS

info@DinningHunter.com

www.DinningHunter.com

Randall Garrison, MP ESQUIMALT-JUAN DE FUCA



Constituency office
is now open to serve
constituents:

ADDRESS:

A2-100 Aldersmith Place
Victoria V9A 7M8

HOURS:

10am-4pm
Monday-Thursday
or by appointment

PHONE:

250-405-6550

EMAIL:

Randall.Garrison@parl.gc.ca

FAX:

250-405-6554

We are here to assist constituents
with Federal government
programs and services.



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

Join us

for a special walk to
Saxe Point March 8



to commemorate and recognize the strong
presence of women working for the Defence
Team.

12:10 pm dockyard main gate

We encourage all MARPAC employees, both men
and women, to join us in this walk to recognize
our diverse workforce and the important role
that women play. For more information about
the Defence Women's Advisory Group, contact
Brit Bingham at 363-7626 or Brittany.Bingham@
forces.gc.ca.

Hosted by the Defence Women's Advisory Group



Being posted?

Save money with BMO's Integrated Relocation Program.

As the official bank of the Defence Community, BMO offers preferential rates & features to
military personnel and civilian employees.

To find out more or to get pre-approved, contact your local BMO Defence Banking Mortgage
Specialist:

Mark Phillips
Mobile Mortgage Specialist
Tel. : 250-818-9650
mark.phillips@bmo.com

BMO Bank of Montreal® is honoured to be the official Bank of the
Defence Community in partnership with Canadian Defence Community Banking (CDCB).



BMO Bank of Montreal
Making money make sense®

Registered trade-marks of Bank of Montreal.

PWD tickets still available

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.

LEARN BRUCE LEE'S MARTIAL ART



EKE ACADEMY OF MARTIAL ARTS
JEET KUNE DO, KALI, SILAT, GRAPPLING, KICKBOXING AND MMA

\$25 FOR ONE WEEK UNLIMITED CLASSES FOR ALL NEW STUDENTS

www.facebook.com/EkeAcademy www.EkeAcademy.com
Unit #207 - 734 Aldebury St. • info@ekeacademy.com • 250-216-2801

Every community has



CIVIC PRIDE
...let's show it!

www.pitch-in.ca

Dial-A-Law *access free legal information*

Access general information on a variety of topics on laws in BC.
www.dialalaw.org
Lower Mainland: 604.687.4680 / BC Toll Free: 1.800.565.5297

Lawyer Referral Service *find the right lawyer*

Receive up to a 30 minutes consultation with a lawyer for \$25 + tax.
Monday to Friday 8:30 am to 4:30 pm
Lower Mainland: 604.687.3221 / BC Toll Free: 1.800.663.1919

 THE CANADIAN BAR ASSOCIATION
British Columbia Branch

Funded by The Law Foundation of British Columbia
Public Services of the Canadian Bar Association, British Columbia Branch

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.



FIRST TIME BUYER ALERT

\$134,900

Imagine oceanfront living in your 2 bedroom, 1 bath level entry home. Master bedroom is large. Home also boasts gleaming newer bathroom, thermal windows, and gas fireplace. Freshly painted with a spacious patio for entertaining. Kitchen updates with in suite laundry added. This well maintained complex on the Victoria side of Sooke is perfect for a first time buyer or anyone wanting to downsize. The location is quiet with ocean access at your door. Walking distance to all levels of school and bus. Payments lower than renting; get in to the market now! Bring your pets! POSSESSION NEGOTIABLE. Low strata fees, boat access. More information and photos at www.nancyvieira.com.

Nancy Vieira
Pemberton Holmes Ltd.
250-514-4750

MILITARY DISCOUNT OFFERED



GRAND OPENING NEW LOCATION

6421 Applecross Rd. Nanaimo 250-390-1125 JOIN US IN CELEBRATING OUR NEW LOCATION IN NANAIMO BY SAVING BOTH LOCATIONS!



\$798

LEATHER RECLINING SOFA

Matching pieces also on sale Available in chocolate or black



\$698

BEDROOM SET

Dresser, mirror, chest, 2 nite tables, and queen headboard, footboard, and rails



\$298

TABLE & 4 CHAIRS

BUY A SERTA MATTRESS AND BOXSPRING SET OVER \$998 AND RECEIVE "FREE" SHEET SET, METAL BED FRAME, AND 2 FEATHER PILLOWS.

Largest Independent Serta mattress gallery in Canada!



Our Huge 40,000 sq.ft. Warehouse means **FAST** Delivery on In-Stock Items!

• NO DOWN • NO INTEREST • INSTANT FINANCING



DODD'S
Furniture & Mattress Ltd.

Furnishing the Island since 1977 | Locally Owned & Operated




Follow & Join us for the latest commercials, promotions & monthly flyer!





Mon-Fri 9-9 • Sat 9-6 • Sun & Hol 12-5
715 Finlayson St., Victoria • 250.388.6663 • www.doddsfurniture.com

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

MILITARY DISCOUNT OFFERED

Triumph
"Thank a Hero"
\$350 to \$750 off best price!

SAVAGE CYCLES

in Langford across from Steve Drane
250-475-8885 • www.savagecycles.ca

"MAJOR CASH"

PAYDAY LOANS
only \$17 on \$100

250-384-1001
#204-941 Esquimalt Rd

Lic. #49745

UPSTAIRS

Automotive & Industrial
parts, tools & supplies

JB Group Auto Parts Plus.

MILITARY DISCOUNT OFFERED

7 locations to serve you:

Colwood Langford Auto Supply	250-478-5538
JB's Downtown	250-384-9378
JB Precision/Machine Shop	250-475-2515
B&B Auto Supply	250-652-5277
JB Body Shop Supplies	250-361-9136
Salt Spring Auto Parts	250-537-5507
JB's Ladysmith	250-245-9922

Fountain Tire
Home of the Tire Experts

Ask about our **Military Discount**

CANEX Financing Available

Quality Tires • Low Prices
Complete Mechanical Repair

610 Herald St • 382-6184

GOODYEAR **DUNLOP**

MAKE THIS YOUR YEAR: RESOLVE TO RIDE!

Steve Drane Harley-Davidson®
2940 Ed Nixon Terr.
Victoria, BC

SteveDraneHarley.Com 250-475-1345

10k, 5k & Kids Fun Run
June 23 • 8:30 a.m.

REGISTER NOW!

Involve the children and discover a fitter family lifestyle. Get excited about improving your health.

Register at www.navyrunesquimalt.com

DO IT BECAUSE YOU CAN!

103-719 McCallum Rd
Victoria, B.C. V9B 6A2

The MORTGAGE Centre
COCHING MORTGAGE

*Finding the right home is hard.
finding the right mortgage is easy.*

phone 250-391-6191
fax 250-391-6192

Convenient location
across from Home Depot below Costco

Eric Coching
Broker/Owner | 250-217-2326

Thinking about consolidating consumer debt?

Now may be the time as mortgage rates are low. Give us a call for current rates and options!

Rates subject to change without notice

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:* 
Facebook: lookout.newspaper | Twitter: Lookout_news

AUTHENTIC THAI
Friday Lunch Buffet
• Lunch Combos • Full Dinner •


Dine In **Zap** Take Out
thai restaurant
Thai dining at its Best!

1207A Esquimalt Rd. • 389-1845 • www.zapthai.com

Your Western Communities & Sooke Taxi Company
24 HR. SERVICE
250-474-4747 **250-642-7900**


Westwind Taxi
2925 DOUGLAS STREET VICTORIA, BC V8T 4M8 OFFICE: 250-383-6123 FAX: 250-380-7111



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**



Scan this code to learn more

Mixed Spring League



GREATER VICTORIA HORSESHOE PITCHING ASSOC

Glanford Park (1 blk N of McKenzie)
February - March 2013 • Sundays @ 10 am
www.victoriahorseshoeclub.com
For more information call 250-727-2543

LOOKOUT Classifieds & Real Estate

RATES: MILITARY and DND PERSONNEL: 25 words \$7.84 • ALL OTHERS: 20 words \$8.96 • Each additional word 17¢ • HST Included • DEADLINE FOR CLASSIFIED Advertising: Thursday at 11 a.m.

Call 363-3014 to book your display or word ad

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

APPLIANCES

WESTCOAST APPLIANCE CENTRE LTD.
LARGEST SELECTION GREAT PRICES
 • Reconditioned MILITARY DISCOUNT OFFERED
 • New • Builder
 • In Home Services
 Corner of Gorge Rd East & Jutland • 382-0242

www.lookoutnewspaper.com
 Download this week's issue, book a classified ad, browse CFPSA job openings

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

MOTORCYCLES

S G Power A.T.V. CENTER
 Honda, Yamaha, Kawasaki
382-8291 - 730 Hillside Ave.

REAL ESTATE • FOR RENT

BACHELOR SUITE SAXE POINT AREA. Pvt entrance, cable, wifi incl. New suite, quiet, non-smoker, walk to base. \$600 + hydro. 250-381-3805

ESQUIMALT 954 DINGLEY DELL. Lg. 2 Bdrm Apt with view, 4th Floor. \$949/mo. Incl. HT/HW & prking. NS. Neutered cat indoors ok. Near bus/park, not far from base, crime free multi housing blg. Quiet area. Resident Mgr. Avail Feb 15th. Contact Elizabeth @ 250-479-9383 or meb1@shaw.ca

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

COBBLE HILL - NEWLY painted, 4 bdrms, 2 brms, beautiful large recreation room with wood burning stove, on acreage. One yr lease, \$1200/mo., avail Apr. 1, 2013. 250-516-4894

FAIRFIELD - RENOVATED ONE BDRM suite on main level, hardwood floors, quiet, clean well maintained building, heat and hot water incl. NS/NP. One yr lease. \$825/mo. Avail. Apr. 1st, 2013. Please call 250-588-5457

\$1100 PER MONTH + 1/3 utils. Cable and internet incl. Bright 2 bdrm unit 950 sq. ft. 3 pc. bath with tub. 5 appls. 778-977-0655

Devon PROPERTIES LTD. No Pets allowed in any building
 www.devonprop.com
Esquimalt LARGE SUITES
855 Ellery
 2 BDRMS from \$850 avail NOW & Apr 1 250.812.5234
1180 Colville
 2 BDRM \$895 avail NOW! 250.360.1983
1198 Esquimalt
 Bach \$730, avail NOW
 1 BDRM from \$795 avail NOW.
 2 BDRM \$910 avail Apr 1 250.812.5234

Ask about our DND Discount!



Christie Point Apartments

- 2 & 3 bedroom suites
- 3 bedroom townhomes
- Heat included
- Beautiful ocean views
- Close to CFB Esquimalt

2951 Craigowan Road
250-405-3450



www.bwalk.com

PROPERTIES OWNED AND MANAGED BY **EY PROPERTIES LTD.** 250-361-3690 Toll Free 1-866-217-3612

MACAULAY EAST 948 Esquimalt Rd. Bachelor, 1, 2 & 3 bdrm Manager 250-380-4663

MACAULAY NORTH 980 Wordsley St. 1 & 2 Bedroom Manager 250-384-8932

FREE Heat & Hot Water

To view these and other properties, visit **www.eyproperties.com**

MILITARY DISCOUNT OFFERED

SERVICES OFFERED

St. John Ambulance SAVING LIVES at work, home and play
 Proudly serving the community for over 100 years!
First Aid & CPR Saves Lives!
 www.sja.ca/BC
 For info or to register call 250-388-5505 • 63 Gorge Rd East

Get Home Safe!
 Drive Smart Designated Drivers
250.661.0181
 YOU AND YOUR CAR, HOME. 6PM to late
 DND 20% Off

AN EXPERIENCED RUSSIAN tutor offers classes in Russian for different levels of proficiency. Federal government experience. 250-383-3356

RESUME'S & CAREER TRANSITION PREP/COACHING with a former SCAN Coord Judy Marston. 10% Military Discount, www.resumecoach.ca or 250-888-7733

TEACHER WITH OVER 30 YEARS EXPERIENCE. Lessons are offered to all ages and levels. In home teaching is available. Celebrate your time! Or give a gift that lasts a lifetime! One month free to beginners. References are available. Phone 250-881-5549, and find me at musicwaycool.com

Your ad here

For word or display ads, call 363-3014

ON THE OCEAN

Princess Patricia APARTMENTS
 NEW BALCONIES • EXERCISE ROOM
 14TH FLOOR LOUNGE
 703 Esquimalt Road
250-382-2223
Now Renting:
 Bachelor • 1 BDR Suite

FIND US ONLINE
WWW.LOOKOUTNEWSPAPER.COM

2 Bedroom 2 floor LOFT
 \$1300/month Unique 1000sq/ft. plus balcony for bbq. NP/NS. Cat considered. Langford. Townhouse- living at Condo rent.

 Email Josh: yougojosh@gmail.com

1239 PARK TERRACE
 2 bdrm, \$895, heat, hot water + parking included, quiet adult building, 1/2 month free with one year lease, call resident manager
250-888-1212

ACCOMMODATIONS WANTED

WANTED: BACHELOR OR BASEMENT ste with access to garage for motorcycles. Am quiet, single, Snr NCM, NS, No pets, willing to sign a long term lease. joekiraly@gmail.com

HARDWOOD REFINISHING SPECIALISTS
 • Eco-friendly finishes
 • Dustless sanding system
 • Victoria owned and operated
 5% Military discount on Installations
 FREE ESTIMATES
DOUBLE HARDWOOD FLOORS INC.
 1937 Newton Street Saanich 250-880-0926

LOOKOUT Classifieds & Real Estate

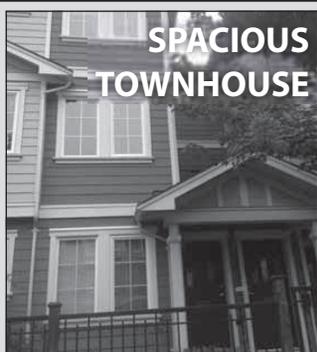
RATES: MILITARY and DND PERSONNEL: 25 words \$7.84 • ALL OTHERS: 20 words \$8.96 • Each additional word 17¢ • HST Included • DEADLINE FOR CLASSIFIED Advertising: Thursday at 11 a.m.

Call 363-3014 to book your display or word ad

REAL ESTATE • FOR SALE



TOWNHOME AT WATERFRONT NEAR BASE
Great views over Esquimalt working harbour, Fisgard Lighthouse, spacious 2 bdrm, 2 bthrm upper level unit (ground level entrance). Built in 1992. 1,500 sq ft. Very open plan, 3 balconies to use your BBQ on. Spacious grounds. Adult complex. Pets allowed. \$389,000.



SPACIOUS TOWNHOUSE
Family friendly townhouse in East Langford. Close to hwy for base commuters, but far enough away for quiet living. Spacious floor plan features 2 bdrms and 3 bthrms. Modern kitchen and lge master bdrm with double closets. Plenty of parking. A popular complex. Only \$272,000!



SPECTACULAR PANORAMIC VIEWS
Immaculate Langford 4 bdrm Home. View from every floor. Bright with lots of windows. Features hot tub, new hardwood floors, 3.5 bathrooms, upgraded gas fireplace, alarm system, surround sound. A must See! \$574,900

ALEX BURNS & ASSOCIATES

Cell: (250) 882-3335
Toll Free: (800) 663-2121
Web: www.AlexBurns.ca
canadianmilitaryrelocation.com



canadianmilitaryrelocation.com

Affordable Luxury
Open House Sat/Sun 1-4 **Walk to the Base!**
934 Craigflower

13 New Townhomes from \$389,000 - \$459,000 incl HST 3 Bdr/Garage

NICOLE BURGESS
WALT BURGESS
250.384.8124
nicole@nicoleburgess.com

PEMBERTON HOLMES
ESTABLISHED 1887

STUNNING HOME! STUNNING VIEWS!
Immaculate 3 bdrm, 2.5 bath, quiet cul-de-sac, 2 blocks to CFB Esquimalt, views of the ocean, Olympic Mt & Saxe Point. Open concept design, oak hardwood floor & tile throughout, amazing ensuite w/ 2-person therapeutic jet tub. 10 mins to downtown, \$559,900.
OPEN HOUSE Sat, March 9 • 10am-4pm
250-686-3978 • milliekress@gmail.com

BUYER'S CASH BACK
Get 75% back
from my commission by purchasing a home from MLS listings*
for \$800,000 home, you get \$9150 back
Ray Kong P. Eng
Realtor, Professional Engineer
top 1% in sales among Victoria agents
250-858-0099
TotalRealtyDiscount.ca

POSTED to Victoria? \$354,900
103E-1115 Craigflower Rd.
Gorgeous condo overlooking golfing greens, quick access to the base, on bus route. Quality built in 2005, 2 bed + Den w/g pkg, storage lkr.

CALL DIRECT 250-213-7444
Shelly Reed
I listen and I care!
For open house & photos: www.shellyreed.com
Sutton GROUP West Coast Realty

HAULING
Father & Son need work, we'll do the job the others won't. Trash hauled from \$5. Plus dump fee. No job too small.
OAP rates
• Any weather
• Demolition
Refuse Sam
250-216-5865 or 250-475-0611
SAME DAY SERVICE

DAYCARE
LICENSED DAYCARE IN SOOKE. ECE assistant with years of experience running a daycare with a preschool curriculum in my home. www.funkymonkeydaycare.com or 778-425-0066

twitter.com/Lookout_news
www.facebook.com/lookout.newspaper

Base Newspaper Advertising • Local or National

Canadian Armed Forces Base Newspapers 16 Bases - One contact

250-363-8602 ext 2
Joshua.buck@forces.gc.ca

Sell your home in the Lookout
Call 363-3014 to advertise

SERVICES OFFERED

Peace of Mind Petcare
"We care for your pets when you can't"

✓ Dog Walking 250-382-7131
✓ House Sitting Peace-of-Mind-Petcare.com
✓ Pet Sitting
✓ 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

What are your kids doing for Spring Break?



**PSP Fun Seekers
Spring Break Camp!
for ages 5-12**

Our Spring Break Camp is loaded with spectacular theme days, outings, educational games, creativity, music, silly fun and much more

**March 18-22 • 9am-4pm
CPAC • \$120 + HST**



For information or to register call PSP at 250-363-1009.

LIVE IN ESQUIMALT!

**No Rush Hour
Walk to the Base!**

**Huge price reductions
Priced to sell**

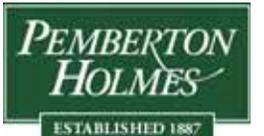
- Amazing Ocean & Mtn Views
- Move in Ready
- Next to Base
- Spacious, Unique Floor Plans
- Large Decks, Spacious Kitchens
- On-site Gym
- No Strata Fees For the 1st Year

**Call us now to arrange
your house hunting trip!**



OVATION

**Show suite Open Sat. & Sun.
from 2-4 @ 1315 Esquimalt Rd**



The Mark Imhoff Group
Pemberton Holmes-Menzies
250.590.1775 • HomeSalesVictoria@shaw.ca

\$10k Government bonus before April 1

Military incentives for new postings

Walk to the base

**LEARN MORE at our Info Session
FREE LUNCH & DOOR PRIZES**

**Pacific Fleet Club
Friday, March 15 from 11am-1pm**



Ivica Kalabric
250-384-8124



skylinevictoria.com