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20th Anniversary Celebration April 6, 2016



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Message from the Commanding Officer



FMF CB Commanding Officer's message FINAL

It's an absolute honour to join my ship repair team, special guests and sponsors on April in celebrating 20 years as Fleet Maintenance Facility CAPE BRETON.

FMF CAPE BRETON is more than just an industrial facility in the Dockyard, or people in hard hats carrying canvas bags. FMF CAPE BRETON provides time and safety sensitive support to the Royal Canadian Navy (RCN) through the provision of both general and defence specific engineering and maintenance services for

Canada's West Coast Fleet.

FMF CAPE BRETON is made up of a dedicated team of men and women who enthusiastically support the Fleet, take pride in a job well done, and through their efforts and flexibility provide strategic advantage to the RCN.

Prior to the creation of FMF CAPE BRETON, three units worked to support the Fleet's ships and submarines: The Naval Engineering Unit Pacific, the Fleet Maintenance Group and the Ship Repair Unit Pacific.

Naval Engineering Unit Pacific was the subject matter experts who provided technical specifications, trials and advanced troubleshooting.

The Fleet Maintenance Group (FMG) operated out of the old liberty ship CAPE BRETON and consisted of sailors and officers from the engineering trades who vetted the Fleet's work requests, performed preventive maintenance and minor repair work, while the Ship Repair Unit Pacific consisted of DND civilians who did the heavy repair work and installed engineering changes.

To improve service, support, and to gain efficiencies these three units were amalgamated on April 6, 1996, to form what is now known as the FMF CAPE BRETON. Named after HMCS CAPE BRETON, the liberty ship within

which Fleet Maintenance Group previously operated, the transition was a significant task, and throughout the years FMF has continued to adopt to meet evolving RCN priorities and the needs of the day. These transformations have been enabled by the men and women who work in FMF CAPE BRETON, and it is because of their efforts that FMF has, and continues to provide exceptional support to the Fleet.

During its 20-year history, FMF has supported a long list of ship classes and has built its reputation as a strategic naval asset. Supported classes include: Annapolis, Halifax, Iroquois, Kingston, Protecteur, Provider and the Victoria Class Submarines.

Highly flexible and adaptive, FMF is in the midst of preparing to support the future fleet, and guided by the outputs of the Naval Engineering and Maintenance Strategic Initiative, FMF CAPE BRETON is now reshaping to meet future needs.

FMF CAPE BRETON is fortunate to have amazingly talented staff and strong partnerships with industry. The level of dedication, innovation and creativity has led to some remarkable achievements, and FMF CAPE BRETON has consistently delivered many challenging projects. Recent examples include the first Victoria Class Extended Docking

Work Period and the highly complex Halifax-Class Modernization activity.

The infrastructure that supports FMF CAPE BRETON has not remained static over the years and has been progressively modernized to meet Fleet needs; known as C4360, the FMF modernization project will ultimately replace more than 68 work places scattered throughout dockyard with a modern facility and create a formal Ship Repair Zone (SRZ) within the dockyard. The facility and associated SRZ are expected to be fully operational by the end of 2018.

I would like to take this opportunity to thank the Fleet, our shore-based clients and our partners in industry who persevered through our growing pains and helped shape FMF CAPE BRETON into the strategic asset it is today.

To our First Nations neighbours whose lands we have been fortunate enough to share in the defence of Canada, we respect and honour you.

I ask that all members of Maritime Forces Pacific, CFB Esquimalt and our industry partners take a moment and share in our collective accomplishments.

Capt(N) Chris Earl
Commanding Officer, Fleet
Maintenance Facility CAPE BRETON

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About Fleet Maintenance Facility Cape Breton

Twenty years ago, on April 1, 1996, Maritime Forces Pacific officially closed three separate Fleet engineering and maintenance units in order to establish the new, consolidated Fleet Maintenance Facility CAPE BRETON. The three units that stood down were the Naval Engineering Unit (Pacific), the Ship Repair Unit (Pacific), and the Fleet Maintenance Group.

The first Commanding Officer of FMF CAPE BRETON who oversaw this significant change in the shoreline maintenance organization was Capt(N) Bert Blattman.

The change came following a two-year study of the naval engineering and main-

tenance system (the Naval Engineering and Maintenance Functional Review) which involved staff, management and the unions.

The aim of the review was to reduce expenses by 20 per cent and effectively re-allocate the resources between MARLANT in the East and MARPAC in the West. The largest change came with Alternative Service Delivery (ASD), where FMF CAPE BRETON could choose to employ external contractors to complete selected maintenance work if resources were unavailable in-house, or if contracting out provided the customer

with the best value.

Fast-forward 20 years and that same philosophy and business model is still employed today.

FMF CAPE BRETON has continued to grow and evolve since its inception in 1996. Work is underway to change FMFs dockyard layout into a consolidated Ship Repair Zone. The FMF modernization project C4360 will replace antiquated and widely-dispersed industrial facilities from the past, and replace them with 35,000 square metres of new space that logically groups 26 workshops into five work centres. When completed, C4360 will reduce

the total footprint from 66,000 to 48,000 square metres (23%). This project will not only update and streamline both equipment and facilities, but will also transform the service delivery culture that was deeply rooted in separation vice the consolidated work centres that are soon to come.

The completion of C4360 will generate a cohesive and progressive workforce performing optimally within a modern industrial facility with contemporary tools at the worker's fingertips.

The last phase of this project is scheduled to be completed in the end of 2018.

Where did the name Cape Breton come from?

The unit is named after a Second World War Victory Ship that started life as the Royal Navy HMS Flamborough Head. Her keel was laid July 5, 1944, and it was transferred to the Royal Canadian Navy and renamed HMCS Cape Breton - ARE 100 in 1952.

It was then outfitted to become a RCN Cape-Class Escort Maintenance Ship. In 1975 its sailing days were over and it became the "building" for the Fleet Maintenance Group (FMG). It was manned by sailors and officers tasked to assist the navy fleet with preventive maintenance and small repairs.

As FMG, it was a collection of workshops including a foundry and was the first point of contact for the ships when they needed maintenance or repairs. It eventually became an artificial reef off Snake Island by Nanaimo.

FMF of Today

The real heart of FMF CB is the people, a team of more than 900 civilians and 150 military. These skilled professionals coordinate and execute the complex business of keeping the Pacific Fleet operational. Each person is a key component in the process, and they are divided into seven departments, each with its field of expertise:

- **Operations** – planning, scheduling, coordination
- **Engineering** – specifications, trials, diagnostics, technical authority, subject matter experts
- **Production** – skilled tradesmen that do the physical work, material management
- **Unit Support** – support services, administration, safety, calibration, industrial engineering, and environment
- **Finance** – Comptroller - manages the money
- **Strategy** – Long term planning
- **Process Integration** – Maintains standards and process

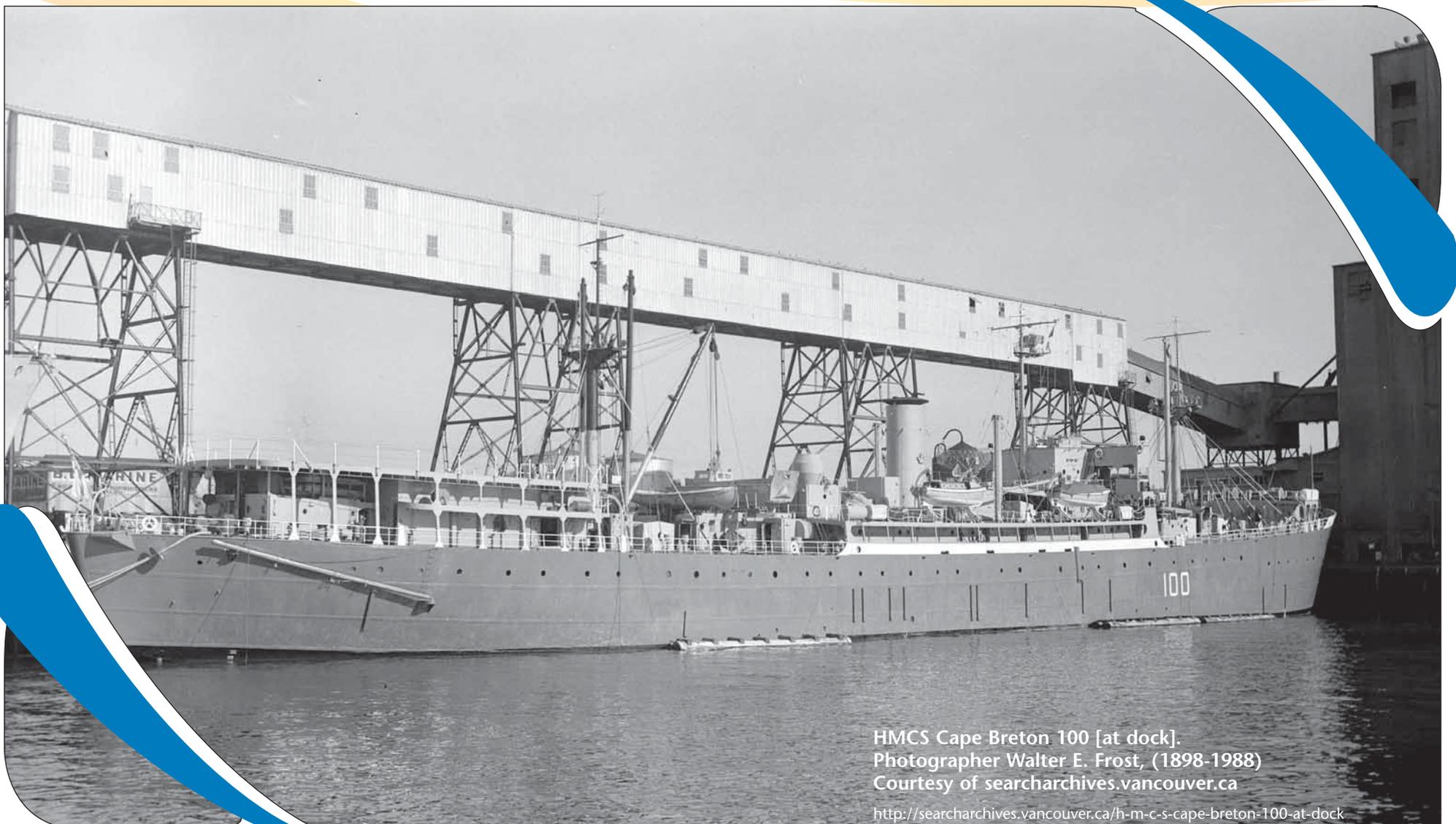
The Apprentices Program

FMF CB has a robust apprentice program to ensure there are sufficient skilled trades people to backfill the retirements. FMF CB employs 53 apprentices in over 15 separate trades. Each apprentice in all six trade groups receives trade-specific training in the fabrication, maintenance and repair of our naval fleet. Most apprenticeships are four years long and apprentices working at dockyard find this to be a rewarding and challenging work environment.

Our First Nations neighbours

FMF CB would like to acknowledge our neighbours the Songhees and Esquimalt Nations for sharing their traditional territories.

The name Esquimalt comes from the Central Coast Salish language. It is pronounced "Es-whoy-malth" meaning "place of gradually shoaling water."



HMCS Cape Breton 100 [at dock].
 Photographer Walter E. Frost, (1898-1988)
 Courtesy of searcharchives.vancouver.ca

<http://searcharchives.vancouver.ca/h-m-c-s-cape-breton-100-at-dock>

First Nations join in the celebration

Rachel Lallouz
Staff Writer

When Fleet Maintenance Facility Cape Breton (FMF CB) celebrates its 20th anniversary on April 6, one of its long time employees will pay a special tribute to the organization.

Bill Stewart, a Technical Data Specialist with FMF CB and a member of the Ahousaht First Nation, will perform his Travelling Song.

The song came to Stewart in the fall of 2002 when he had a vision of Elder and Warrior shadows singing in the First Nations language Nuu-Chah-Nulth.

“They were singing a song over and over, and the visions of them singing this song came to me for days after the initial vision,” says Stewart, who has worked for DND for 23 years. “The people in the vision were my ancestors and I knew they were coming from all walks of life.”

Many of the people in his vision were dressed in military uniform as well as traditional First Nations regalia, which tied the song to the military community for Stewart.

The vision came weeks after the death of Stewart’s great-grandmother and brother. That following spring, Stewart was singing spiritual songs to the Creator in Cathedral Grove, just outside of Port Alberni. As he sang, the same song heard in his vision came to him with what he describes as the sound of thunderous drumming.

Stewart says he took this as a sign from the Creator that it was time for him to begin singing and sharing the melody.

Since then, Stewart has performed the song at a few special events on the base including Aboriginal Day.

To perform the song according to the oral First Nations tradition, Stewart uses a drum he made from cedar, elk hide

and sinews collected from the beach. Most First Nations girls and boys learn to make their own drums during early adolescence, around age 14 or 15.

“I started learning to drum when I was three years old,” says Stewart. “My great-grandfather taught me the traditional ways of playing, and how the drum can predict the tides or the weather. The drum is the heart of my culture and my way of life.”

With encouragement from Elders, Stewart dedicated his song to DND because of the significance of his ancestors in military uniform.

“The song is meant to communicate a message of embracing relationships with our First Nations neighbors through collaborative agreement,” says Stewart. “It’s about bringing people together.”

Stewart, who is also the Co-chair of the Esquimalt Defence Aboriginal Advisory Group (DAAG), says that the song encourages DND to work with neighboring First Nations communities located near the various bases on Vancouver Island.

In order to pass his song down to others in DAAG, Stewart created copies of the Travelling Song’s lyrics, with the goal of teaching the song to younger members.

Roughly 10 members in the DAAG’s Drum Group, established two years ago, are currently practicing the Travelling Song, alongside three other songs they will perform at the opening ceremonies of the FMF anniversary celebration.



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FMF Cape Breton Ship Repair Zone (SRZ) Implementation

FMF CAPE BRETON supports the Royal Canadian Navy through the provision of both general and defence specific engineering and maintenance services for its West Coast Fleet.

Safety, security and environmental risks are inherent in many of these ship repair activities and for this reason the SRZ has been defined as a key component of C4360 (FMF modernization) project.

The FMF modernization is in its final phase of construction and is expected to complete in FY17/18.

Once completed, permanent security fencing and gates will be installed and all Ship Repair Zone (SRZ) entry points will be controlled by either commissionaires or access badge enabled turnstiles. The SRZ is intended to reduce safety and security risks by:

- restricting FMF CAPE BRETON hazardous working areas to personnel conducting ship repair related activities only;
- increasing safety and security awareness; and
- increasing security of information and Controlled Goods under FMF CAPE BRETON control.

On April 1, FMF CAPE BRETON will introduce the SRZ to the broader Formation by initially delineating the area. As a first step, temporary fencing with uncontrolled pedestrian access points will be installed as close to the

planned C4360 configuration as possible. Through progressive FMF and broader Formation use, feedback will be sought, and lessons identified, in order to inform the final/permanent installation.

The initial fencing configuration may be viewed on the MARPAC Notice Board. This configuration defines three pedestrian access points and safe transit lanes:

- Grilse Rd on the raised walkway alongside the drydock;
- along the waterfront by the small boat floats; and
- across the drydock caisson.

Personal Protective Equipment (PPE) (i.e. Hard hats, CSA approved safety boots and glasses) is mandatory within the SRZ, but is not be required in FMF office areas, lobbies, lunchrooms, change rooms or other non-designated PPE zones, and while transiting to and from buildings, ships, or submarines via the safe transit lanes.

Contractors and visitors involved in ship repair activities are generally responsible for their own PPE, but a limited number of safety glasses and hard hats are available for sign out from the security kiosk at Grilse Road as needed.

Organized tour groups that have pre-registered with the FMF CAPE BRETON Unit Chief do not require CSA approved footwear.

Access will continue to be controlled for all FMF CAPE BRETON buildings within the SRZ, with all personnel required to hold and display a valid access badge in a visible location on their upper body. As of April 1, visitor access badges will be available from the Commissionaire located in the security kiosk on Grilse Rd beside the drydock. Once visitors have completed their business they must return the access badge to the Building Security Officer or the Commissionaire prior to exiting the SRZ.

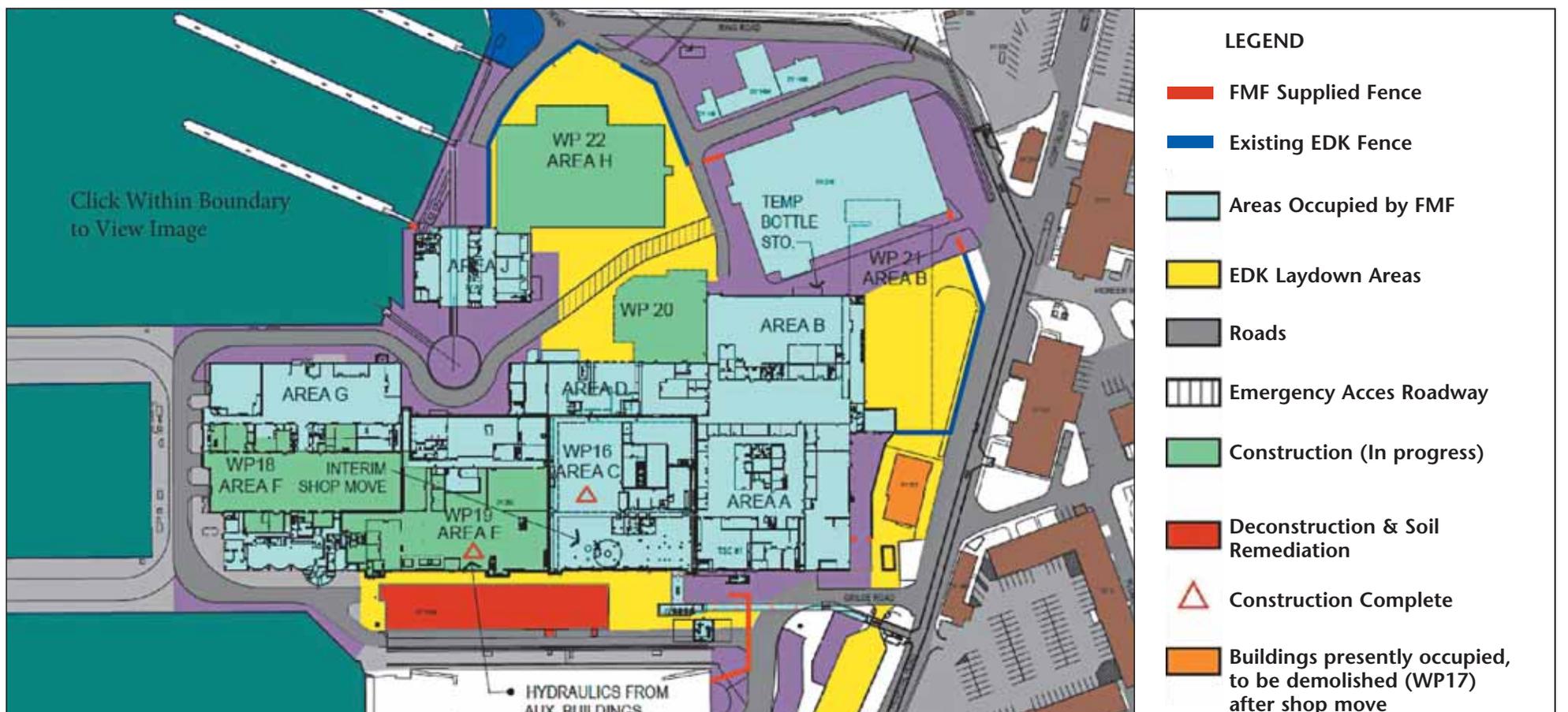
Non-emergency vehicle access will be permitted via the Grilse Road SRZ gate only and will be limited to approved DND and commercial vehicles only.

Commissionaires will control access during normal FMF business hours (0600-0000 Monday to Friday), but these hours will be extended if FMF is required to work outside of normal operating hours in order to meet Fleet operational priorities.

Personal bikes are not permitted within the SRZ and the use of designated bicycle storage racks, located throughout the dockyard, is encouraged.

Personnel posted to deploying ships may walk their personal bike through the SRZ as necessary.

Questions, concerns, and SRZ feedback may be directed to the FMF CAPE BRETON C4360 Transition Office CPO1 D. Bell at 3-4909.



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At the helm

look back at the officers in charge

Commanding Officers of FMF CB and their current ranks:

1994-1997: Capt(N) (Ret'd) Bert Blattmann
1997-1999: Capt(N) (Ret'd) Jake Jacobsen
1999-2001: Cmdre (Ret'd) Roger Westwood
2001-2004: RAdm (Ret'd) Richard Greenwood
2004-2009: Capt(N) (Ret'd) Alex Ruben
2009-2010: Cmdre (Ret'd) Martin Adamson
2010-2013: Capt(N) (Ret'd) Donald Smith
2013-to present day: Capt(N) Chris Earl

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Employees demonstrate their skills

FMF Cape Breton is nothing without the skilled men and women who work with in the organization. Thus, continuous skill development and workforce renewal is always a priority.

In recognition of the capabilities, knowledge, and skills resident within FMF CAPE BRETON workforce, FMF will present a naval-themed decanter to the RCN in honour of the FMF's 20th

Anniversary that will be a staple at Formation Mess Dinner's for years to come.

In support of the continuous workforce renewal requirement, FMF CAPE BRETON actively maintains strong apprentice and co-op student programmes. As part of FMF's birthday celebrations, an apprentice competition was held to showcase the outstanding skills developed during

the FMF apprentice programme. This competition required seven teams of apprentices, without supervisor assistance, to display trade knowledge, problem solving creativity, and technical aptitude through the creation of trade related display pieces that will proudly be displayed on April 6 at the ceremony, and throughout FMF thereafter.



Above: Kelsey Kohl demonstrates the powder coating process he learned as part of his apprenticeship with Fleet Maintenance Facility Cape Breton.



Left: Apprentice Heidi Schulz puts the finishing touches on a plaque using a router in the wood shop.



Right: Machinist apprentice Heather Hunter uses a lathe.

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