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Volume 64 Number 8 | February 25, 2019

# LOOKOUT

MARPAC NEWS CFB Esquimalt, Victoria, B.C.



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RAdm Bob Auchterlonie and Capt(N) Jason Boyd are joined by the senior leadership of Maritime Forces Pacific to show their support for the anti-bullying campaign Pink Shirt Day, this Wednesday, and respect in the workplace. Read more on page 10.

Photo by SLt M.X. Déry

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# Police dispatcher battles terminal cancer

**Peter Mallett**  
Staff Writer

Members from Military Police Unit Esquimalt (MPU) are rallying support around a long-serving employee following his terminal cancer diagnosis.

Since 1997, MPU dispatcher Phil Meredith has been that friendly smiling face behind the front desk at the Naden guard house who greeted visitors when they arrived. To 911 callers and MPs on the two-way radio, Commissionaire (Cmre) Meredith has been a calming voice at the other end, says Lieutenant Gueorgy Zatonskikh, MPU Esquimalt Support Operations Officer.

"He does a very difficult job very well and often deals with emergency callers who are in desperate situations. For members of the MP unit, he tries to make light of the worst situations and doesn't let things get

to you, and in our line of work that is extremely important."

Cmre Meredith, 66, also acted as dispatcher for members of the security Commissionaires team who staff the front gates at CFB Esquimalt.

But he no longer occupies his desk at the main entrance. Approximately three months ago he was told by his doctor he has terminal stomach cancer and has between six and nine months to live.

Lt Zatonskikh and the rest of the department heard the prognosis from Meredith just after the Christmas break and it wasn't easy to take.

"We were all shocked when we heard the news and very concerned because so many people care about Phil," said Lt Zatonskikh. "He is our go-to-guy that keeps people going through tough times; somehow he is staying positive throughout this ordeal."

To help Cmre Meredith

pay for medical expenses, lost wages and funeral costs Lt Zatonskikh launched a Go Fund Me page. Starting with a fundraising target of \$10,000, in only a few weeks he raised over \$6,000.

"We have seen an outpouring of generosity from people here in our department and from other MP units across Canada because so many people know Phil and have worked with him," said Lt Zatonskikh.

Cmre Meredith is being cared for at his home by his wife Patricia. He makes frequent trips to and from the hospital for checkups with his doctor and to undergo treatment. Lt Zatonskikh says Cmre Meredith has lost approximately 80 pounds since his diagnosis and has been severely weakened by the cancer treatment.

Despite his condition, Cmre Meredith remains upbeat and optimistic. In a recent email to

Lt Zatonskikh and the MPU unit he reported he had completed his radiation treatment and was starting chemotherapy with the hope of extending his life.

"This is part of my life I never expected or was prepared for so thank goodness for Patricia and the wonderful support by my co-workers," wrote Meredith.

The encouragement and support of colleagues has helped boost his spirits.

Lt Zatonskikh is reaching out to members at the base to contribute to the fundraising campaign, and if they are financially unable, to leave messages of encouragement for Cmre Meredith and his wife on the Go Fund Me page: <https://www.gofundme.com/help-for-phil-meredith>

"He is reading these posts and wants to thank people for their continued support," said Lt Zatonskikh.

This is part of my life I never expected or was prepared for, so thank goodness for Patricia and the wonderful support by my co-workers.

Phil Meredith

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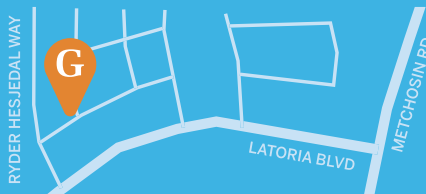
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Photos by Peter Mallett, Lookout

# NEW RECRUIT

warms up to

*signing bonus*

**Peter Mallett**  
Staff Writer

A cook with formal culinary arts training says a career with Canada's military is providing him a permanent port of stability from the topsy-turvy restaurant industry.

Leading Seaman Robbie McDougall, 39, is a certified Red-Seal chef with an impressive list of credentials. He has close to 20 years of experience cooking at high-end eating establishments here in British Columbia, Europe and Great Britain.

But early last year he decided to end his career in the private sector and join the Canadian Armed Forces as a cook. He is currently behind the grill at the Nelles Block galley.

"I have a lot of friends cooking for the private sector who are my age and are grinding it out. I realized what I wanted for me and my wife Sylwia going forward was stability, and doing what I was doing really wasn't getting me anywhere. I wanted to

explore other options."

He also notes the great benefits that include: no seasonal work stoppage, unlike many private sector restaurants, the rewards of a steady income, and a solid benefits package. His career move was also spurred by the encouragement of a military member who lives next door.

"I wanted the stability that he had in his life and while I was talking to him, I gradually began to ask the question to myself: Do I really want to be slinging burgers when I'm 64?"

## A never-before offered signing bonus

LS McDougall also received a \$20,000 signing bonus, a new incentive for the trade. It was offered about a month before his formal enrolment because of his culinary training; this also earned him an advanced promotion to Leading Seaman at the graduation parade following Basic Training.

LS McDougall says the money, and the promotion,



LS Robbie McDougall of Base Foods showcases his special cod fillet meal in the kitchen at Nelles Block.

have made it possible to make a down payment on his first home.

In the spring of 2018 signing bonuses were introduced for the first time for the cook occupation.

PO2 Heather Smolinski, a recruiter with the Canadian Armed Forces Recruiting Centre Pacific Detachment Victoria, says cooks aren't the only professions being offered signing bonuses. The CAF is currently recruiting to fill multiple full and part-time employment opportunities.

"Signing bonuses have been offered on and off over the years for a wide range of occupations," says PO2 Smolinski. "Signing bonuses are not considered a program or entry plan; they are a recruiting tool to attract the right applicants to specific roles and targeted positions within the Forces."

There are a handful of other occupations currently offering signing bonuses such as Army Communications Information Systems Specialist, Medical Officer and some naval occupations

for former fully trained service personnel.

## Life in the military

Today LS McDougall helps lead a 10-person team of cooks who prepare lunch and dinner for approximately 200 guests per meal at Nelles Block.

While he spends most of his days working in the mess, he is sometimes called on for other tasks. In November he was part of a team of base cooks who prepared a four-course meal for a South Korean delegation at Rear-Admiral Bob Auchterlonie's residence.

"My career in the navy has opened up a world of possibilities where I can go to exotic places and work in new environments and that is very enticing and exciting for me," said LS McDougall. "Quite frankly, I'm grateful for the opportunity to serve in the RCN."

To learn more about signing bonuses and job opportunities with the CAF visit the Forces.ca website or stop by your local Recruitment Detachment to speak to a Recruiter.

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# matters of OPINION

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## WHAT SAY YOU

### People Talk

On Feb. 21 the Naden Athletic Centre hosted the 2019 MARPAC Health and Wellness Expo. With healthy lifestyle as the focus, Lookout asked participants the following question:

*What is one key component of good health that you rely on constantly and why?*



I like to just keep moving in my everyday life. Being active like this is a great way to promote good health.

**David Craft,**  
**Western Equipment Ltd.**



A daily exercise routine that includes stretching and swimming on a regular basis. It makes me more relaxed and feeling good.

**Tiffany Diack,**  
**The Arthritis Society**



I enjoy doing functional fitness such as crossfit because it encompasses a wide range of exercises, it's a huge stress reliever and helps me clear my head.

**Captain Megan McDougall,**  
**Base Administration**



As a former Olympian and survivor of a car accident and traumatic brain injury I love to do pole walking whenever I can. It works out your entire body and keeps me in good health.

**Linda Schaumleffel,**  
**Nordic Pole Walking Victoria**

## WHAT SAY WE

# Health survey needs your input



Statistics Canada, in collaboration with the Department of National Defence, is launching the Canadian Armed Forces Health Survey (CAFHS) in 2019. You might be one of the randomly selected individuals to receive an email and letter in the mail requesting your participation in this survey.

You might not have received an invitation to do the survey in January 2019 since the CAFHS will be administered in two cycles - the second wave of invitations will be sent in April 2019.

Regular or Reserve Force members, we need to hear from you so that we are informed about your most important health and lifestyle issues.

Your responses will help shape current and future policies and programs aimed at ensuring the best possible health for CAF personnel. This survey is a valuable tool for monitoring physical and mental health, effectiveness of care, and satisfaction with health services.

If you receive an invitation to participate in this survey, please take the time to complete it. For the results

to be accurate and representative of the CAF, we need everyone who was selected to take part. This electronic questionnaire will take about 45 minutes to complete. You can complete it at home or at work. Your contribution will give us the information needed to continue our efforts to improve health programs and services for all CAF personnel.

For more information, visit the Statistics Canada Website: [www.statcan.gc.ca/CAFHS](http://www.statcan.gc.ca/CAFHS)

**General Jonathan Vance**  
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Right: Fundraising for the National Defence Workplace Charitable Campaign (NDWCC) wrapped up at CFB Esquimalt recently. Military personnel and civilian employees raised a total of \$257,705 for charitable organizations in our community. At last Thursday's MARPAC Health Expo at the Naden Athletic Centre, Captain (Navy) Jason Boyd was on hand to present the cheque to (left) Hazel Braithwaite, United Way Greater Victoria Director, Community Campaign, and Julie Mills, HealthPartners Accounts Manager.

Photos by Peter Mallett, Lookout



Left: Paul Silletta owner of Guido's Caffe on Grenville Street in Esquimalt serves up complimentary Mascarpone cheese pinwheels for visitors.



Harry Stinson of the CFB Esquimalt Model Railway Club keeps things on track.

# MARPAC & HEALTH & WELLNESS expo

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Lt(N) Mohamed Gudal of the CFB Esquimalt Golf Association tries his hand with a putter.



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Commander Canadian Fleet Pacific,  
Commodore Angus Topshee visits HMCS  
Regina and crew in Honolulu, Hawaii,  
during Operation Projecton on Feb. 13.

# HMCS REGINA AT SEA

Photos by Corporal Stuart Evans, Borden Imaging Services



Leading Seaman Forry conducts daily maintenance checks on the ship's engines.



Physician assistant Lieutenant Craig Bellamy trains the crew in recovering people who fall over board.



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# Soldier On winter sports camp proves good medicine

**Peter Mallett**  
Staff Writer

They skied, snowboarded, snowshoed, played sledge hockey, rode bobsleighs and zip lined all to spur the recovery process from their physical and mental injuries.

From Feb. 11 to 22, 32 current and former military

members from four nations converged on Whistler, B.C., for the seventh annual Allied Winter Sports Camp.

Participants were housed and fed at Whistler's Athletics Centre, which was previously used to house athletes at the 2010 Winter Olympics. Each day they hit the slopes, ice arenas and the Whistler Sliding Centre for a full schedule of activities.

The camp was organized by the Canadian Armed Forces Transition Group's Soldier On Program and brought together men and women from Canada, the United States, Australia and the United Kingdom. Three serving members of the Canadian Armed Forces and seven veterans, all of whom acquired an illness or injury while serving Canada, were among the participants.

Chief Petty Officer Second Class (Retired) Joe Kiraly helped organize the event and says the goal of Soldier On is to give everyone a chance to be active by using sport for recovery.

"There are no limits to staying active, where there is a will there is a way. Beyond sport,

Soldier On helps military men and women out of some really dark places and supports them integrate into our community and reconnect with their brothers and sisters in arms."

Soldier On also runs other sports camps and athletic activities throughout the year and is the organizer of Canada's Invictus Games team.

Kiraly says the Soldier On program and the Allied Winter Sports Camp is all about a common experience, sharing coping strategies for mental and physical injuries, and building new friendships.

He believes the entire experience is "good medicine", while adding participating in Soldier On is something he can relate to first hand. That's because Kiraly was once a sailor in the Royal Canadian Navy until a workplace accident ended his career. In 2008, he was working aboard *HMCS Calgary* when a fall from a ladder left him with back and neck injuries. During his recovery process, he was fortunate enough to begin working for the Soldier On program.

It's also a cause many promi-

nent Canadians have gotten behind including Minister of Defence Harjit Sajjan who travelled to Whistler to show his support.

"It was great and truly awesome to have him with us," said Kiraly.

Other supporters have come on board to support Soldier On and its mandate. Local non-profit Whistler Adaptive Sports Program (WASP) provided adaptive sports equipment for the events.

"For example, mobility can be an issue for people with neurological issues, but we enabled them to sit down on a sled and play sledge hockey or take adaptive equipment so they could hit the slopes and go skiing," he said. "I'm convinced this ability truly helps makes people's lives better. It's experiences like these that help shape lives and sometimes even save lives."

Since its founding in 2007 Soldier On has assisted close to 5,000 individuals. For more information about Soldier On and future events and activities visit their website at [www.SoldierOn.ca](http://www.SoldierOn.ca) or their Facebook or Twitter pages.



Athletes at the Soldier On Allied Winter Sports Camp in Whistler on Feb. 18.



Photos by Joe Koraly



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**Left:** Rear Admiral Bob Auchterlonie, Commander of Maritime Forces Pacific, alongside Tara Slone, co-host of Rogers Hometown Hockey, conduct the puck drop between Roméo D'Intino (left), team captain of the Islanders, and Fraser Auchterlonie (right), from the Panthers, to mark the start of the game at the Panorama Recreation Centre Feb. 15.  
Photo by Leading Seaman Sisi Xu, MARPAC Imaging Services





**RAdm Auchterlonie and Captain (Navy) Jason Boyd pose for a picture with Don Cherry, Ron MacLean and Tara Slone during the live broadcast of Hockey Night in Canada.**  
Photo by Leading Seaman Shaun Martin, MARPAC Imaging Services



**Members of the CFB Esquimalt Tritons and Rogers Home Town Hockey gather prior to their game at the Naden Wurtele Arena on Feb. 16.**  
Photo by Leading Seaman Sisi Xu, MARPAC Imaging Services



**Left:** Capt(N) Boyd and Ron Sam, Chief of the Songhees Nation, following the opening of the Rogers Hometown Hockey weekend.  
Photo by Leading Seaman Sisi Xu, MARPAC Imaging Services



**Left:** Ron MacLean, host of Hockey Night in Canada, poses with Leading Seaman Jordan Moehling of HMCS Vancouver, and his wife Jennifer.  
Photo: Leading Seaman Shaun Martin, MARPAC Imaging Services



**Right:** A group of young hockey fans excitedly wait for the live broadcast of Hockey Night in Canada.  
Photo: Leading Seaman Shaun Martin, MARPAC Imaging Services



**Members of the public gather in front of the stage at the Rogers Home Town Hockey festival.**  
Photo: Leading Seaman Sisi Xu, MARPAC Imaging Services



# Why is Pink Shirt Day important?

**Andrea Lam**

Health Promotion Specialist

Maritime Forces Pacific (MARPAF) is going beyond the "anti-bullying" message of Pink Shirt Day this year to promote and emphasize respect and civility in the workplace.

On Wednesday Feb. 27, senior leadership are encouraging employees to wear a pink shirt to support the message of creating a safe and healthy workplace.

People don't necessarily have to be best friends with everyone they work with, but they do have to create a respectful workplace where employees are courteous, caring, and considerate in their interactions with one another, as well as with customers, clients and the public.

There are numerous benefits to creating a civil and respectful workplace for the employees, supervisors and the organization. It can lead to higher job satisfaction, greater perceptions of fairness and a more positive attitude among employees. The organization benefits from improved morale, better teamwork, enhanced supervisor-staff relationships, and reduction in sick leave and turnover.

People also take a greater interest in personal development, engage in problem solving and enjoy their environment more when people are treated with respect and civility.

Practicing small, everyday acts of care and consideration can go a long way to help everyone feel safe, comfortable, and respected at work.

## Pink Shirt Day

WEDNESDAY FEBRUARY 27, 2019



[www.pinkshirtday.ca](http://www.pinkshirtday.ca)

### Pink Shirt Photo Challenge

Take a photo of your unit on Pink Shirt Day and send it to Nora Johnson at [nora.johnson@forces.gc.ca](mailto:nora.johnson@forces.gc.ca) - so we can see which unit has the most pink shirts. Write a caption with your photo submission telling what your unit does to foster respect and civility in your workplace.

### Tips to Foster Respect and Civility in the Workplace

#### Train and Develop

Provide training and resources on civil and respectful workplace behaviours such as listening, giving feedback, conflict resolution, anger management, and dealing with difficult customers. It's also important that staff learn to recognize what constitutes uncivil behaviour and how to address it. Health Promotion offers numerous courses that address these issues to military members, civilian employees and military family

members. It is also important that time and support are given to individuals who choose to pursue training and education on these workplace behaviours.

#### Incorporate Respect and Civility in Your Communications

Adopt non-discriminatory language and maintain the confidentiality of employees' personal information in all communications. Ensure that workplace communications are easy to find and accessible to all by prominently displaying them on bulletin boards, in employee handbooks, or online.

#### Give Your Full Attention

Basic respect is the foundation of working relationships. A civil workplace is one where everyone's input is recognized, valued and where our attention is focused on the conversation at hand. This focus means giving people and meetings your undivided attention. Be sure to turn off your cell phone

or any other device that may distract you. If you're going to be late for a meeting, let the organizer know in advance.

#### Use Respectful Language

Please... Thank you... Excuse me... I'm sorry... are words that you can use regularly to establish civility. Express appreciation to co-workers for their help, avoid interrupting others when they are speaking, and apologize with sincerity if you have mistakenly offended someone. These seemingly small gestures all help to contribute to an overall culture of a respectful workplace.

#### Be Considerate When You Speak

Humour in the workplace can take many forms and not all of them are appropriate or appreciated by everyone. Before making a joke, pause to consider your audience. Is the joke at someone else's expense? Might it be embarrassing or demeaning? If the answer is yes to any of these, then don't share the joke.

#### Address Uncivil Behaviour

In addition to demonstrating the type of behaviour we expect from others, it is equally important for employers to address situations that affect civility. Create and enforce guidelines and policies detailing expectations, and consequences for inappropriate behaviour. Allow for constructive problem-solving. Manage conflicts in an effective and timely fashion, and ensure follow-up with all parties involved.



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Teams get ready to compete in the 2018 competition.  
Photo by Peter Mallett, Lookout

## Volunteers needed for teen robotics competition

**Peter Mallett**  
Staff Writer

Organizers of this year's FIRST robotics competition are reaching out to military and civilian employees to volunteer at this year's Canadian Pacific Regional Qualifier.

Four Victoria high school teams of approximately 10 students each will be among 25 teams from across Canada, the United States and New Zealand building robots to do battle at this year's qualifier competition, March 7 to 9, at the Save-On-Foods Memorial Arena. This year's game is Destination: Deep Space.

FIRST Robotics Canada is a non-profit charity affiliated with U.S. parent organization FIRST (For Inspiration and Recognition in Science and Technology), whose mission is to inspire high school and elementary school students with hands-on technology experience under the guid-

ance of teachers, tradespeople and other mentors.

Lucy Mears, volunteer coordinator for the regional qualifier, said she is currently looking to fill a number of volunteer positions for referees, and others who will work to queue individual teams on the arena floor and help prepare them for the competition. Volunteers receive free meals and an event t-shirt for participating.

She says military personnel from CFB Esquimalt and its civilian employees are a perfect fit for the event.

"The base can provide people who are organized, good at taking direction, and people who enjoy working with youth and giving back to the community."

Last year base employees volunteered as support staff for the event including Petty Officer Second Class Victor Haines. PO2 Haines volunteered as an inspector and said he fully enjoyed the experience.

"They not only have to build the robot, but they also must build a team and work with each other," said PO2 Haines. "I really enjoyed seeing how students can build that camaraderie that I have learned to develop in the military. That experience of camaraderie is not just a military thing but a human one."

Each year approximately 4,000 teams of 10 students or more take part in 160 regional competitions around the world with the goal to qualify for the FIRST world championship event. This year's FIRST international championship will be contested, April 17 to 20 in Houston.

For more information and details on how to volunteer for the event visit the web page <https://www.firstinspires.org/resource-library/frc/volunteer-event-roles-and-training-resources> or contact Mears at [lucy@mears.ca](mailto:lucy@mears.ca) or by calling her at 250-812-5673.



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# WAR AMPS KEY TAGS AT WORK FOR CHILD AMPUTEES



As the War Amps mails out its 2019 key tags to households across the country with the theme, “Your Key Tags at Work,” the Association is also embarking on its second century of service. For more than 100 years, War Amps has been making a difference in the lives of amputees including 11-year-old Carter Sly.

Carter is a left leg amputee and a member of the War Amps Child Amputee (CHAMP) Program. The War Amps receives no government grants but with the public’s support of the Key Tag Service, the Association provides amputees with financial assistance for artificial limbs, peer support and information on all aspects of living with amputation.

The Key Tag Service was launched after the Second World War so that returning war amputee veterans could not only work for competitive wages, but also provide a service to Canadians that would generate funds for the Association.

“The War Amps provides our family with invaluable support,” says mom, Alzira. “Carter has been fitted with artificial legs for walking, running and swimming. We are so thankful to those who support the Key Tag Service.”

Each key tag has a confidentially coded number. If you lose your keys, the finder can call the toll-free number on the back of the tag or place them in any mailbox, and The War Amps will return them to you by courier, free of charge.

Those who do not receive their key tags in the mail can order them at [waramps.ca](http://waramps.ca) or call toll-free 1-800-250-3030.

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Photo by Able Seaman Callum Rutherford

A member of the Royal Australian Air Force marshals the first F/A-18A Hornet from Australia into position after arriving at the Aerospace Engineering Test Establishment, 4 Wing Cold Lake, Alberta, on Feb. 16.

## First interim jets arrive

National Defence /  
Canadian Armed  
Forces

The Royal Canadian Air Force (RCAF) marked the arrival of the first two interim fighter aircraft on Feb. 17.

Canada is procuring 18 fighter aircraft and parts from the Government of Australia to rapidly increase availability of the CF-18 fleet in order to ensure the RCAF can meet all obligations simultaneously.

These aircraft are the same type as Canada's current CF-18 fleet and can be integrated quickly. Modifications and

technical work will begin immediately so they can be brought to a similar configuration to Canada's CF-18 aircraft. The work will continue to be done by Canadian companies.

Deliveries will continue at regular intervals for the next three years, and aircraft will be integrated into the CF-18 fleet as modifications are completed. The final aircraft are expected to arrive by the end of 2021.

The first two aircraft are the F/A-18A model, which means they are single-seat aircraft. They were flown to Cold Lake, Alberta, from Nellis, Nevada, where they were partici-

pating in Exercise Red Flag, and will be employed at 3 Wing Bagotville and 4 Wing Cold Lake.

Modifications and maintenance of the current CF-18 fleet will continue to be required until the RCAF transitions to a future fighter. A review of combat capability improvements is currently underway.

Canada continues to make progress toward replacing its fighter fleet. The formal request for proposals for the future fighter fleet is expected to be released in spring 2019, with a contract award in 2021-22 and deliveries to begin in 2025.

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## Real Property Operations Unit (Pacific) Awards and Promotions

LCol Sandy, Commanding Officer of Real Property Operations Unit (Pacific) presented medals, awards and promotion to the following employees.

Photos by MCpl Elizabeth Cabana



MCpl Burris receives the Special Service Medal (NATO).



MWO Segall is promoted to his current rank.



WO Segall receives the Commander's Coin.



Jason Wilmot receives the Commander's Coin.



Ron Barnhart receives the Commanding Officer's Bravo Zulu.



Capt Demeulenaere receives the Commander's Coin and Commendation.



MWO (Retired) Ron Granados accepts his Certificate of Service for more than 24 years of service.



Avr Bobok is promoted to the rank of Avr (Trained) by Maj Kierstead, Officer in Charge of Real Property Operations Unit (Pacific).



Avr Carr is promoted to the rank of Avr (Trained) by Maj Kierstead, Officer in Charge of Real Property Operations Unit (Pacific).



Avr Corriveau is promoted to the rank of Avr (Trained) by Maj Kierstead, Officer in Charge of Real Property Operations Unit (Pacific).



CFB ESQUIMALT

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## MISCELLANEOUS

**INTERESTED IN JOINING** A coffee/social group for military veterans and military in Cowichan Valley? For info contact Bob Hedley on Facebook. The intention of the group is to meet-up with other veterans and present serving members to exchange stories and facilitate fun get-togethers. FB Group: Cowichan Valley Coffee.

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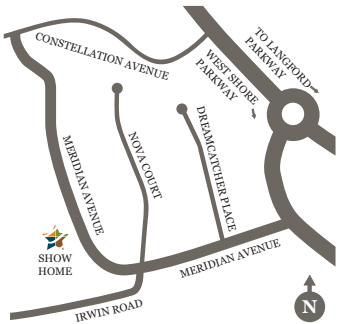
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