



**FREE
CLASSIFIEDS!!!**

...see page 14

**Would you like to be
awarded nearly
\$3,000? This airman
was...(story page 6)**



The Comox Valley's Oldest Newspaper.



TOTEM TIMES



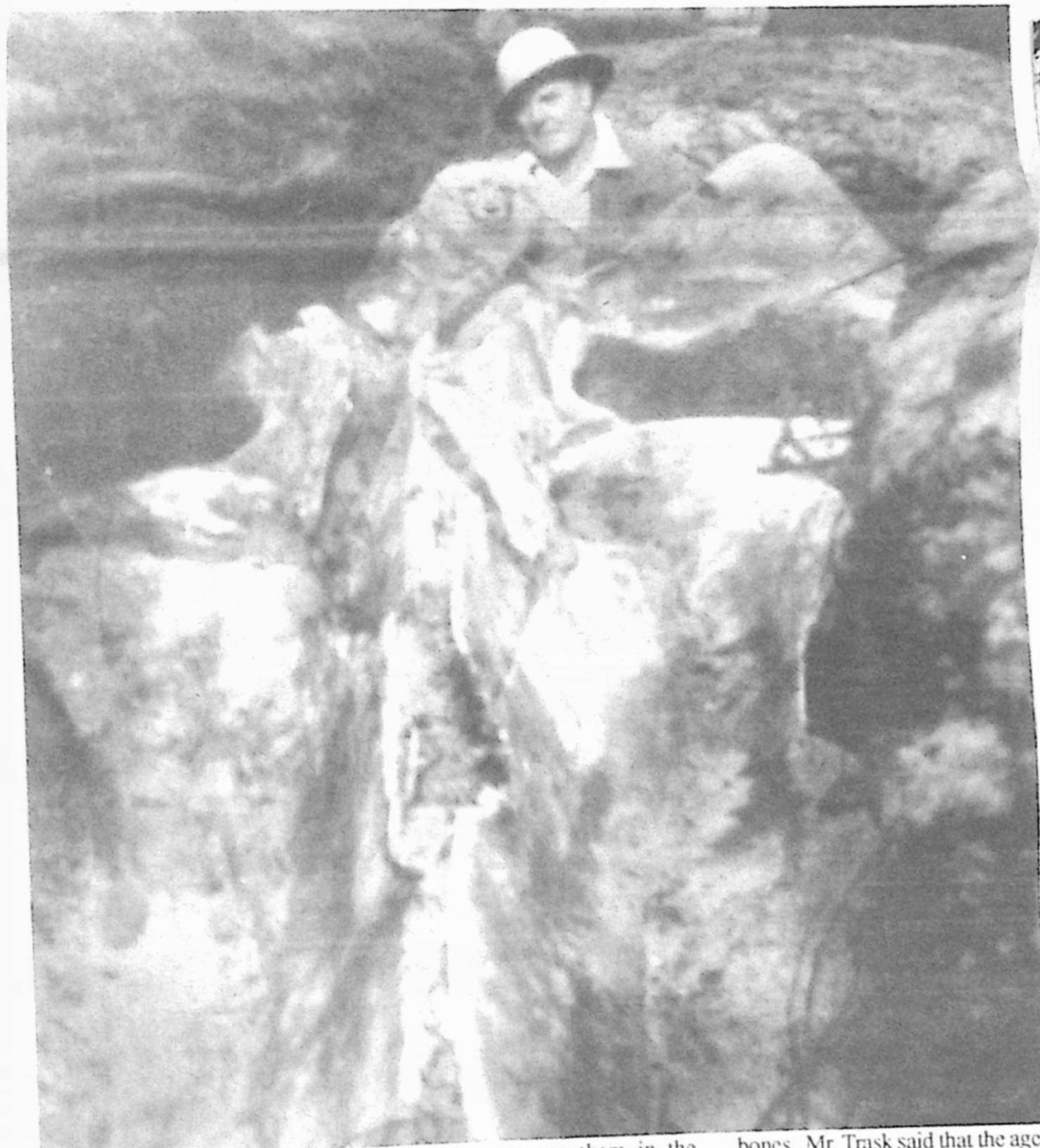
19 Wing CFB Comox B.C.

VOL 38 NO 2

THURSDAY 25 JANUARY 1996

COST: PRICELESS

Bones discovered near Air Force Beach



Mr. Jack Wallis, Pat Trask and Mike Trask recently dug this exploratory hole to confirm the presence of the old bones. Further work will be done with the assistance of the Royal British Columbia Museum.

The skeletal remains of a very large mammal have recently been re-discovered at a location near Air Force Beach. The bones were first discovered just after the base was built when excavation was underway for a building foundation. Mr. Jack Smith was the first to locate the remains and he subsequently had them reburied after deciding that they were of no value or interest. The Courtenay and District Museum Director of Science, Mr. Mike Trask, was made aware of the location of the bones and he immediately took

steps to excavate them in the hopes that they may be of importance.

Mr. Trask, along with his brother Pat, have contacted Dr. Hebda of the Royal British Columbia Museum and they have been given instructions for the preservation and identification of the bones. During the week of Jan 29 - Feb 2, the team will dig around the site with minimum disruption and perform a stratigraphic section as well as carbon-14 dating to determine the approximate age of the site and

bones. Mr. Trask said that the age of the bones could range from 200 to 18,000 years old, and that there is a 60 per cent chance that the remains are extremely old.

The Courtenay Museum has already begun preliminary work on the site and hope to have most of the overburden cleared from the bones prior to the arrival of Dr. Hebda. If the bones prove to be as old as anticipated, this find could be the latest in a string of discoveries that have placed the Comox Valley in the heart of Dinosaur country. *Archive Photo*

Serviceperson of the Year



Cpl Rioux is recognized by his supervisors as an energetic, highly motivated NCM who possesses attributes which enable him to perform at an outstanding level and separates him from peers. He continues to provide exceptional service to all user squadrons and volunteers his time, effort and expertise to those in need. His significant contributions have resulted in a number of awards and Letters of Appreciation from agencies at the Wing and the Comox Valley. He devotes a considerable amount of time, energy and effort assisting local charities in fund raisers, most notably the United Way, Cystic Fibrosis and the Salvation Army's Christmas Cheer Campaign. His involvement has increased both awareness and contributions from 19 Wing. Cpl Rioux is also the President of the Comox Valley SPCA and the Vice-president of the Base Auto Hobby Club, both demanding as the valley grows. His performance, efforts and positive attitude are qualities appreciated by those around him.



Legion Log

BRANCH 160 COMOX 339-2022

ENTERTAINMENT:

Jan 26 ...	WILD RIVER
Feb 02 ...	VESTED INTEREST
Feb 09 ...	T.B.A.
Feb 16 ...	ALLEYCATS
Feb 23 ...	NORM'S COMBO

SPECIAL EVENTS

Sat 3 Feb - Joint Installation of Officers - Upper Hall. No host bar 6-7 pm. Dinner 7 pm. Ceremonies 8 pm. Dancing to the "Continents" to follow. Limited number of tickets available at the bar or office. Cost \$7.50 per person.
Sat 10 Feb - Valentine's Dance featuring "Karaoke Sound Stage" in Lounge.
Sun 18 Feb - Music in Lounge by "Wylie & the Other Guy" from 3-7 pm.

REGULAR EVENTS:

SUNDAYS.....Lounge Hours 12:00 Noon to 7:00 pm
MONDAYS.....LA Drop-In Bingo, Upper Hall, 7:00 pm
WEDNESDAYS.....Navy League Drop-In Bingo, 7:00 pm
THURSDAYS.....*1st Br.160 Exec. Mtg. Upper Hall, 7:30 pm
*1st L.A. Executive Meeting (as required) 7:30 pm
*2nd L.A. General Meeting, Upper Hall, 8:00 pm
*3rd Branch 160 General Meeting, Upper Hall, 8:00 pm
FRIDAYS.....TGIF, Meat Draws in Lounge, 3:00 - 6:00 pm
Dance (normally downstairs unless advised)
SATURDAYS.....Meat Draws in Lounge, 3:00 - 6:00 pm
Hall Rentals or requests for Special Functions: Please contact Ken Seymour in office, Mon - Fri, at 339-2022.

BRANCH 17 COURTENAY 334-4322

REGULAR EVENTS:

BINGO.....every Thur, Fri & Sun 7:00 pm
MEAT DRAW.....every Fri 6:30 pm. Also every Sat 3:00 pm

DANCE.....every Friday night, 8:00 pm
NORM'S COMBO.....Jan 26

EUCHRE.....every Monday night 7:00 pm
PUB DARTS.....every Tuesday night 7:30 pm
FUN CRIB.....every Wednesday night 8:00 pm
FUN DARTS.....every Thursday night 7:00 pm
SUNDAY CRIB.....Sun. 28 January at 1:00 pm
BARGAIN DAY.....every Wednesday, all day
BBQ LUNCH SPECIALS.....every Weds & Fri 11:30 am - 1:30 pm

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GUIDE - SCOUT WEEK



February 18 - 25, 1996

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Chaplains Chatter

by Charlie "the Chaplain" Massey

Is my imagination or is it true? The longer it is since our last pay raise, the more begging letters come in the mail. Here is one response which has some possibility.

Dear Sir:

In reply to your request to send a cheque, I wish to inform you that the present condition of my bank account makes it nigh on impossible. My shattered financial condition is due to the federal laws, provincial laws, corporation laws, municipal laws, by-laws, natural laws, constitutional laws, universal laws, fathers-in-law, mothers-in-law, sisters-in-law, brothers-in-law, and outlaws.

Through these laws, I am compelled to pay a business tax, an amusement tax, a head tax, a school tax, a gas tax, a light tax, a water tax, a sewer tax, a garbage tax, an air conditioner tax, a provincial sales tax, a goods and services tax, a tire tax, a car battery tax, federal income tax, provincial income tax, a federal sur-tax on the federal income tax. Even my brains are taxed.

I am required to get a business license, a dog license, a truck license, a boat license, a ham radio license, a fishing license, a hunting license, a car license, a trapping license, a trailer license, a gun license, and even a marriage license.

I am also required to contribute to every organization or society which the genius of man and woman is capable of bringing to life: women's relief groups, unemployment relief, Club dues, Mess dues, refugee relief, welfare relief, every hospital and charitable organization imaginable relief, minority group relief, the Red Cross, the black cross, the purple cross and the double cross.

For my own safety I am required to carry life insurance, property insurance, liability insurance, accident insurance, earthquake insurance, car insurance, truck insurance, trailer insurance, unemployment insurance, dog bite insurance, boat insurance, long term disability insurance, medical insurance, fire insurance, weather insurance, prescription drug insurance, dental insurance, burglary insurance, business insurance, collection insurance, credit card insurance, mortgage insurance, and I just received a call from somebody trying to sell me insurance insurance.

I am inspected, expected, disrespected, rejected, dejected, dissected, examined, re-examined, informed, reformed, deformed, summoned, fined, commanded, and compelled until I provide an inexhaustible supply of money

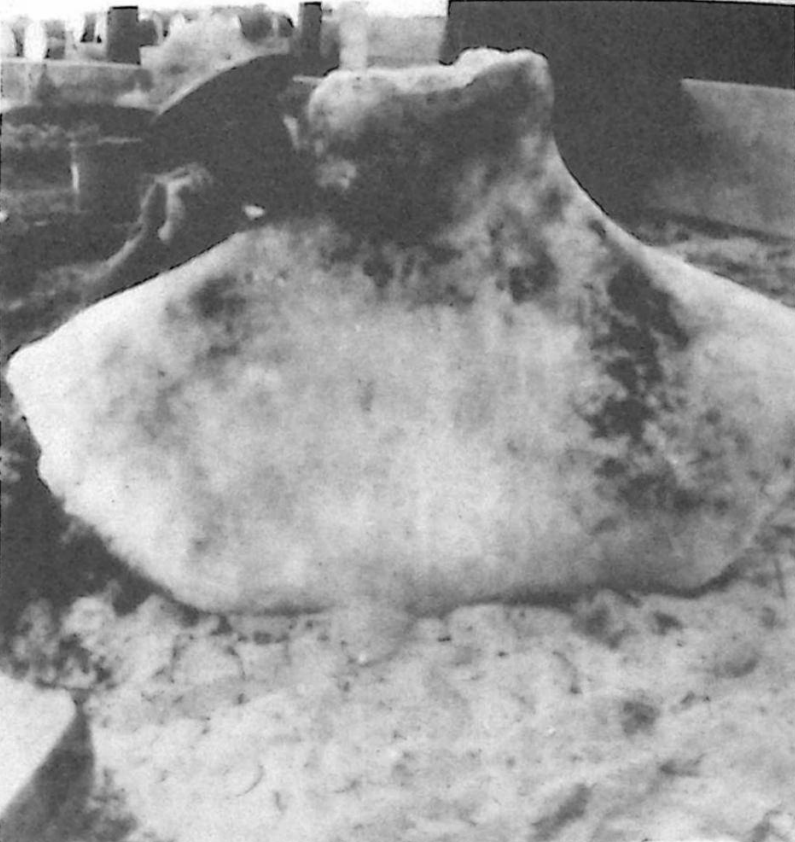
for every known need, yearning, petition, supplication, solicitation, entreaty, request, plea, bequest, application, want, obsession, passion, desire, belief, trust, hope, ambition, craving, longing, aspiration, fantasy, vision, muse, fancy, dream, mission, objective, resolve, purpose, struggle, campaign, project, programme, initiative, enterprise, undertaking, venture, interest, endeavour, aim, goal, intent, plan, conception and idea of the human race.

Simply because I refuse to donate something or other, I am blackballed, excluded, left out,

shunned, banished, barred, cast out, exiled, ostracized, downsized, over-sized, boycotted, talked about, lied about, held up, held down, discussed until I am ruined.

On top of all this I have not had a pay raise since 1991!!!

I can tell you honestly that had not the miraculous happened in my very kitchen in the past half hour, I could not enclose this cheque. The wolf that comes to my door so frequently just had pups - ruined the linoleum, but I got enough selling them to replace it and have some left over for you. Here's your money!



Mr. Jack Smith, original discoverer of the bones mentioned in the cover story, peers out from behind a vertebrae. Bones were discovered while excavating for a foundation. Archive Photo



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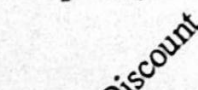


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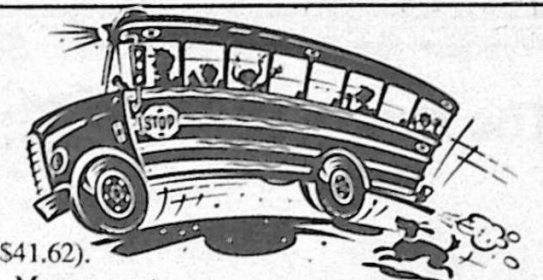
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Education Beat



by Daryl Spiers

(Co-ordinator, Canadian Forces Community College Network)

As a member of the CFCCN, Seneca College is offering a six subject Management Development Program (MDP) intended to enhance supervisory and management skills. It is ideal for those who are currently in, or aspiring to, supervisory positions. It helps you build on your experiences to become a more effective supervisor or manager and will help build your self-confidence as a decision-maker and a leader. Subjects have been developed in cooperation with business and industry experts to provide a realistic examination of current management issues. Weekend workshops feature discussion of ideas, sharing of experiences, case study analysis, practical exercises and mini-lectures. The fo-

cus of all subjects is on the application of ideas to on-the-job situations.

Upon successful completion of any six subjects listed below, a Seneca College certificate will be awarded.

MDP 100 Effective Supervision: Human Relations, MDP 200 Effective Supervision: Communications, MDP 300 Effective Supervision: Administration, MDP 400 Management by Objectives and Results, MDP 500 People Management: Tools and Techniques, MDP 600 Labour Relations, MDP 199 Business Management Studies - Completion of JLC,* and MDP 299 Advanced Business Management Studies - Completion of SLC.*

*Participants can receive ad-

vanced standing for JLC and SLC and thus require only four subjects to earn this certificate. Additional advanced credits (maximum four including JLC and SLC) for other management training courses may be considered.

Four workshops have currently been scheduled. You can register for one or more. Additional workshops will be scheduled as required and as interest demands. The program is also running on other Bases so you can complete this certificate now or later. The workshops will be run on Base (Bldg 22, Rm 11) Friday evening 6-10 pm and Saturday and Sunday 9 am - 5 pm.

1. MDP 200: Communications, Feb 2/3/4. Cost: \$105.00

+ course material (\$41.62).

2. MDP 400: Management by Objectives, Feb 16/17/18. Cost: \$105.00 + course material (\$28.84).

3. MDP 600: Labour Relations, Mar 15/16/17. Cost: \$105.00 + course material (\$32.65).

4. MDP 100: Human Relations, Apr 26/27/28. Cost: \$105.00 + course material (\$38.90).

5. MDP 300: Administration, May TBA.

To register and for copy of workshop outlines contact the Base Personnel Selection Office at Local 8293. For additional information, contact the CFCCN Coordinator, Mr. Daryl Spiers, through the same local.

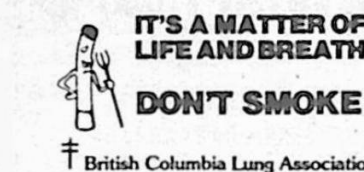


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NEXT DEADLINE 2 FEB. NOON

Encourage them to graduate with a purpose.



British Columbia Lung Association



Association Francophone de la Vallée de Comox

The Francophone Association cultural activity department is looking for performers such as: pianists, French and folk singers, accordion, flute, spoons, harmonica, fiddle or violin players. If you are interested in performing in a cultural event and would like to audition, please contact Pauline at 338-2193.

Le département des activités culturelles de l'Association Francophone est à la recherche de participants tels que pianistes, chanteurs francophones et folkloriques, joueurs d'accordéon, de cuillères, de musique à bouche, de violon et de flûte.

Si vous êtes intéressés à participer à une soirée culturelle et aimeriez auditionner, s'il vous plaît communiquer avec Pauline au 338-2193.

If your sons or daughters would like to earn a degree while doing something meaningful, maybe you should encourage them to look into the challenges offered by the Regular Officer Training Plan (ROTP) of the Canadian Armed Forces. Through this plan, we subsidize their education at the Royal Military College in Kingston, Ontario or a selected Canadian university.

The Forces offer equal opportunities for men and women with a wide range of exciting career options.

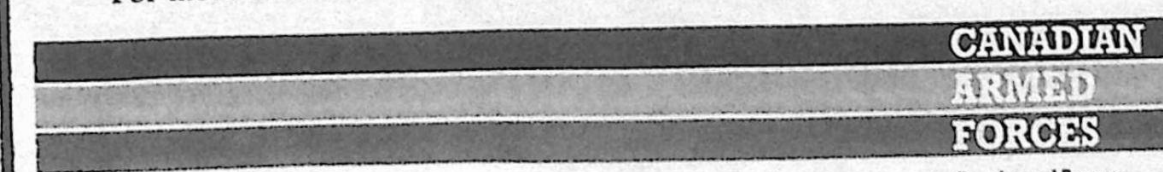


We pay full tuition, dental and health care, books and supplies plus a good income. They'll even receive four weeks vacation as their training schedule allows.

They can choose from a large selection of academic programs while given the opportunity to earn a highly respected degree. They also learn by being involved with hands-on training.

If they would like a challenge and you think they can make a difference, encourage them to consider the Canadian Armed Forces.

For more information about ROTP, call us at 1-800-856-8488.



Regular and Reserve

The New Editor

Who is Gord Kruger, anyway?

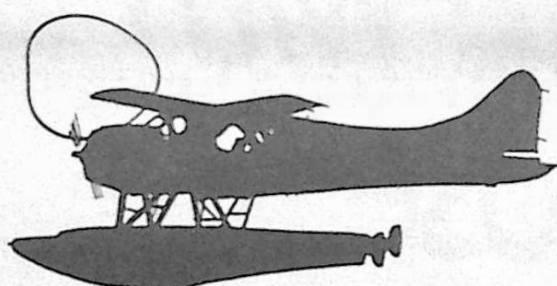
As I begin my new job, as editor of this fine fishwrapper, I am continually surprised by the number of people who actually read it. Even more surprised by the number who take the time and trouble to comment on the content and layout. There seems to be no end to the advice that I am privy to when it comes to running the newspaper. And then, of course, I can always look to Gord Kruger for help.

The image of Gord Kruger stares down upon me from the walls as I struggle to put each issue together. The name of Gord Kruger is invoked each time somebody reminisces about the heyday of the Totem Times: "You should've seen the things we did when Gord Kruger was editor." And then, of course, when it looks like things are really black, and the deadline for the next issue cannot be made, the immortal words are spoken "Gord Kruger still lives in the area y'know. Maybe we could call him up for some help."

Gord Kruger was a Maritime Navigator on 407 Sqn who spent more years here at Comox than Bob Richter. He was also the EA to the Base Commander and the very capable editor of the fishwrapper. He spent some time on the DEW line. I know that because I was posted to the same station, Cambridge Bay, two years after his tour was finished and they were still talking about him: "You're a nice guy but they had a fella up here about two years ago, could play a guitar and make people laugh. Kruger was his name, I think."

Now, as I am also Chairman of the Museum Committee, I am thinking about submitting a request to the Winter Games authority for a grant to help purchase some equipment for the restoration projects. I stand a better than even chance of success I'm told because there was a heavy volunteer military presence at the Games last year. Seems Gord Kruger was involved in that too.

Joel Clarkston



Letters to the Editor

Dear Editor,
The Upper Island Selects under 19 boys soccer team would like to thank CFB Comox, particularly Capt David Krayden, for helping them fundraise.

The team is based in Nanaimo and has players from Nanaimo, Parksville, Ladysmith, Comox and Courtenay. The parents of our Comox player work at CFB Comox and they asked Capt Krayden if he would mind collecting all old newspapers that came to the base. The team was being paid three cents per pound by a Nanaimo recycling depot to help raise funds for their travelling costs every weekend to the mainland. Capt Krayden did this project for us for the last three months, until our goal had been reached.

Another kind person who needs thanking is a retired military man, Mr. Milt Bingham of Comox. He not only collected newspapers for us but actually delivered them to a parent's house neatly bundled, a couple of times a week. All there was left to do was deliver them to Nanaimo.

Their efforts were greatly appreciated by the players, parents and coach, Mr. Duncan Robertson of Nanaimo.

Dear Sir,
My involvement with base newspapers goes back almost 20 years. I started with "Der Kanadier" in Baden, then went on to the "Courier" in Cold Lake, and finally the "Totem Times."

The letter in your last edition from the Wing Supply Officer, really got to me. Editorial gaffs are a way of life in the newspaper game. On the wall of my office hangs the actual metal printing plate of the front page of the Cold Lake Courier, Christmas edition, 1984. The only problem with it is that the date says Jan 9 1985. Just one of my more notable goofs.

It has always been hard to get help to put together a base newspaper. Harder still to find section heads who are willing to second their people for this purpose. During my time at CFB Comox, I spent two and a half days every two weeks in the Totem Times office. I had the full support of my superiors in this.

I would like to suggest that if the Wing Supply Officer could find someone in his large organization who could do some lay-up and proof reading at the Totem Times, this type of error would occur a lot less often. It's easy to criticize.

Sincerely,
Gerry Gerow

FREAKSHOW

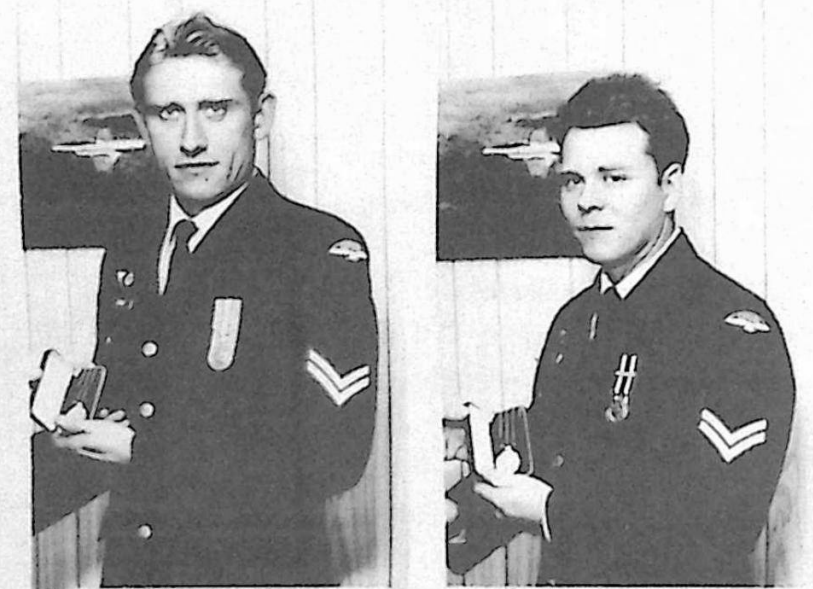


At a recent ceremony, LtCol A.D. Hunter, CO 414 (CS) Sqn presented the following 414 personnel with the Canadian Forces Decoration:



photos by Base Photo

Cpl M.A. Beland



Cpl E.F. Barker

Cpl J.S. Bianco



MCpl J.F. Morrissey

MCpl T.B. Schall

Continued on page 15

NEXT DEADLINE 2 FEB.

442 Sqn



Where are they?

by MCpl Al Banky

You're sitting there in a field beside the smouldering wreckage of your T-Bird. Your shoulders ache from your rapid parachute deceleration. Your ankle is twisted because you were wearing low boots, not ideal for parachute landings, and one of your eyebrows seems to have been shaved clean by your visor. As luck would have it, not that it's been your lucky day, there's a pay phone within crawling distance of where you impacted; you haven't got a quarter. You look up in the air and wonder aloud, "Where are those weenies from 442? It's been a half hour since I crashed!" Where are they indeed?



Sgt D. Shashall DNDPA Photo
Ever think about being rescued? Expect help to be there as quick as it is in the movies? *Nothing's* as quick as it is in the movies. Maybe a glimpse at the sequence of a rescue will give you an appreciation of why, despite their willingness to do almost anything to get to you in minutes, it takes time for 442 to reach you if you are in need of help.

We'll assume that no one heard your quick Mayday call. Chances are they won't. If you are extremely lucky you will be in an area that has frequent coverage by the SARSAT system. That's

the satellite system which picks up Emergency Locator transmissions. Most areas in B.C. are covered slightly better than once an hour.

If you are on a flight plan with the ATC system, they won't even start an alert until your SAR time. So we'll assume it takes roughly an hour to get the system rolling. The second link in saving your butt is the Rescue Co-ordination Centre in Victoria. The Pilots and Naves who work as Air Controllers come from SAR backgrounds. It is their responsibility to determine what resources are in the area of a distress and who is best suited to handle it. Give the RCC five to fifteen minutes to figure out who's who in the zoo and they'll task the most suitable resource, usually the Labrador or Buffalo.

It's been an hour and a quarter and no one's in the air looking for you. You probably thought there would be didn't you?

Once the determination has been made to launch the Lab or Buff (or both), the crews have to prepare. The Aircraft Commander (AC), the Nav and the SAR Tech Team Leader (TL) gather information on the situation, the weather and any special requirements to carry it out: extra fuel, dive gear, flares, spotters, mountain climbing kits... Concurrently the FE and the 1stO start the aircraft while the SAR Tech Team Member (TM) secures any gear. A box of flares weighs 60-odd pounds, so you can imagine that loading a hundred or more takes a good deal of time in the dark. Watch a launch some day; it is organized madness at its best. With good weather and ideal conditions, the crew will be in the air 15 minutes after they are tasked. Throw in some typical West Coast winter weather and it can take a full half hour of planning. At night you can double that.

You're up to an hour and a half (best case scenario) and the helicopter is still a half hour away from you.

For a victim, perhaps the most frustrating time is the wait from when a rescue plane or helicopter first arrives overhead, to when the SAR Techs are finally on the ground. In the case of the Buffalo, briefings, safety checks and medical and survival equipment drops can take 30 minutes or more.

It's been two hours since you crashed and you're feeling kind of neglected. Hey you're about to get medical aid, live entertainment and sarcasm all rolled together, orange guys.

So now you are stuck on the side of the clearing with a couple of slightly twisted SAR Techs (they always work in teams of two); you shouldn't have to wait more than a few hours - if you are lucky - for a helicopter to take you



home, 442 is manned to carry out its primary mission of responding to air and marine incidents within B.C., the Yukon and the adjoining portions of the Pacific Ocean; it's not manned as a base rescue unit. Despite the amount of red and yellow on the flight line, 442 is only crewed to provide one Buffalo and one Labrador on standby 24 hours a day, plus maintain their minimum training requirements. If the Standby Lab is on a mission in Vancouver and you eject in Strathcona Park, the squadron members will bust their collective asses to pull a crew together, but you can plan on a fairly lengthy wait; three or four hours wouldn't be unreasonable.

Even in the best possible conditions, things can seem slow. Throw even a small wrench into the system and the rescue can be dragged out for hours or even days, so be prepared to use your survival skills. Still wondering where they are? They're doing everything they can to rescue you!



On 22 Nov 95, a parade was held at EME Workshop to honour Cpl Rick Neveaux for his CD presentation. The parade was officiated by the WLogO, LtCol P.G. Abbott, and commanded by Capt N. Sardana. It should be noted that Cpl Neveaux received his CD exactly 12 years to his enrolment date. Congratulations Rick, and continued success in the future.
courtesy Base Photo



Bookshell Bestsellers

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Driftwood Mall, Courtenay, B.C. V9N 2Z8 Manager
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Week ending 27 January

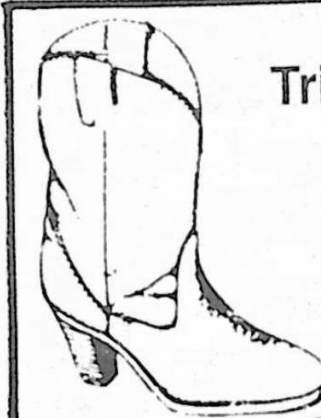
1. The Rainmaker.....Grisham
2. Simisola.....Rendell
3. The Standoff.....Hogan
4. Touched by Angels.....MacComber
5. Star Wars X-Wing.....Stackpole
6. Wrath of God.....Gleason
7. Heat from Another Sun.....Lindsey
8. Gone Wild.....Hall
9. The Sacrifice of Tamar.....Ragen
10. Horsemen in the Shadows.....Savarin

Did you know?

That Wing Supply has a lot of items that are "for sale" because of a change in the materiel distribution process. Up to 70 different items are available each week until the inventory is depleted. It doesn't cost against your account. All you need is a DA number to prove that the supplies are going to a legitimate military unit.

Tri-City Boot Repair & Sales

Next to Subway
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Greetings from the castle! 414 Sqn is once again in the thick of the exercise season. The deployment to 4 Wing Cold Lake has hardly ended and we're heading into two weeks of naval and NORAD support exercises. With all the comings and goings, the Knights wish not to overlook a "good show" shown by one of our team. Recently, Cpl Couturier received an award for outstanding commitment, and complete knowledge of his trade. While posted to 4 Wing Cold Lake his suggestion to modify a certain maintenance procedure promised to save valuable resources. Since Cpl Couturier's ideas were implemented, it has been determined that considerable savings have been realized. Cpl Couturier has been rewarded by being publicly recognized for this achievement, and by receiving a cheque for approximately \$3,000 in an effort to pass along a portion of the savings realized by the Canadian Armed Forces. *courtesy Base Photo*

Stained Glass Aircraft

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Stellar Images

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339-0364

Create a Video

Create a video, and win scholarships!

BCTV and Planet Superstar in cooperation with the B.C. Ministry Responsible for Multiculturalism are conducting a search for the best 30 or 60 second multicultural videos produced by students in B.C. During Multiculturalism week, February 18-24 we'll be featuring the award winning videos in various television public service announcements. You could win scholarships and special recognition. Hurry and contact our special phone number and receive information on how you and your friends can participate in this exciting multicultural promotion.

Entries must be received at:
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Call: 1-800-882-0838



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Sale of the Week in General Stores



"Quote" The sale of the week at General Stores (Bldg 171) just got bigger. More than 75 line items will be on sale every week until depletion. Remember, all items on sale are not cost captured against your budget. "Unquote" *courtesy Base Photo*

Group Tour



The new Commander MAG, BGen Brian Cameron, visited the Wing just prior to Christmas. During his stay, BGen Cameron talked to NCMs, senior NCOs and officers in their respective messes. In a Wing-wide tour, the former 407 CO took time to talk to service personnel at work and listened to their concerns. *courtesy Base Photo*

SAR ESCOTT

In the early evening of 29 December, Buffalo 462 was launched to the Anahim Lake area to search for an overdue aircraft. The search object was located at the last known position. Communications were established and it

was determined that one ski had broken through the ice of Anahim Lake during landing, but there was no distress. The pilot spent the night in a cabin and arranged for company assistance the next day.

The Officers Mess
Ladies' Club
presents

GAMES NITE

*****and*****

Great Pizzas

Raffle * Door Prizes * Pizza

Wednesday, 21 February
Officers' Mess Lounge
7:00 pm for 7:30 pm

407 Sqn



Demon Doin's

1996 is going to be an incredible year for 407 Sqn. What started as a busy Fall with an OPEVAL, an AWSS, and an additional O'Brien competition, has turned into a busier Spring. The Demons will have at least one aircraft away almost constantly until Summer. We will be involved in a number of exercises, including trips to Elmendorf Alaska for cold weather training, RIMPAC, a trip to Chile, and a trip to Japan which will all be of great benefit in our efforts to maintain our operational status

and deployment capability.

407 Sqn Maintenance has been busy re-engineering and have proposed a new organization with a planned implementation in late January or early February. We are delighted that, in spite of the inclement conditions, everyone made it back safe from Christmas holidays. Those newly posted to 407 Sqn and those out of the area over the holidays missed experiencing the first and probably the only snowfall of the year.

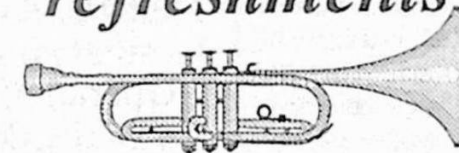
407 Sqn has been quite involved with the Flight Plan 97 course. Sgt Moon and Sgt Cahill volunteered to be instructors. The CO, DCO, SAMEO, AFC and SCWO all attended the first course in early January. We are planning that within the next three months everyone will have the chance to attend. Despite the numerous challenges we face in the new year, 407 Sqn remains the most wanted posting in the Air Force. Let's continue to work hard at all of our endeavours around the squadron and make those who are not Demons even more envious.



Sgt J.L.P. Pinault, better known as "Pin" to his friends and enemies (some would say they're the same), receives a rescue citation from Mr. Miller, Vice-president of the Demon Sqn. Sgt Pinault was not always with the VP squadrons. He has had a distinguished career in the Search and Rescue world, participating in many daring rescues with 442 Sqn. *Photo Cpl Tsagatakis*

Logspiel 1996 Draw

For a Fridge full of refreshments



----- and the winner
is Major O'Neill

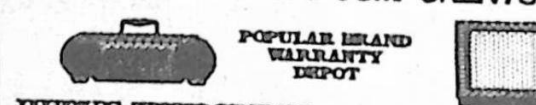
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407 Sqn renewal

This is a time of change for the Air Force. Re-engineering has become a major tool for these changes and 407 Sqn has recently used this tool to examine all of its maintenance processes. The Maintenance Renewal Process Design Team (PDT) was convened in November 95 with the mandate to review the maintenance processes within 407 Sqn and, if necessary, completely redesign the maintenance organization. There were no "sacred cows" and every position was to be questioned from Maj (SAMEO) to Pte (if we still had any).

The PDT consisted of eleven people, ranging from Lt to Cpl, and covering all the different sections within the maintenance organization. They were isolated in the old armament building and given four weeks to complete their task. The PDT first mapped out the current "as is" processes and used these maps as a starting point. Next, they re-engineered these processes by determining which steps were absolutely necessary, eliminating those steps

that were not needed and, wherever possible, removing functional boundaries. The next step was to assign personnel to the re-engineered processes. When they finally emerged in mid December they had a proposal for the new organization.

The SAMEO will now be called the Maintenance Flight Commander (MFC). This is in line with the Ops and Aircrew Flights (OFC and AFC). All maintenance will be the responsibility of a MWO called the Maintenance Superintendent. All training and standards will be the responsibility of a MWO called the Training Superintendent. C Crew is second line maintenance. They will work 4 days on, 3 days off, 10 hours per day. A and B Crews are first line maintenance. They will work 4 on, 4 off, 10 hours per day on the following shift: 0100-1200, 1200-2200, 1600-0200. This will allow 24/7 coverage while the peak period (1600-2200) has double coverage. The shift that first line works (4 on, 4 off) was considered to be equitable with the shift second

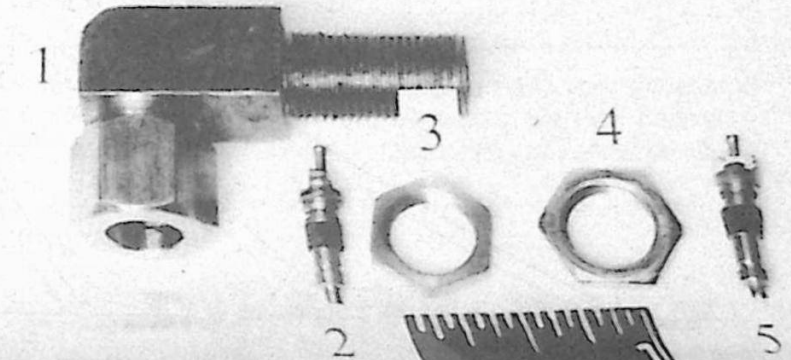
line works (4 on, 3 off) because first line does not receive stat holidays or Christmas special leave, they do not receive a set lunch hour or break, and they arrive half hour before shift and leave half hour after shift due to handovers to the next team and thus work 11 hours rather than 10.

A number of concerns about this proposal were raised. The PDT has been given time to answer these concerns. Following presentation of those answers, the Sqn Steering Committee will decide whether or not to accept this proposal. It is expected that it will be accepted with only minor changes.

This re-engineering initiative has been a good experience for all involved personnel. The PDT feels that they have proposed a new organization that will allow the 407 Sqn maintenance organization to survive this time of change with no reduction in effectiveness. Even those members that were originally sceptical are in agreement that this is the way ahead.

19 AMS News

Guess the cost!



by Capt Ashcroft MSO

In this picture there is one item that cost in excess of \$200.00 and two items that cost in excess of \$900.00. There are also two items that cost less than 20 cents. Can you pick them?

The valve stem, item #2 on the left, costs \$924.47; however, item #5 on the right is worth 18 cents. The lock nut, item #3 on the left, costs \$204.00; item #4 costs 10 cents. The elbow fitting, item #1, costs \$904.00, but could be locally manufactured for less than \$200.00.

19 AMS AMSE ordered these parts through Supply and the invoices astounded them. They had ordered one valve stem, one elbow fitting and six lock nuts. The total bill was over \$3,000.00; yet these items could have been acquired locally for just over \$200.00.

This exemplifies a common problem of overpaying for an item. All of these parts are used to repair an engine wash cart and the expensive items are the ones provided by the contractor. The

19 AMS AMSE staff did some research and informed the LCMM that these items could be procured much cheaper from local sources.

To date, the LCMM has been reimbursed some of the money, because the contractor agreed that the prices were exorbitant. How-

ever, the LCMM still has to authorize the use of the local items vice the parts the CFTO requires us to buy from the contractor.

In the interim, the AMSE staff are continuing to pursue better ways for DND to wisely spend their money.

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SETTING TOMORROW'S STANDARDS...TODAY

Project Glacier

What is it?

by LCol T.W. Burt

Project Glacier
Team Leader

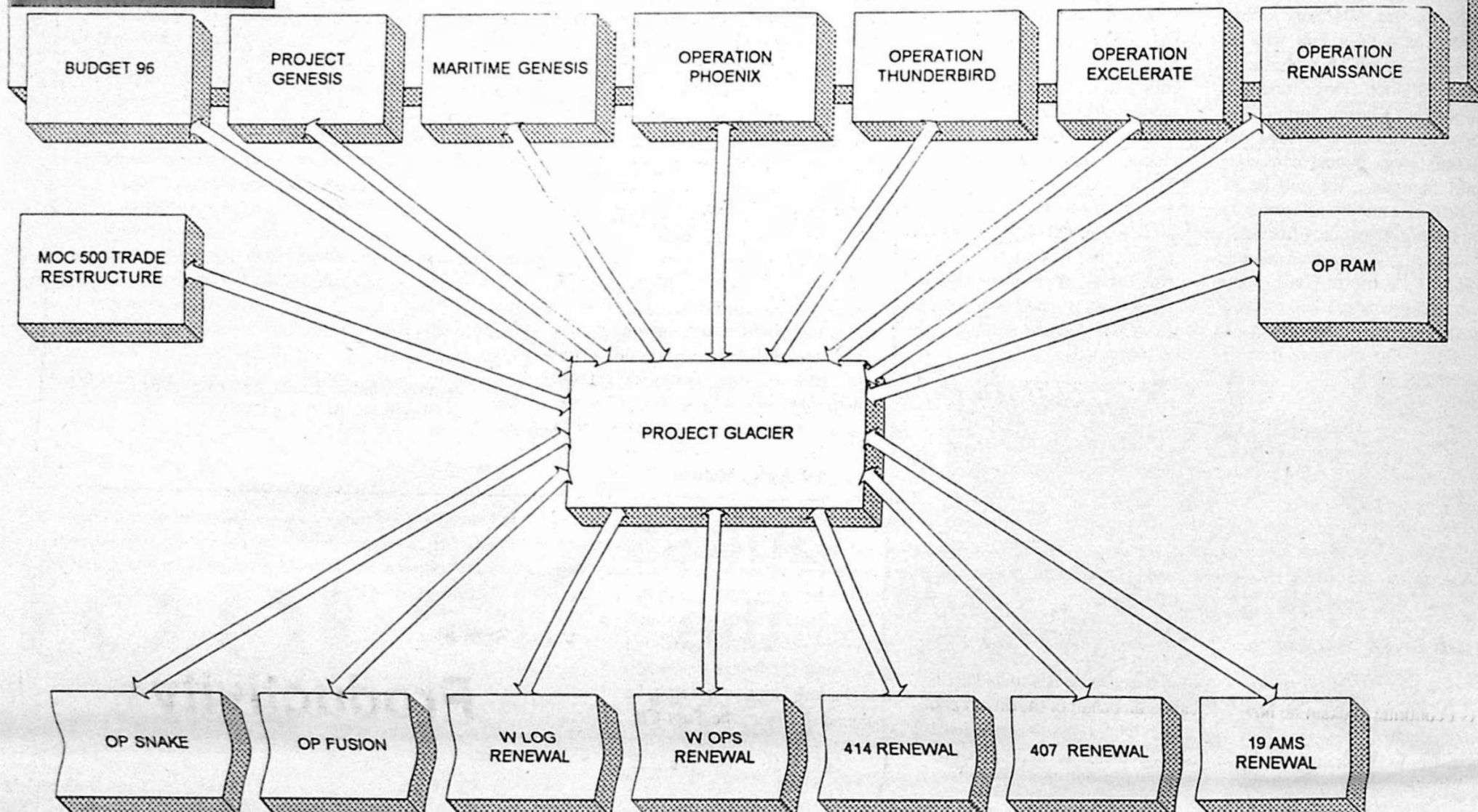


The recent Wing survey and casual conversations tell me that some members are still having problems understanding what Project Glacier does.

It is quite simple really. Project Glacier is a small group of people selected for overseeing and coordinating recent downsizing directives at 19 Wing. It consists of a mix of full time and part time staff, and reports to the Management Renewal Steering Committee (MRSC) which is chaired by the WComd. It is responsible for training (e.g. FP 97), communications (this article) and making sure that reductions are coordinated and aren't implemented by one group to the detriment of another. It provides facilities, advice and any other assistance required by Squadrons or Branches conducting downsizing or efficiency exercises. It coordinates downsizing and efficiency efforts where they impact on multiple areas of authority - such as the possible consolidation of some services on the hangar line. It also tracks all personnel and dollar savings for those endless reports to and from higher authority.

It is a simple concept but it can get complicated as ideas and numbers change over time. Below is a copy of a slide on Project Glacier that I presented to Comd MAG during his recent visit. You get the idea!

FLIGHT PLAN 97



First FP 97 Graduates

by Lt K. Saunders

The first Flight Plan 97 Ground School course went off with flying colours. The majority of the head shed, including the Branch and Squadron COs, were in attendance. The course ran from Wed 10 Jan - Fri 12 Jan, 07:30-15:30 at the Officers' Mess.

The opening of the course consisted of a 25 minute video presentation by the Commander of Air Command, LGen DeQuetteville followed by an inspiring intro by the WComd.

The first day consisted of a discussion concerning the values and goals of the Air Force, followed by a practical exercise requiring such skills as effective communication, flexibility and group consensus. Effective questioning, active listening and positive feedback were other skills that were needed in order for the students to successfully complete the first day.

Day two included exercises that focused on team skills while building on the the previous day's individual skills.

Day three allowed the students to put all their skills together in order to physically re-engineer a fictitious assembly line process. Each student provided input into how the new assembly line would be revamped. The students' re-engineering ideas were put to the test when they had to actually implement the changes they made.

The facilitators/instructors are glad to report that each and every

student successfully completed the course (we'd even go so far as to say that they actually had fun!). The instructors were also appreciative of the constructive comments that were provided by the students throughout the course. Feedback is always welcome, as it allows the instructors to continually improve.

The second course is in full swing (as I type) and by the time you read this article, the third course will be wrapping up. FP 97 Ground School will be expanding (if not already) into Bldg 18 (MSA warehouse) and will be doubling the number of students from 28 to 56). Four instructors and a class of 28 students will receive FP 97 training in Bldg 18 and, concurrently, the other four instructors and another 28 students will continue to work out of the Officers' Mess.

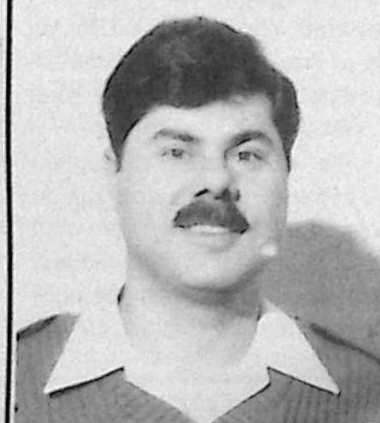
We look forward to seeing you on one of the courses in the future. Don't forget to bring an open mind (and your "tool box" - we'll provide the tools). Remember - this is a participatory course so bring your ideas to the classroom and let's hear from you.

For more info, you can contact the FP 97 team at Project Glacier, local 8005. The team can also be reached at Bldg 18 local 8974 Tuesdays through Thursdays.

Did you know?

That 442 Sqn plans to amalgamate the Operations and Servicing desks at one central location.

Your Project Glacier Team



WO Gary Kalagian is the foundation of the Project Glacier core team. Calm collected, he has counted upon when all others have failed theirs.



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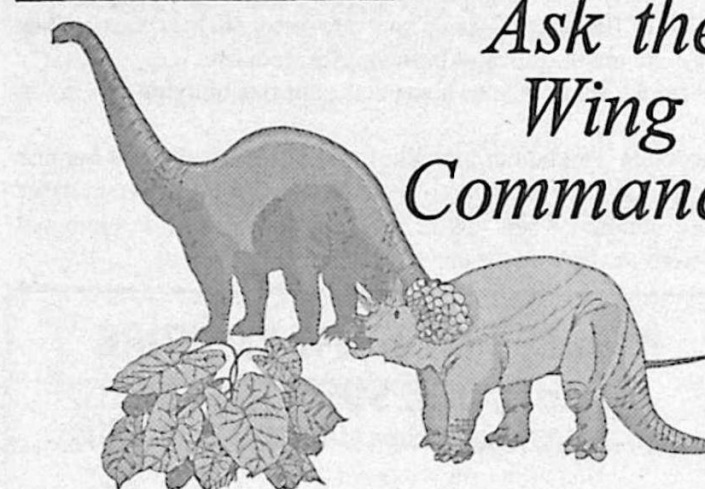
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PROJECT GLACIER



Ask the Wing Commander



by Col Brian MacLean,
WComd

As I continue to examine how the Wing and its personnel are coping with the challenges of re-engineering, I am spotlighting various sections that have taken bold initiatives and are demonstrating the feasibility and desirability of positive change. In this issue, I want to showcase the finance and administration sections at Wing Headquarters and tell you how they have joined forces to create one of the most successful and creative examples of re-engineering at 19 Wing: Op Fusion.

Fusion implies both a coming together and a reaction, and both have occurred at the Wing HQ building. Walk down the halls of this H-hut and you'll see that things are different: renovations are occurring not only to the floors and walls but also to the preconceived notions of doing business. Op Fusion has meant nothing less than the combining of Pay, Claims and Cashier sections with the Base Orderly Room staff, all of which are now under the direction of a single Branch Head. This had resulted in the amalgamation of Fin and Admin positions under the W Admin O and enhanced the position of the W Pers Admin O to the functions of a Public Accounts Officer. This new way of life became official on 1 Jan 96, even though it was effectively in place by 15 Dec 95. In addition to potentially reducing the number of personnel required to provide administrative and financial services to the Wing by three and downgrading three other positions, the changes have also simplified the administrative process for other Wing personnel: for example, there are fewer steps to initialize or finalize a claim.

Putting the changes in place was anything but simple. It required tremendous will and dedication on behalf of the officer and senior NCOs who managed the old system and, perhaps more importantly, a wealth of flexibility and professionalism from the Fin and Admin clerks. First, a need for formalized training was identified. Initially, the two MOCs were compared and contrasted for common and unique qualifications. Beginning this month, a combination of OJT and formal lectures began, followed by hands-on training where real-life financial/administrative concerns could be resolved. The result was the best sort of educational workshop imaginable with different MOCs teaching each other and passing on valuable expertise that only years of practical experience can teach. Open and frank discussion is not just tolerated, it is necessary and encouraged, as everyone is learning new skills and adapting to rapid changes. Feedback has been positive from the staff themselves, as well as their customers, who are the prime beneficiaries of this program.

The Wing Telecom ADP section had been instrumental in establishing this unit of purpose. Since it was recognized at the outset of this operation that the ability to access all Fin and Admin functions from the same computer would be a key factor in making Op Fusion a success, all the computers were co-located. In addition, the CCPS pay computer, FIS, BLIPPS and AIMS can be accessed from the same keyboard, making 19 Wing the first CF base with such a capability. The old adage reminds us that "necessity is the mother of invention." Re-engineering may well be the father of imagination.

Suggestion

Why do spouses get paid expenses to travel with members for medical appointments to Victoria or elsewhere? I sympathize, but it is an expense that is not available to the general public.

People should be allowed to modify their workday in order to get a Friday off every two weeks i.e. work 7-4 every day and get every second Friday off. In these times of no pay raise that would help morale, without increasing cost, if supervisors are put in charge of the project without cumbersome paperwork.

Update

15 Dec 95 Memo 1905-1-17(W Surg). The W Hosp has a number of patients that require medical procedures which don't allow them to drive for at least 24 hrs. after the procedure. If the spouse did not accompany member we would incur cost for an extra night hotel accom. and meals. The only time the WHosp authorizes a spouse to travel with a member is for a medical reason not because it's a nice thing to do. We have a limited budget and only auth. what is allowed by regs. but we must take into account what is most cost effective as well as the medical wellbeing of the member. Capt Howard HAO.

Med runs to Esq. discontinued 1 Jan 96.

Award/reward system being looked at by LCol Burt and the Wing CWO.

These changes have substantially affected the personnel within the re-constituted section. The MWO Fin has been appointed Senior Fin Advisor and D/W Pers Admin O. Though not possessing the benefit of traditional administrative training, he seeks advice from the Supt Clk. The two have an excellent working relationship. The titles of "Fin" and "Admin" are only used here for clarification. In reality, no such distinction now exists. A clerk is a clerk: all are part of the same team.

Though some clarification is still required to establish the levels of rank within the section, the composition of the new proposed organization can be imagined. Based on current conditions, the number of required personnel can be established. Whereas, the old Fin and Admin sections required 16 personnel, the Op Fusion model can function with three less personnel and three downgraded positions. This would result in a savings of \$121,598 per year.

Once training has been completed at Comox to an accepted standard, the next step will be to request certification of all trained personnel. This will absolve these personnel from attending low-level conversion courses, a further savings in training dollars and PYs.

In short, based on what I've observed at Wing HQ, and from what the affected personnel are telling me, the new world of Fin/Admin is a more challenging, dynamic and ultimately satisfying one to work in. People are more than adjusting to the job changes; they are thriving on them. New horizons have been created. Almost none of the problems which some envisioned have occurred. Those that have arisen have been surmounted with a spirit of cooperation from all concerned. The officers and NCMs in the Fin and Admin sections in 19 Wing HQ have taken

re-engineering head on, jumping directly to cross-training their personnel instead of merely co-location. The results, as I hope

you all shortly have a chance to experience, are truly astounding and worthy of our recognition.

Wing Survey

Productivity

Productivity assessment can be used as a measure of the effectiveness and efficiency of management practices. It is also an indicator of the health of an organization since personnel who perceive themselves as productive are more likely to be actively involved in activities and, in this case, in the change process. Personnel were asked to assess their own productivity, defined as the application of their primary training and skills during their work day, as well as their perception of the output of others around them. It is an interesting phenomena that people generally perceive themselves to be more productive than others. In cases where personnel considered themselves not to be fully gainfully employed, they were asked to indicate the possible causes.

These causes could form useful study areas for renewal.

It is comforting to note that 64% of personnel consider themselves greater than 60% productive. It is equally disconcerting to realize that fully 17% of personnel consider themselves less than 40% employed in their primary MOC training. The caveat here is that we did not ask personnel to include time spent in related, or secondary duties.

Responses from personnel related to an estimate of their own section's activity levels are, as expected, in line with their estimates of their own productivity.

The issue of estimating other sections' productivity was included as a level of teamwork within organizations that are working. It

was supposed that units in direct competition with another, or ones viewed as outsiders, would be perceived as less productive. The results displayed in this graph tend to support the notion that personnel feel all units are part of one team and are equally productive.

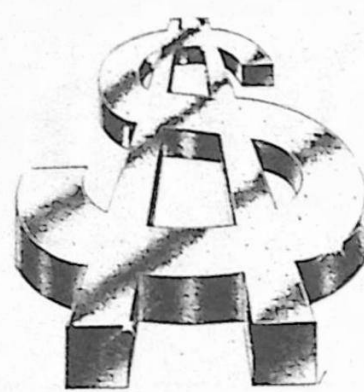
Personnel were also requested to identify those processes and activities which contributed to times when they were not fully productive. It is suggested that these items, although not specific to individual functions or areas, should be focus points within all study groups.

Secondary Duties stand out as a particular problem for 18% of personnel on a frequent basis and 62% on a less frequent basis. A total of 75% of people also consider over regulation of concern at least on occasion.

A common complaint of respondents is the overall bureaucracy which lessens the available time to perform job related duties. Fully 75% of respondents are sometimes less than fully employed due to bureaucratic processes over which they have no control.

Message: The common threads of over-control and bureaucracy exist in all activities and units on the Wing. It is the primary holdover from the military culture which, of course, is the focus of change.





by

J. Kevin Dobbeltsteyn

If you are a regular contributor to a Registered Retirement Savings Plan (RRSP), you probably spend considerable time deciding how to invest your yearly contribution. But have you given much thought to how you will deal with your RRSP when you retire?

The Income Tax Act does not permit you to have an RRSP after the end of the year in which you turn 71. You have three basic choices before that time arrives.

The first is to take the proceeds of your RRSP in cash. However, since the proceeds you receive from your RRSP are subject to tax, a big lump-sum withdrawal will put you in a high income tax bracket, where you could immediately lose 50% or more of your RRSP money to taxes. As a result, this alternative is seldom chosen.

The other choices are far more palatable. You can transfer your RRSP money into a Registered Retirement Income Fund (RRIF), or purchase an annuity. Both of these vehicles allow you to create a steady retirement income stream. Here's how they compare:

RRIFs: A RRIF is the mirror image of an RRSP. An RRSP is designed to help you accumulate assets, while a RRIF is designed to distribute those assets as retire-

What to do with your RRSP when you retire

ment income.

When you transfer your RRSP assets to a RRIF you maintain control over your savings and continue to make investment decisions. The money in your RRIF continues to generate tax-deferred investment returns, although you can't contribute new funds. A RRIF can also include the same types of investments as an RRSP.

As well, a RRIF allows you to withdraw as much of your retirement nest-egg as you like, when you like. However, you must meet minimum yearly withdrawal provisions established by the federal government, based on either your age or the age of your spouse.

Annuities: An annuity is a contract with a financial institution that provides you with regular income in exchange for a fixed sum of money. The regular payments you receive are a combination of repayment of the principal of your original investment plus investment income earned on the original amount.

An annuity is like a mortgage in reverse. When you arrange a mortgage, a financial institution provides you with a sum of money that you repay, with interest, over a number of years. With an annuity, you provide the fixed sum of money to an institution that pays you back, along with income generated by your money,



Burn Awareness Week



The province of British Columbia has proclaimed by Order in Council that the week of February 4-10, 1996, inclusive be designated as "Burn Awareness Week."

Did you know that:

- every hour a fire causing damage occurs in B.C.
- every day someone is injured by fire in B.C.
- fires cause about \$450,000 damage every day in B.C.
- fires kill in B.C. every 12 days
- 45% of burn injuries in B.C. are caused by hot liquids or vapours
- 40% of burn injuries in B.C. are caused by fires
- 43% of persons burned in fires are between ages 20-44
- children aged 1-14 have the second highest rate of burn injuries from fire
- the majority of fires occur in private dwellings
- the ignition of flammable liquids and substances such as cooking fats and gasoline are major causes of burn injuries from fire
- having a smoke alarm in your home cuts your risk of dying in a fire in half.

So remember that "Hot liquids burn like fire!" Scalds are the number one cause of death and injury to children under the age of four. Also remember to supervise children when you're drinking hot liquids, and turn pot handles toward the back of the stove when cooking.

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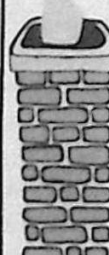
Happy 50th Birthday Comox

from the management and staff of the Totem Times

BURN SMART

TO MINIMIZE AIR POLLUTION FROM YOUR WOODSTOVE:

Burn only small, bright fires. Start the fire using small pieces of wood kindling, and keep the fire moderately hot, adding larger pieces of split wood as required. Do not damper down the fire too much, as this will produce a smoky, oxygen-starved fire.



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Lida Osborne
J. Kevin Dobbeltsteyn

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Wallace Gardens Community Council

As we embark on a new year, we would like to take this opportunity to introduce some of the program items that your Community Association will be offering throughout 1996.

One of the first major events will be the Easter Children's Day. The day will commence with a family pancake breakfast, cooked by your ward councillors, and activities will include a colouring contest, a bicycle decorating contest and parade, games and the Easter egg hunt.

Canada Day is again on the agenda, along with another Family Fun Day in the fall. Baseball and T-ball will be offered (coaches required, no experience necessary) and, hopefully, the summer program will survive. The annual garage sales will be happening in June and September again and Teen Dances, Youth Sock Hops and Kids' Bingo are on the schedule.

With the assistance of 19 Wing CE, the recycling program got an early start, commencing 31 January with newspaper and cardboard pickup included as part of your regular garbage pickup every other week (31 Jan, 14 Feb, 28 Feb, etc.). We will continue to investigate the possibility of a larger scale program but, for now, this is an excellent start. With any luck, composters should be available soon for pick-up and/or installation. If you need more info or would like to join the Community Association, please call the office at local 8571 or stop in and see Linda next to the barber shop in the Canex any day before 12:30 pm.

These are only a sample of what is coming in '96 and we at the Community Council look forward to another fun year in Wallace Gardens. We are still in need of some ward councillors and there are never too many volunteers so please come out and support your community.



19 Wing is now Recycling

Effective 31 January 96 Curbside Pickup

of your newspaper and cardboard
will be included with your regular garbage
on alternate weeks (31 Jan, 14 Feb, 28 Feb, etc.)

Composters are being arranged and all survey results are being reviewed.
We will keep you informed of any changes in the program.

This program is being implemented through 19 Wing CE.
Thank you from the Wallace Gardens Community Association.

Please call Local 8571 if you have any queries regarding this or other community programs.

Auto Hobby Club expands!

On 17 January, the Comox Auto Hobby Club broke ground on their expansion project. This project will see the enclosure of the carport area to create a 25 ft. x 30 ft. 2-bay auto body shop and a 10 ft. x 30 ft. machine shop. With a membership of more than 300 the present facilities have passed the saturation point. After this expansion the availability of more shop space will be realized.

Included in this expansion comes the acquisition of new tools and machinery such as: a brake lathe, tire machine, welding equipment, etc.

In order to reduce costs, the members of the Auto Club will be doing some of the work. Also, students from G.P. Vanier Secondary School Wood Working Shop, under the supervision of their instructor, Mr. John Dickenson, will be removing the existing glass show room front and replac-

ing it with wood. Also, they will be constructing the walls for the new bays. The show room will then be used as a small engine

repair area and a small parts storage area. Expected completion date for the expansion project is 29 February.



(L-R): Cpl Doug Barnes, Cpl Paul Rioux, LCol Terry Burt and Cpl Steve Wain. Warning: If you're going to sit on one of these machines, check your uniform for marks afterwards. courtesy Base Photo

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Le RER militaire

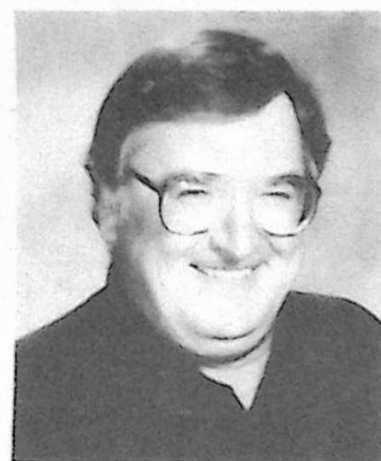
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Pour tout renseignement, visitez votre succursale ou votre conseiller RARM/RERM ou appelez-nous au 1 800 668-8888



by Lloyd Bailey

The importance of uniform



while Admiral Horatio Nelson provided his men with blue jackets and white pants.

During the American Civil War, 1861 to 1865, much confusion arose because many Confederate units continued to wear Union Army blue. The poverty of the South was later reflected in the uniforms of the Confederate army.

During the Thirty Years' War in Europe, King Gustavus Adolphus of Sweden fought the 1631 Battle of Breitenfeld with nondescript soldiers, identifiable only by an evergreen twig in their hatband.

But the meaning of the uniform has changed completely from a heritage costume to a functional garb. The British Marines of the mid-19th century, for example, wore a black shako of diminishing height as the decades progressed but always with a green ball on top, representing the worldwide actions of that body. Like all other British divisions, their lapels, buttons, collars, sleeves, and stripes each represented a distinctive campaign or action or glorious citation. One could literally read the history of the division from examining the uniform itself.

By the South African War, 1899 to 1902, utilitarian khaki came in use, largely due to the guerrilla tactics of the Boers and the exigencies of climate in a far-flung British Empire.

There are some oddities in the history of uniforms. Napoleon dressed up his Imperial Guard very prettily, their bearskin helmets were later to be copied by many armies, including the British. Tsar Paul I of Russia, 1796 to 1801, was mentally and morally disturbed, and spent most of his time playing with toy soldiers or designing grand uniforms for his palace troops. His incessant drilling of those guards eventually cost him his life, so incensed were they by 1801.

The regular soldiers of France in New France bravely fought off the Iroquois before 1760 and in Royal Blue uniforms. Their habitant or native French Canadian militias preferred a less ostentatious grey coat. Smart Canadians, eh?

Uniforms have proven important in the non-military world too. The officers of the Hudson's Bay

Company regularly messed in scarlet garb. They also ensured that all Indian chiefs in their commercial empire possessed similar clothes and appropriate medals. Imperial Germany prescribed uniforms of graduated prestige throughout its civil service. Only in the traditional uniform of both the British and Canadian Customs did one detect the similarity with the Royal Navy. But foreign service officers in all European and Commonwealth countries have only since the Second World War shunned the historic black tricorn hat and matching gold-embossed uniform. Canadian Governors-General and their provincial counterparts are likewise flexible in their official clothing, the black uniform being standard issue.

In an age of increasing informality, uniforms are less and less evident and certainly much plainer than in previous times. But the importance of uniform is its symbolic worth, and that has been timeless.

Seniors worth a fortune

Remember, old folks are worth a fortune - with silver in their hair, gold in their teeth, stones in their kidneys, lead in their feet and gas in their stomachs. I have become a little older since I saw you last and a few changes have come into my life - frankly, I have become a frivolous old gal.

I am seeing five gentlemen every day. As soon as I wake up, Will Power helps me get out of bed. Then I go to see John. Next, Charlie Horse comes along and when he is here he takes a lot of my time and attention. When he leaves, Arthur Ritis shows up and stays the rest of the day. He doesn't like to stay in one place very long so he takes me from joint to joint. After such a busy day, I'm really tired and glad to go to bed with Ben Gay. What a life.

P.S. The preacher came to call the other day. He said that at my age I should be thinking about the hereafter. I told him, "Oh I do, all the time. No matter where I am, in the parlor, upstairs, in the kitchen or down in the basement, I ask myself - now, what am I here after?"

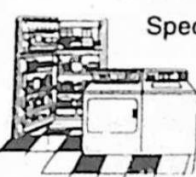
Author unknown



Just how bad is it? Apparently the new re-engineered mobile recruiting vans will be much less luxurious in the future. The Air Force looked around for a more economical means of transportation and have located this van to fill the bill. Visible, streamlined and easy on gas, this beauty is sure to get the people's attention wherever it goes.

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Officers' Mess Ladies Club 1996 Entertainment Schedule

Feb 21 Pizza and Game Night
Mar 20 Appetizer Tasting
Apr 17 Fashion Show
May 15 Farewell Evening

** All events 7 pm for 7:30 pm at the Officers' Mess Lounge**

See you there!

Comox Air Force Museum

(located at the main entrance to CFB Comox)



Open 10:00 a.m. till 4:00 p.m. Weekends and Holidays.

Gift Shop is well stocked with aviation related items.

ATTENTION ALL BRANCH 160 MEMBERS!

1996 membership dues became due and payable on the first day of January 96. To remain in good standing, dues must be paid not later than 31 January.

1996 dues rates

Ordinary & Associate under 65 years - \$30.00
Ordinary & Associate over 65 years - \$20.00

If you wish to mail your dues in, make cheque or money order payable to "Comox Legion Br.160" and forward to: 1825 Comox Avenue, Comox, B.C. V9M 3M3.

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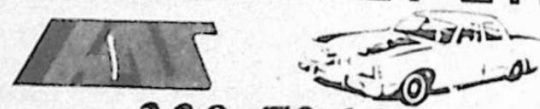
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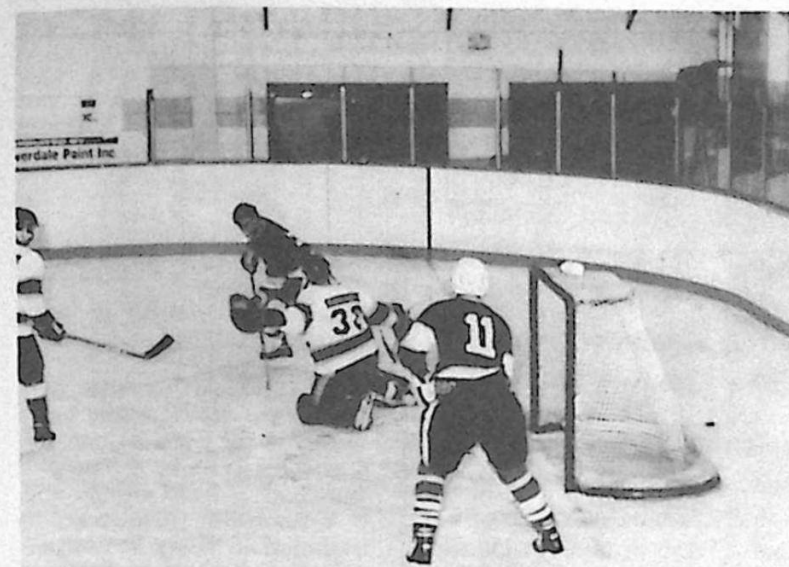
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Coach - Sgt Hal Fraser

We are a group of guys (26) over 35 who love the game of hockey. Our team is sponsored by the Base, the Arbutus Hotel in Courtenay Mr. Rick Penner, Collingwood Inn and Mountain Meadows.

This 95/96 season to date we have played 18 games and won six. We have played in three tournaments and had lots of fun. Currently we are on our way to the Pacific Cup in Victoria Jan 19-21. After the tournament, the team is preparing for the regionals which take place 19-23 Feb. Our coach, Gentleman Hal, will be putting us through our paces to ensure that we present the best possible team in order to win the regionals. Also we have our own tournament 2-4 Feb in which teams from all over the island participate in a great weekend of hockey.

Pacific Region and Old Timer Hockey Championship 19 - 23 February

hosted by.....

Volunteers are needed for:

- * Timekeeping
- * Scorekeeping
- * General hosting duties

Contact the Recreation Cell lcl 8315 to sign up now!

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Pacific Divers take action



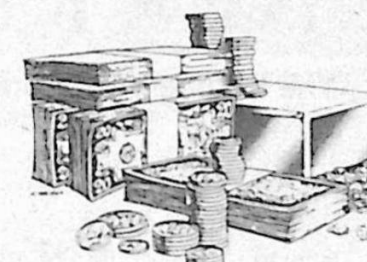
by Cpl McKenzie

Welcome to 1996. New experiences await us all. Dive! Dive! Dive! For anyone who hasn't seen me around the valley, I work at 19 AMS Safety Systems shop in the "penthouse suite" located on the top floor of 7 hangar. Those personnel who have had a requirement to come upstairs know what I mean by "penthouse suite."

So, why am I writing in the paper? Well, it happened at the last club meeting. There I was dangling my feet from my seat on the table - I'm 5'4" - pondering out loud if I should volunteer myself for the position and WHAM - everyone else did it for me! This is okay because I'm pretty sociable, usually. Before I get on with it, I must be upfront. If I unmaliciously slam someone...oh well. It usually catches up with me in the most uncanny ways and I have found that a good number of my experiences provide people with something really stupid to laugh at. Well, at least it provides some entertainment, even if it's at my expense.

Last year, club members participated in a river clean up in Courtenay, spent a long weekend at Whitty Island, USA, and did a number of local dives. Let me tell y'all, Whitty Island was warm, sunny, and an excuse to get away. Nothing like flopping on the ground soaking in the sun, drinkin' coolers, and stuffin' your face after a good dive - even if you decide sunnin' is priority one 'cause ya just wanna sun! Tanning competition anyone?

FRP 97 Howgozit



The latest Force Reduction Plan is by all accounts having its desired effect. Heavy turnout for FRP97 is the information coming from Wing Headquarters with the majority of applicants being from the MOC 500 trades.

To date, 224 interviews have been completed and 132 applications received. A further 30 interviews are scheduled and, if this FRP follows the trend of the last three, there will be a final flurry of applications on or near the deadline. That deadline, by the way, is 26 January.

At this point in the year, the exec has started to discuss last year's problem of "passivity or non-action" (my choice of words).

Okay everyone! Let's get the lead out and TAKE ACTION! Procrastination has been one of my downfalls, how about anyone else? How many people are employed on this base? How many

The Club is open Monday and Thursday nights from 6:30 till 8:00 pm.

people do you know who would pass up a chance to do an activity cheaper and with a few perks i.e. the possibility of staying at other military facilities, adventure training, cheap air fills, coming together with other people who are in the same boat as you despite their rank and occupation. Yes,

yes. The pocketbook. We do RENTALS! New economical rates will be published in the next edition of the Totem Times as I don't have them with me. And if you don't want to dive all the time...come on a trip. We're discussing Monterey Bay, California. A trip is scheduled for the long weekend in April. Plenty of warning everyone.

The clubhouse is open Monday and Thursday nights from 6:30-8:00 pm. Drop in after shift. Call and say "Hi!" Local 8402. If you have a dive story or a suggestion for a place to go diving, let us know. The current membership list for 1996 can be found in the 19 January Routine Orders.

There is a site on the Net at <http://www.scuba.net/> for anyone who hasn't found it yet. Lots of info to cross reference as potential dive spots. If anyone has managed to dig deep, I'd appreciate any insights. I can be E-mailed at anewdir@mars.ark.com. No junk please.

Pacific Divers Scuba Club

Presents

"PADI"

Rescue Diver Course

January 29 & 31

Class sessions 6 thru 9 p.m.

Open Water Feb 3 & 4
8 A.M. All Day

Contact Brian Scott lcl 8399
Russ Ackland lcl 8115
Scuba Club lcl 8402

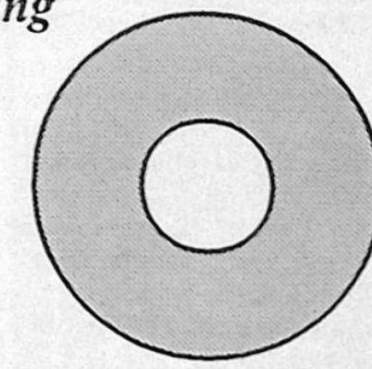
Costs: \$155.00

Wing Curling play Down

Feb 6 at 1500 hrs

at the Comox Valley Curling Club

Winning team will represent 19 Wing Comox at the Pacific Regional Curling Championship held at CFB Chilliwack 25-29 March



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Classified Advertising

Free Classified Ads for the members of 19 Wing and their families till 1 April 96 !!!

Your ad must be 25 words or less, you must be a member of 19 Wing (civilian or military) and your ad must be type written and hand delivered or sent via military mail to the Totem Times office. No phone in ads please.

Mountain View Music

Disc Jockey services
parties • weddings
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Andy Anderson 339-4317

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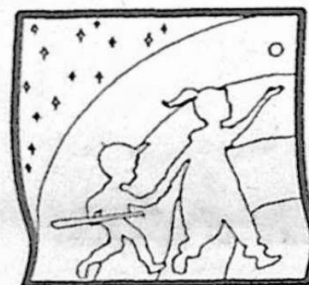
Kid's Mountain Bike
Like new! Best offer. Phone 339-0406 after 6:00 pm.



Sell developmental toys, books, games, & software. Home based business. Small initial investment and lots of fringe benefits. Call Wendy 339-2414.

For Sale

1974 Lionel camper
13 feet, inside completely renovated, shower/toilet, furnace, 3-way fridge, stove, jacks, hot water, 8x8 add-on room. \$1,800 o.b.o. Phone: 890-0268



Government Licensed Family Daycare in Tyee Park has openings for children. M-F 0700-1630. Very reasonable rates. Hot lunches and snacks provided. Call 339-2414.

For Sale

1980 Jaguar XJ6
New paint, excellent running condition. \$9,000 o.b.o. Ph: 338-4467. Ask for Larry or Loraine.

For Sale

Yamaha CD player, 3 years old, excellent condition: \$100.00 o.b.o. 339-9234

For Sale

Oil burning cook stove suitable for small cabin. Reasonable shape. \$75.00 o.b.o. 339-2108

Babysitter

14 year old Grade 9 student. First Aid course. Experienced with newborns and young children. Good rates. Catherine 339-3132

Public & Personal Announcements

NEXT DEADLINE 2 FEB.

The Comox Valley Smokeless Singles Club presents the following dances:

Fri. 2 February: 50's Greaser theme dance in the Comox Valley Curling Club, 4835 Headquarters Road, Courtenay (opposite Vanier School). Music by our favourite DJ, Glen.
Sat. 17 February: Sweetheart theme Open Dance. ALL NON-SMOKERS, SINGLE, MARRIED, PARTNERED, ETC., ARE WELCOME! To be held in the Comox Valley Curling Club. Music by the little band from Chilliwack - "Wylie and The Other Guy."

Doors open at 8:30 pm with dancing from 9:00 pm to 1:00 am. There is a bar available. Dance entry: \$6.00 members, \$8.00 non-members. All non-smoking singles are welcome to attend. For more info: (Comox Valley) Ron 339-9831, (Campbell River) Dianne 923-5649.

Reunion for

RCAF Women

The reunion committee for RCAF Women who served in the permanent force from 1951 is asking for your help in locating former members. Our 3rd reunion is being planned for 7-9 June, 1996 in Vancouver at the University of British Columbia and, whether people plan to attend or not, we are asking that they send in their names and addressed to: RCAF Women's Reunion Committee, 1475 East 43rd Avenue, Vancouver, B.C. V5P 1M3, or phone Shirley at 1-604-327-1221.

Gym Hours

Mon-Fri: 0600 - 2100 hrs.
Sat: 1300 - 1700 hrs.
Sun: 1300 - 2100 hrs.
Mon-Fri: 1100-1300 military and DND employees only
Sat: 1300-1700 casual use
Sun: 1300-2100 casual use
Avis

Groupe de soutien pour familles francophones center sur l'étude de la parole de Dieu. Rencontre tous les mercredi de 1900 - 2030. Pour information contacter Jacques ou Sylvie Fortin 339-6377.

Stained Glass by Rudy Preus. Suncatchers, Window Hangings, Glass Aircraft. Great gifts for all occasions. Stellar Images Studio is now open at 888 Sandpines Crescent. 339-0364

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For Sale

Windsurfing Equipment
Board "Rocket" 88, 3x sails (6.2/5.5/4.7 M), 2x booms, 2x sect masts, 2x mast bases, seat harness w/ropes and more.
\$1,000 o.b.o. Phone 890-0268

For Sale

Kenwood LVD 700 laser disc player. Plays both movies and audio CDs. Shuttle jog dial. Only played two times.
\$350.00 Call 339-4317

WANTED

I pay \$ for military medals, Army badges, UN, NATO. Also WWII and Japanese militaria. Phone Gordy 339-0451.

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Custom frames & matting
Limited edition prints
Needlepoint
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For Sale

Late model Kenmore Dishwasher. Excellent condition. \$75.00 o.b.o. Call 897-1118

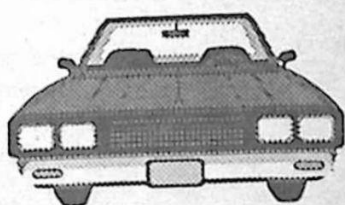
For Sale

21foot Bayliner boat
Fully loaded. Call 338-1956.

For Sale

Waterbed, Queen size with six drawers: \$75.00 o.b.o.
Entertainment stand: \$50.00 o.b.o. 339-9234

BEST DEAL AROUND FOR SALE



1983 Chevrolet Cavalier Stn Wagon. Not running but suitable for parts or can be made to run by a handy mechanic. Good engine and drive train. Five speed manual. Body has some rust at bottom of doors.
Asking \$300
OBO Call Mary at 339-2108

FOR SALE

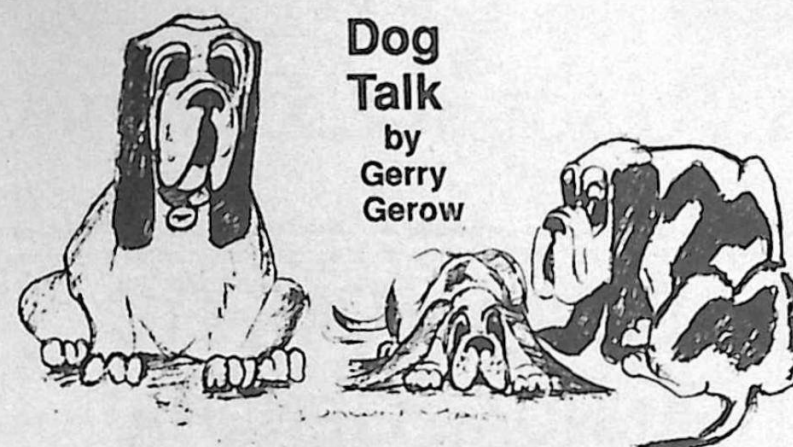
2 Night Tables - \$20.00 each.
Double Bed Headboard - \$25.00.
4 Drawer Dresser - \$25.00.
12Volt Water Circulation Pump - \$40.00. Call 339-0364

For Sale

Montgomery Ward woodburning kitchen stove, circa 1930-40. Needs some metal work. Finish is good. Asking \$100.00 OBO. Contact Joel at loc 8145.

For Sale

Jennings Compound Archery Bow, quiver mounted on bow, broadhead and target arrows, finger and arm guard. Very good condition \$80.00 firm. Call 890-0304 after 6 pm.



Dog Talk by Gerry Gerow

This week a couple of books that are a bit different. "Gifts for Your Dog" and "Gifts for Your Cat," Readers Digest, 215 Redfern, Westmount, Quebec.

These are both interesting little books which feature detailed plans for things you can make for your pets. Fancy dog houses, collars, toys, pillows, and just about anything you can think of that your pet would like. Complete with detailed plans and lists of materials, you will be amazed at the things you can make to please the animal in your life. Even fancy meals are included. I don't think these are available through the book or pet stores, but you can order them by phoning (514) 934-7328. I heartily recommend them, especially for youngsters who love their pets and want to do something special for them.

Obedience Classes

Dog obedience classes are starting up again in most areas.

Some people are serious about taking their doggy into obedience trials, but most just want to get their pet to obey.

What can you expect from these classes? Well, nothing if you don't do your homework. However, those who apply themselves and train with their dog for at least 20 minutes every day during the 10 weeks or so of classes will be amazed at the progress their dog will make.

First, your dog will be taught to heel. That means that he/she will walk quietly beside you at the left hand side and sit immediately when you stop.

Second is the stand for examination exercise. Your dog will learn to stand quietly, without moving, with you at the end of the leash, while another person approaches and touches the dog. This can be a great help, especially during visits to the vets. Probably the most important

exercise for many people is the recall.

The dog is taught to remain seated until called, and then to come to the handler immediately on being called. This can easily save your dog's life.

The long sit is an exercise where the dog remains in the sitting position for a full minute while the handler is across the room. The dog is not supposed to move until the handler returns and releases it. The long down is similar, except that the dog is taught to go down on command and remain there for three minutes while the handler is across the room.

The most value that you will get from these classes, however, is socialization. Most people's dogs don't see other dogs very often. In the class atmosphere, the dog will get used to being with other dogs, and to ignore them and obey the handler.

In my view, proper obedience classes are essential for those who wish to have a well-behaved pet. The value of socialization is evident when you realize that highly experienced dog trainers still take their dogs to classes. They know how to train, and their dogs will be well ahead of others in the class, but they need the socialization experience.

CD Awarded



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Posted to Kingston in 1996?

If a posting to our beautiful "Limestone City" of Kingston is where you are headed, please give me a call on the "TOLL-FREE" number below, and I will send you a "Worry-Enders Kit of Kingston" containing maps, home prices, school information, shopping facilities, transportation and a video of Kingston Housing.

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Cancellation of Events Costs Your Wing Time and Money
For information about tickets, please call the bar, 339-0888

CALENDAR OF EVENTS - 1996

Sat 27 Jan	Ukrainian Nite	2000 hrs
Wed 31 Jan	Executive Meeting	2000 hrs
Sat 3 Feb	Bingo	2000 hrs
Wed 7 Feb	General Meeting	2000 hrs

At a recent ceremony, held in the office of the Commanding Officer 414 Sqn, Cpl R.J. Roedger was presented the Canadian Forces Decoration for good conduct and long service. courtesy Base Photo

CFB Comox Bowling Centre

Any individuals, couples, or teams interested in league bowling please call the contacts listed below, or call Bowling Centre staff members Scott Teasdale at 334-1937 or Pat Andrews at 338-8317. Info also available from PERI staff.

League Times	Contact
Tuesday Ladies 6:45 - 9:00 pm	Sylvia Smith 339-0663
Wednesday Ladies 1:00 - 3:15 pm	Joan Breault 339-2045
Wednesday Mixed 6:30 - 9:00 pm	Darrin Hartley 339-1818

Interested in playing in a Men's League? - call the Bowling Centre staff and put your name down.

Casual Bowling

Friday 6:00 - 9:00 pm
Sunday 1:00 - 4:00 pm

Youth Bowling League - Saturdays at 9:30 am

Anyone interested in registering their children for the Saturday League can contact the coordinator, Byron Tordoff, at 339-7852. The kids have a lot of fun and get professional coaching at the same time.

We also book parties for section parties, sports afternoons, organizations, birthdays, etc.

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Introducing the Valley's first, famous and only...

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every monday

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for the incredible low price of
3.25
caesar drinks, too!

and don't forget...
WING NIGHT every Tuesday ...
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for the amazingly low price of
.35 each



649 Anderton, Comox

339-5400

Take Off Pounds

Sensibly

Tops #BC3454, Lazo, meets every Wednesday at the Base Rec Centre at 6:30 pm. For information call Kathy at 339-2976.

Aerobics

Co-Ed Aerobics are available at the Base Gym aerobic room Mon thru Fri 1130-1215 hrs. For further info contact Karen at local 8442.

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COMOX MILITARY FAMILY RESOURCE CENTRE

phone: 339-8290

Decorating Your Home: Where To Begin

"Where should I start?" That question is perhaps the one uppermost in most people's minds when looking at decorating their homes. It can be baffling to know where to begin to pull together a decor which is functional, aesthetically pleasing and has personal meaning.

Before you get to the design concept stage, you have to analyse your needs. What kind of lifestyle do you have? Casual? Children? What ages? Pets? What kind of use (or abuse) will the furniture be subjected to? There is no point in covering a sofa in a pale floral print in a kid or pet friendly environment.

Then you need to analyse the space you have. Is it modern with little or no features, such as mouldings, or an older home with architectural details? Structural shapes and built-in ornament can be played upon in decorating to create nice unity. If it's a basic box-like layout, the decoration has to be applied over the blank canvas.

Of course, it also makes a difference whether you own this space or not. Temporary or

rented housing has its own set of perimeters; often tenants are limited in paint colour selections and may not want to spend a great deal on improvements which cannot be taken with them. If you own this home, it is important to consider your plans for the future; do you want to sell it within 5 years and if so, can the money spent on renovating be recouped.

Once the space's needs and your needs have been examined, then design choices can be researched. One of the best ways to get a sense of direction is to go through as many home decor magazines as you can. Without analysing your choices, simply rip out or mark whatever appeals to you. After going through upwards of 20 - 30 magazines, look at what you've selected as a whole; you will see repeated preferences such as liking open spaces, a particular colour or a style of furniture. These are important clues in determining your own style.

One method is to key the interior off a particular piece of furniture or a valued memento. Collections from family or travels can be the centre of attraction in a

room. The dominant colour in an old set of china prominently displayed can be repeated and complemented in fabrics or rugs in the room; the shape of the tribal mask collection could suggest a clean line, modern shape for the sofa and love seat or an Asian style pattern for the upholstery fabric.

Whatever the inspiration, the most important aspect of any home interior is that it is *Your* home, and should reflect your personality - that is the mark of a successful project.

deNeen Baldwin received her diploma in Interior Design from Kwantlen College in Richmond, BC. She established her firm, Interiorworks Design, in the Comox Valley last year after working and teaching for several years in the Lower Mainland. deNeen teaches an evening course called Home Decorating by Design at North Island College. deNeen will be offering a workshop on Decorating by Design at the Women's Conference sponsored by the CMFRC at the Washington Inn on March 9th 1996. See below for more details.

INTERNATIONAL WOMEN'S DAY CONFERENCE

Saturday 9 March 1996 at the Washington Inn

- Cost is \$20.00. Price includes 3 workshops, lunch and entertainment.
- Workshops being offered include: Financial Planning for Women, Journal Writing, Conflict Management, Balancing Family Work & Self, Decorating by Design, Reflexology, Building Friendships, Self Defense, Parenting, Gardening, Crafts, Hidden Spots in the Valley.
- Childcare is available at the Kinnikinnik Child Care Centre from 8:00 am - 4:15 pm for a fee of \$11.00 per child. Limited child care spaces available so register early at 339-5051.

Registration Deadline February 23rd

For More Information Call 339-8290

Upcoming Events

"How to Talk so Kids will Listen and How to Listen so Kids will Talk"

This workshop is a fun, effective 6 week parenting course, based on the book by Adele Faber/Elaine Mazlich. Topics covered will include: helping your children deal with feelings, encouraging responsibility, alternatives to punishment, praise and self-esteem and much more.

Facilitator: Marla Kaposvary
Dates: Thursday evenings from February 8th to March 14th
Time: 6:30 - 8:30 pm
Location: CMFRC
Cost: \$25.00

Registration: Call 339-8290 by Feb. 6th. Fees due at this time

AIDS 101

The AIDS 101 workshop addresses how HIV/AIDS is transmitted, universal precautions for caregivers, the HIV/AIDS continuum, (what is HIV and what is AIDS?), dispelling myths and putting a human face on AIDS. Ample time will be given for questions and specific concerns.

Facilitator: Leah Baron, Director
North Island AIDS Coalition
Date: February 21st
Time: 6:30pm
Location: CMFRC
Registration: Call 339-8290 by February 19th

Chocolate Making

Make turtles, peanut butter cups, suckers and fondant filled chocolates. Just in time to make for your sweetie for Valentines Day!

Facilitator: Linda Ryan
Date: February 5th (previously advertised as the 7th)
Time: 6:00 - 9:00 pm
Location: CMFRC
Cost: \$7.00 for supplies due by Feb. 2nd
Registration: Call 339-8290 by Feb. 2nd. Fees due at time of registration.



SECOND CMFRC ANNUAL GENERAL MEETING

The Second Annual General Meeting of the CMFRC will be held on February 13th, 1996 at 7:00 pm at the AFIS Theatre.

The guest Speaker will be Mr. Gilles Parent, coordinator of the UN Mission Information Line, at the Directorate of Military Family Support in Ottawa.

There will be a Door Prize, free childcare at the Kinnikinnik Centre (registration for childcare is required by Friday Feb. 9th, call 339-5051), and refreshments.

Who can attend the meeting?

Members of the Society can attend the AGM. Members are: all military members and their families working at or supported by 19 Wing Comox.

What is the purpose of the meeting?

- to elect a new Board of Directors from the membership
- to present the financial statements of the Society
- to provide a status report on the progress made so far and on the planned projects
- to vote on a resolution to include retired CF members and their spouses as members of the Society



Kinnikinnik

Child Care Centre

• Preschool (ages 3-5 years)

Two and three day programs are available, mornings and afternoons (2.5 hours per day).

• Daycare (ages 15 months - 5 years)

Full-time, Part-time & Drop-In Welcome.

• Out of School Care (ages 6 - 12 years)

Transportation provided to and from Lazo and Comox elementary schools upon request.

• Toddler Play Goup (15 months - 36 months)

Tues. & Thurs. 7:00 - 11:30 am. Drop-in or monthly registrations. Minimum enrollment 2 hours.

• Parent and Child Play Group

Fri. 10-11:30 am. A playgroup for children under 36 Months. Older siblings are welcome. Drop-In or monthly registration.

OPEN 7:00 am - 5:30 pm

Youth Activities

• Gym Nights 7 - 9 pm

Every Wednesday night at the base gym. Come out and join in activities such as volleyball, basketball, badminton and indoor soccer. No recreation passes are needed for CMFRC teens during this time only. Please bring white soled shoes.

• T - Shirts

"Crows" design on the back and the CMFRC logo on the front. Cost \$7, teens \$10 volunteers. Colours are ash grey and white. Only a few left. Get yours while they last!