



Beaver Tales

Beaver Tales, the new biweekly newsletter, is your one stop shop for all information IE.

DECEMBER 12

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December 20th:

NEW Directive on Government Contracts Including Real Property Leases in the Nunavut Settlement Area comes into effect.

Summary: The Directive implements requirements across the federal government to ensure that support is provided to Inuit firms to enable them to compete for government contracts, including real property leases, and to ensure consistent implementation of the obligations of the largest land claims settlement in Canada.

What does this Directive mean for DND?

DND is responsible for:

Immediate term:

- Ensuring that contracting authorities, business owners, and designated real property officials in their departments, who have responsibilities for contracting in the Nunavut Settlement Area (NSA), are aware of the requirements in the Agreement for government contracts, including real property leases, and have the necessary training to comply with the requirements in this directive;
- Providing the Deputy Minister of Crown-Indigenous Relations and Northern Affairs Canada (CIRNA) by Dec 20th with a list of planned government contracts and real property leases in the Nunavut Settlement Area for the 4th Quarter of the current fiscal year (January 1st, 2020 to March 31st, 2020) and the next fiscal year;

Medium to longer term:

- Within 6 months after the end of each fiscal year, providing to CIRNA/TBS/PSPC a list of government contracts including real property leases that were entered into in the NSA, noting which were limited to Inuit firms and/or contained bid criteria; and
- Ensuring close consultation with the Designated Inuit Organization (DIO) when developing and maintaining policies and programs that are designed to:
 - increase access by Inuit to on-the-job training, apprenticeship, skill development, upgrading and other job-related programs.
 - Provide greater opportunities for Inuit to receive training and experience in order to successfully create, operate and manage Northern businesses.
 - Encourage Inuit firms to bid for government contracts, including real property leases, in the Nunavut Settlement Area, in cooperation with the DIO.

Do You have questions related to the Directive?

Contact the [Directorate General of Indigenous Affairs](#) or click [here](#) to access the Directive.

January 14th - 16th:

Environment Workshop

Members of the DND environment community, including Environment Officers from headquarters, the regions, bases, wings and detachments will participate in an environmental workshop, organized by the Director General Environment and Sustainable Management (DGESM). The workshop will provide environmental staff at all levels with a learning and professional development opportunity, and a chance to network and share ideas, updates and best practices.

The workshop is open to the DND/CAF environment community. ADM(IE) staff from all L2 organizations are encouraged to attend. This workshop will be a fantastic opportunity to learn more about our environment files, and to help spread the word about the contributions your L2 can make to the environmental team.

The workshop will be held in the National Capital Region, in Gatineau and at Carling Campus January 14 - 16th 2020.

For more information about this workshop, including the draft agenda, visit DGESM's [SharePoint Site](#). If you wish to attend, please contact [Jennifer Rowland](#) as space is limited to 200 participants.



[Fire safety tips for the Holiday season!](#)

NDWCC Updates



BAKERS WANTED

December 18th: NDWCC Cookie Cart

The NDWCC committee is looking for volunteers to bake some tasty treats for this year's Christmas Cookie Mobile Cart! Please contact Leigh-Ann.Havlin@forces.gc.ca.



ADM(IE) employees go to jail!

On November 14th, ADM(IE) employees in the NCR participated in the **NDWCC** event **Jail and Bail**. For varying donation fees, employees could send their bosses and colleagues to the Military Police "jail".

Employees from Director General Strategic Portfolio Initiatives (DGSPI) and Director IE Management Support Services (DIEMSS) pooled together money to "arrest" their fearless leaders, Anne Morton (above) and Tag Shattuck (above-right). The Military Police showed up at the arrestees' workplace to escort them to "jail". The arrestees then had the opportunity to bail themselves out at double the cost of the original donation that was paid to keep them detained, or wait out their allotted jail-time.

Tag Shattuck, Director for DIEMSS, paid the bail money and then some more to put his accusers (and Internal Communications photographer Shannon, whose only crime was following the action) behind bars (right).





Loonie-Toonie Race & Chili Cook-off

On November 27th, ADM (IE) went head to head with ADM Review Services (RS) in the annual Loonie-Toonie Race in support of the NDWCC. Employees of ADM(IE) and ADM(RS) lined up along the path to the finish line with their loonies and toonies and donated to move their leader's across the finish line. There was some good-hearted smack-talk from ADM (IE), but ADM (RS) proved to be cunning in her strategy to collect ADM(RS)'s coins with a lidless container to cross the finish line quickly.

Immediately following the Loonie-Toonie race, the competition continued with the ADM(IE) vs ADM(RS) Chili Cook-off. Participating cooks from both organizations made delicious chili that was tasted and judged by all employees who bought a \$5 ticket to the Chili Zone. ADM(IE)'s Johan De-Silva, and his supporting cohort from IE Business and Data Support (IEBDS) (below), reigned supreme in the chili cook-off, dethroning Jeremy "Jojo" Mansfield from his 4-year winning spree. Johan brought back bragging rights and a trophy to proudly display in his cubicle until the same event next year!



From left to right: Brad Caya, Ashley Hanrahan, Johan De-Silva and Ryan Samimi.



CALENDAR OF EVENTS

Click [here](#) to see upcoming events!



EDITOR'S NOTE

REMINDER: Beaver Tales Holiday Break

There will be **NO** Beaver Tales publications on **December 26, 2019** and **January 9, 2020**.

- The last Beaver Tales publication for **2019** will be on **December 12th**.
- The first Beaver Tales publication for **2020** will be on **January 23rd**.

Beaver Tale Submissions

Click [here](#) for instructions on how to submit content.

Click [here](#) for the 2019 edition release dates and content submission due dates.

We want to hear from you! Please provide any feedback or content ideas to: P-OTG.IENews@intern.mil.ca.



A HOLIDAY MESSAGE FROM THE ADM

As the peak of the holiday season approaches, I would like to wish everyone happy holidays. I encourage you to take some time over the next couple of weeks to relax, spend time with loved ones and celebrate the start of a new year.

I am proud of all the work that ADM(IE) has accomplished in 2019 and would like to thank you all for your dedication and hard work. I would especially like to acknowledge those who are working over the holiday season to support ongoing Department of National Defence and Canadian Armed Forces operations.

I look forward to welcoming everyone back in the new year and hope that 2020 will be a rewarding year for you in ADM(IE).

STAFF IN THE SPOTLIGHT

Name: Sylvie Picard

Position Title: Senior Analyst

L2 organization: Director General, Portfolio Requirements

Hometown: Charlesbourg (now part of Quebec)

Currently located in: Gatineau, Aylmer Sector

Can you briefly explain your role in ADM(IE)?

I have been working as a senior analyst in the Natural Resources Section of the Real Property Services Directorate for 2 years. I work on resolving natural resources issues and answer questions that are raised concerning natural resources and access to military establishments. My main file is with the 4 Wing Cold Lake Canadian Base (4 Wing). My main task is to work with 4 Wing representatives and the oil and gas industry to ensure that the oil and gas industry development plans for the Cold Lake Air Weapons Range (CLAWR) don't have a negative impact on military training. I also work with First Nations surrounding the CLAWR that have access, or want to gain access, to the CLAWR. As well I co-ordinate access with provincial representatives of Saskatchewan and Alberta since the CLAWR is situated in these two provinces. In addition, I have a supporting role in other files such as questions on access to the CLAWR during negotiations with First Nations, and caribou protection.

What do you want people to know about the important work that you/your sector does?

I always consider my work to be in support of the Canadian Armed Forces (CAF), and I work with the members of the CAF to try to find solutions that will not negatively impact their military establishments or their training areas. It's been a great experience and I love working with DND employees and CAF members.

What do you do when you aren't working?

I craft: I bead, I make moccasins, mittens and dream catchers. I also like to sail, go to the movies, cook and walk.

What was your first job?

My first job was at Sears. I started in the men's department but someone figured out I would do better in the toy department. At 18, I was much more interested in selling toys rather than discussing clothing and fashion with men.

What is your motto or personal mantra?

Everything happens for a reason. My mom used to say it and as I am getting older I find it to be true.

What's the worst job you've ever had, and what did you learn from it?

As a summer job, I cooked pizzas in a bar during lunch time in a touristic area of Quebec City. Lunch time was very busy and the oven was really hot with no air conditioning. I learned that every job is worth doing, and I also learned to respect the people doing these jobs as they are working hard in difficult conditions.



What was your childhood nickname?

My childhood nickname was Pic-Pic, the three first letters of my last name. My childhood friends still call me by my nickname. Last year Quebec started issuing personalised licence plates and mine has my nickname on it!

Nominate your colleagues to be featured by sending an email to: P-OTG.IENews@intern.mil.ca.



FEAURE ARTICLE

Real Property Operations Group hosts Command Team Council

Around 80 military and civilian personnel gathered from November 13th to 14th to attend the CTC

From November 13th to 15th, the Canadian Forces Real Property Operations Group (CF RP Ops Gp) held a Command Team Council (CTC) at the Hylands Golf Club in Ottawa, Ontario. The Command's main focus for this CTC was on exchanging information between RP Ops leaders within HQ, the Regions and the Detachments.

The first two days involved all Commanding Officers (COs), the Chief of Staff (COS), Officers in Command (OCs) and Sergeant Majors (SMs) for a more tactical session, while the last day was focused on CO engagement. Some of the discussion topics included the RP Ops standardization needs, Environment & Climate Change Canada updates and fiscal year 2019-20 financial disposition. Other key discussions included the Integrated Infra Management

System, Performance and Competency Evaluation (PaCE), Real Property Spatial Data Warehouse, and the RP Ops Gp Leadership Program.

In general, the CTC events aim at providing functional direction and guidance from the CF RP Ops Commander and HQ staff to senior leadership in order to advance collaboratively toward achieving a common organizational vision, mission and design. Additionally the CTC provides the opportunity to celebrate successes and develop solutions collaboratively to address the challenges experienced in the regions.



Around 22 military and civilian personnel gathered on November 15th to attend the CO engagement session.

Upcoming Staffing Opportunities

COMING SOON: Collective Staffing Processes

ADM(IE) will be running the following collective processes:

Group and Level	Region
AS-03 / AS-04 (Various)	National Capital Region (NCR)
EC-07 (Various)	NCR
AS-03 to AS-06 (Real Property)	National Scope

To keep up to date on information regarding staffing and upcoming processes, refer to future IE newsletters.

If you have any questions, please contact Administrative_Services@forces.gc.ca.

- [What can your EAP do for you?](#)
- [Managers: Introducing a One-Stop-Shop for Casual Positions](#)
- [Tips for confirming Home/Mailing Address page in Phoenix](#)
- [Classification Service Standards](#)
- [Retroactive payments for employees](#)
- [Holiday Season Deadlines for Submitting and Approving Timesheets](#)
- [Reminder: What to do if you have a pay issue](#)

Welcome to ADM(IE)!

On behalf of Assistant Deputy Minister, Rob Chambers, we would like to welcome the following new employees to ADM(IE)! ADM(IE) prides itself on being an organization where employees can achieve their full potential and contribute to the meaningful work we do in support of the Department of National Defence and the Canadian Armed Forces. Thank you for choosing our organization and we cannot wait to see how your work will make us even stronger.

DIRECTOR GENERAL, STRATEGIC PORTFOLIO INITIATIVES

- Kimberly Powroz - *Manager, Portfolio Strategy and National Service Management Strategy*
- Matthew Lahey - *Project Officer*

DIRECTOR GENERAL, ENGINEERING SERVICES

- Adèle Boivin - *Project Manager, Québec and Maritimes team*

REAL PROPERTY OPERATIONS GROUP

- William Marsh - *Project Engineer, RPOU(W) HQ*

Do you have new employees you want to welcome to ADM(IE)? Email P-OTG.IENews@intern.mil.ca with their names and position titles to have them featured in this section.

The L2 Scoop

What's the Scoop with Your L2's?

DIRECTOR GENERAL, IE ENGINEERING SERVICES

PROJECT UPDATES: Recent project contracts awarded for implementation.

- Upgrade Roads and Utilities, Comox
- 4 Engineer Support Regiment, Gagetown
- Royal Canadian Dragoons, Petawawa

IE In the News

- [TC Energy Hosts First Public Meeting in Meaford](#)



From left to right: Scott Stevenson, Sia Salehi, Scott Nason, Ross Welsman, Sonia Powell and Kevin Radford.

AWARDS, PROMOTIONS, RECOGNITIONS

RPIC Award won for Best Practices - Environmental Sustainability

The Explosive Ordnance Disposal (EOD) Training Facility at CFB Gagetown was honored by the Real Property Institute of Canada (RPIC) with an award for Best Practices - Environmental Sustainability. The facility, located 15 km from the Gagetown garrison, was recognized for being “net zero-ready” which means that it has nearly all of the measures in place to run completely off the grid if needed.

Consistent with Strong, Secure, Engaged: Canada’s Defence Policy, the building was designed and built as a Leadership in Energy and Environmental Design (LEED) Silver facility (certification pending). Given the distance from readily available utilities and to ensure environmental sustainability, the project team designed and built the facility to be independent of any utility services. At this time, electrical supply is the only exception and is provided via an electrical high voltage line in a nearby road.

The solar arrays for the building, which are currently being designed and estimated for a potential installation next year, will bank solar power to be used as a backup for the electricity currently supplied by the provincial utility in the case of a power outage. With the arrays in place, the project team expects to have the LEED Silver certification upgraded to Gold.

ADM(IE)’s Sia Salehi, Directorate Construction Project Delivery (DCPD) – East, Senior Project Manager, received the award along with Scott Nason, Defense Construction Canada (DCC), Construction Contract Coordinator. Others on the winning team who were not present at the event are Greg McDonald, Project Manager at SNC-Lavalin (Halifax Office) Design Consultants; and Jeff Strickland, Project Manager at Maxim Construction, general contractor.

- [Call out for Award Nominations](#)
- [Corporate Awards Nomination Process](#)
- [New InfoPath Forms for Long Service Awards and Retirement Certificates](#)
- [Celebrating Excellence Awards: Nominate your colleagues!](#)



AWARDS, PROMOTIONS, RECOGNITIONS

ADM(IE) is proud to recognize Leanne Pelley of CFHA for her amazing efforts in support of the Legion and Operation: *Leave the Streets Behind*

In the October 31st edition of Beaver Tales, ADM (IE) Rob Chambers challenged employees of IE to participate in an amazing cause lead by the Legion to collect milk bags that would be made into sleeping mats for homeless veterans. The organization has definitely showed up for the challenge and we thank our employees for the overwhelming support for this ongoing initiative.

One employee in particular took this challenge to the next level and went above and beyond expectations to show her support for the cause. That employee is Leanne Pelley from the Canadian Forces Housing Agency (CFHA), and this is what she had to say about her incredible efforts:

I was immediately captured by the article in the October 31ST issue of ADM(IE)'s Beaver Tales about Operation: Leave the Streets Behind and ADM(IE)'s partnership with the Royal Canadian Legion to support homeless veterans. I discussed my desire to more actively support the initiative with our CEO (David Thompson) and with his support, I launched this IE initiative nationally across CFHA. Given our passion and commitment to housing and related issues and with the program's mission to reach homeless Veterans and those at-risk of homelessness, I felt that we could gain some momentum and truly contribute to this important cause.

So, I sent an email to all of our employees at Head Office and across all of our sites, requesting their support. I also posted on my local Facebook community pages, asking for donations of milk bags to support this joint ADM(IE)/ Royal Canadian Legion initiative – and the responses started coming in. In our workplace, the box that I had was overflowing within the first week – with nearly 200 milk bags collected. In my community, I had dozens of offers for milk bags for pickup and over the last couple of weekends, I've started doing a Sunday morning "milk bag run" with my children to go and collect anywhere from a couple of milk bags – with another 200 milk bags already collected and another couple hundred to be picked up this weekend. My kids monitor my Facebook posts, collect the names and addresses, and plot our course in our neighbourhood for pickup and join me for the ride. I posted a Tweet on Twitter on the weekend following our last pickup run – which has also generated a lot of interest and offers for more donations and coordination of collections in Ottawa and in other regions! I have been in communication with the Royal Canadian Legion to work out logistics for any donations that are outside of the Ottawa area and am working to see how we can ensure that no milk bags are turned away!

On a personal note, I am committed to volunteerism and supporting initiatives that help individuals and

organizations when and where I can, which is something that has spread within my family. We are active volunteers in our community, in our schools, in our hospitals, and now in our workplace. We are very involved in the Ottawa Carleton Association for Persons with Developmental Disabilities (for which I serve as a volunteer member of their Board of Directors), as my brother is supported by that organization. It's very rewarding to see our time and efforts having an impact (directly and indirectly) on people in our communities and in organizations that are working so hard to support those in need.

So, the Milk Bag Initiative seemed like a “no-brainer” for myself, my colleagues, and my family. It truly seemed like an easy way to make a difference by making time to collect bags that were destined for a landfill or recycle bin.

- **Leanne Pelley**

General Manager, Housing Operations
Canadian Forces Housing Agency

This initiative is still ongoing!

Want to get involved? Bring your empty milk bags to the labelled boxes outside of ADM(O). They will be used to create sleeping mats that will be given to homeless veterans as part of their bundle of essentials. This is an easy way to make a difference and we hope you will join us in support of this amazing initiative.

If you have any questions, please contact [us](#).



AWARDS, PROMOTIONS, RECOGNITIONS

Congratulations to LCol House for receiving the Chief Financial Officer Merit Award!

LCol House demonstrated exceptional skill planning and implementing the Real Property Maintenance & Repair program's financial management and scorecard. Her work improved financial resource allocation to requirements, financial control, support to CAF operational output and ADM(IE) credibility.

2019 Calendar Year ADM(IE) Awards Nominations

The purpose of the ADM(IE) Awards and Recognition Program is to recognize outstanding performance and contributions towards the ongoing effective management and/or operations in the fields of Infrastructure and Environment. A description of the awards is located on the [IE Awards page](#). On this page you will also find guidelines for nominations, award criteria, and the nomination form for submission. This Program is open to all members of the Defence Infrastructure and Environment Community.

The cut-off date for nomination submissions is Friday, January 17th, 2020. All submissions should be made to the [ADM IE Awards positional mailbox](#).

Following the close of the submission period, the Awards & Recognition committee will convene to review all submissions and recommend the award winners to the ADM(IE) for his approval. The names of the recipients in the different categories will be announced and presentations made to the individuals or groups at ADM IE Townhall to be scheduled during March (TBC) or, alternatively, at appropriate venues throughout the year when the winning individual or group are available.

Below is a list of the ADM IE Awards:

ADM(IE) Group Awards:

- i. ADM(IE) Award of Excellence (*Group or Individual*);
- ii. Architecture and Engineering Award (*Group or Individual*);
- iii. BGen Chris Ford "Better Idea" Award (*Group or Individual*);
- iv. Client Services Award (*Group or Individual*) and
- v. IE Issue Management Award (*Group or Individual*).

Defence IE Community Awards:

- i. Environmental achievement Award (*Group or Individual*);
- ii. Fire Services Achievement Award (*Group or Individual*);
- iii. Indigenous Relationship Award (*Group or Individual*);
- iv. Nuclear Achievement Award (*Group or Individual*);
- vi. IERIS Achievement Award (*Group or Individual*);
- vii. Real Property Excellence Award (*Group or Individual*) and
- viii. Tracy Braun Memorial Award (*Group or Individual*).

IE Partner Community Award:

- i. IE Partner Award (*Group or Individual*).

For further information regarding specific awards or the submission process, please contact the ADM(IE) Awards and Recognition positional mailbox at: Prix-AwardsADMIE@forces.gc.ca or contact Irene Heynen directly at irene.heynen@forces.gc.ca or 613-904-3863.

Finally, in addition to these "formal" awards, if you would like to informally recognize your employee for a specific achievement that has gone above and beyond in their contribution to ADM IE's success but does not fit with the Awards listed above, you may wish to take advantage of the ADM IE Instant Awards program for civilian employees. Please contact the ADM IE Awards & Recognition staff for more information regarding this program and whether this is the right option for your employee's recognition.