



# Beaver Tales

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

JANUARY 23

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## Announcements, Upcoming Events & Important Dates

### Be a part of Bell Let's Talk Day: Making every action count in the Defence Team

Bell Let's Talk Day is January 29th and we're joining in to help create positive change!

One in five Canadians will be affected by mental illness at some point in their lives. Yet in the workplace, people with a known mental health issue hesitate to seek help due to barriers such as self-stigma, social stigma (negative stereotypes), and discrimination. As such, Defence Team members, military and civilians alike, should be able to talk openly and seek help with openness and understanding from others.

That's why the Defence Team is joining the conversation around mental health on Bell Let's Talk Day, January 29th, 2020. This year marks the campaign's tenth year and the Defence Team has had a long-standing partnership with Bell Let's Talk since 2013.

This annual campaign is dedicated to creating a Canada free from the stigma that surrounds mental illness. The theme for this year's campaign is Mental Health: Every Action Counts. The campaign will highlight actions – big and small – we can all take to join in to help create positive change. Because when it comes to mental health, every action counts.

[Click here](#) to learn more about the Bell Let's Talk DND/CAF events.

### Tools and Resources on Mental Health

- If you or someone you know needs help, a variety of mental health tools and resources are available for military and civilian Defence Team members and can be found in the Related Links section on the right-hand side of [this page](#).
- For more ways you can participate in the Bell Let's Talk campaign, please visit Bell's [official web page](#).



### CALENDAR OF EVENTS

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



# The Dos and Don'ts of New Year's Resolutions

A new year has started again, which for most of us means a chance for a fresh beginning. A lot of us are thinking “new year, new me” and made resolutions in the name of self-improvement. The recurring themes each year include a more active approach to health and fitness, improved finances, and learning new things for personal and professional development.

The truth is that it is hard to stick to resolutions. Sometimes we make a good effort for the first few weeks, sometimes a couple of months, but then we get back to our old selves. Why is it so hard to keep resolutions? And are there ways to stay on track to complete our goals? The answer is yes, and here are some dos and don'ts to keep in mind when you want to make a resolution:

<b>DON'T</b>	<b>DO</b>
<p>Don't limit your resolution as only an end goal. It's easy to feel defeated/intimidated by a goal if it seems too big or ambiguous (example: “being fit”).</p>	<p>Do think of your resolution as multiple small, actionable steps leading to an end product.</p> <p><b>Example:</b></p> <p>If your goal is to be fit, your steps would be to mind your diet, sleep well, drink water, regularly exercise and so on. By doing this, it is easier to create sustainable mini goals to keep you on track (and one win at a time is a lot less intimidating!).</p> <p><i>Remember: <b>You can get anywhere if you simply go one step at a time!</b></i></p>
<p>Don't spread yourself too thin and commit to making an overwhelming amount of changes.</p>	<p>Do limit resolutions to a manageable amount.</p> <p>We all want to learn 25 different languages, 15 new job skills, and eliminate 5 bad habits, but we are not superheroes. We only have so much attention span we can dedicate to self-improvement, so having too many resolutions is a great way not to achieve the many goals you have set out for yourself.</p> <p><b>It's better to tackle one resolution well than multiple resolutions poorly!</b></p>
<p>Don't make your resolution to be so hard that you won't be able to sustain it (i.e. completely cutting carbs out of your diet when you currently love and eat a lot of carbs).</p>	<p>Do create your goal to be achievable for yourself (i.e. cutting back on carbs, but not cutting them out completely).</p>
<p>Don't view your resolution as a quick temporary thing (example: following a diet for a month).</p>	<p>Do view your resolution as a goal to change your habits. Your resolution should be something you want to build into a healthy habit, and this requires consistency.</p> <p>The first breakthrough in change is taking a personal inventory. Being that it's the end of one year and the beginning of the next; it's perfect timing to take stock in the past year's accomplishments. Think about the following:</p> <ol style="list-style-type: none"> <li><b>1. What did I set out to do in the past year?</b></li> <li><b>2. Where did I make progress?</b></li> <li><b>3. Where didn't I see progress?</b></li> </ol>
<p>Don't keep quiet about your resolution.</p>	<p>Do tell others about it. You don't have to yell it from the rooftops, but telling at least one other person will help keep you accountable.</p>
<p>Don't expect to be perfect right away and avoid having a defeatist attitude at all costs (i.e. “Well I screwed up once, why should I even try to do this anymore.”).</p>	<p>Do leave some room for mistakes and setbacks. It will get tough and you may slip up, but have the mindset that you will keep working at your goal regardless of what happens. It's good to tell yourself “I'm not good at something, but if I work at it I will get better”.</p> <p><b>If you fall off track, get back on quick!</b></p>
<p>Don't create a resolution because someone else expects that of you.</p>	<p>Do make the resolution because you put thought into it and you believe it will be beneficial for you. It is easier to be consistently motivated when you are driven by your own beliefs to be better.</p>

**Thinking about going “Keto” for your New Year's Resolution?**

Check out this article from the Maple Leaf: [Ask the Expert: Should I go on the ketogenic diet to lose weight?](#)

**Is fitness the focus of your New Year's Resolution?**

Check out this article written by Sport MD, Dr. Darrell Menard: [10 Tips to Safely Travelling the New Year's Road to Fitness](#)

## STAFF IN THE SPOTLIGHT

**Name:** Corey Gregory O'Blenis

**Position Title:** Infrastructure Projects and Operations Officer

**L2 organization:** Real Property Operations, Calgary

**Hometown:** Corner Brook, Newfoundland (I grew up in Goose Bay, Labrador)

**Currently located in:** Calgary, Alberta

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

As the Infrastructure Projects and Operations Officer in RP Ops Calgary, the position incorporates the typical duties at other sections and detachments such as the Requirements, Planning, Contracts, Operations and Projects Officer. I work closely with the stakeholders occupying the infrastructure in southern Alberta to ensure we are supporting their operational requirements. I manage expectations for work requests to ensure true requirements are implemented, plan work and projects to ensure we are compliant, have no health and safety issues and that the three main "organs" of the buildings are highly maintained and planned for re-cap. Using the organ analogy, skin - the largest organ of the body - represents the building envelope. The heart representing the boiler and associated heating equipment, and the lungs representing the HVAC system. We have contracts in place to ensure soft and hard services are being maintained and we work closely with PSPC and DCC to maintain these service contracts and service agreements. There are multiple contracts and agreements in place, ensuring all of our resources and capabilities (eggs) are not in one basket. I initiate SOWs (statement of work), for design, review specifications and drawings to ensure they align with the project intent. I also work hand in hand with DCC project coordinators managing change, budget and scope and report details of budget and ongoing changes to Unit HQ in a timely manner to paint a clear picture for higher HQ.

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

We are a very small section within ADM(IE) (maybe the smallest). With a balanced focus on requirements, planning, procurement and project implementation, this allows RP Ops Calgary to be successful. The members of RP Ops Calgary are: Regina Coreas, Ken Johnson, WO Jason Swanson, and the outgoing MWO Shaun Delamere. We would not be as successful or achieve the goals we plan to complete in support of the Department without their efforts, level of engagement and strong sense of teamwork.

### What do you do when you aren't working?

I do my best to support my two daughters in everything they do whether its school, sports, social lives and even shopping. Due to the requirement of a double knee replacement, my passion of playing hockey has ceased until full rehabilitation; I can't wait for that day!

### As a child, what did you want to be when you grew up?

Jr. High Phys. Ed Teacher. I wanted to positively influence teenagers. I ended up joining the military to become a helicopter pilot - I was accepted for the ROTP (Regular



Officer Training Plan) to be a Pilot, however, I failed air crew selection.

### What is an ability you wish you had?

Mind reading; as in a previous question, I do have two teenage daughters and this would be very helpful in most situations.

### What's the biggest misconception people have about your team?

Our section is very small (only 4 people). The misconception is that we do very little. We are so small and our infrastructure is spread out over Southern Alberta. We are extremely busy, we require a broader knowledge to be successful and we are on the road travelling site to site quite frequently. We have processes in place to allow our small section to achieve large goals in support of the Department.

Nominate your colleagues to be featured by sending an email to: [P-OTG.IEnews@intern.mil.ca](mailto:P-OTG.IEnews@intern.mil.ca).



## FEAURE ARTICLE

FROM THE TRAVEL JOURNAL OF COMD CF RP OPS GP

# Entry #1: RP Ops Commander and Formation Chief Warrant Officer visit Toronto/Borden

Earlier this month, the FCWO (Formation Chief Warrant Officer) and I had the opportunity to visit Real Property Operations Unit, Ontario (RPOU(O)). This was an opportunity for us to interact with the members of the Head Quarters, Section (Toronto) and Detachment (Borden). This was the first time that I visited Denison Armoury in a capacity that was different to when I used the services offered there as a military consumer (clinic and claims). I was pleasantly surprised to see that the HQ and Section are now co-located, which permits some additional efficiencies in covering off certain functions between HQs. Avoiding duplication is certainly a bonus, although from the Section OC's (Officer Commanding) perspective, needing to walk past the CO's (Commanding Officer) office several times a day may not seem like much of an efficiency (or all that desirable!).

While visiting the HQ and Section (Toronto) personnel, we had the opportunity to present an award to a deserving member of the team. Mr. Tony Bianchi was awarded a Coin for his selfless efforts in assisting the City of Toronto in housing the homeless during crisis situations. The trip was also an opportunity to become honorary members of the Toronto family! We participated in the monthly Potluck lunch and a whirlwind tour of the unique facilities immediately adjacent to the Denison Armoury. We toured Defence Research and Development Canada's (DRDC) Toronto Research Centre and it's labs that explore the limits of the human body (whether using the centrifuge, the hyperbaric or hypobaric chambers, or the cognitive domain). After that, we bid our farewells and were off to Borden for the last leg of the trip.

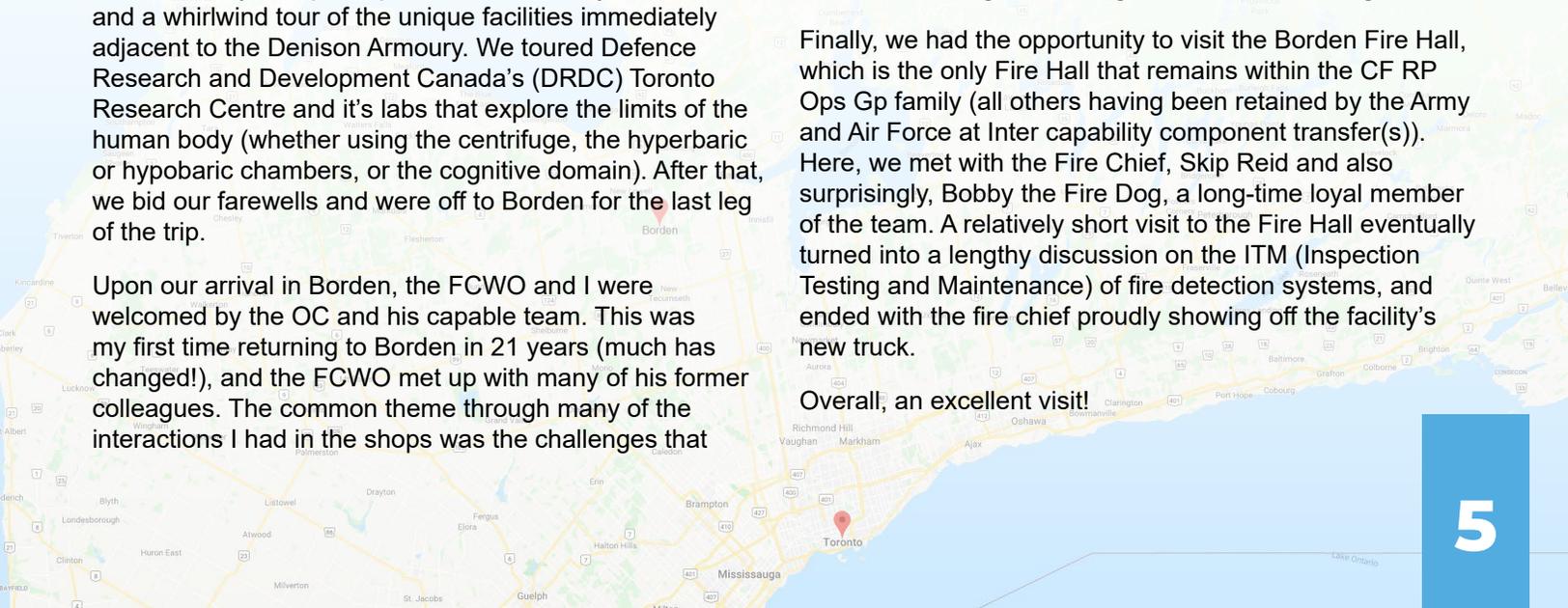
Upon our arrival in Borden, the FCWO and I were welcomed by the OC and his capable team. This was my first time returning to Borden in 21 years (much has changed!), and the FCWO met up with many of his former colleagues. The common theme through many of the interactions I had in the shops was the challenges that

are associated with single FM (facilities management) contractors (who have a responsibility for several crucial elements of the base's infrastructure). The concerns expressed by many members of the Detachment are being studied by the Command team of the Detachment and Region in order to determine the next appropriate steps to improve the service that we deliver to our clients.

A highlight of the shop tours was not only meeting members with astounding levels of experience (some with 43 years in the Detachment!), but also their dedication in transferring their knowledge and skills to the newer members of the team. In the Electrical Shop, we were able to see this through the installation of test/trial facilities of intrusion alarms and fire detection systems in the building (dedicated training boards and equipment). Similar trade related system installations were done in the Plumbing and Refrigeration & Mechanical shops as well. These innovative spaces permit trialing of new equipment (or troubleshooting existing systems) within a controlled environment, while also providing improved learning opportunities and result in greater efficiency and effectiveness on the ground. Something that cost-effectively permits education, no-risk hands on training and trialing, and trouble-shooting!

Finally, we had the opportunity to visit the Borden Fire Hall, which is the only Fire Hall that remains within the CF RP Ops Gp family (all others having been retained by the Army and Air Force at Inter capability component transfer(s)). Here, we met with the Fire Chief, Skip Reid and also surprisingly, Bobby the Fire Dog, a long-time loyal member of the team. A relatively short visit to the Fire Hall eventually turned into a lengthy discussion on the ITM (Inspection Testing and Maintenance) of fire detection systems, and ended with the fire chief proudly showing off the facility's new truck.

Overall, an excellent visit!





**FEAURE ARTICLE**

# Providing exceptional customer service at HSC Gagetown... 60 years later!

Recently, at the Customer Service Representative (CSR) Conference in Ottawa, CSRs Tracy Cousineau and Michelle McKenna from the Housing Services Centre (HSC) Gagetown presented the following heartwarming story of a 98 year old woman returning to the CFHA house she called home for 15 years. The story demonstrates the rewarding and lighter side of being a CSR. What better time to share their story with the Agency than during the holiday season!

Late last summer, the daughter of the first occupants of 49 Mohawk Street returned to 5 CDSB (Canadian Division Support Base) Gagetown. She was in town for a reunion and drove by the Residential Housing Unit (RHU) she lived in as a child. She noticed it was vacant. She went to the Housing Service Centre and asked if she could bring her 98 year old mother to see it. She said she and her family were the first occupants of this unit in 1958 "ish" and had lived there for about 15 years.

Nancy Curlew, a former CSR with HSC Gagetown who spoke with the daughter, thought it would be a great idea to have her mother visit the house. They scheduled an appointment for the following day with Lisa Thistle, the Technical Support Clerk, and Mark Devink, an Inspector, to show the place.

The elderly woman arrived the next day with her 2 daughters and her 2 sons-in-law. She was so happy and also emotional seeing her previous home and was grateful for the opportunity to visit. All three women spoke about where things had been in the house, back in the day. It was a moment of great conversations, good memories and a true sense of community.

Clearly, 49 Mohawk Street brought back many wonderful memories of life at 5 CDSB Gagetown for this family.

If you have a customer service "feel good" story that you'd like to share with your CFHA colleagues, please submit it to the Communications team at head office. Let's shine the light on our stories of excellence!





## ADM Corner

# The Stadacona Gym Track - A Piece of DND's History!

*From left to right: Corporal Ken Harrison, Tony Coldwell, Corporal Derek Friesen, Gary Brown, Corporal Jason Craig*

In the spring of 2018, it was announced that the Stadacona Gym at CFB Halifax would be closing its doors. In August of 2019 the Deputy Minister, Jody Thomas, was briefed on commencement of the demolition of the gym and she expressed sadness about the gym's closure. The Stadacona Gym holds many memories for the Deputy Minister as she actually worked there and ran many miles on the running track throughout her childhood.

ADM (IE) Rob Chambers and Inez Neville had the idea to get a piece of the track and present it to the Deputy Minister as a memento and representation of IE's history. In the end, the troops went (as is often the case) beyond all expectations. They managed to obtain not just any pieces of track, but a part of the finish line along with the finish line plaque. They designed and built a fantastic shadow box and added some pieces representing our unit and the Engineer Corps.

Thank you to the Halifax Team for putting this together and allowing us to preserve a piece of DND's history for years to come. This reminds us all that infrastructure is more than just buildings, it's the memories we make in them too.



## IT'S NOT OVER YET: THE MILK BAG COLLECTION FOR THE LEGION CONTINUES!

Due to the success of the project, and the Legion's ongoing need for the bags, we have decided to keep the milk bag collection going.

**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](#).



## PHOENIX

- [Update on the implementation of the Phoenix damages agreement](#)
- [Reminder: What to do if you have a pay issue](#)
- [Welcome to MyGCPay](#)
- [\\$400 non-pensionable payments for employees \(signed 2018 collective agreements\)](#)
- [Changes to pension plans contribution rates](#)
- [Managers' Pay Timeliness Responsibilities for Staffing Transactions](#)

## HR

- [Reminder: Mandatory Civilian HR Management Course](#)
- [Reminder: Change in Net Pay Beginning in January](#)
- [Classification renewal - changes to various occupational groups \(PA, CS, FI and AU\)](#)
- [Join the conversation– become a member of the HR GO RH User community](#)
- [Classification Service Standards](#)
- [Changes to the Leave Reporting System - New Leave Code for Domestic Violence Leave](#)

## MENTORING AND TRAINING

- [Mentoring Month: Micro-Mentoring](#)
- [What's your learning resolution for 2020?](#)

## FEATURED TRAINING:

### Canada School of Public Service Podcasts

The podcast [series](#) will feature a range of learning content on topics such as public service innovation, project management, Indigenous learning and much more!



# 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.

## OFFICE OF THE ASSISTANT DEPUTY MINISTER

- Rachel Methot, *Junior Analyst*

## CHIEF OF STAFF

- Irene Heynan, *Project Officer*
- Cynthia Moore, *Real Property Officer*

## CANADIAN FORCES HOUSING AGENCY (CFHA)

- Tyler Bosovich, *Housing Operations Officer – Housing Service Centre, Moose Jaw*
- Gabriel Hokayem, *Technical Services Officer – Housing Service Centre, Kingston*
- Sylvie Morneau, *Chief, Business Operations – Housing Service Centre, Trenton*
- Shelley Harrison, *Chief, Technical Services – Housing Service Centre, Edmonton*

## INDIGENOUS AFFAIRS

- Marv Fletcher, *Indigenous Liaison*
- Jason Purcell, *Administrative Assistant*

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

# Employee Departures

*A farewell message to our departing colleagues:*

Your hard work and dedication were an important part of our team. As you turn the page in your life's story, we join together in wishing you every success in all your future endeavors!

## OFFICE OF THE ASSISTANT DEPUTY MINISTER

- Jeremy McKenzie has left ADM(IE) to do his MBA at Queens University. Best of luck Jeremy!

## ENGINEERING SERVICES

- Capt. Vincent Laframboise has left ADM(IE) to attend Medical School – Good Luck Vince!
- Best wishes to Sami Abdulkhaleq who has accepted a position with ADM Material in their Project Manager Development program.
- Caroline Lapalme has departed DCPD for a promotion into a new position in Correctional Services Canada; Best of luck to Caroline!

## CHIEF OF STAFF

- Best of luck to Yao Yu who has left ADM(IE) to pursue a position with ADM Finance within the Directorate of Financial Systems Integration.

Do you have departing colleagues that you want to send off with well wishes? Email [P-OTG.IENews@intern.mil.ca](mailto:P-OTG.IENews@intern.mil.ca) with their names and a good luck message.

# The L2 Scoop

What's the Scoop with Your L2's?

## CHIEF OF STAFF

### IERIS Team hosts Materiel Management training session for RP Ops North

The IE Reporting and Integration System (IERIS) is the digital source for DND's Real Property Portfolio and is comprised of the Defence Resources Management Information System (DRMIS), the Real Property Spatial Data Warehouse (RPSDW), and other cross-functional tools to assist end-users in the life-cycle management of real property assets. The Materiel Management module in DRMIS allows the business to use accrual accounting, providing a more precise account of when costs occur.

Infrastructure and Environment Business and Data Support (IEBDS) in conjunction with elements of the Directorate Infrastructure and Environment Comptrollership (DIEC, the Senior Procurement Office (SPO) and RP Ops J5 conducted a training session in Ottawa for RP Ops(North) to help expand use of the Materiel Management Module in DRMIS as part of the IERIS solution. The training session was three days and consisted of knowledge lectures, practical exercises and information sessions from the subject matter experts of multiple organizations. It also provided an opportunity to engage the IERIS user community on a more personal level and get a better understanding of some issues that the user community encounters on the ground level. The expansion of use of the solution will improve integration, automation, data analysis, reporting accounting, tracking and visibility on every level.

This training opportunity was a demonstration of the collaboration between various sections in COS(IE) and great example of the work that the IERIS team is doing to support the user community!

## ENGINEERING SERVICES

### Project Updates:

- IE Milestone: The CFB North Bay Health Services Centre project has cleared another milestone as the project has gone out to tender. We hope to have a contract in place soon with work beginning this summer.
- Recent Approvals:
  - o Replace Water and Sewage Systems at Defence Research and Development Canada (DRDC) Valcartier.
  - o Evaluation Laboratory on Energetic Material Properties at DRDC Valcartier.

### Important Dates

- January 21st: The Integrated Project Delivery (IPD) team hosted a technology demonstration event at their project office in Ottawa. The following items were on display at the event:
  - o 3D rendering of renovations to two buildings.
  - o Virtual reality tour of the new Royal Canadian Dragoons facility.
  - o 4D Building Information Modelling which will be used during construction.
  - o Production status tool.
- January 24th: The next Senior Review Board for major capital projects will be held in Ottawa.
- February 18th: Defence Construction Project Delivery and Director Municipal Transfers and Project Development will be holding another monthly professional development session.

### Annual CFFM Chief Fire Inspector professional development session

The Office of the Canadian Forces Fire Marshal once again held its annual Chief Fire Inspector professional development session in Ottawa on December 4th and 5th. This session brings together the Chief Fire Inspectors from each National Defence Fire Service location across the country. The purpose of the session is to provide information pertinent to fire prevention and fire protection engineering, such as new developments in codes and standards, updates on National Defence fire safety initiatives and issues, and maintenance training for the more experienced Chief Fire Inspectors.

The session was well attended, with 29 personnel attending from as far as Esquimalt, BC and Gander, NL. Members received training on various aspects of building codes, and also received a special presentation from the National Fire Protection Association Canada (NFPA), discussing new resources NFPA offers for public fire safety education. The information received should be extremely useful to the Chief Fire Inspectors in the discharge of their responsibilities at their respective locations.





From left to right: Maj Josh Bye, Major-General Dawe.P.S., MWO Jason Stacey

## AWARDS, PROMOTIONS, RECOGNITIONS

# Real Property Operations Detachment Petawawa receives a Command Team Commendation from Commander Canadian Special Operations Forces

Real Properties Operations (RP Ops) Detachment Petawawa is being recognized for their exceptional support to the operational success of Canadian Special Operations Forces Command, specifically Canadian Special Operations Regiment, 427 Special Operations Aviation Squadron and Canadian Special Operations Training Centre. RP Ops consistent ability to find a way, often with limited resources, is a testament to their creativity, tenacity, professional competence, and relentless drive to deliver real property solutions.





*Left to right: Capt Denis Seguin, EngO RPOS(H); CWO Glenn Simpkin, Canadian Military Engineers (CME) Branch Chief; BGen (Ret'd) Steve Irwin, Col Cmdt of the CME Branch; Capt(N) Mazur, Base Commander; Clive Orford; Kaska Gonera, Project Managers, DND, ADM(IE), DCPD; Capt Kim Fitzgerald, 2 IC RPOS(H); and MWO Dion Collins, SSM RPOS(H). Defence Construction Canada delivered this capital project, which has received ongoing support and maintenance from RPOS(H).*

## AWARDS, PROMOTIONS, RECOGNITIONS

# Leadership in Environment and Energy Design (LEED) Silver plaque presented at CFB Halifax

Clive Orford, Director, Real Property Project Development – Navy Cell, presents CFB Halifax Base Commander Capt(N) David Mazur with a Leadership in Environment and Energy Design (LEED) Silver plaque at CFB Halifax Stadacona Tribute Tower on September 25th. The Tribute Tower facility, which opened in December 2016 and received its LEED Silver certification in May 2019, combines a 12-storey accommodation tower with a three-level podium that incorporates dining and messing facilities for junior ranks personnel.

The LEED Silver designation is a minimum design target for federal government buildings with a construction value of \$10M or greater. Tribute Tower has been designed and constructed in accordance with a robust sustainability requirement that reduces its environmental footprint throughout the design lifetime.

On-hand for the presentation were members from the Canadian Military Engineers (CME) Branch, Real Property Operations Section Halifax (RPOS(H)) and Defence Construction Canada.

- [Nominate your colleagues for the External Awards!](#)
- [2019 Recipient Citations](#)