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Remembering their own

This SAR tech prepares to land on Drop Zone (DZ) Gilbert beside 9 Hangar at 8 Wing/CFB Trenton Friday, Feb. 5 in memory of Sgt. Mark Salesse, a SAR tech killed when he was swept away by an avalanche while conducting mountain rescue training in Banff National Park. See the full story and more photos on page 2. Photos by Ross Lees

8 Wing takes delivery of two new Drop Zone Load Recovery vehicles

State-of-the-art vehicles replace vehicles in use since 1974 and 1983

By Ross Lees

Director of Air Requirement (DAR6) Master Warrant Officer (MWO) Paul Flowers delivers.

At least, that's the impression the Staff Master Warrant Officer (MWO) Darrell Frowen and 8 Wing Transportation and Royal Canadian Electrical and Mechanical Engineering (Tn/RCEME) are under after receiving not one but two Drop Zone Load Recovery vehicles Tuesday morning at Mountain View.

Valued at \$1.5 million each, these brand new vehicles replace two very tired and worn out 1974 and 1983 vehicles. Needless to say, the new equipment is appreciated.

The two machines were built in Calgary by Foremost Industries LP and their purchase and delivery took three years. These are the only two vehicles of their kind in the Canadian Armed Forces (CAF).

The arrival of the machines also gave Wing Logistics and Engineering Officer Lieutenant-Colonel (Lt.-Col.) Cathy Blue a thrill as she got to try one out on the runway at Mountain View.

"This is a great day for 8 Wing and Wing Transportation to get these vehicles on the ground," she said following her test drive. "I really enjoyed the computer controls!"

The Operators will be excited to have the new vehicle with its increased crane capacity.

"I am absolutely positive our guys are going to enjoy driving it," she said with a smile.

Lt.-Col. Blue gave words of praise to everyone involved in the acquisition and manufacture of the vehicles, noting they would see the military at 8 Wing/CFB Trenton through the next 30 to 40 years.

Continued on page 7

Logistics Branch celebrates 48th anniversary

By Ross Lees

The Logistics Branch celebrated its 48th anniversary last weekend, while still a young branch; no one argues its importance.

It was a point Lieutenant-Colo-

nel Daniel Charbonneau, 8 Wing Administration Officer; and others made repeatedly at the anniversary celebration held at the Astra Lounge Thursday, Feb. 4.

"What we do is extremely critical to support operations on this

base, especially on this base," he told his Branch in a brief speech prior to a cake-cutting ceremony. Lt.-Col. Charbonneau said it is because the Branch is so young that they must continue to strive to be relevant.

"We must always strive to improve and learn and ensure that we are always challenging the system to make it better, especially for the younger crowd in here," he noted. "Don't be afraid to be pro-active in challenging

the system. We can't stand still. Status quo is no good."

In recalling the history of the Branch, Lt.-Col. Charbonneau said the three original trades were transport, supply and

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424 (Transport and Rescue) Squadron SAR Techs remember their own

Memorial jump on Drop Zone Gilbert in memory of Sgt. Mark Salesse and Sgt. Janick Gilbert



A contingent of 424 (Transport and Rescue) Squadron attended the on-field ceremony. They are shown here as the Hercules lands in the background. Photos by Ross Lees

By Ross Lees

424 (Transport and Rescue) Squadron search and rescue technicians (SAR techs) at 8 Wing/CFB Trenton spent an emotional morning on Feb. 5 remembering two of their fallen comrades.

Nine SAR techs performed a special memorial jump onto Drop Zone (DZ) Gilbert in front of 9 Hangar in memory of Sergeant (Sgt.) Mark Salesse, who perished Feb. 5, 2015, while conducting mountain rescue training in Banff National Park. Mark had been descending a climbing route known as Polar Circus when he was swept away by an avalanche. At the time, Mark was posted to 435 Sqn in Winnipeg.

424 (Transport and Rescue) Squadron SAR techs hold an annual memorial

jump in honour of Sgt. Janick Gilbert, who died during a rescue attempt near Igloolik, Nunavut on Oct. 27, 2011. The DZ near 9 Hangar has been named in his honour.

Warrant Officer Aaron Bygrove, one of the SAR tech jumpers on this cold but clear morning, gave some background on the jump out on the DZ and stressed the importance of training for SAR techs.

"It took an avalanche to get him (Mark) off that mountain and we pay tribute to him today," he stressed while Sgt. Jody Hynes stood beside him holding an Astra stone to be dedicated later in the year in honour of Sgt. Salesse.

Sgt. Hynes, a friend of Sgt. Salesse who went through training with him, said it was an emotional day for him.

"Remember that we always have to get past the small stuff and concentrate on

the important things happening in life and on our jobs," he said, adding that SAR techs should strive to do their best all the time under the circumstances thrown at them.

Following the brief ceremony at DZ Gilbert, the Astra stone was presented to Chris Colton, executive director of the National Air Force Museum of Canada (NAFMC) for dedication in their Astra Stone ceremony later in the year.

Liz Quinn, of Moncton, N.B., Sgt. Salesse's mother, was taking a helicopter

flight over the Polar Circus ice-climbing route in Banff National Park later that day with family and friends to mark the anniversary of her son's death.

Minister of National Defence Harjit Sajjan also sent out the following tweet to mark the anniversary of Sgt. Salesse's death:

Harjit Sajjan @HarjitSajjan (31,360 followers) Thinking of my friend Mark Salesse today, and the courageous work done by @CanadianForces SAR Techs.

rcaf-arc.forces.gc.ca/en/article-tem...



Sgt. Jody Hynes, left, and WO Aaron Bygrove, present the Astra Stone in memory of Sgt. Mark Salesse to Executive Director of the National Air Force Museum of Canada Chris Colton.

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48th anniversary of the Logistic Branch celebrated at CFS Alert



The Logistics members of CFS Alert celebrated the 48th anniversary of the Logistics branch by making a cake and enjoying it with other Station members on Feb. 4. In this picture, 2Lt. Valade and MWO Todd are cutting and serving pieces of cake for all Station members to enjoy.

Photos by: Cpl. Stephen Walser (BellHop CFS Alert)



WCE Squadron says farewell to a long-serving member

Wing Construction Engineering (WCE) held a retirement coffee for Robert Parks on Friday, Jan. 22. One of our long-standing members, Robert, will be leaving us after 33 years of loyal service. He is shown being presented a token of appreciation by Wing Construction Engineering Officer (WCEO), Major Sarah House and Squadron Master Warrant Officer (SMWO) MWO Pickard. We will greatly miss his wealth of knowledge and experience. Enjoy a well-deserved retirement - CHIMO!

Photo by Leading Seaman Carson Edwards

The Contact Newspaper

The CONTACT is an unofficial publication of 8 Wing/CFB Trenton. The CONTACT is a weekly military newspaper that provides accurate and timely coverage of issues and events affecting Canada's largest and busiest air base – 8 Wing/CFB Trenton.

We are the primary internal and external communications tool for 8 Wing/CFB Trenton and began publishing in November, 1940. We strive to build awareness, morale and 'esprit de corps' among both the military and civilian communities. It is our privilege to showcase the efforts of the men and women of the Canadian Armed Forces at work.

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The CONTACT produces news and information about 8 Wing/CFB Trenton at home and around the world. We depend on our military community for articles, personal stories and photos.

- Articles should be typed in upper and lower case (not all caps) and in plain black text. Acronyms should be spelled out on first reference, then abbreviated when referred to thereafter.

- Do not include clip art, graphics or photos within typed pages. Additional graphics, logos and photos must be sent as separate files.

- Articles may be mailed, e-mailed (cfbcontactnewspaper@gmail.com) or delivered in person and must include the author's full name, rank, (if applicable) unit and phone number.

- Whenever possible, photos should be included with your article and should contain the name of the person who took the photo and an appropriate caption to go with it. Photos should be saved in a jpeg format at a high resolution for quality reproduction.

- Articles must be received by Monday at noon prior to print date.

Letters to the Editor:

All letters must be signed and include the name of the author, which will be published. Include a phone number for verification. We reserve the right to edit the text while preserving the main objective of the writer. We cannot guarantee that any particular letter will be printed. E-mail letters to: cfbcontactnewspaper@gmail.com



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Improving conflict and complaint management in the CAF

By Cdr William Mercer, IC2M Project Team Lead

In recent CDS leadership talks to senior CAF leaders on Operation HONOUR, General Vance stated: "None of you will be judged by how free you are in terms of complaints...you're going to be judged by what you're going to do about it."

Under development for the last four years, the Integrated Conflict/Complaint Management (IC2M) model proposes a new way to manage complaints more effectively through an integrated complaint management system that is responsive to and trusted by Canadian Armed Forces (CAF) members and the Chain of Command (CoC).

IC2M originated during transformation initiatives to force a rationalization of personnel policies and procedures while taking the opportunity to modernize primary CAF Human Resources processes. One of the areas targeted early for overhaul was CAF complaints management. In 2011,

the Vice Chief of the Defence Staff and the Chief of Military Personnel launched the Integrated Conflict Management Working Group (ICMWG) with appropriate L1 representation. The ICMWG employed a Business Process Redesign (BPR) methodology to holistically review existing conflict management mechanisms. The review focused on the military grievance system, the harassment complaint resolution system and the alternative dispute resolution system.

The ICMWG concluded that existing mechanisms are complex, lengthy and ineffective, with no single oversight. The CoC also reported inadequate situational awareness on the conflict portfolio and lacked capacity to make informed decisions early in the process. The BPR effort produced a concept that integrates the three processes in an efficient, comprehensive and collaborative manner, while ensuring that every effort is made to

resolve complaints early, locally and informally. The IC2M project was established in 2014 by the VCDS with a two-year mandate to fully define the concept.

The new IC2M model offers a one-stop-shop process guided by local staff at formation levels trained in complaint management/resolution and supported by a central agency. CAF members will know where to go when they have issues that require resolution. They will receive assistance early in the process. IC2M will help members help themselves. Should that not suffice, CAF members will be assisted with full engagement of the CoC to ensure that the matter they identified is formally acknowledged and resolved. The model also calls for a centrally controlled harassment/discrimination/abuse of authority investigation capacity, apportioned as required, to provide the CoC with CAF-wide consistent investigation standards and advice. The IC2M will not let the institu-



tion neglect our members' challenges.

It will aim to bring closure early through a new collaborative resolution process. If unsuccessful, IC2M will shepherd the matter through the formal resolution system for determination by an appropriate authority. A more effective complaint management system will yield a more effective force. It will also strengthen the

loyalty of our members towards the CoC and the institution.

With the operating model almost complete and war-gaming scheduled, the project will deliver a master implementation plan in 2016. Once approved, it is envisioned that an initial operating capability will start with a prototype model at a base and eventually, roll-out pan CAF over a few years.

Mise sur pied d'une capacité de personnel accrue – Le modèle de gestion intégrée des conflits et des plaintes

(Capf William Mercer, Chef d'équipe GICP)

Au cours des récentes discussions sur le leadership du CEMD à l'intention des leaders supérieurs des FAC à propos de l'opération HONOUR, le général Vance a indiqué ce qui suit : « Aucun d'entre vous ne sera jugé sur le nombre de plaintes dont il fait l'objet...Vous serez jugés sur la façon dont vous traiterez ces plaintes. »

Projet en cours d'élaboration depuis les quatre dernières années, la gestion intégrée des conflits et des plaintes (GICP) propose une nouvelle façon plus efficace afin de traiter les plaintes par l'entremise d'un système de gestion intégrée des plaintes qui répond aux besoins des membres des FAC et de la chaîne de commandement (C de C) et dans lequel ces derniers ont confiance.

La GICP provient des initiatives de transformation en vue de forcer la rationalisation des politiques et des procédures concernant le personnel tout en prenant l'occasion de moderniser les principaux processus des FAC en matière de ressources humaines (RH). L'un des secteurs visés dès le début pour révision

a été la gestion des plaintes des FAC. En 2011, le VCEMD et le CPM ont mis sur pied le Groupe de travail sur la gestion intégrée des conflits (GT GIC) formé de représentants des organisations de N1 pertinentes. Le GT GIC a utilisé une méthode de refonte des processus administratifs afin d'effectuer une évaluation globale des mécanismes existants de gestion des conflits. L'évaluation portait sur le système de règlement des griefs militaires, le système de règlement des plaintes en matière de harcèlement ainsi que le mode alternatif de résolution des conflits.

Le GT GIC a conclu que les mécanismes en place étaient complexes, longs et inefficaces et ne comportent aucun mécanisme unique de surveillance. La C de C a signalé un manque de connaissance

des dossiers des conflits; elle n'a pas été en mesure de prendre de décisions éclairées rapidement au début du processus. Les mesures de refonte des processus administratifs ont permis de mettre sur pied un concept qui intègre les trois processus de façon efficace, exhaustive et collaborative tout en s'assurant de consentir tous les efforts nécessaires pour régler les plaintes de façon rapide, locale et informelle. En 2014, le VCEMD a mis sur pied le projet de GICP, doté d'un mandat de deux ans en matière de harcèlement ainsi que de deux ans pour

ment définir le concept.

Le nouveau modèle de GICP constitue un processus à guichet unique guidé par des membres du personnel sur place au niveau des formations. Ces membres du personnel sont formés en matière de gestion/règlement des plaintes et appuyés par une agence centrale. Les membres des FAC sauront quoi faire lorsqu'ils auront des problèmes qui nécessitent un règlement. Ils recevront de l'aide dès le début

du processus. La GICP aidera les militaires à s'aider par eux-mêmes. Si cela n'est pas suffisant, ils pourront recevoir de l'aide avec l'entière participation de la C de C afin de veiller à ce que le problème soulevé est officiellement reconnu et réglé. De plus, le modèle prévoit une capacité de gestion centrale des enquêtes en matière de harcèlement/de discrimination/d'abus de pouvoir, répartie au besoin

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Sensibilisation à la santé mentale et au suicide Formation pour superviseur

2 mars • 08h30-16h00

Il s'agit d'un programme d'une journée conçu pour favoriser la compréhension et le maintien de la santé mentale, notamment par le biais d'activités de sensibilisation au suicide et de prévention du suicide destinées à des nonprofessionnels.

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Alcohol, Other Drugs and Gambling: Supervisor Training

18-19 February 2016 • 0830-1600hrs and 0830-1200hrs
Course Coded

AODG Supervisor Training provides mandatory supervisor training outlined in CANFORGEN 043/09 for all CF members in leadership positions. Topics discussed include understanding risks and benefits of alcohol use; recognizing the early warning signs; developing effective interviewing skills; and understanding and changing the culture of an organization.

Online registration is available at <http://healthpromotion.cfbtrenton.com>.
Space is limited.

More information <http://www.cg.cfpsa.ca/cg-pc/Trenton/EN/HealthPromotion/Programs/Pages/AODG.aspx>

Formation des superviseurs – Problèmes liés à l'alcool, aux drogues et au jeu excessif

18-19 février de 8 h 30 à 16 h, 8 h 30 à 12 h

Le service de Promotion de la santé offre une séance de formation à l'intention des superviseurs, sur les problèmes liés à l'alcool, aux drogues et au jeu excessif. Au cours de cette séance, les superviseurs recevront la formation décrite dans le CANFORGEN 043/09, qui est obligatoire pour tous les membres des FC qui exercent des fonctions de leadership. Les sujets suivants seront abordés : comprendre les risques et les bienfaits de la consommation d'alcool; reconnaître les signaux d'alarme; développer des techniques d'entrevue efficaces; comprendre et changer la culture d'une organisation.

Vous pouvez vous inscrire en ligne à l'adresse suivante :

<http://healthpromotion.cfbtrenton.com>. Le nombre de places est limité à 18.
plus d'informations <http://www.cg.cfpsa.ca/cg-pc/trenton/FR/healthpromotion/programs/pages/aodg.aspx>

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Health Promotion is offering a Managing Angry Moments course

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La communication et le leadership efficaces commencent par la gestion des moments de colère.

L'atelier Gérer les moments de colère (GMC) des FAC est conçu pour améliorer le rendement personnel en aidant les participants à faire face aux situations provoquant de la colère d'une manière la moins émotionnelle possible.

Les avantages de l'atelier sont notamment les suivants: Meilleures relations au travail, à la maison et dans la collectivité; Cohésion d'équipe améliorée; Meilleures aptitudes à résoudre des problèmes; Niveaux réduits de stress et d'anxiété lorsque l'on est confronté à des événements et à des circonstances qui provoquent de la colère.

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"Gérer les moments de colère"

3 et 10 mars 2016 de 08 h00 à 12 h. Le nombre de places est limité.

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8 Wing takes delivery of two new Drop Zone Load Recovery vehicles

State-of-the-art vehicles replace vehicles in use since 1974 and 1983

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“Appreciation goes out not only to the man who pushed the buttons to get it done (MWO Flowers) but to the people who managed the procurement and the manufacture of these vehicles (Mr. Bill Divins, Director Support Vehicles Program Management (DSVPM) and Rana Diab, Technical Authority Airfield).

It was MWO Frowen who really delivered with the kudos for MWO Flowers, however:

“He’s brought us into the era we should be in,” he acknowledged.

Lt.-Col. Blue allowed very little time for celebration of the new acquisition.

“Now our Operators and Maintainers have training to complete so that we can start using these new trucks,” she stated as the delivery ceremony ended.

(Right) Observers were also shown just how high the boom could reach.

(Below) Lt.-Col. Blue wasted little time getting behind the wheel of the new \$1.5 million Drop Zone Load Recovery vehicle.



Wing Logistics and Engineering Officer Lieutenant-Colonel (Lt.-Col.) Cathy Blue, third from right in the front row, is joined in front of the new Drop Zone Load Recovery vehicle (left), which will replace the old vehicle (right). Joining Lt.-Col. Blue in the photo are MWO Paul Flowers, front row right, Rana Diab, Technical Authority Airfield, to the left of Lt.-Col. Blue, and Bill Divins, Director Support Vehicles Program Management, to the left of Rana Diab, plus MWO Darrell Frowen, Staff Master Warrant Officer of 8 Wing Transportation and Royal Canadian Electrical and Mechanical Engineering (Tn/RCEME), far left of the picture. They are surrounded by other members of Base Transportation



Those attending the delivery ceremony were also given a demonstration of what the truck could do as a pallet was loaded onto the truck.



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Wealthy Barber David Chilton reveals Dragon's Den's secrets

Sage but humourously presented financial advice a hit with CFB Trenton military personnel

By Ross Lees

The Dragon's Den was full of secrets, according to former Dragon David Chilton, the Wealthy Barber who spoke at the National Air Force Museum of Canada (NAFMC) Tuesday night.

In perhaps the biggest reveal of the night, Mr. Chilton noted that "...most of the Dragons sucked at math."

Gregarious and hilarious, Mr. Chilton spent 40 minutes of his presentation spilling the beans on the Dragon's Den rather than teaching military personnel how to be conscientious bean counters, but his audience loved it.

They learned that the Dragons all stay at different hotels because they see enough of each other while they are shooting the program. Also, the Dragons wear the same clothes for every program so the programs can be aired when the editors want. Amazingly, fans noticed that the woman on the Dragon's Den wore the same clothes, but not the men.

Mr. Chilton found it amazing how many university students were taking business courses because of the Dragon's Den. He defeated the Women's World Champion Arm Wrestler on one of the shows and the Canadian program produced an amazing number of successes once it got into high gear - as compared to similar programs in other countries like the United States and Great Britain.

Much of the successes on the Dragon's

Den involved some luck, but he had one success that may hit \$30 million this year and 21 other deals closed during his tenure. Those 22 deals closed were the reason he got out of the Dragon's Den, though. He found it too busy and distracted him from his other businesses.

"It was a lot of work and it just kind of overwhelmed my life," he noted. "there was no time for my own businesses, but I really miss the show."

As much as there is luck involved in something like the Dragon's Den, he acknowledged detail is important.

"It's all about detail and paying attention," he conceded.

One of the funnier deals he got involved in had a couple of guys doing what they described as "weird" businesses. Their first business was selling ugly Christmas sweaters, a business that did very well because the men acquired the sweaters at very low prices and sold them with good profit margins. They also established another business involving Zombie races, and it is doing very well and has become outrageously popular.

When he got down to the business of financial advice, he prefaced it with a warning that he was worried about the world economy.

"There is way too much debt relative to income and there are a lot of deflationary headwinds throughout the world," he stated.

That deflation is often caused by technology, he added.



The Wealthy Barber Returns author and former Dragon David Chilton sprinkled sage financial advice with humorous stories and anecdotes throughout his presentation for military personnel at the National Air Force Museum of Canada Tuesday night. Photos by Ross Lees

His first piece of advice was to save money and live within your means. He also advised against listening to and taking the advice of most bank economists, adding they often don't give wise advice because they are in a conflict of interest.

He said people in today's world appear to have forgotten how to save or are just incapable of saving.

"People are spending more than they make and I'm worried," he added.

Mr. Chilton never wanders far from his sense of humour, however, and even as he gives advice, he cushions it with humour.

"How many here have kids?" he asks. When a large number of hands go up, he responds, "Big mistake, stop doing that," and draws a laugh from his audience. But he responds by noting that nobody, especially your kids, wants you to save money, including the government.

"The government wants you to spend to keep the economy going," he said.

Banks are not credit counsellors but "credit pushers" and most of us don't have the willpower to say no, he noted.

He advised people to get away from credit card debt, noting it costs 19 to 20 per cent in interest.

"I couldn't teach you to earn 9-20 per cent a year!" he confessed.

He also advised against using lines of credits except for very brief periods, adding we continue to use more and more of it and that line of credit keeps growing.

"We have to show some restraint and make it difficult for ourselves to spend,"

he said. He said millennials are starting to go back to the use of cash and he said that's an even wiser choice than they know. They are allowing themselves only so much cash to spend a week and that allows them to physically see that money is a finite resource.

Mr. Chilton said he is a happy guy because he does not care about possessions, noting he owns just a 1,300 square foot home, which he loves.

Perhaps his most telling advice was to save and control borrowing. "You need to do both," he stated.

One good way of appraising yourself of your spending habits is to do a spending summary for three months.

"Write down everything you spend for three months," he advised, noting it's a great educational tool and often surprises people with how much they spend on things like eating out.

In conclusion, he said to save. You have to spend less than you make - a situation that will help make you happier.

"If you pay yourself first, you won't miss the money," he added.

Having now reached the end of his allotted time, he asked if people minded if he continued to speak and, upon getting a positive response, he continued with his humorous advice.

At least part of the popularity of the Dragon's Den is the fact that all of the Dragons are real characters, but he added that the editors do a tremendous job of editing to keep the program flowing.

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David Chilton said he really enjoys giving good financial advice to people and he often demonstrated that with a great sense of humour.

UPARs learning the basic dos and don'ts of military information dissemination

The aim of the course is to set the UPARs up with the proper tools and training for a successful partnership with their base PAOs



Lt. Karyn Blanchette teaches a segment of the first of two UPAR courses being taught at 8 Wing/CFB Trenton from Feb.8 to Feb. 19.

By Ross Lees

Because Unit Public Affairs Representatives (UPARs) operate at the “sub-tactical” level, they are uniquely qualified to extend the reach of, not only, their unit/base/wing Public Affairs Officer (PAO) but also their respective commanders..

UPARs are becoming increasingly necessary as communities and the public become more and more interested in military events and what the military is doing in the increasingly busy social media era.

Two UPAR courses are being held over the next two weeks at 8 Wing/Canadian Forces Base (CFB) Trenton comprised of UPAR candidates and PAO instructors from bases and environments throughout Canada; a recipe for highly diverse experience and engaging discussion.

Lieutenant (Lt.) Karyn Blanchette, a PAO in Trenton with 17 years military experience, is one of the instructors on these courses but admits she experienced being a UPAR early on in her career without the benefit of the training these students are now getting. She was thrown into the UPAR fire without the benefit of support or instruction that is provided by PAO leadership to their UPARs these days.

“It wasn’t a good experience for me,” she told her students the first morning of the first course, which probably makes her a good person to be teaching new UPAR candidates, as her aim is to arm them with the proper tools and training to set them up for a successful partnership with their PAO back home.

UPAR candidates taking the course have varying degrees of experience but most of them recognize the importance of learning how to talk to the media and how to relay the many military stories sought by the interested Canadian public. They also recognize that trained and managed information dissemination is much preferred to the often inac-

curate and rapid-fire information passed over social media by “citizen journalists” with little or no journalistic training.

The people on this course are quickly given the Public Affairs guidelines for direct media and public engagement on behalf of the military. They are taught the dos and don'ts of dealing with the media and are taught how to successfully tell their stories while respecting important policies like Operational Security (OPSEC) and the Privacy Act.



These Unit Public Affairs Representatives are given some suggestions by one of their instructors.

Photos by Ross Lees

(Left) These UPARs work at getting the image correct.



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Mise sur pied d'une capacité de personnel accrue – Le modèle de gestion intégrée des conflits et des plaintes

Continuer sur la page 5

pour assurer des normes et des conseils constants sur les enquêtes à l'échelle des FAC. Le modèle de GICP ne permettra pas à l'organisation de négliger les défis des militaires. Il visera à régler rapidement les dossiers au moyen d'un nouveau processus basé sur la collaboration. En cas d'échec, le

modèle de GICP guidera le dossier vers le système officiel de règlement des plaintes pour décision par l'autorité appropriée. Un système efficace de gestion des plaintes permettra d'assurer une force plus efficace, de même que de renforcer la loyauté des militaires à l'égard de la C de C et des FAC.

Étant donné que le modèle opérationnel est presque termi-

né et que l'exercice de simulation est prévu, les responsables du projet diffuseront le plan principal de mise en œuvre en 2016. Une fois le plan approuvé, on prévoit que la capacité opérationnelle initiale débutera par un prototype au sein d'une base, puis sera diffusée ultérieurement dans l'ensemble des FAC au cours des prochaines années.

Wing Logistics and Engineering Officer takes new Drop Zone Load Recovery vehicle for spin

Wing Logistics and Engineering Officer Lieutenant-Colonel (Lt.-Col.) Cathy Blue threw one of the new Drop Zone Load Recovery vehicles into gear and on Tuesday morning took it for a spin at Mountain View.

Photo by Ross Lees



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New Programs at the Trenton MFRC

Visit our website - www.trentonmfr.ca - or our Facebook page to find new and returning programs or events for adults, children, and the whole family!

Nouveaux programmes pour l'automne au CRFM de Trenton

Visitez notre site internet - www.trentonmfr.ca - ou notre page Facebook pour trouver les nouveaux programmes et événements en plus de ceux qui nous reviennent, pour les adultes, les enfants et toute la famille!

MFRC Night with the Golden Hawks

Watch the Trenton Golden Hawks face-off against rival team Kingston Voyageurs for a night of great hockey in honour of military families! Enter the raffle for a chance to win one of two war-plane prints! When: Friday, Feb. 12, 7:30 p.m. puck drop. Where: Duncan Memorial Gardens. Tickets purchased at the MFRC: \$8 for adults, \$5 for children. *The GHawks are donating a portion of these ticket sales to the MFRC. Show your support for the troops by wearing red to the game and you could win a prize! For information, visit or call MFRC reception: 613-965-3575.

Soirée de CRFM avec les Golden Hawks

Venez regarder les Trenton Golden Hawks faire face aux Voyageurs de Kingston, une soirée de hockey excitant en l'honneur des familles militaires! Participer au tirage pour une chance de gagner une des deux gravures 'war-plane'! Quand: Le vendredi 12 février 19h30 la rondelle tombe. Où: Duncan Memorial Gardens. Les billets sont vendus au CRFM: 8\$ par adulte, 5\$ par enfant. *GHawks donnent une portion du revenu de la vente des billets au CRFM. Démontrez votre soutien aux troupes en portant du rouge durant la partie & vous pourrez gagner un prix! Pour plus d'information, contactez la réception du CRFM: 613-965-3575.

Financial Future

Learn how to invest and prepare for what's to come! Plan short and long term goals. Pursue your financial dreams and achieve a comfortable retirement while balancing the demands of a challenging military career. When: Tuesday, Jan. 19 from 7 p.m. to 8:30 p.m. Where: Trenton MFRC. Cost: This is a free seminar! To register, please call the MFRC reception at 613-965-3575 or email rabia.s@trentonmfr.ca.

Votre futur financier

Apprenez comment investir et préparer pour les jours à venir! Des objectifs à court et à long terme. Poursuivez vos rêves en matière de finance et réalisez une retraite confortable tout en balançant les demandes et défis d'une carrière militaire. Quand: le mardi 19 janvier, 19h00 - 20h30. Où: CRFM de Trenton. Coût: gratuit! Inscrivez-vous en téléphonant la réception du

CRFM au 613-965-3575 our rabia.s@trentonmfr.ca.

Afternoon Chatter - Monthly social gathering

What: Meet and munch. When: Sunday, Feb. 21 from 1 p.m. to 4 p.m. Where: Buffet Gardens, 355 North Front Street, Belleville. Everyone is welcome! Joanne and Susan decided to bring the members of the Facebook group "CFB Trenton Spouses" out of cyberspace and invite members and non-members to 'meet and mingle'. Information and RSVP by Feb. 17 with Susan by text or call 343-263-3388.

Jasette de'après-midi - recontre sociale mensuelle

Quoi: Jaser et grignoter. Quand: Le dimanche 21 février de 13h à 16h. Où: Buffet Gardens, 355 North Front Street, Belleville. Bienvenue à tous! Joanne et Susan ont décidé d'accroître les horizons du groupe Facebook "CFB Trenton Spouses" et d'organiser des rencontres sociales à l'extérieur de cyberspace où membres et non-membres puissent se rencontrer. Information & RSVP avant le 17 février avec Susan par text ou téléphone au 343-263-3388.

Mindfulness Group

This group will help you develop mindfulness prac-

tices as a way to reduce stress and anxiety, and improve choice when responding to difficult situations. Experience is not required. The Mindfulness Group will take place on Jan. 28, Feb. 25 and March 31 from 12 noon to 1 p.m. or 1 p.m. to 2 p.m. at the Trenton MFRC. Please register at least one week prior to the workshop. You can register and learn more by contacting Rabia: 613-392-2811 ext. 3265 or rabia.s@trentonmfr.ca.

Groupe de pleine conscience

Intéressés à développer pleine conscience pour réduire le stress et l'anxiété et pour aider à faire face situations difficiles? Le dernier jeudi du mois de midi à 13h00 ou de 13h00 à 14h00 (le 28 janvier, le 25 février et le 31 mars) au CRFM de Trenton. Veuillez vous inscrire au moins une semaine avant l'atelier auquel vous désirez assister. Pour information ou pour vous inscrire: Rabia 613-392-2811 ext. 3265 ou rabia.s@trentonmfr.ca.

Program Calendars

The January Youth Centre calendar and the Winter Playroom calendar is available under 'Youth & Teens' and 'Children & Parents' respectively on our website - www.trentonmfr.ca/family-services.

Continued on page 12

Home of the Week
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The open design of this elegant two-level executive home makes it ideal for entertaining large groups or hosting house guests. But it's also a practical family home, with four bedrooms upstairs, plus a den on the main floor.

For casual events, visitors will gravitate to the kitchen where food and drinks can be set out on a raised eating bar incorporated into the work island, or served in the bayed breakfast nook overlooking the garden.

For more formal entertaining, a traditional combined dining room and living room are located just off the front foyer.

Room sizes are generous throughout, with plenty of space in the family room to accommodate large,

comfortable pieces of furniture, as well as a big-screen TV and other audio-visual equipment.

The master bedroom features a luxurious ensuite bathroom that occupies a bayed-out turret area that is equipped with a soaker tub, a separate shower and his and hers sinks. A second full bathroom on this level also contains enough space for

two sinks.

Laundry facilities are conveniently situated upstairs, next to the bedrooms. A mud room off the kitchen provides space for a freezer and a closet for outdoor clothing.

Special features include a three-sided gas fireplace in the living room, a decorative arched wall that separates the family room from the dining rooms and a built-in

wine cabinet.

The welcoming exterior boasts oversized arched windows, a staggered façade clad in stone and traditional wood siding and a covered front entry.

This home measures 68 feet wide and 53 feet, 9 inches deep, for a total of 2969 square feet of finished living space, plus the unfinished basement.

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Welcome to The Contact newspaper's Community Events page! Thanks to the generosity of Smylie's Independent Grocer, we can, space permitting, feature public service announcements, community events and help promote non-profit and charitable organizations in the Quinte area. The Contact is always interested in what is going on in and around CFB Trenton. Please send your coming events (from blood donor clinics to tea parties) to us at cfbcontactnewspaper@gmail.com. Please include the date, time, and location of the event along with a brief description. Please do not send posters.

Feb. 13 – Trenton Legion Branch 110 features Valentine Dinner and Dance

Trenton Legion Branch 110 will be having a Valentine Dinner and Dance on Saturday, Feb. 13. Advance tickets at the office are \$25 per person. Cocktails are served at 6 p.m., dinner begins at 7 p.m. Dancing to The Reasons begins at 8 p.m. Door prizes. Professional photo sessions available for \$10/couple.

Feb. 17 – 8 Wing Officers' Mess Ladies Club Personal Support Programs Presentation

The 8 Wing Officers' Mess Ladies Club is hosting a presentation by Lisa Refausse, Manager of Health Promotion at CFB Trenton, Personal Support Program, with topics to include creative living, fitness, stress management and much more. The event is to be held on Wednesday, Feb. 17 at 6:30 p.m. in the Mess. Members are free and invited guests are \$10. For more information, contact chambersj@live.ca.

Feb. 20 – Trenton Legion Branch 110 features Hallman & Hoffman and Picket Fence

Trenton Legion Branch 110 has entertainment and dancing every Saturday in the lounge. Feb. 20 will feature Hallman & Hoffman from 2 p.m. to 6 p.m. and Picket Fence from 8 p.m. to midnight.

Feb 20 – Quinte Branch of Ontario Genealogical Society presents Scotland from Abroad

The Quinte Branch of the Ontario Genealogical Society presents "Scotland from Abroad" by Bob Dawes, who will explain and demonstrate how to use both free and paid websites to trace your Scottish ancestry. Place - Quinte West Public Library, 7 Creswell Drive, Trenton. Time - 1 p.m. to 3 p.m. Everyone is welcome. For more information visit www.rootsweb.ancestry.com/~canqbogs/

Feb. 22 – Trenton Knights of Columbus Blood Donor Clinic

The Trenton Knights of Columbus Blood Donor Clinic will be held at the Trenton Knights of Columbus Hall at 57 Stella Crescent from 1 p.m. to 7 p.m. All regular and new donors are encouraged to attend and give the gift of life during this time of depleted blood reserves.

Feb. 26 – Trenton Legion Pizza in the lounge and Adam Graeme Comedy Stage Hypnotist

Trenton Legion, Branch 110-Friday, will host in the lounge, pizza \$1.50/slice followed by Adam Graeme Comedy Stage Hypnotist Show at 7 p.m. in the auditorium on Feb. 26 from 5 p.m. to 7 p.m. \$10/person, tickets at the Legion office.

March 9 – 8 Wing Officers' Mess Ladies Club 'New to You Accessories' Evening

The 8 Wing Officers' Mess Ladies Club is hosting a "New to You Accessories" evening on Wednesday, March 9 at 6:30 p.m. in the Mess. Suggested items include handbags, scarves, belts and jewellery. (No shoes or clothes) Members and invited guests of members are free with accompanying items or \$5 at the door. For more information, contact chambersj@live.ca

MFRC continued from page 11

Le calendrier du Centre des jeunes

Le calendrier du mois de janvier du Centre des jeunes et celui de la Salle de jeux sont disponibles sur notre site internet sous "Jeunes et ados" et "Enfants & Parents"- <http://trentonmfr.ca/fr/services-famille>

Video Dance Party

Youth are invited to a Video Dance Party at the RecPlex on Friday, Feb. 19! Doors open at 6:30 p.m. and dance from 7 p.m. to 10 pm. Cost is \$6 for military, \$7 for civilians. Registration and more information: meghan.enwood@forces.gc.ca or 613-392-2811 ext. 5230.

'Video Dance Party'

Les jeunes sont invités à Video Dance Party au RecPlex le vendredi 19 février. Les portes ouvriront à 18h30. Coût : 6\$ militaire/7\$ civils. Inscription et plus d'information : meghan.enwood@forces.gc.ca or 613-392-2811 poste 5230.

Babies and Beyond

The place for teen parents and 'mommas-to-be'! Offered by the Trenton MFRC and Children's Mental Health, supported by the Hastings and Prince Edward County Healthy Unit, Babies and Beyond offers lunch, parenting tips, school strategies, crafts, financial advice, cooking tips, and more. Lunch is provided. Childcare and transportation are available. When: Tuesdays from 11:30 a.m. to 2:30 p.m., Sept. until June. Where: Trenton MFRC, 50 Rivers Drive, East. For more information contact Debbie at 613-392-4331 ext. 274.

Bébés et au-delà

Le centre de ressources pour les familles des militaires de Trenton et Children's Mental Health vous présente Bébés et au-delà. La place pour les futures mamans et parents adolescents! Supporter par Hastings and Prince Edward County Health Unit. Dîner compris, halte-jeu, et transport disponible! Les mardis de 11h30 à 14h30. CRFM, 50 Rivers Drive Est, Trenton. Pour plus d'information contactez Debbie au 613-392-4331 poste 274.

Friday Drop-Off

Need a break, have an appointment for an hour or a day? We have drop-off child care on Fridays from 9 a.m. to 4 p.m. at the Playroom. To book a spot, call MFRC reception (613-965-3575) from 1 p.m. on Monday to noon on Thursday. The cost is \$5 per hour for your first child and \$4 per hour for subsequent

children.

Halte-garderie du vendredi

Avez-vous besoin d'un répit? Avez-vous un rendez-vous? Nous offrons un service de halte-garderie à la salle de jeux du CRFM les vendredis de 9h à 16h. Nous prenons les réservations à compter du lundi 13h jusqu'au jeudi midi au 613-965-3575. Le coût est de 5\$/heure pour le premier enfant et de 4\$/heure pour le deuxième et ainsi de suite.

PALS (peers assisting with life skills)

A group for children from military families who are six to 11 years old. This group gives kids the chance to meet other children going through similar life experiences while learning life skills such as dealing with stress, anger, fears and communication skills. The next PALS will be Feb. 19 from 5:30 p.m. to 7:30 p.m. and we will talk about "Feelings." Supper will be provided. There are still available spaces to register. Please contact mona.l@trentonmfr.ca or by calling 613-392-2811 ext 4528 before Feb. 16.

PALS (A.M.I.S aide sur les compétences de vie par les pairs)

Un groupe pour les enfants de familles militaires âgés de six à onze ans. Ce groupe leur donne la chance de rencontrer d'autres enfants qui vivent des expériences de vie similaires, tout en apprenant des compétences de la vie tels que la gestion du stress, la colère, les peurs et les compétences de communication. La prochaine rencontre sera le 19 février 2016 de 17h30 à 19h30 au CRFM de Trenton. Le thème du mois sera "Les sentiments". Le repas est inclus mais vous devez inscrire votre enfant par courriel: mona.l@trentonmfr.ca ou composez le 613-392-2811 poste 4528 avant le 16 février.

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Continued on page 13



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Video Dance Party

On Friday, Feb. 19 for ages nine to 14 years of age at the RecPlex from 7 p.m. to 10 p.m.

NEW - March Break Kidz Kamp

Monday, March 14 to Friday, March 18 from 8 a.m. to 4 p.m. Registration for the military community is Monday, Jan. 4 and for the general public on Monday, Feb. 1.

New! Fitness Class Pass

Purchase a Punch Card and you have the choice of any or all fitness classes. eight classes per card.

Adult Programs

Morning Aquafit - Mondays, Wednesdays, Fridays, Jan. 4 to March 23 from 8:30 a.m. to 9:20 a.m.

Evening Aquafit (Jogging) - Tuesday and Thursday, Jan. 5 to Feb. 25 from 6 p.m. to 6:50 p.m.

Senior Lane Swim - Mondays, Wednesdays, Friday, Jan. 4 to March 23 from 7:30 a.m. to 8:20 a.m.

Boot Camp Fitness - Mondays, Jan. 4 to Feb. 29 from 4:05 p.m. to 5:05 p.m.

Circuit Training - Mondays from Jan. 4 to Feb. 29 from 7 p.m. to 8 p.m.

Hatha Yoga - Tuesdays, Jan. 5 to Feb. 23 from 4:15 p.m. to 5:15 p.m.

Spin-Fusion - Tuesday, Jan. 5 to Feb. 23 from 5:20 p.m. to 6:20 p.m.

Fitness 4 Two - Wednesdays, Jan. 6 to Feb. 24 from 5:30 p.m. to 6:30 p.m.

Parented Pilates - Wednesday, Jan. 6 to Feb. 24 from 9:30 a.m. to 10:30 a.m. and/or (new) Saturdays, Jan. 9 to Feb. 27 from 9:30 a.m. to 10:30 a.m.

Pilates/Core Fitness - Wednesdays, Jan. 6 to Feb. 24 from 4:30 p.m. to 5:30 p.m.

Children, Youth and Teen Programs

Learn to Skate for Youngsters for ages four to seven years - Thursdays, Jan. 7 to March 10 from 4 p.m. to 5 p.m. or Thursdays, Jan. 7 to March 10 from 5 p.m. to 6 p.m.

Learn to Skate for ages eight to 16 years - Thursdays, Jan. 7 to March 10 from 6 p.m. to 7 p.m.

Basketball Skills and Drills for eight to 12 years - Wednesday, Jan. 6 to Feb. 24 from 5 p.m. to 6:30 p.m.

Drop in Youth Basketball - Wednesdays, Jan. 6 to Feb. 24 from 7 p.m. to 8 p.m.

Tyke Terrain for ages five and under - Tuesdays and Thursdays, Jan. 5 to March 10 from 9 a.m. to 10 a.m.

Dash 'n' Splash for ages six months and older - Fridays, Jan. 8 to Feb. 26 from 9 a.m. to 10:30 a.m.

MFRC continued from page 12

Special Needs Parent Support Group

Connect with other families in your community, discuss topics that affect and interest you and gain support and insight from local families. This support group is for parents, grandparents, and caregivers of children with all special needs. It is held every second Thursday of the month from 6 p.m. to 7:30 p.m. Topic Schedule for 2016: Feb. 11 - Valentine's Day Celebration, March 10 - Funding Options, April 14 - Camps and Recreational funding. If you require childcare please contact orlana.b@trentonmfr.ca.

Groupe de soutien pour les parents de personnes ayant des besoins particuliers

Venez rencontrer d'autres familles de la communauté pour discuter, échanger, obtenir du soutien et des ressources. Ce groupe d'entraide est pour les aidants naturels de personnes qui ont des besoins particuliers. Ces rencontres ont lieu le deuxième jeudi du mois de 18h00 à 19h30. Les sujets discutés en 2016 seront : Le 11 février - Célébration de la St-Valentin, Le 10 mars - Options de financement gouvernemental et privé, Le 14 avril - Options de financement pour les camps d'été et les activités de loisirs, Si vous avez besoin du service de garde contactez orlana.b@trentonmfr.ca.

'Video Dance Party'

Les jeunes sont invités à Video Dance Party au RecPlex le vendredi 19 février. Les portes ouvriront à 18h30. Coût : 6\$ military/7\$ civilians. Inscription et plus d'information : meghan.enwood@forces.gc.ca or 613-392-2811 poste 5230.

Building Block Club

Trenton MFRC and Autism Ontario - An evidence based social skills program using Legos to assist in the development of communication. This six-week free program is for children with special needs and their siblings ages 6 to 10. Starting Feb. 12 from 6:30 p.m. to 8 p.m. For information, contact Orlana: 613-392-2811 ext. 3953 or orlana.b@trentonmfr.ca

Club des blocs de construction

Le CRFM de Trenton et Autism Ontario - Un programme attesté pour développer les aptitudes sociales en utilisant des Légos pour améliorer la communication. Ce programme gratuit de 6 semaines est conçu pour les enfants ayant des besoins particuliers ainsi que pour leurs frères et soeurs. Débute le 12 février 2016 de 18h30 à 20h00. Pour information contactez Orlana au 613-392-2811 poste 3953 ou orlana.b@trentonmfr.ca

Trenton MFRC and Autism Ontario present: Creative Animation

Starting Feb. 26 from 4 p.m. to 5 p.m. Learn how to draw, paint, and create your very own character. You will also collaborate on the final project, a master mural. The cost for this eight-week program is \$20. To register or for information, contact Orlana 613-392-2811 ext.3953 or orlana.b@trentonmfr.ca

Le CRFM de Trenton et Autisme Ontario présente : Animation créative

Débute le 26 février de 16h00 à 17h00. Dessine, peint et crée ton propre personnage et collabore au projet final, une murale. Le coût pour ce programme de 8 semaines est de \$20.00. Pour inscription ou information contactez Orlana au 613-392-2811 poste 3953 ou orlana.b@trentonmfr.ca

All Hands Playgroup

An inclusive drop-in playgroup for children with Special Needs ages 0-8 years and their parents. Children's friends are also welcome. Every first and third Tuesday of the month. Starts Feb. 16 from 3 p.m. to 5 p.m. For more information please contact Orlana at orlana.b@trentonmfr.ca.

Un groupe de jeux pour tous

Une halte de jeux inclusive pour les enfants ayant des besoins particuliers âgés de 0 à 8 ans, leurs amis ainsi que leurs parents. Chaque 1er et 3e mardi du mois. Commence le 16 février 15h00 à 17h00. Pour plus d'informations s'il vous plaît contacter Orlana au orlana.b@trentonmfr.ca

Visit from Costco representative at the MFRC

Wednesday, March 2 - Time 3 p.m. to 5 p.m. Come get your Costco card and learn about all their programs and services.

Visite d'un représentant de Costco au CRFM

Le mercredi 2 mars - de 15h à 17h. Venez signer pour votre carte d'abonné de Costco et connaître tous leurs services et programmes.

Bus Tour to Northumberland County

Saturday March 5. Cost \$15 per person. You will visit Kokimo Candles, Hoselton Studio and then shop and visit what downtown Cobourg has to offer. Minimum of 20 people. Registration and information at the MFRC reception, 613-965-3575.

Tournée, en autobus, dans le comté de Northumberland

Le samedi 5 mars. Coût: 15,00\$ par personne. Vous visiterez Kokimo Candles, Hoselton Studio par la suite vous pourrez magasiner et visiter ce que le centre-ville de Cobourg offre. Minimum de 20 personnes. Inscription et information à la réception du CRFM, 613-965-3575.

Monthly E-News/Social Media

Get the latest news from the MFRC and community at large. Sign-up through our website www.familyforce.ca for the monthly E-News and to follow us on Facebook.

Nouvelles mensuelles et Facebook

Ne manquez pas les dernières nouvelles du CRFM et les communautés avoisinantes. Inscrivez-vous par notre site internet www.forcedelafamille.ca pour les nouvelles mensuelles par courriel et suivez-nous sur Facebook et suivez-nous sur Twitter!

Classifieds

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 Belleville Public Library
 Belleville Legion 99
 Dewe's YIG

TRENTON:
 Smylies YIG
 Metro
 Quinte West Public Library

8 Wing Chapel / Chapelle de la 8e Escadre

Location/Adresse:
 91 Namao Drive East/91 Promenade Namao Est

Phone/Téléphone:
 Nathalie Longtin
 Administrative Assistant/
 Adjointe administrative
 (613) 392-2811 ext/poste 2490/4593

Office hours/Heures de bureau:
 Monday to Friday - 8 a.m. to 4 p.m.
 Du lundi au vendredi - 08h00 à 16h00

Services Times/Heures des services religieux
 RC Mass: 0900 hrs (English) / Messe catholique: 09h00 (Anglophone)
 RC Mass: 1010 hrs (French) / Messe catholique: 10h10 (Francophone)

RC Bilingual Mass the 4th Sunday of the month at 0900 hrs
 Messe bilingue catholique le 4e dimanche du mois à 09h00

Protestant Worship Service: 1115 a.m.
 Service de culte protestant: 11h15

RC Weekday Masses at 11:45 a.m.
 (Tuesday, Wednesday and Thursday - may be cancelled on short notice)
 Messes catholiques quotidiennes à 11h45
 (mardi, mercredi et jeudi - peuvent être annulées sans préavis)

Wing Chaplain/Aumônier de la 8e Escadre:
 Maj. (Rev/Rév) Roy Laudenorio

Unit Chaplains/Aumôniers des unités:
 Capt (Rabbi/Rabbin) Bryan Bowley • Capt (the Rev./Rév.) Eric Davis
 Capt (Padre) Eric Doiron • Capt (the Rev./Rév.) Gerson Flor
 Capt (the Rev./Rév.) Blair Ross • Capt (the Rev./Rév.) Daniel Walton



Safety

Machine Guarding 101

Machine guards are designed to protect the operator's body from moving parts



You are responsible for your company's machine guarding program. You and everyone in your workplace depend upon one another to use machine guards correctly and to report any problems.

A machine guard is a barrier that prevents access to a dangerous area of the equipment.

Guards are designed as part of the equipment, but old machinery and new hazards may require additional guarding.

The basic principle of any machine guard is to prevent a part of the worker's body from coming in contact with a moving part or from entering an area within the path of a mov-

ing part. A guard is designed to function at all times or during certain times of danger, such as when the machine is in motion.

Guards prevent contact with points of operation, gears, belts, pulleys, sprockets, shaft ends and other hazardous spots.

Guards can be fixed barriers, portable or interlocking shields.

They come in countless designs to match the particular equipment and hazard.

Guards include mechanical or electronic devices that restrict contact, such as presence sensing, restraining or tripping devices, two-hand controls or gates.

Out-of-order guards should be repaired or replaced promptly. A guard should be properly designed for the equipment rather than a makeshift solution that gives little protection and constantly needs adjustment. Guards should be strong enough to withstand wear and tear.

Your observations about guards are important. It is your responsibility to watch for unsafe situations, report problems to your supervisor and suggest remedies if you think of them.

There's a common notion that use of a machine guard slows work and interferes with production. Studies have shown machine guards don't interfere and in many cases actually speed up production.

Machine guards protect you; make sure you use them properly.

Get a grip on guarding precautions
 If you work around machin-

ery that has guards, you should know the following:

- What are the hazards associated with the machine?
- What are the guards and how do they work?
- How do you use the guards?
- How and under what circumstances and by whom may guards be removed?
- What should you do if a safeguard is missing, damaged or ineffective?

Machinery moves in mysterious ways. Some common actions of workplace machinery are the following:

- rotating, including in-running nip points
- reciprocating
- transverse

Workplace equipment needing guards has moving parts that:

- cut
- bend
- punch
- shear
- rotate



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RVs on page 11



14 JEEP WRANGLER SPORT

26479 Manual, 4 dr, 6 cyl, 4x4, keyless entry, alloys, air bags, traction ctrl, heated mirrors, AC, CD, MP3, sat radio, pwr windows/locks/mirrors, cruise, steering wheel ctrls, tilt steering, 327 km

\$31,995
\$215.00
biweekly
84 mths @ 5.9%
0 DOWN + HST



12 FORD MUSTANG GT

25881A Auto, 2 dr, 8 cyl, FWD, Convertible, keyless entry, alloys, air bags, traction ctrl, leather, AC, CD, MP3, park aid, Bluetooth, pwr seats/windows/locks/mirrors, heated seats, cruise, steering wheel ctrls, tilt steering wheel, 48,057 km

\$25,495
\$227.00
biweekly
60 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



12 HONDA CIVIC

25782 Manual, 4 dr, 4 cyl, FWD, Sedan, keyless entry, alloys, air bags, traction ctrl, economy mode, height adjust seats, pwr roof/windows/locks/mirrors, AC, CD, MP3, Bluetooth, heated mirrors, cruise, steering wheel ctrls, tilt steering wheel, 40,715 km

\$12,495
\$111.00
biweekly
60 mths @ 5.9%
0 DOWN + HST



15 FORD EXPLORER XLT

25705 Auto, 4 dr, 6 cyl, 4WD, keyless/keypad entry, flex fuel, roof rack, alloys, air bags, traction ctrl, heated seats/mirrors, AC, dual climate, CD, MP3, sat radio, park aid, sync, pwr seats/windows/locks/mirrors, cruise, steering wheel ctrls, trailer sway, terrain select, 40,480 km

\$31,995
\$193.00
biweekly
96 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



15 VW BEETLE

25538 Auto, 2 dr, 4 cyl, FWD, Hatchback, keyless entry, air bags, AC, CD player, pwr windows/locks/mirrors, heated mirrors, tilt steering, 11,566 km

\$15,995
\$97.00
biweekly
96 mths @ 5.9%
0 DOWN + HST



15 CHRYSLER TOWN & COUNTRY

25978 Auto, 4 dr, 6 cyl, FWD, keyless entry, flex fuel, roof rack, alloys, air bags, traction ctrl, leather, economy mode, heated seats/mirrors, AC, DVD, MP3, sat radio, rev camera, u-connect, pwr roof/seats/windows/locks/mirrors/liftgate/doors, cruise, steering wheel ctrls, tilt steering wheels, 34,000 km

\$28,995
\$175.00
biweekly
96 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



15 TOYOTA COROLLA S

26303 Auto, 4 dr, 4 cyl, FWD, Sedan, sport mode, keyless entry, alloys, air bags, traction ctrl, AC, dual climate, MP3, touch screen, sat radio, nav, rev camera, u-connect, pwr roof/windows/locks/mirrors, heated seats/mirrors, cruise, steering wheel ctrls, tilt steering wheel, 3,469 km

\$20,495
\$124.00
biweekly
96 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



15 FORD FIESTA SE

26455 Auto, 4 dr, 4 cyl, FWD, Hatchback, keyless entry, alloys, air bags, height adjust seats, pwr windows/locks/mirrors, AC, CD, touch screen, MP3, sat radio, sync, cruise, steering wheel ctrls, tilt steering wheel, curbside mirrors, 35,792 km

\$13,495
\$82.00
biweekly
96 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



14 DODGE RAM 1500 LARAMIE

24844 Auto, 4 dr, 8 cyl, 4x4, keyless entry, factory remote start, crew cab, tow/haul, short box, trailer hitch, ton cover, box liner, air bags, traction ctrl, leather, pwr roof/seats/windows/locks/mirrors, heat seats/mirrors/steer wheel, AC, dual climate, Alpine snd, MP3, sat radio, touchscreen, nav, rev camera, park aid, hill start assist, cruise, 17,425 km

\$41,995
\$282.00
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PREVIOUS DAILY RENTAL



14 SUBARU XV CROSSTREK

26122 Manual, 4 dr, 4 cyl, 4WD, keyless entry, roof rack, trailer hitch, alloys, air bags, traction ctrl, height adjust seat, heated seats, AC, CD, MP3, Bluetooth, pwr windows/locks/mirrors, cruise, steering wheel ctrls, tilt steering, 23,132 km

\$21,995
\$148.00
biweekly
84 mths @ 5.9%
0 DOWN + HST



13 TOYOTA TUNDRA SR5

25909 Auto, 4 dr, 8 cyl, 4x4, keyless entry, quad cab, short box, box liner, trailer hitch, tow/haul, alloys, air bags, AC, CD, MP3, sat radio, Bluetooth, pwr seats/windows/locks/mirrors, cruise, steering wheel ctrls, curbside mirrors, 34,149 km

\$31,995
\$244.00
biweekly
72 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



15 CHEVROLET SONIC LT

25417 Auto, 4 dr, 4 cyl, FWD, Hatchback, ECOTEC engine, keyless entry, factory remote start, alloys, air bags, traction ctrl, pwr roof/windows/locks/mirrors, heated seats, AC, MP3, sat radio, On star, Bluetooth, rev camera, touch screen, cruise, steering wheel ctrls, 18,722 km

\$13,495
\$82.00
biweekly
96 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



14 NISSAN ROGUE SL

26304 Auto, 4 dr, 4 cyl, AWD, keyless entry, push button start, roof rack, panoramic roof, alloys, air bags, traction ctrl, leather, heated seats, AC, CD, MP3, nav, sat radio, rev camera, park aid, Bluetooth, pwr seats/windows/locks/mirrors/liftgate, cruise, steering wheel ctrls, tilt steering, 38,218 km

\$27,995
\$188.00
biweekly
84 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



14 VW JETTA

23714 Auto, 4 dr, 4 cyl, FWD, Sedan, keyless entry, hub caps, air bags, pwr windows/locks, height adjust seat, heated seats, AC, CD player, cruise, tilt steering wheel, 42,835 km

\$12,995
\$87.00
biweekly
84 mths @ 5.9%
0 DOWN + HST

PREVIOUS DAILY RENTAL



15 HYUNDAI GENESIS

25734 Auto, 4 dr, 6 cyl, AWD, Sedan, keyless entry, alloys, air bags, traction ctrl, leather, economy mode, AC, CD, MP3, Lexicon snd, touch screen, sat radio, nav, rev camera, park aid, Bluetooth, pwr seats/windows/locks/mirrors, heated seats/mirrors/steering, cruise, Htrac, drive mode selection, 55,697 km

\$28,995
\$175.00
biweekly
96 mths @ 5.9%
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PREVIOUS DAILY RENTAL

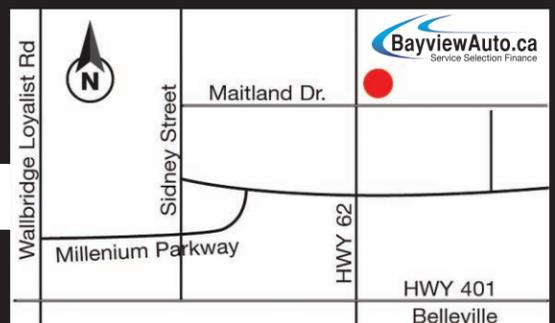
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2015 RVR



RVR GT AWC model shown†

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2015 MIRAGE



Mirage SE model shown†

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¹ Not all models are offered with AWC trim option. \$2,000 no-charge AWC rebate available on new 2016 Outlander models with available AWC trims purchased, financed or leased and delivered between February 2, 2016 and February 29, 2016. This offer may be combined with Scotiabank Subvented Financing Programs, MMSCAN Financial Services Lease Program, or Scotiabank Dealer Advantage Subvented Financing Programs. No-charge AWC rebate consists of a discount that is applied before taxes towards the purchase price of an AWC trim at the time of sale. Discount may not fully cover cost of trim package. Conditions apply. See dealer or mitsubishi-motors.ca for details. ⁹ Mitsubishi First Auto Program applies to Lancer, Sportback, RVR and Mirage vehicles (excluding Mirage ES SMT), is applicable to all approved Scotiabank first-time automotive finance or lease purchasers and must be combined with Scotiabank Subvented Finance or Lease Rates. Rate amount will be deducted from the negotiated price after taxes. Some conditions apply. Please see dealer for details. ¹⁰ \$2,500 in no-charge extra features applies to 2015 Lancer SE Limited Edition vehicles purchased from February 2, 2016 to February 29, 2016. Based on dealer inventory. See your dealer for details. ¹¹ \$9,998 starting price applies to 2015 Mirage ES (SMT), includes consumer cash of \$2,500 and excludes freight and other fees. 2015 Mirage ES (SMT) MSRP is \$12,498. Factory order may be required. \$1,000/\$2,500 consumer cash off erred on the retail purchase of new 2015 RVR GT with Navigation/2015 Mirage ES 5-Speed Manual Transmission models from participating retailers from February 2, 2016 to February 29, 2016. \$1,000/\$2,500 will be deducted from the negotiated price before taxes. Some conditions apply. Offer is subject to change without notice. ⁹ AWC standard on RVR SE AWC, Limited Edition and GT/Lancer SE AWC, Limited Edition SE AWC and GT AWC. S-AWC standard on Outlander GT. ¹ Estimated combined city and highway ratings for non-hybrid sub-compacts based on Natural Resources Canada new testing methodology: Mirage highway 5.3 L/100 km (53 mpg), combined city/highway 5.9 L/100 km (48 mpg) and 6.4 L/100 km (44 mpg) in the city for CVT-equipped models. Actual fuel efficiency will vary with options, driving and vehicle conditions. ^{**} Whichever comes first. Regular maintenance not included. See dealer or mitsubishi-motors.ca for warranty terms, restrictions and details. Some conditions apply.