

Howard Ferguson ends 37 years as a Career Public Servant

Howard Ferguson, who has served as ADMA with AES since January 1986, retired from the service on July 13, thus ending a 37 year stint as a forecaster, hydrometeorologist, research scientist, administrator and senior public servant, almost entirely with Canada's weather service.

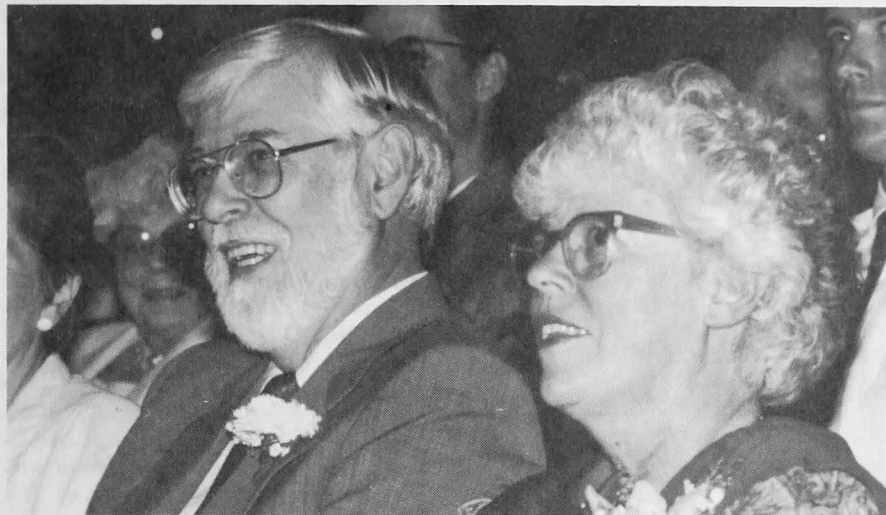
At a crowded session in the AES Downsview Auditorium, attended by members of his family, Mr. Ferguson bade farewell to friends, colleagues, AES employees, retirees and Canadian government and other officials.

Mr. Ferguson announced that, though he was terminating some three and a half decades with the federal government, he would very shortly be beginning a new career on the international scene as co-ordinator of the Second World Climate Conference to be held in Geneva, Switzerland in November 1990. During his term as ADMA, Mr. Ferguson served as permanent representative for Canada at the World Meteorological Organization.

Despite the fact he would himself soon be travelling to a new position, it was Mr. Ferguson who wished AES 'bon voyage', meaning that he thought the new high profile of the service in the area of atmospheric research and global climate change would launch AES on an adventurous new journey towards a bright future in the 1990's.

Mr. Ferguson was appointed assistant deputy minister in January 1986, succeeding Jim Bruce who also retired after long service with AES and its predecessors. Mr. Ferguson joined the Meteorological Branch of Transport Canada in 1952 as a forecaster in Gander, Nfld. after obtaining his B.A. in Math and Physics at the University of Western Ontario. He went on to obtain an M.A. in Meteorology at the University of Toronto and by 1972 he held the post of chief of the Hydrometeorology and Environmental Impact Research Division.

Occupying several other major scientific posts in the late 70s, Mr. Ferguson then became director, Air Quality and Inter-Environmental Research Branch and in 1984 was appointed director general, Canadian Climate Centre. For two periods in his career, Mr. Ferguson did not work directly with the weather service. These were between May and September 1980 and between January 1982 and March 1984, when he served as Regional director, DOE, Ontario Region.



ADMA Howard Ferguson and his wife Janet attend retirement proceedings in the Auditorium of the AES Downsview Headquarters Building.

On July 31, Elizabeth Dowdeswell began her duties as the new assistant deputy minister at AES. Since 1986 she has held the position of Regional director general, DOE Ontario Region. Ms. Dowdeswell has served in several other federal government capacities, from advisor to the Treasury Board to co-chair of the International Joint Commission's Great Lakes Water Quality Board. Before joining the federal government, Ms. Dowdeswell was deputy minister of the Department of Culture and Youth in Saskatchewan (1978-82).

Besides being the author of 67 scientific publications, Mr. Ferguson gained a reputation for chairing several important international committees. These included Canadian co-chairmanship of the International Joint Commission's Water Quality Board and the IJC's Air Pollution Advisory Council. Previously co-Chairman of a UNESCO committee on the Environment, Mr. Ferguson culminated his international role by becoming chairman of the World Conference on the Changing Atmosphere, held in Toronto in June 1988.

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Retirement Message

Our Service is a unique organization with a pride in its past and present and a basic strategic plan for its future. That future promises to be exciting because of the public concern about the changing atmosphere, which has grown remarkably over the past year or two.

I am confident that the expertise and the production and delivery systems of AES will continue to be dynamic and responsive to changes in science and technology as well as the tremendous growth of public interest.

By adapting and moving with the times, the Service can make a major contribution to a strong role for Environment Canada in national and international environmental policy development and ameliorative actions. The AES is fortunate to have an experienced environmental administrator, Elizabeth Dowdeswell, to lead it into that exciting future. I know that she will benefit from the same strong support that I have

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Howard Ferguson ends 37 yrs, cont'd.

About 10 days before his retirement Mr. Ferguson was presented with a Citation of Excellence Award on the departmental level by deputy minister Dr. Len Good for long service and outstanding work within the department, especially in organizing the World Conference.

Highlights of the Downsview ceremony included the unveiling of a portrait of Mr. Ferguson to be hung in the "Rogue's Gallery" (pictures of former ADMAS displayed on the main third floor landing). The ceremony was performed by two former weather service heads, P.D. McTaggart-Cowan and Reg Noble.

Dr. Des O'Neill, acting DG of Weather Services Directorate, who was Master of Ceremonies during the proceedings, read more than a dozen letters of congratulations including correspondence from the Minister, Lucien Bouchard, federal ministers Jake Epp, and Leo Cadieux, under secretary of External Affairs J.H. Taylor, and from the chairman of the Canadian Climate Board Dr. Kenneth Hare.

Don Smith, former DG of the AES Weather Service Directorate and retired deputy secretary general of the WMO, brought greetings "from afar" and welcomed Mr. Ferguson to his new international career. He also pointed out the presence in the audience of C. D. Berridge, permanent representative at WMO for the British Caribbean Territories.

Jim McCulloch, another retired DG, who joined the weather service the same day as Mr. Ferguson in 1952, summed up his colleague's entire career and reminded his audience that in those days the weather service had less than a dozen professional scientists. He made several presentations to Mr. Ferguson on behalf of his colleagues and AES staff, including a leather travelling companion/briefcase.

Far more than a sideshow was David Phillips' mock farewell address by "Howie Ferguson". Disguised as the spitting image of the retiring ADMA (beard and all), Phillips had Howie speak of plans to set up a "Conference on the Changing ADMA-sphere". He also placed objects in an imaginary time capsule supposed to be buried under the new Downsview South building for a hundred years. Objects included relics of the last cigarettes smoked in the Headquarters Building before the smoking ban came into effect, a copy of Zephyr and other relics of HLF's era. The revue resulted in much laughter and applause, especially from attending members of Mr. Ferguson's family.

Proceedings in the Auditorium were followed by a reception in the AES Cafeteria.

October 15, 1954: Hurricane Hazel tracked across the Lake Ontario basin on the 15th and 16th. 214 mm deluged Toronto during 72 hours. Wind and flood damage was extensive and exceeded \$25 M. Eighty people lost their lives. more words have been written about Hazel than about any other single Canadian weather event.

ADMA's retirement message cont'd.

received for the past 3½ years. I am grateful for that, and for the wonderful sendoff party arranged for my family and me on July 13.

I will be following the fortunes of AES and Environment Canada with great interest. Best of luck to all of you.

H. L. Ferguson



Brian O'Donnell (centre), R.D.G. Western Region, presented two Regional Citation of Excellence Awards at the OIC Conference held in Banff in April. John Yarema, OIC Calgary Weather Office (right), received an award for his diligent efforts in soliciting the co-operation of the Olympic Weather Support Office and the Calgary Weather Office that resulted in a high calibre of service to the Olympic Games. John's knowledge of technology was instrumental, ensuring that equipment was functioning properly at all times. The entire operation was a tremendous success.

The second award was presented to Rai LeCotey. As newly appointed OIC, Fort Smith, Upper Air Station, he immediately commanded action to make many changes and improvements to the facility. With Rai as the catalyst, numerous changes were made to the buildings and the programs at the station. Although the buildings are old, through Rai's dedication and the co-operative efforts of his fellow employees, the station has been refurbished to the extent that it could be a model for any older Upper Air Station that requires upgrading.

At another ceremony held in Western Region, a Transport Canada Award of Excellence was presented to Ron Harrison, OIC of the Lethbridge Weather Office by Ron Bell, regional director, Air Navigation Service. Mr. Harrison was recognized for his efforts in promoting aviation safety. It is the first time this award has been presented to an individual outside of Transport Canada.

October 10, 1949: A storm passed through southern Manitoba when Winnipeg recorded its lowest ever sea-level pressure, 96.66 kPa, and its greatest 1-day October rainfall, 74.4 mm.



Dr. Hans Martin, recently appointed acting director of the Air Quality and Inter-Environmental Research Branch (ARQB), presented All Seasons Research Awards to three employees at a ceremony at AES Downsview on June 29. Dr. Martin is seen with Alain Sirois of the Modelling and Integration Division, Downsview on his left and with Billie Beattie, AES Atlantic Region and Dr. Bob Mickle of Atmospheric Processes Division, Downsview. John Bellefleur, of Experimental Studies Division, another Award winner, was unable to attend. All Seasons Awards are presented annually to AES employees in recognition of exceptional contributions towards achieving the goals of ARQB.

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ZEPHYR

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Please address correspondence or article contributions to: ZEPHYR, Atmospheric Environment Service, 4905 Dufferin Street, Downsview, Ontario M3H 5T4.

Editor: Gordon Black
Editorial Assistant: Jean Schlenkrich
Photo Assistant: Bill Kiely
Phone: (416) 739-4760



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Former weather service heads Reg Noble (left) and P. D. McTaggart-Cowan unveil the portrait of Mr. Ferguson to be hung in the AES Downsview's third floor "rogues gallery" honoring former ADMAs.



Mr. Ferguson tries out the leather brief case presented to him by AES staff on the occasion of his retirement.



David Phillips, disguised as "Howie Ferguson", hands out a World Conference button to the real Howard Ferguson during a hilarious sketch presented during retirement celebrations in the AES Downsview Auditorium. Members of Mr. Ferguson's family look on.



Retiring ADMA Howard Ferguson and deputy minister Dr. Len Good display the former's recently received Departmental Citation of Excellence Award, together with a letter of appreciation for 37 years loyal service from Prime Minister Brian Mulroney and a painting of Ottawa's Rideau Canal.



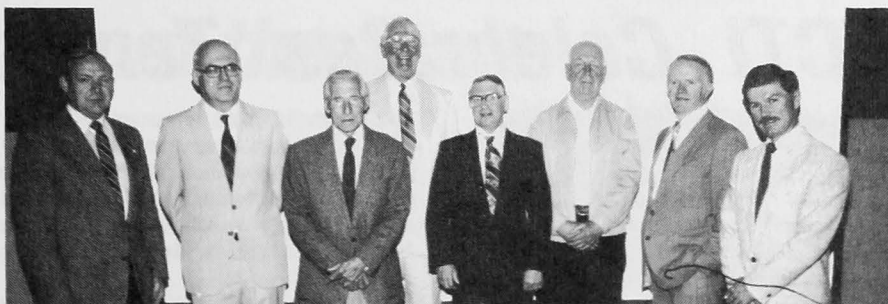
Pre-school children at the AES Downsview Sunburst Daycare Centre assembled this imaginative Weather Is... collage in honor of ADMA Howard Ferguson's recent retirement and it was displayed in the cafeteria during the farewell reception. Supervisors at the Centre confirm that Sunburst children are weather conscious.

Four volunteer weather observers from Ontario Region received their Morley K. Thomas (M.K.T.) Awards from none other than Morley Thomas at a ceremony held June 20 at AES Downsview.

The M.K.T. Award is presented nationally to a selected few individuals who have observed and recorded the weather for AES, day in day out, often in their own back yards, for at least 30 years. The four recipients were: Alan Channon of Richmond Hill, Louis Sadelmann of Saltford, J. David O'Brien of Fairport and William Whiffin of Toronto. Two further recipients — Thomas Havey of Arnprior and J.J. Coffey of Sharon, received their M.K.T. Awards during Environment Week, June 4-10.

The ceremony was arranged by Dave Dockendorff, chief of Data Acquisition, Ontario Region.

Morley K. Thomas Awards



Left to right: Peter Rupke (Harmony Creek Pollution Control Plant), Morley K. Thomas (MKT) Award winners Alan Channon, and Louis Sadelmann, Morley Thomas, (centre back) MKT Award winners William Whiffin and J. David O'Brien, Andrew Gault (Certificate of Achievement) and Dave Dockendorff, head of Ontario Region Data Acquisition.

Canadian Climate Centre's rendez-vous

It was more than a brush with nostalgia, or a parade of past accomplishments. It was confirmation that after 10 years of Herculean efforts, a key AES Directorate is alive and well and earnestly seeking new ways to meet the challenges of the 90s — global climate change, new research techniques and additional responsibilities to supply politically-oriented climate advice to governments and decision makers.

On June 12 the Canadian Climate Centre (CCC) celebrated its 10th anniversary at the AES Downsview Headquarters Building with speeches, awards, slides, lobby displays and a jumbo birthday cake. The audience which filled the Downsview auditorium for nearly two hours, included both past and present members of the CCC, other AES employees and a small number of VIPs, some of whom played a major role in the Centre's founding, back in the 70s. Among the special guests was Dave Rodenhuis, director of the Climate Analysis Center (CAC) in Washington D.C. who earlier that day had given a seminar on the evolution of the CAC, also 10 years old.

Former CCC directors general, Morley Thomas and Dr. Barney Boville and former acting DG Gordon McKay outlined every aspect of the daring adventure that led to the setting up of one of the world's first climate centres, a highly skilled organization that possessed sufficient expertise to be able to advise the World Meteorological Organization on establishing its own World Climate Program. The CCC's major accomplishments were praised and stories told of the Centre's fight to obtain suitable space on the fourth floor of the Downsview building. The gradual build up of computer archiving (starting with punch cards) and initiation of research activities at the CCC were also explained.

The guest speaker was Dr. Arthur Collin, ADM at AES 1977-80 when the CCC was being planned and launched. Bridging the gap between past and present, Dr. Collin said that he was convinced in those days that Canada could provide world leadership not only in weather and earth sciences, but also in climate and that the people he led at AES had "a vision".

Switching to the present, Dr. Collin said there had been an astounding change in atti-

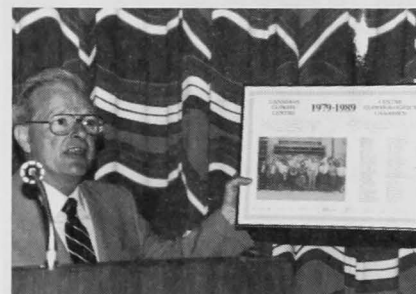


The principal participants at the CCC's 10th anniversary celebrations watch as Marilyn Lemaire cuts the Birthday Cake. They are, left to right, former CCC director general, Barney Boville, former ADMA Dr. Art Colin, director of the Climatological Applications Branch Nancy Cutler, former CCC DG Jim McCulloch, present director general Dr. Kirk Dawson, former acting DG Gord McKay and former DG Morley Thomas.

tude among the world's governments toward global climate issues, so much so that climate was now on the agenda of the "international mind-set of nations", with atmospheric scientists playing key roles.

While emphasizing the role of the private sector in today's meteorology, Dr. Collin said that Canadians will always look to the national weather service to fill their basic weather needs. In addition, he said that AES will continue to play a scientific leadership role on both the national and international stage. "In fact", continued Dr. Collin, "AES has set an example to the entire Canadian public service in the recruitment, training and deployment of highly skilled personnel. The level of expertise in other government services is slipping . . . but not at AES, where scientists continue to feel very much at home."

Dr. Kirk Dawson, appointed DG of the Climate Centre in November, 1988, looked forward to the next 10 years at the CCC. He said that the Centre was passing from adolescence to adulthood and would henceforth be called



Former CCC director general Jim McCulloch displays a certificate bearing the names and a photograph of nearly all the people who have been with the Canadian Climate Centre during its 10 year existence.

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TCTI Celebrates Tenth Anniversary

Over 4,000 visitors attended the Transport Canada Training Institute (TCTI) in Cornwall, Ontario May 13 during an open house to commemorate the Centre's 10th anniversary. They had excellent opportunities to view the extensive AES training facilities, inspect state-of-the-art meteorological equipment and learn about major new environmental themes now being pursued by the service.

Phil Boisse, instructor at TCTI's Meteorological Training Centre, said a large proportion of the 45 members of the AES training staff

spent much time mounting operational weather instruments to accompany displays on aviation weather, ice services and agrometeorology. The New Computer Communications System and satellite imagery aspects of the nation-wide Multi-Purpose Display System were also demonstrated.

Pamphlets, buttons and posters on acid rain, ozone layer depletion, the greenhouse effect and other major environmental problems were handed out and every conceivable question about the work of AES was fielded by training

staff who gave up a whole Saturday to the event.

Chief spokesperson for AES at the anniversary ceremony was Jim Alexander, acting director of AES Training Branch. He recalled longstanding links between the weather service and aviation, (The Met branch was once part of Transport Canada), right down to the present. Mr. Alexander added, "While technological advances have made flying possible under most atmospheric conditions, aviation is still a very weather sensitive industry. Increased traffic has

with Past, Present and Future

upon to give expert advice to governments and decision makers at very short notice. He added that the CCC's priorities will continue to be data management, research, climate analysis and operational services. "It isn't what we do that will change but how we do it" added Dr. Dawson.

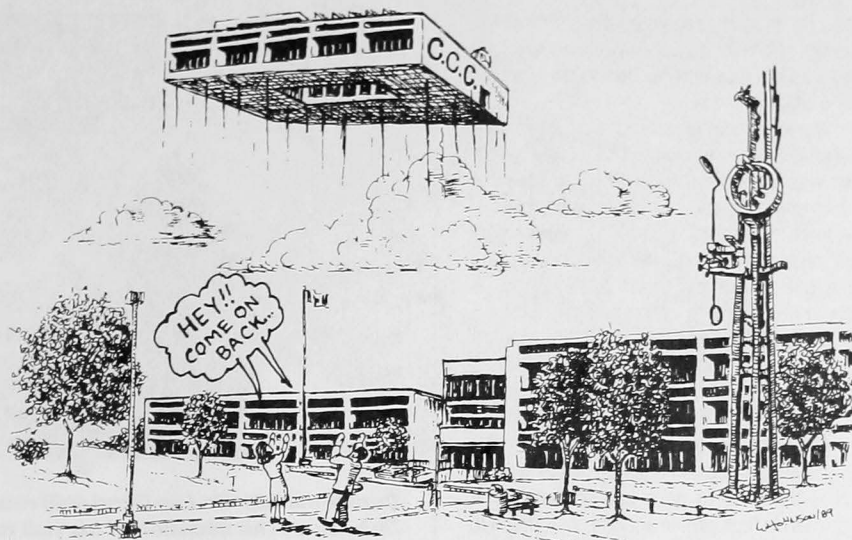
Commenting on research strategy, Dr. Dawson added that renewed emphasis on climate modelling will depend on the expertise and computer power available under budgetary restraints. Referring to another area of Climate Centre activities, Dr. Dawson added, "over the next 10 years I envisage a renewed commitment to our fundamental business and continuing improvements in the content, quality and accessibility of the national archive, especially as we try to integrate data from the new radar satellites and automatic weather stations".

Referring to the Global Climate System, Dr. Dawson added that major research problems have still to be addressed: the role of oceans, clouds, sea ice and the hydrological cycle. "Together with the research community, we are starting to put together a climate research strategy for Canada in the 90s," he concluded.

The CCC ceremony also included distribution of awards to highly deserving Climate Centre personnel. Winners of Directorate Level Citation of Excellence Awards were Joe Megyes for developing a unique processing system for solar radiation data; Paul Lavoie for his development of AES guidelines for cooperative climate autostations; Valerie Moore and Una Ellis for excellence in preparing the world-wide distribution list for the Proceedings of the Changing Atmosphere Conference (Toronto, 1988) and Janet Isaac for organizing the 1989 Cancer Daffodil Campaign at AES Downsview.

Unable to be present for their awards were Alain Caillet and Robert Schultz who were recognized for work in applying computer technology to the production of Climatic Perspectives.

In addition, Jim McCulloch, another former director general of the CCC, presented a scroll which recognized through a list of names and a group photo, all employees who have worked continuously at the Centre since its opening in 1979. The scroll original accepted by David Phillips on behalf of the group, will hang



Invitations sent out to request participation in the Canadian Climate Centre's 10th Anniversary celebrations included a drawing of the AES Downsview Headquarters Building with a detached fourth floor Climatology section hovering slightly above the rest of the establishment. On the big day itself the CCC really "lifted off" and artist Bill Johnson redid his drawing specially for Zephyr to illustrate this thought.



Recipients of Directorate-level Citation of Excellence Awards are seen with CCC director general Dr. Kirk Dawson (right). They are, left to right, Una Ellis, Valerie Moore, Joe Megyes, Paul Louie and Janet Isaac.

in a prominent location in the CCC. Each of the 49 employees concerned later received a copy of the scroll. David Phillips also presented a spectacular multi-screen musical slide show with nostalgic photos of nearly everyone connected with the CCC over the past decade.

After formal ceremonies, Anniversary cake

and fruit punch were served to all guests outdoors on the CCC patio.

The master of ceremonies was Peter Scholefield of CCRM and proceedings were opened by Nancy Cutler, director, Climate Applications Branch. A reception was held on the CCC patio.

— AES was in from the Start

revealed some new problems such as clear air turbulence, microbursts, low level jets and wind-shear". Mr. Alexander promised that all new understandings of these phenomena would be included in AES training programs.

The AES displays were just one popular part of the overall exhibition. The chief exhibitor was Transport Canada whose presence was noted in a number of widely varying fields. The Department of National Defence was another major exhibitor.

Mr. Boisse said it was appropriate that

Meteorology was prominent at the open house because AES was represented at TCTI right from the start. "This is an AES anniversary as well as a TCTI one", he added. "For the past decade a large majority of AES technical staff from all over the country have been trained in Cornwall".

"Chief Transport Canada spokesperson at the ceremony was deputy minister of Transportation Glen Shortliffe and Brigadier General David Kinsmen attended for the Department of National Defence.



Two AES meteorological instructors who played a big part in TCTI's 10th anniversary celebrations in Cornwall, Ont. in May are Keith Grant (left) and Phil Boisse.

"Fortunate to be Part of High Profile Agenda", New DM

When the recently appointed deputy minister, Dr. Len Good visited AES Downsview on June 23, it was his first introduction to an Environment Canada service.

The message he gave to a crowded audience of AES employees in the Downsview Auditorium was an optimistic one. He first spoke of his own good fortune at being appointed DM of Environment Canada at this "exciting" time when environment was playing such a high profile role in cabinet, around Canada as a whole and on the international scene.

Dr. Good said he realized that the weather service side of AES tended to be taken for granted, despite the fact that it did absolutely top-notch work.

Regarding the other side of AES that dealt with global climate change, Dr. Good added, "AES is fortunate to be a critical part of the Department's high profile agenda, in addition to which you have a solid, well-deserved international reputation."

Dr. Good concluded that AES's Strategic Plan with its "vision" told him exactly where the service wanted to go and that the information would prove extremely useful to help him market the Department's full agenda during the



Deputy minister Dr. Len Good (left) receives a presentation from acting ADMA Gordon Shimizu on the occasion of his visit to AES Headquarters, Downsview.

next six months. "It's excellent, 'sexy' stuff" he added. "Your plan is critical to me in carrying out my job".

Dr. Good also took time to tour AES Downsview's scientific research facilities and have detailed discussions with AES senior managers.

Dr. Good was appointed DM on May 15, replacing Dr. Genevieve Sainte-Marie. He is an economist by training and has served previously with the University of Prince Edward Island, the Treasury Board, the Department of Energy, Mines and Resources and the Privy Council Office.

OIC Brandon Runs One-Man Good News Office

In the last issue of Zephyr we ran a selection of "good news letters" received by various Directorates, most of them praising the work of AES staff in assisting the public. Jack Carpick, superintendent, Standards and Requirements, Central Region has been quick to respond to our request for more good news examples from the regions. He zeroes in on one individual — Eric Stanzeleit, OIC, of the Brandon, Manitoba Weather Office, whom he says frequently receives complimentary letters from residents in surrounding communities. Widely known in Southern Manitoba as "Mr. Weatherman", Carpick adds that Eric lectures to groups at Brandon University, student pilots, and businessmen. His one-man weather office received a remarkable 150,000 calls in 1988.

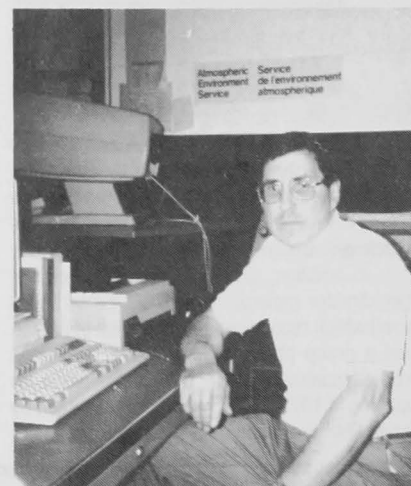
Carpick also encloses a copy of a letter sent to Eric by Ryan Claeys, a prizewinning Science Fair participant. Ryan writes: "... thank you for the precipitation statistics you sent me back in September for my science fair project. I used them in a Numerical Forecasting program, enabling me to call up information and compare forecasts with previous months or years. If it wasn't for the data you gave me my project would not have been possible. It won me a first in my school and I got to go to the Western Manitoba Regional Science Fair. There I won a first place in the computer category, an IBM Award and an all-expense paid trip to the Canada-Wide Science Fair in Saint Johns, Newfoundland. I really appreciate your help in supplying those statistics".

Eric's assistance to students is legendary, and we conclude this good news article by summarizing a Work Experience Report sent to Education Authorities by high school student Rick Lippens after his visit to the Brandon Weather Office:

First he mentioned the thorough tour of the weather office that Eric gave him on arrival. He then recalled how the OIC printed a list of weather statistics for cities within a thousand-mile radius of Brandon, explained the complex weather coding symbols used on weather maps and finally brought one of these maps for Rick to analyze.

Rick wrote that although he didn't find this analysis too difficult, the task took him several hours because he wasn't familiar with the work. He not only had to plot out 50 cities, he had to draw barometric pressure isobars and analyze wind speeds. "After drawing these isobars, we can easily determine where the low and high pressure disturbances lie and their intensity" added the teenager.

Rick went on to describe many other details of this "work shift"; then added a perceptive apology for all weather service personnel: "Making one slight error can throw the entire prediction into a mess. Fortunately for a meteorologist, it can soon be forgotten, and tomorrow he will start with a fresh slate and an entirely different weather scenario. Meteorology is a very complicated and onerous task which requires not only high intelligence, patience and past experience, but also nerves of steel".



Eric Stanzeleit

The high point of Rick's visit was being allowed to read his prepared forecast live on the radio. Rick summed up this broadcast experience as a "once in a lifetime opportunity" and added, "I was shocked and very, very happy to say the actual forecast on the radio."

Needless to say, Rick's report is full of praise for Eric Stanzeleit's help, patience and advice on how to take up meteorology as a career.

In Search of Environmental Messengers

by Leslie Buchanan

They say in the Arctic there is a woman behind every tree; this of course is the case, as long as you bring along your own tree. The old saying did not hold true at the Eureka Weather Station between April 22 and May 9 however, as 22 male and female secondary school students from 15 countries, brought not trees, but the goal of gaining awareness about the Arctic environment.

The project fell under the umbrella of Icewalk, an organization that also encompassed an expedition of eight men from eight countries who, lead by British explorer Robert Swan, walked from Cape Aldrich to the North Pole. The goal of both projects was to generate global awareness of pollution in the arctic. The students were seen as appropriate environmental ambassadors since they are members of the new generation that will inherit the earth. It was hoped that the students would take this environmental consciousness home to their various countries.

Environment Canada saw the opportunity and AES took the lead, in educating these students through hands-on experiments and through lectures by scientists specializing in pollution relating to the Arctic. Neil Trivett and Lewis Poulin of AES, Ian Stirling (Canadian Wildlife Service), Bill Thorpe, Kavavov Kiguktak and David Akeagok (Canadian Parks Service) and Denis Gregor (Inland Waters Directorate) all volunteered their time to be part of the project.

As a member of AES Communications Directorate in Downsview, my job was to bring along the journalists, and cajole, beg and prod them into doing stories with an Environment Canada slant. In doing so, I learned not only about the Arctic Environment but of the metamorphosis of the people becoming acquainted with it.

In the beginning it was difficult to detect if the students chosen were the appropriate so-called spreaders of the word. Their personalities were all so different. Only time would tell.

My first encounter with Peter Hobart, one of the two Canadian students, was at the lunch held in Ottawa by the Minister, in honour of the students. His slicked back hair, dapper suit and motorcycle boots hardly seemed like the likely attire for a budding environmentalist. He tends bar in Georgetown on the weekends.

The students were as different as the countries from which they originated. Makoto from Japan was caught videotaping his teddy bear, while Michael from England loudly entertained anyone who would listen. Shailendra had difficulty learning how to clean the bathroom, something he had servants to do back home in India. And, while Emir and Irina from the Soviet Union were wrapped up in each other, Kenya's Stanley just smiled and shivered a lot.

The role of the escorts was vital in ensuring the students' mental and physical well being. Mr. Shiraishi of Japan provided more than one humorous moment while at the same time seeing that the environmental message was brought home. When handed a brochure or information packet, he would sit quietly by himself, read it and underline all the words he



Students from 15 countries wave enthusiastically from the snows of Eureka, N.W.T. as they begin their challenging two-week Icewalk Program.

didn't understand. He then accosted someone like myself to explain. It was quite an exercise, but worthwhile, when I saw that he was taking his students aside nightly, and reviewing the day's lessons.

Mr. Shiraishi was the one, who when standing in front of the Eureka weather station pondering the various identifying signs asked the meaning of "Customs and Exercise". He also raised a few eyebrows during our six-hour wait in the Resolute airport, (which incidentally was described by one of the journalists as purgatory) by playing Christmas carols on his ghetto blaster. When asked why, he said the snow made him feel like Christmas. When you think about it, if you're going to spend time in purgatory, you may as well do it with feelings of Christmas.

Instead of being on the outside looking in, the journalists who came to Eureka made a different type of contribution; an innovative perspective. For this, brazen CTV cameraman Peter Warren was famous. He always had his camera in front of a moving plane, or documenting the candid faces of the students.

Peter's partner, Parliament Hill correspondent Richard Gizbert, made friends with not only everyone involved with the Icewalk expedition, but also with the Japanese expedition camped nearby, the hot air balloonists, the people playing golf at the north pole and oh yes, there was the cabbie. When told by our taxi driver in Iqaluit that the suicide rate was extremely high, Peter asked the obvious question. In case you are wondering the answer, the preferred method is hanging. Richard's efforts were all made in an attempt to understand the people of the north.

The British film crew kept the escorts and journalists entertained after the students went to bed. The warehouse where they stored their camera equipment was the base for the evening gatherings. Smuggled scotch and an Australian guitar bridged the international gap on more than one occasion.

As the two week stay in Eureka progressed, the students interests in the Environment evolved. I had to laugh when during Bill Thorpe's talk about the caves at Nahanni National Park, Bill paused, and tried to recall the difference between a stalagmite and a stalactite. Two students jumped up and got into a heated discussion about which one forms from the bottom and which forms from the top. I saw this as the first indication that the students were starting to become emotional about what they were learning.

The group was intrigued by the ozone sonde launched by Neil and Lewis. The questions were well poised and the interest was genuine. I know the interest was genuine, because I can assure you, it's too difficult to fake interest at those temperatures.

The interest translated into action as the students loaded abandoned oil drums on the plane that dropped them off at Lake Hazen for their Canadian Parks Service sponsored visit to Ellesmere Island National Park Reserve. The removal of the barrels is part of a plan to clean up the Arctic to which the Minister is committed.

I left Eureka with the journalists and most of the scientists after one week. I felt confident that the goal of increasing awareness was well on its way to being achieved. Updates from Eureka assured me that serious but sometimes emotional discussion of issues was taking place.

In retrospect I see there was definitely no lack of enthusiasm within the energetic bunch of students. As a matter of fact there wasn't really anything at all missing at the AES Weather Station in Eureka. The cooks Edna and Joe kept us well fed, and the staff gave their time, their bathrooms, kitchen, recreational facilities and vices, without complaint. The only serious lack I could identify was the lack of women. I thought maybe installing new trees might help!

Ms. Buchanan is a Communications officer at AES Downsview.

Being Disabled Is No Joke – or Is It?

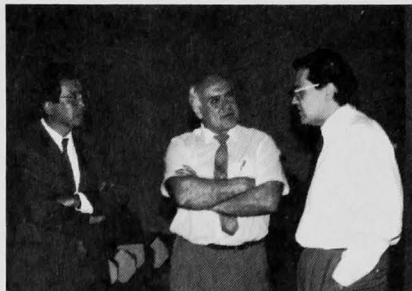
A headline like this could only apply to a talk given by Richard Pimentel who has made a career out of attempting to change corporate attitudes to hiring the disabled and who has not hesitated to use humor and fast-paced entertainment to achieve these ends.

At this presentation in the AES Downsview Auditorium on June 6, he ably demonstrated that humor could spring from many sources, from quoting kids who make embarrassing remarks to their parents about disabled persons they meet in supermarkets, to playing a lively parlor game called Pick a Disability in which the audience is asked, "Who wants to be blind . . . paraplegic . . . mentally retarded or have cerebral palsy?"

(The audience of about 60 AES personnel, was kept on their toes answering such perplexing and rapid fire questions for some 20 minutes).

Mr. Pimentel comes from California, is a Vietnam veteran and has been a "trainer" for almost two decades. He says that humor is necessary to reduce tensions when talking about disabilities and is a proven method of opening the eyes of managers, who might wish to hire disabled people but who don't know what to say at the interview. Mr. Pimentel advises: "Don't be afraid to mention the person's disability. If the applicant has one hand missing, don't hesitate to mention it. He probably knew about it before coming into your office, but he will take you much more seriously if you sound genuinely concerned about how you can make adjustments in equipment and working conditions to accommodate the applicant's strengths and weaknesses within your organization."

Mr. Pimentel demonstrated that he could switch from farcical humor to deep seriousness in the flip of a sentence. For example, he cited jokes that disabled people make among themselves about their own disabilities. (They find it helps them develop self-confidence and a sense of proportion in their lives). Turning almost solemn, he then quoted figures to show that over 60 percent of all disabled people are out of work — this despite being the best educated



Richard Pimentel (right) explains his philosophy on the hiring of the handicapped to Gordon Shimizu, DG, Central Services Directorate, (left) and Dr. Stan Woronko, head of Climate Monitoring.

minority on the continent and finding themselves in a "buyer's market" as far as overall employment goes in the 1990s. "In fact", added Pimentel, "due to employer ignorance and reluctance to hire, it requires almost one hundred times the effort for a disabled person to get hired for a suitable job as for an 'enabled' person."

Mr. Pimentel who began his current series of seminars in 1978, the Year of the Disabled, as part of a project for the Governor of California, subsequently began assembling a program called the Windmill Package. Its title satirized Don Quijote, the idealistic Spanish knight in Cervantes' novel who tilted at windmills. In addition to persuading over one half of the Fortune 500 companies to adopt the Windmills program, Mr. Pimentel has addressed the Canadian Bankers' Association, Atomic Energy of Canada, the Manitoba Government, IBM of Canada and a number of other Canadian organizations.

Also participating in the Public Service Commission's Disabled Persons' Program presentation was Sean O'Neill, Employment Equity coordinator. The presentations were introduced by Gordon Shimizu, acting ADMA and Dr. Stan Woronko, organizer of the event at AES Downsview.

Ken Styles Retires after 47 Years

He started work on June 5, 1942 as an observer at Edmonton Weather Office. A few weeks later he was making a five-day flight to Whitehorse, Y.T. He spent the next seven years in the territory and in northeastern British Columbia; and this was followed by three more years at the Edmonton Climate Centre. Then on January 3, 1953 Ken reported to the Suffield, Alberta, Experimental Research Station, remaining as a weather service employee at this key Department of National Defence base for the next 36 years.

After working on observation and instrumentation, and for the past 12 years as OIC of the Suffield weather section, Ken Styles retired on June 29. All in all, he had a total of nearly 47 years continuous meteorological service, a

record only exceeded by Dr. Warren Godson, who joined the former Met. Branch of the Department of Transport in April 1942 and who is still employed at AES.

Ken's first brush with the military occurred when he was introduced to dive bombers carrying "flour bombs" at Fort St. John, B.C.

At Suffield he cut his weather teeth by installing equipment on the station's 90-metre instrument tower, sometimes in a 45km an hour gale. As OIC he was called upon, among other things, to "make up" public and aviation weather forecasts.

Other meteorological activities in which Ken was involved at Suffield, were described in an article by Bill Clink in the February-March Zephyr.

Changing Atmosphere Secretariat

AES has established a Secretariat for the Changing Environment (ASCA). According to an announcement made by Howard Ferguson, recently retired assistant deputy minister at AES, ASCA has been built on the Long Range Transport of Airborne Pollutants Office (LRTAP), set up a decade ago to deal with acid rain and other related issues of vital concern to AES.

Mr. Ferguson's announcement stated that there had been a dramatic increase in public awareness and concern for environmental problems such as the greenhouse effect, the depletion of the ozone layer, and acid rain since the holding of the Conference on the Changing Atmosphere in Toronto in June 1988.

Mr. Ferguson added, "Although all three issues have been under study by federal agencies for more than a decade, there is now a need to strengthen and expand our efforts to resolve these problems and to deal with them in a more holistic and coordinated way".

Dr. Tom Brydges has been appointed acting advisor to ASCA. Dr. Hans Martin, senior advisor to LRTAP, has been appointed acting director of the Air Quality and Inter-Environmental Research Branch.

Quebec News

STATION LG-4 FACES THE HEAT — AES upper air technicians Robert Picard and Bruno Harvey had a very hot time of it at the beginning of July when a forest fire burnt its way to within spitting distance of Upper Air Station LG-4 in Quebec Region. But thanks to the efficient work of CL-215 water bombers, the station survived unscathed. The staff sought shelter in a nearby village for a day and a half during the fire threat.

PRIVATIZATION — On July 17 operation at the Sainte-Agathe-des-Monts Surface Station, north of Montreal, were transferred to the private sector. The person now managing the station is Pierre Dupré, former Data Acquisition inspector with AES Quebec Region.

MEDIA TRAINING SESSIONS — Four more Quebec Region radio and TV weather men/women recently took part in a special two-day media training session organized by Guy Borne of the Dorval Weather Office. Since last November, 15 electronic media weather communicators have taken advantage of these free courses which aim to enhance their understanding of meteorology and improve their contacts with AES weather service personnel.

MARINE WEATHER HELP — This summer some 33,000 copies of a booklet called **Assistance Meteo/Weather Services** have been distributed to sailors, fishermen and pleasure boaters throughout Quebec Region. Produced by Denis Poupart of the Quebec Weather Centre, the publication received financial support from the Search and Rescue Secretariat.

ATMOSPHERE PEOPLE

At 4 a.m. and 4 p.m. local time on every working day Bob van Dijken carefully launches the mandatory AES aerological balloon with its all-important weather sonde. He then checks the station's ADRES computer to ensure that the incoming meteorological data is being properly recorded and transmitted to regional, national and international weather centres.

Bob has been doing this work at Whitehorse in the Yukon for seven years. If this were his only contact with the atmosphere or the environment, there would be little else to add. But this Ontario-born, AES upper air technician wears another major hat. He is president of the Yukon Conservation Society (YCS) and one of the most active environmentalists in the territory.

As the head of a well-established, 20-year-old advocacy group, Bob finds himself involved in a wide array of territorial and other issues, from water purity to oil pipeline control, native land claims to mine closures. Generally, he has been assisting with the formulation of a three year plan to give the YCS a greater voice on problems affecting this fast-developing, ecologically-fragile territory as well as a wider role in the environmental education of its citizens.

Although land and water pollution issues take up most of his time, Bob emphasizes that atmospheric questions are also an important concern to Yukoners. "On the world scale we are directly concerned with the greenhouse



Bob van Dijken

effect. We don't cause a lot of CO₂ emissions ourselves, but we can expect an average temperature rise of up to eight degrees Celsius in the next three or four decades". Bob admits this could be both good and bad for the territory. "We might have flooding of the Beaufort Sea" he adds, "but we could also get a chance to grow food here and develop a major forestry industry". Bob also thinks it important for residents of the territory to monitor ozone layer depletion and prevent the transport of long range pollutants across the territory whether in the form of acid rain or arctic haze.

Most of Bob's atmospheric concerns, including his aerological work, have to do with large scale movements in time and space but some issues are more localized. For example, he worries about the transport of plutonium by

aircraft over Arctic lands. "What would happen if there were an accident?", he asks. "Plutonium could be a deadly source of pollution both on the ground and in the air".

On a still more local scale, Bob says that wood smoke is becoming a problem in the Whitehorse area. Apparently the smoke is subject to temperature inversion (warm air above, cold air below) and the smoke collects to form smog in some parts of this city of 20,000. "It's hard to imagine", he says, "But we are beginning to suffer some of the effects of urban pollution".

Generally, however, Bob believes that he is enjoying the "best of both worlds" by living in Whitehorse. He is able to hold frequent YCS meetings and liaise with the territorial government as well as enjoy all the city amenities. At the same time he can drive out of the city, and

cont'd page 10

MOC/COM Courses

One of the most prestigious training programs offered by AES is the seven-month Meteorology Operational Course (MOC) which turns an above average assortment of university science graduates, meteorological technicians, teachers and qualified applicants from other walks of life into "real life" meteorologists.

At a ceremony held in the AES Downsview Auditorium in April, 20 students graduated from their intense, hands-on course. At the event, attended by friends, colleagues and relatives of the trainees, an instructor was heard to joke, "Trainees only smile twice during the course, first during orientation, then on graduation. The tough training tends to take away their smiles".

Mike Balshaw, regional director general, AES Central Region, handed out graduation certificates and addressed the students on future career prospects with AES. He bestowed the Jim Percy Award on David Brown who also gave the valedictory speech on behalf of the students.

After seven month of intensive work, on April 20th, twelve meteorologists trainees graduated from the "Cours Opérationnel en Météorologie, COM-7".

The graduation ceremony took place in Ville St-Laurent, location of AES's professional training French section. François Lemire, regional director general, AES Québec Region, addressed the graduates and advised them to develop a sixth sense for atmospheric phenomena influencing the weather. He also handed out graduation certificates and presented the James Percy Award to Robert Michaud. Marie-José Doray received the section head's prize for the quality of the French language used through the Course.

These new graduates are now working in Weather Centres and military bases, from Vancouver to Gander.



First row: Chantal Jutras, Robert Michaud, Marie-José Doray, Gilles Langis, Stephane Laroche; second row: Michel Nadeau, Denis Bourque; third row: Jacques Lachapelle, Donald Talbot, Jean-Francois Voros, Bernard Miville, Peter Kimbell.



Graduates of the MOC 10 Course from left to right, bottom row: Phillip Jarrett, Richard Walters, Daniel Kulak, Trudy Wohlleben, Paul Kruger, Mark Cantwell, Ria Alsen, Norman Paulsen; top row: Louie Ladouceur, Joseph Gillis, Michael McDonald, Pieter Spyker, Edward Heacock, David Brown, Ford Doherty, Patrick McCarthy, Catrin Doe, Sharon Jeffers, Duane Alexiuk. Missing from photo: William Maynard.

Roughing it in the Field on Army Manoeuvres

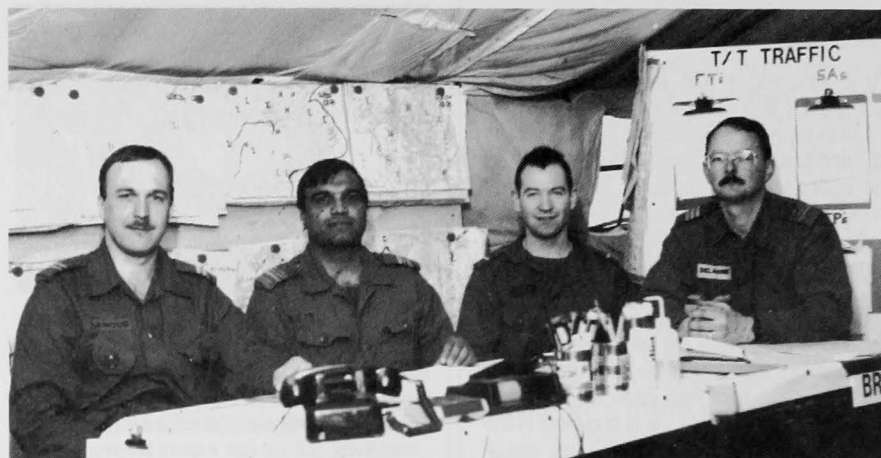
For the first time a contingent of AES meteorologists participated as military officers-in-uniform to provide on-site forecasts during a large-scale army exercise called Rendezvous 89, held from mid-April to early June near Camp Wainwright, Alberta.

The four meteorologists (with their military ranks as paid volunteer reservists, seconded from AES) were: Lieut. Col. Paul DeLannoy of Montreal, Major Richard Joseph of Ottawa, Capt. Marcel Lanoue of Vancouver and Second Lieut. Chris Doyle of Halifax. For six weeks the adventurous four worked in the field to provide round-the-clock weather services with minimal resources. Utmost dedication was required and commitments went well beyond the edicts of the MT contract or the ergonomics of the typical forecast office. The story, as told by Maj. Joseph, is as follows:

"In a field army, military vehicles take the place of the usual downtown traffic; dirt ruts are substituted for paved roads; drab khaki green combat clothes replace colorful fashions and towering office buildings give way to tents. Gerry cans and wash basins become your taps and improvised field showers replace accustomed bathrooms. If you are claustrophobic, you would have tremendous difficulty with Johnny-on-the-spot; it seemed much smaller than a phone booth and certainly smelled a lot worse. Sleeping consisted of cocooning oneself in a green sleeping bag with no room to turn in. Eating, like most other activities, was tightly regimented and one had to join the grub line for breakfast, lunch and dinner. Of course you had to follow each meal with a visit to the wash tubs to rinse out your own Melmac dish and KFS . . . knife-fork-spoon to you civilians!

The lack of basic niceties gave rise to great resourcefulness and the fostering of precious contacts. Our Combat Meteorological Company managed to befriend the supply techs and thus 'scrounge' a fridge stocked with goodies via our bivouac cooks. Laundry was done by placing your clothes in mesh bags for bulk cleaning and praying that you would see them again! The fresh smell of downy was not evident upon their return but at least they came back damp . . . and more wrinkled than an old prune.

The forecast program was specially tailored for various field army users. Direct contact with the military greatly increased our knowledge of their needs and gave us extra impetus to provide top-notch service. After all, the forecaster had to face the users on a daily basis and he didn't want to look foolish in front of, say, a general. Forecasts ranged from aviation weather, to special messages for the Nuclear Biological Chemical Warfare section. Fire weather indices enabling the Range Control staff to predict the likelihood of brush fires were also produced. Weather warnings, resembling those put out by AES Weather Centres, were tailored for army use, especially for helicopter operations. Finally, public forecasts which included astronomical data were transmitted to the troops to keep them abreast of the weather.



AES Meteorologists, as military-officers-in-uniform, staff the briefing desk of rendezvous 89's Meteorological Collection and Analysis Centre . . . a sort of Weather Service Office under canvas. Left to right: Capt. Marcel Lanoue, Maj. Richard Joseph, Second Lieut. Chris Doyle and Lieut. Col. Paul DeLannoy.

There was the usual pressure to get the data disseminated to the various Met. Detachments and arrange for briefings on time. Since all units were required to react to crises, schedules could be changed at a moment's notice and the Met. Officer had to act accordingly. Our experience on this project made us more than ever aware of the importance of timely meteorological briefings.

The main component of the Combat Meteorology Company was the Meteorological Collection and Analysis Centre (MCAC). This centre, housed in modular tents, served as the meteorological and communications hub for weather forecasts. The relatively high tech equipment and the mix of professional and technical staff made it a kind of Weather Service Office under canvass. Communications included facsimile and teletype circuits, a PS terminal to access the Tandem at Canadian Forces Base Edmonton and a high frequency radio transmitter to broadcast both basic and technical weather data to Division Headquarters, helicopter squadrons and medical units in the field.

The constraint of limited space, equipment and human resources was balanced by the commitment of all personnel. The 32-person team, including the four Met. Officers and 28 regular army technicians, formed a good workable whole despite the stress caused by long hours of work and periods of intense pressure. True, there were moments of reprieve from the rigors and routines . . . listening to the plaintive cry of a coyote breaking the silence of the night, or watching the spectacular aurora borealis shimmering uncontrollably above. Panoramic views of an undulating landscape alive with animals and dotted with lakes . . . interspersed with pepperings of army vehicles and tents, was a sight to behold, especially from a helicopter. Moments of camaraderie spent in the mess sharing a few beers and reviewing the lighter side of the day's harrowing events remain etched in our memories. The field dinner held to commemorate the visit of Bill Pugsley, director of

Meteorology and Oceanography, was also a special moment.

When Rendezvous 89 was over, we all said goodbye to Wainwright with a tinge of regret."

Atmosphere People cont'd.

in five or 10 minutes enjoy a total wilderness experience. He knows most of the territory and goes camping, hiking, canoeing and bird watching. He still regards the Yukon as unspoiled, but warns about keeping an ever watchful eye on water quality, fishing, wildlife and a balanced development of the territory's rich natural resources.

It is unusual for an AES upper air technician to be so deeply involved with the environment. But Bob's background is not exactly typical. For one thing he has a BSc. in Physical Geography, (specializing in climatology) from McMaster University. Secondly he says he developed an amateur interest in weather and climate as a youth in his native southern Ontario. He developed an eye for aviation weather while assisting his father, a gliding enthusiast. When he joined AES in 1980 he obtained an initial, two year upper air posting in Cambridge Bay, NWT and immediately fell in love with the Arctic.

In addition to his upper air work, Bob also puts in shifts as a weather service specialist at the nearby Yukon Weather Centre. Despite new technology leading to greater automation in aerology and possible reductions in person years, Bob hopes to continue his AES work in Whitehorse for the foreseeable future. He greatly enjoys the unusual split in his environmental activities. Since his upper air work is technical and not policy oriented, he does not see any clash between these two main aspects of his life. In any case, he claims the Yukon Conservation Society and Environment Canada see eye to eye on the environment almost all of the time.

ZEPHYR BREEZES



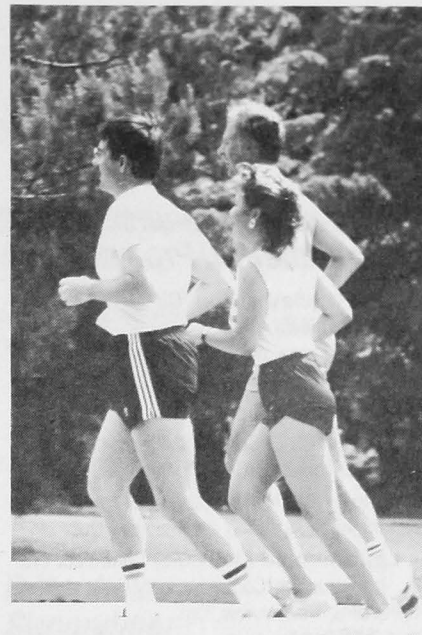
On July 3 a group of AES adventurers from the Headquarters Building in Downsview went rafting on the Ottawa Rapids near Pembroke, Ont. You may not be able to recognize them all, paddling furiously in this splashy ambiance and bundled up in protective clothing. But you may be interested to know that seated in the raft are: Rob Marchand, Darlene Lavigne, Gerie Lynn Lavigne, Andrew Budden, George Georgopolos, Glen Morrison and Louise Racine.

The Colombian Weather Service puts out an annual weather calendar which has nothing trivial about it. Now in its 16th consecutive year, the Calendario Meteorologico contains temperature, precipitation, humidity, solar radiation, insolation and evaporation normals for 38 major climate stations in the country's four principal regions — Caribbean, Andes, Eastern and Amazonian Plains and Pacific. It also lists times of sunrise and sunset for five major cities for every day of the year, and gives information on eclipses and phases of the moon, plus general weather characteristics month by month for each region. Some of this data tends to repeat itself year after year. Not so with the 1989 Calendario's principal theme, "Aviation Weather". Tying in with the subject chosen for the World Meteorological Organization's annual theme day (March 23): "Meteorology in the Service of Aviation", the Calendario gives a month by month survey of every kind of aviation weather situation: from windshear to clear air icing, thunderstorms to hurricanes, smog to cloud turbulence. It even adds hints on what to do about some of these situations and lists minimum flying conditions for two of Colombia's largest airports.

The Colombian Weather Service comes under the country's Ministry of Agriculture and it is obvious that the Calendario is of great use to farmers, foresters and fishermen as well as to pilots.

Colleen Saunders, daughter of Bob Saunders, AES's Aviation Program Liaison Officer, has won a \$1,000 Canadian Geographic Magazine prize for writing an essay on The Greenhouse Effect and Canadian Climate. Also remarkable is the fact that Colleen wrote her 20-page essay in French. She is a grade 13 student at Toronto's francophone Etienne Brule High School. Did Bob help his daughter with the prizewinning contribution? "Not at all", he answers, "My knowledge of the subject is very limited". Apparently Colleen did her research in connection with her Geography studies. Saunders adds that his daughter is unlikely to pursue a career with AES. Her main interest is in languages.

October 1, 1987: A year-long spell of above-normal temperatures continued in BC. By October wells were drying up, the salmon run was threatened by low water levels, and other fish were also endangered. From August 17 to the end of October, Victoria airport recorded only 15.4 mm of rain, 11% of the normal amount.



Joggers in the park inspired Health and Welfare nurse Olga Leskiw to contribute the following verses on the virtues of running.

Why do we run?
T'aint no mystery.
We're seeking an A1 medical history.
Doctor told us running is great,
Helps our cholesterol dissipate.
Great for the lungs, great for our tickers,
Nothing can get you in better shape quicker.
Out in the park, feels so healthy...feels so sweet.
Pumpin' our arms and flappin' our feet,
Mouldin our muscles, firmin our form,
Pantin' like pack mules, sweatin' up a storm,
Keeps us youthful, happy and loose,
Tightens our tummies and shrinks our caboose,
Beats being sluggish, beat being lazy.
Why do we run? . . . maybe we're crazy!

Inspired by another form of summer activity, Ron Quick, head of the Operational Data Acquisition Systems Division, pens this short verse.

The Joy of Swimming

Mystery diabolical,
A pleasure for the logical,
Rarely quiescent,
This effervescent
Sea, meteorological.

Ron Quick

CHANGEMENT DE PERSONNEL / STAFF CHANGES

Nominations/Avancements Appointments/Promotions

W. I. Pugsley (EX-2) Directeur/Director, DMETOC, Ottawa, Ont.

B. Stuart (DA-PRO-5) Contrôleur ord. de transmission/Comm. Comp. Controller, ACPO/OPS, Downsview, Ont.

D. Spiegl (CS-3) Spécialiste princ. comm./Sr. Comm. Specialist, ACPX, Downsview, Ont.

T. Scott (CS-1) Analyste syst. prod./Prod. System Analyst, ACPO, Downsview, Ont.

P. Laframboise (DA-PRO-5) Contrôleur ord. de transmission/Comm. Comp. Controller, ACPO/OPS, Downsview, Ont.

L. Sze (DA-PRO-5) Contrôleur ord. de transmission/Comm. Comp. Controller, ACPO/OPS, Downsview, Ont.

D. Thibodeau (EG-6) Techn. en prés./Pres. Tech., BM4/W04, St-Hubert, Qc/Que.

J. Paquet (EG-6) Techn. en prés./Pres Tech., BM4/W04, Sept-Iles, Qc/Que.

S. Beland (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Baie Comeau, Qc/Que.

D. Lambert (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Baie Comeau, Qc/Que.

R. Potvin (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Chibougamau, Qc/Que.

M. Garon (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Chibougamau, Qc/Que.

C. Abel (EG-1) Observateur météorologique/Weather Observer, Dorval, Qc/Que.

B. Senechal (EG-1) Observateur météorologique/Weather Observer, Dorval, Qc/Que.

B. Hache (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Ste. Agathe des Monts, Qc/Que.

M. Sirois (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Ste. Agathe des Monts, Qc/Que.

A. Deguire (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Ste. Agathe des Monts, Qc/Que.

E. Taylor (MT-6) Météorologiste/Meteorologist, PAES, Vancouver, C.-B./B.C.

C. Brown (EG-1) Observateur météorologique/Weather Observer, SM3/WS3, Lytton, C.-B./B.C.

A. Van de Mosselaer (EG-7) Responsable/OIC, BM4/W04, Terrace, C.-B./B.C.

C. Woo (PE-2) Généraliste en personnel/Personnel Generalist, AHRO, Downsview, Ont.

J. McAlpine (PE-2) Généraliste en personnel/Personnel Generalist, AHRO, Downsview, Ont.

R. Calder (CR-4) Commis/Clerk, AHRO, Downsview, Ont.

A. Goessl (CR-4) Commis/Clerk, AHRO, Downsview, Ont.

J. Hadad (CR-3) Commis/Clerk, AAM, Downsview, Ont.

R. Webster (CR-4) Commis/Clerk, ACSF, Downsview, Ont.

R. Gagnon Stagiaire FI/FI Trainee, AAFP, Downsview, Ont.

P. Pommerville (MT-5) Chef de poste/Shift Supervisor, CFFC, CFB, Trenton, Ont.

J. Young (ST-SCY-2) Secrétaire/Secretary, APEC, Downsview, Ont.

A. Whitman (EG-7) Responsable/OIC, BM4/W04, Prince George, C.-B./B.C.

P. McCarthy (MT-2) Niv. perf. mét./Met. Dev. Level, NWC, Gander, T.-N./Nfld.

M. Nadean (MT-2) Niv. perf. mét./Met. Dev. Level, NWC, Gander, T.-N./Nfld.

R. Michaud (MT-2) Niv. perf. mét./Met. Dev. Level, MWC, Bedford, N.-É./N.S.

P. Spyrrer (MT-2) Niv. perf. mét./Met. Dev. Level, MWC, Bedford, N.-É./N.S.

A. Wallace (MT-7) Responsable/OIC, Whitehorse, Yuk./Y.T.

P. Montambault (MT-3) Météorologiste/Meteorologist, ARWC, Edmonton, Alb./Alta.

G. Langis (MT-2) Niv. perf. mét./Met. Dev. Level, ALWC, Edmonton, Alb./Alta.

D. Talbot (MT-2) Niv. perf. mét./Met. Dev. Level, ARWC, Edmonton, Alb./Alta.

R. Walters (MT-2) Niv. perf. mét./Met. Dev. Level, ARWC, Edmonton, Alb./Alta.

P. Kruger (MT-2) Niv. perf. mét./Met. Dev. Level, ARWC, Edmonton, Alb./Alta.

L. Ladoucer (MT-2) Niv. perf. mét./Met. Dev. Level, ALWC, Edmonton, Alb./Alta.

K. Wilkes (EG-3) Techn. en aér./U/A Tech., SM1/WS1, Cambridge Bay, T.N.-O./N.W.T.

M. Minoose (EG-2) Techn. en mét./Met. Tech., SM1/WS1, Cambridge Bay, T.N.-O./N.W.T.

P. Rose (EG-2) Techn. en mét./Met. Tech., SM1/WS1, Cambridge Bay, T.N.-O./N.W.T.

B. Larochelle (EG-2) Techn. en mét./Met. Tech., Pool, Edmonton, Alb./Alta.

D. Instrup (EG-2) Techn. en mét./Met. Tech., SM3/WS3, Slave Lake, Alb./Alta.

J. Sowiak (EG-2) Techn. en mét./Met. Tech., SM3/WS3, Fort Reliance, T.N.-O./N.W.T.

J. Pelto (MT-6) Mét. superviseur/Supervisory Met., ARWC, Edmonton, Alb./Alta.

J. Desmarais (MT-7) Chef/Chief, CMC FA, Dorval, Qc/Que.

C. Landry (MT-2) Niv. perf. mét./Met. Dev. Level, CMQ-QAEM, Saint-Laurent, Qc/Que.

G. Bandet (ST-SCY-2) Secrétaire/Secretary, CAEWS, Regina, Sask.

K. Gaider (EG-4) Techn. en aér./U/A Tech., SM1/WS1, Mould Bay, T.N.-O./N.W.T.

D. Tessmer (EG-4) Techn. en aér./U/A Tech., SM1/WS1, Eureka, T.N.-O./N.W.T.

S. McNair (PC-4) Sciences physiques/Physical Sciences, ARQM, Downsview, Ont.

R. Burbeck (EG-2) Techn. en mét./Met. Tech., SM1/WS1, Big Trout Lake, Ont.

D. Polutnik (EG-5) Techn. en mét./Met. Tech., BM4/W04, Sudbury, Ont.

C. Taylor (CR-3) Commis/Clerk, OAED, Toronto, Ont.

P. Colyn (CR-3) Commis/Clerk, Pearson Int'l. Airport, Toronto, Ont.

P. Bedard (EG-1) Techn. en mét./Met. Tech., Pearson Int'l. Airport, Toronto, Ont.

Mutations/Transfers

S. A. Gauthier (EG-6) Techn. en prés./Pres. Tech., BM4/W04, St-Hubert, Qc/Que.

B. Miville (MT-2) Niv. perf. mét./Met. Dev. Level, PWC, Vancouver, C.-B./B.C.

M. Cantwell (MT-2) Niv. perf. mét./Met. Dev. Level, PWC, Vancouver, C.-B./B.C.

C. Jutras (MT-2) Niv. perf. mét./Met. Dev. Level, PWC, Vancouver, C.-B./B.C.

P. Jarrett (MT-2) Niv. perf. mét./Met. Dev. Level, PWC, Vancouver, C.-B./B.C.

Z. Parpia (CR-4) Commis/Clerk, OAEA/F, Toronto, Ont.

S. Jeffers, (MT-2) Niv. perf. mét./Met. Dev. Level, CF Metoc, Halifax, N.-É./N.S.

T. Wohlleben (MT-2) Niv. perf. mét./Met. Dev. Level, CF Metoc, Halifax, N.-É./N.S.

W. Maynard (MT-2) Niv. perf. mét./Met. Dev. Level, CFFC, CFB, Edmonton, Alb./Alta.
 E. Heacock (MT-2) Niv. perf. mét./Met. Dev. Level, CFFC, CFB, Edmonton, Alb./Alta.
 M. Doray (MT-2) Niv. perf. mét./Met. Dev. Level, CFFC, CFB, Trenton, Ont.
 J. Voros (MT-2) Niv. perf. mét./Met. Dev. Level, CFFC, CFB, Trenton, Ont.
 J. Lachapelle (MT-2) Niv. perf. mét./Met. Dev. Level, PWC, Vancouver, C.-B./B.C.
 G. Blakey (EG-7) Responsable/OIC, BM4/WO4, Kamloops, C.-B./B.C.
 L. Berthelot (EG-6) Responsable/OIC, BM4/WO4, Banff, Alb./Alta.
 S. Curry (FI-2) Agent financier/Financial Officer, OAED, Toronto, Ont.

Postes temporaires ou intérimaires/ Temporary or Acting Positions

D. Wintjes (CS-1) Analyste fonctionnel/Sys-tems Analyst, ACPC, Downsview, Ont.
 K. Schasmin (CR-4) Commis/Clerk, ACPA, Downsview, Ont.
 M. Bedard (ST-SCY-2) Secrétaire/Secretary, CMQ/QAEMS, Saint-Laurent, Qc/Que.
 D. Bouchard (CM-6) Communicateur/Com-municator, CMQ/QAEMC, Saint-Laurent, Qc/Que.
 G. Korson (AS-1) Agent d'administration/ Admin. Officer, AAX, Downsview, Ont.
 J. LeDrew (AS-1) Agent d'administration/ Admin. Officer, AAX, Downsview, Ont.
 M. Sauvé (OCE-3) Opér. trait. de textes/Word Processor Operator, AAG, Downsview, Ont.
 C. Simon (CR-4) Commis/Clerk, AWAC, Downsview, Ont.
 M. Persaud (OCE-3) Opér. trait. de textes/ Word Processor Operator, ARQP, Downsview, Ont.
 J. Yim (ST-SCY-2) Secrétaire/Secretary, AAF, Downsview, Ont.

S. McGuire (FI-1) Agent financier/Financial Officer, AAFS, Downsview, Ont.
 L. Racine (FI-1) Agent financier/Financial Officer, AAFP, Downsview, Ont.
 L. Waithe (FI-1) Agent financier/Financial Officer, AAFP, Downsview, Ont.
 L. Mattice (FI-2) Agent financier/Financial Officer, AAFA, Downsview, Ont.
 L. Springer (FI-3) Chef opér. de comptabilité/ Head Accounting Operations, AAFA, Downsview, Ont.
 E. Dixon (CR-5) Contrôle comptabilité/Ac-counting Control, AAFA, Downsview, Ont.
 O. Shewchuk (MT-5) BMetO, CFB, Portage la Prairie, Man.
 J. Côté (CR-4) Commis/Clerk, ACPE, Downs-view, Ont.
 D. Turchanski (EG-5) Responsable/OIC, BM4/WO4, Port Hardy, C.-B./B.C.
 C. Rancourt (EG-6) Techn. en prés./Pres. Tech., Mirabel, Qc/Que.
 S. Gervais (CM-6) Communicateur/Com-municator, CMQ-QAEMC, Saint-Laurent, Qc/Que.
 B. Smith (PE-02) Généraliste en personnel/ Personnel Generalist, CAEPS, Winnipeg, Man.
 M. Martine (CR-4) Commis/Clerk, CAEPS-1, Winnipeg, Man.

Départs/Departures

D. Blakey, ACPS, Downsview, Ont.
 D. McCollor, PWC, Vancouver, C.-B./B.C., à CPFC, BFC/to CFFC, CFB, Comox, C.-B./B.C.
 L. O'Quinn, AWPC, Ottawa, Ont.
 H. Higgs, CFWS, DMETOC, à CPFC, BFC/to CFFC, CFB, Comox, C.-B./B.C.
 L. Côté, CAEWS, Regina, Sask. à Travail Canada/to Labour Canada, Winnipeg, Man.
 L. Duckworth, Reception, Toronto, Ont.
 R. Menard, Pearson Int'l. Airport, Toronto, Ont.

Congés autorisés/Leave of Absence

R. Gratton, ACPD/E, Downsview, Ont. à/to Ottawa, Ont.

Détachements/ Secondment

A. Budden, AAM, Downsview, Ont. à/to AAG, Downsview, Ont.

Retraites/Retirements

E. Favelle, CAEWW, Winnipeg, Man. juin/ June, 1989
 E. Stevens, Pearson Int'l. Airport, Toronto, Ont., juin/June, 1989
 H. L. Ferguson, ADMA, Downsview, Ont. juillet/July, 1989

Décès/Deaths

J. Green, Gander, T.-N./Nfld., mars/March, 1989.
 R. Graham, Toronto, Ont., juin/June, 1989
 N. Powe, La Have, N.-É./N.S., juin/June, 1989