

Citation of Excellence Awards Make Their Debut at AES

Three different kinds of awards were handed out to deserving AES employees at a ceremony held in the AES Downsview auditorium on April 27 before a large and highly appreciative audience. The occasion was of particular interest because it was the first time that the new Citation of Excellence Awards were presented to AES personnel on a global basis.

Explaining that the Citation of Excellence program is designed to enhance the Department's existing Incentive Award Plan and replace the current AES Achievement Awards, ADMA Howard Ferguson presented framed certificates to a number of award winners in the various categories.

Departmental level. (The other two are Don Champ, director of the Ice Branch and Brian O'Donnell, Regional director general of AES Western Region, both of whom were unable to attend.) Dr. Young received high praise from ADMA for a "very impressive list of achievements" in four main areas: as a major player in the creation of the Canadian Institute for Research in Atmospheric Chemistry (CIRAC) at York University [Toronto] (See item and photo in Zephyr Breezes); in the field of Arctic Research where he directed the establishment of a research station at Alert to study arctic haze, CO₂ and other radiative gases; in the planning and delivery of the new Centre for Atmospheric Re-

New Awards Affect Every Level

The new Citation of Excellence Awards program has been brought to AES at the request of the Deputy Minister and replaces the old AES Achievement Awards program. Citation of Excellence awards are available to AES employees on four different levels: Departmental, Service, Directorate and Regional. They also introduce several innovative features. For example, Citation of Excellence Awards may also be presented to groups and they allow outstanding employees to be nominated by their peers.

Other new features of the Citation of Excellence Awards are criteria allowing recognition of employees on a broader basis. This can cover such items as an unusually high level of performance over an extended period; significant accomplishments in the management of human, financial or material resources; major involvement in the community as a volunteer or acts of bravery. In a memorandum to all concerned parties, Joe Boll, director of Finance and administration, says that the program is designed to allow the nomination of an employee or a group of employees at the lowest level of management practicable. He adds that AES Directors-General, the Comptroller, the Director of Human Resources and AES Regional Directors-General will manage their own award programs. The memorandum makes two further points: recipients of Citation of Excellence Awards at one level are not excluded from receiving an Excellence Award at another level. For example, someone who receives an award at the Regional level can also receive one for the same performance at the Service level. Secondly, it recommends that awards should be staged "before peers, superiors and subordinates with appropriate publicity".

According to Jan Glover, chief of AES Management Services (Downsview), the ceremony held at AES Downsview on April 27 shows that the new Citation of Excellence Awards are off to a good start. There was one award at the Departmental level; six at the

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First AES Service-level Citation of Excellence Award winners pose with ADMA Howard Ferguson (centre). They are, left to right, Brenda Smith, Serge Delude, Mary Regan, Dorothy Neale, Dr. Ted Turner, Pierre Lacroix and Gerard Desjardins.

Mr. Ferguson said that the new Excellence Awards were being given to "deserving and hard working employees" and were necessary because there was a lot of excellence within AES to be recognized. He added that the Citation of Excellence Awards allows for public recognition at the Departmental, Service, Directorate and Regional levels to employees who perform outstanding work.

The first person to be summoned to the rostrum was Dr. Jim Young, director of the Air Quality and Inter-Environmental Research Branch. He was one of three AES senior managers to gain recognition for excellence on the

search Experiments (CARE) Egbert, Ont. and finally his work on the International Joint Commission.

Seven AES employees were recipients of Citation of Excellence Awards at the Service level. Dorothy Neale, who has served as executive assistant to the AES Assistant Deputy Minister's Office (Ottawa) since 1977, was praised for consistently performing in an outstanding manner, for contributing to the fact that AES is widely recognized as a "well-run outfit" and for being particularly effective in dealing with the

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WMO Day a Success

This year's World Meteorological Day with its theme of Weather in the Service of Aviation was a big success in several parts of Canada. The main event was held in Ottawa at the National Aviation Museum on WMO Day, March 23. ADMA Howard Ferguson cut the ribbon at a short ceremony marking the opening of a special aviation weather display. Chief Department of National Defence (DND) representative at the event was Gen. M. S. Eichel. In addition, two senior officials from Transport Canada, a representative from the International Civil Aviation Organization and several other AES officials were present.

The exhibition itself consisted of a specially designed display panel featuring major Canadian developments in observation and presentation of weather phenomena to pilots. Specially tailored satellite imagery and examples of the latest equipment used to brief air crews were also shown. On site demonstrations were given at regular intervals by weather briefers from Environment Canada, Transport Canada and DND, showing exactly how pilots receive weather information.

Museum spokespersons said that overall attendance had just about doubled during the three days of the exhibition.

Meanwhile, a number of special events were held throughout AES Central Region in honor of WMO Day, from open houses and tours, to aviation displays in the Saskatoon and Regina airports.



ADMA Howard Ferguson inaugurates special WMO Day display on Aviation Weather at the National Aviation Museum, Ottawa while Jean Guy Côté, advisor on Inter-Governmental Affairs for AES (left) and Gordon Bruce, acting director, National Museum of Science and Technology, look on.

About 50 guests from Transport Canada, DND and the aviation industry attended the Prairie Weather Centre's Open House, held in Winnipeg on March 23. Guided tours were conducted throughout the Prairie Weather Centre, emphasizing aviation services. A number of equipment displays, information materials and a video were made available to visitors.

CFQC TV in Saskatoon and the "Weather Now" channel also scheduled features on and spokespersons for WMO.

In AES Quebec Region, the WMO Day message was added to the forecast on weather office telephone answering machines. A page on "Weather in the Service of Aviation" was prepared for transmission on Telidon to 1,650,000 households and articles on the same subject were sent out via the TELBEC news distribution network to most radio and television stations and to the daily newspapers.

Display stands on the WMO theme were set up in the Dorval, Mirabel, Quebec City and Sept-Îles airports and 2,000 copies of the WMO Aviation Weather brochure were handed out.

SAFETY FIRST Have a Nice Trip

"What's so dangerous about an office? After all, no one ever got hurt in one."

It is precisely this nonchalant attitude that makes an office a potentially dangerous place to work. Human indifference accounts for more accidents than any machine failure ever has. Most people simply don't think about safety until after an accident has occurred. However, at that point, it's too late and the lost "ounce of prevention" ends up costing more than a "pound of cure".

Offices are generally considered safe places in which to be employed, and, relatively speaking, that belief is correct. Certainly, hazards within the office environment are minor in comparison to those one might find on a construction site or in an industrial plant. Nevertheless, hazards do exist in an office and they are often plentiful.

While it would be impossible to enumerate all potential office hazards in this small space, the most common causes of office accidents are the trips you don't enjoy. Fortunately, most falls are merely an annoyance and don't result in serious injury, however, they have the greatest potential for injury — a day doesn't go by, where a fall or a collision isn't brought to our attention. Here are a few pointers — Untidiness . . . is it really necessary to string that cable across your floor; Stairways . . . use the handrail; Inattention . . . you may look busy walking



Dale Henry, chief of Weather Services for AES Central Region, prepares to cut a cake in honor of WMO Day at an open house in the Region offices.

through the office reading the report you just wrote, but watch where you are going; wanton recklessness . . . don't lean too far back in your chair.

Having established that prevention is better than cure, take a look around at your office environment.

Karen Anderson

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ZEPHYR

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We Get Letters

Call this the good news column if you wish. During the past year AES has received more than 30 million enquiries from Canadians on all aspects of weather and the environment and the number is increasing. In addition to all these questions, we also get comments and suggestions. Fed-bashing being a popular sport and weather forecasters being traditional targets for jokes and criticisms, we think it might lift our readers' spirits to know that we also get lots of

excellent presentation at the 79th Annual Conference . . . we would personally like to express our sincere thanks to you for making the Western Fire Committee sessions the best attended at the Conference . . . we surpassed all previous attendance records. Without your professional presentations we would not have been able to be that successful".

In slightly more formal tones, the Niagara Peninsula Fruit and Vegetable Growers' Associ-



congratulatory messages recognizing the excellent service, expertise and hard work of AES staff. Most of these messages are too detailed to quote verbatim, so we're going to provide you from time to time with edited good news selections. Here's the first.

Perhaps the cheeriest missive is a postcard of Dublin City sent in by a pilot from his home in Yugoslavia to the Newfoundland Weather Centre, Gander International Airport; "I completed yesterday my trip number 10" he writes "As always weather and winds were as you briefed me and flight went with no problems". The clincher is the way the pilot addressed his correspondence: "To the Greatest and, of course, the Best Weather Service on Earth . . ."

In an equally enthusiastic vein, officials of the Western Forestry and Conservation Association wrote Don MacIver of the Canadian Climate Centre: "Thank you very much for your

ation quotes a resolution passed at the Association's November, 1988 annual meeting: "Whereas the Fruit and Vegetable industry is very dependent on weather conditions; therefore be it resolved that the Atmospheric Environment Service's weather office, Environment Canada at Toronto be acknowledged. Be it further resolved that the Agricultural Weather Service Committee of that Ministry be thanked for its valuable services and the Niagara Farm Weather Data for 1988".

The longest thank you note came from the manager, Special Projects, Arctic Transportation Ltd., Calgary. In a 900-word letter to Brian O'Donnell, regional director general, AES Western Region, Captain Roy Friis begins, "I would like to formally thank the entire Arctic Weather Centre team for the special analysis and interpretation of weather forecasts during this past summer season."

He then lists some of the jobs that required "the best weather information available" including drydocking of a Canadian Coast Guard icebreaker for propeller repairs " . . . obviously a very weather sensitive operation". Another task was co-ordinating the rendez-vous of a Twin Otter aircraft and a seismic survey vessel.

Other weather sensitive jobs included landing passengers from the cruise ship "Society Explorer" in Tuktoyaktuk harbor, picking up machinery parts and taking on fresh water. After consultation with AES forecasters, the whole operation was carried out under satisfactory weather conditions with winds peaking and water levels dropping right on cue. "I am sure the Master of the cruise ship was convinced I had arranged for the weather to suit our own schedules and activities", adds Capt. Friis. Lastly, he thanks us for weather service assistance while performing underwater hull repairs and lifting a tug out of the water and on to the deck of a Vancouver-bound supply boat. "The work was completed without delay and the boat sailed just in time before the ice closed off along the Alaskan North Slope and Point Barrow", concluded the letter.

AES has also received short thank you notes from engineering consultants for commenting on the safety and reliability of masts and towers, and for explaining methods of calculating instantaneous flow rates by means of rain gauges during storms and from an individual pleased about obtaining climate data for stations within the Grand River (Ont.) watershed.

A newsletter on Marine Icing, regularly produced by Ross Brown of the Canadian Climate Centre, has been highly praised by a Geography professor at the University of Alberta.

We invite you to send us copies of any good news letters you receive for possible future publication in Zephyr. Why not share the good news?

Retirement Recalls Central Analysis Office

Last summer Andy Marien, technician in charge of physical installations at the Canadian Meteorological Centre (CMC) retired after 35 years service. He was the last active employee to be a member of the old Central Analysis Office (CAO) which became the CMC in 1973.

Andy arrived at CAO in March 1953 after five years with the Royal Canadian Navy as a radar operator. At a dinner given in his honor on September 23, 35-year service medals were also handed out to Gisele Marcella, head of the Administration Section and to Philip Garrison, meteorologist in the Development Division. Another anniversary, temporarily forgotten by CMC was brought to the attention of diners. It was the 35th anniversary of the transmission of

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Excellence Awards Make Debut cont'd.

offices of the Deputy Minister and the Minister. Brenda Smith of Weather Services Directorate was lauded for her outstanding initiatives in the organizing and successful completion of AES's first native Canadian technical training courses, where, often outside working hours, she provided guidance to students, course instructors and regional managers. She also organized a seminar on native culture and set up a course for regional recruiting officers, weather office OICs and instructors.

Also receiving Citation of Excellence Awards because of their involvement with native technical training courses were Mary Regan and Pierre Lacroix, both AES course directors and instructors at the Transport Canada Training Institute in Cornwall. In addition to their regular course duties, both instructors were heavily involved in the administration of the native program, in student counseling and in keeping AES Headquarters and the Department up-to-date as the program developed. Mr. Ferguson added that the entire administrative staff at TCTI has been awarded a group Citation of Excellence certificate for their dedication and hard work towards ensuring the success of the native Canadian program. Out of 16 natives recruited for the technical training course, 11 students successfully completed the final course and were offered employment as AES meteorological technicians.

Dr. Ted Turner, who has had a distinguished career in AES both as a scientist with the Atmospheric Research Directorate and more recently as a senior management advisor in the Policy, Planning and Assessment Directorate, received his Citation of Excellence Award for painstakingly producing the new, high quality AES Management Guide which provides much needed information to AES managers.



Dorothy Neale displays her Citation of Excellence Award following a 14-year stint as executive assistant to the AES Assistant Deputy Minister's Office, Ottawa.

Two final recipients of AES Excellence Awards were Gerard Desjardins (superintendent of Surface Weather Stations) and Serge Dulude (superintendent of Technical Services), both of AES Quebec Region. Both were highly commended for their high degree of motivation and initiative in working out a contract arrangement with the Inuit inhabitants of the village of Clyde River on the north east coast of Baffin Island enabling them to run the station as a "totally new and viable private enterprise". Desjardins' and Dulude's initiative led to the creation of five technical jobs for the Inuit of Clyde River while simultaneously decreasing AES operating costs.

There were other presentations on the program besides the handing out of Citation of Excellence Awards. Barry Greer, chief meteorologist of the AES Ontario Region, received a Public Service Merit Award for "contributing immensely to increase public awareness in Ontario of the nature and danger of tornadoes".

Last but not least, certificates were handed out to a representative group of canvassers for the 1988 United Way Campaign. Prior to the presentation of awards to canvassers' group representatives by Howard Kagawa (AES campaign co-ordinator), Joe Boll, director of Financial and Administrative Services for AES, told the audience that a total of some \$35,000 had been raised, that approximately 50 percent of employees had made a donation and that a total of 41 AES canvassers had helped make the United Way Campaign a success. Added Mr. Boll, "the contribution figures are impressive".

Overall, the awards ceremony was noted for its large turn-out of well-wishers, its enthusiastic applause and, lastly, an obvious curiosity to find out more about the new Citation of Excellence Awards.



Barry Greer, chief meteorologist, Ontario Region, receives his Public Service Merit Award from ADMA Howard Ferguson for promoting awareness of tornadoes among the general public.

Affect Every Level cont'd.

Service level as well as mention of two other Service awards in March to Brian Kahler and Dennis Stossel, both of AES Central Region and an upcoming group award to AES administrative staff of the Department of Transport Training Institute (TCTI) in Cornwall, Ont.

Another point made in Mr. Boll's memorandum is that managers should be generous in awarding citations. Ms. Glover comments that AES managers may not have reached that stage yet because it takes some time for the significance of the Citation of Excellence Awards to filter down from the Departmental and Service levels to the Directorates.

Ms. Glover says she was encouraged by the size of the turn-out at the Downsview ceremony and by the general enthusiasm of the applause. She attributes the first to curiosity among AES employees in witnessing the handing out of a brand new award. As for the applause, she believes it has something to do with a desire to recognize excellence in our fellow employees. "We applaud marathon runners, not only for winning but for turning in a consistent performance. We tend to do the same thing when we see excellence at the workplace even in single, relatively minor projects".

Winding up the interview, Ms. Glover said she liked the word "excellence" being applied to awards. "Excellence denotes craftsmanship and a singleness of purpose", she said. "Excellence is something we naturally want to applaud, whether at a concert or an athletic event. We rarely get a chance to applaud our work colleagues en masse. Citation of Excellence Award ceremonies are a golden opportunity for us to do so".

CUMULUS (TOWERING)

Cauliflower-shaped clouds associated with showery-type precipitation. They may appear to be tall and towering or tall and broad, and can be either isolated or grow from lower lines or decks of cloud.

CYCLONE

In the Northern Hemisphere, a closed counter-clockwise movement of air — known as a circulation — around a low pressure centre; usually called a LOW. The term is frequently misused to describe a TORNADO.

DEW

As the surface of the earth cools at night, warm moist air near the ground is chilled and water vapour in the air condenses into droplets on the grass and other objects. Dew is particularly heavy on clear nights, when the earth cools rapidly. When a blanket of cloud insulates the earth, the cooling rate is slower.

DEW POINT

The temperature to which air must be cooled to become saturated by the water vapour already present in the air.

The Latest Product from Climate Monitoring is . . . NEWS

The newest product to come from the Canadian Climate Centre's Monitoring and Prediction Division (CCRM) is news.

A dedicated group of climatologists based at AES Headquarters in Downsview and led by Dr. Stan Woronko, Peter Scholefield and Peter Lee, has until now been known for publishing a detailed weekly and monthly summary of national climate events called Climatic Perspectives. The division is now directing its efforts towards issuing a brief one-page weekly news-

situation in Saskatchewan. A decision is finally reached on the lead story for the week and a "catchy" headline concocted. At the same time the climatologists will have sketched out an easy-to-understand diagram to illustrate the number-one climate event.

It just remains to squeeze one or two shorter items on to the page — perhaps another regional highlight or a few "historical" climate facts.

The meeting proceeds promptly and effi-

*The newsletter is also innovative in that it will be one of the first attempts to distribute climate news electronically. Plans are afoot to transmit the newsletter on an experimental basis via the new AES ANIKON 100 satellite system. This wide-ranging weather information service is available to any subscriber possessing a PC terminal and a miniature satellite receiving dish. Only launched during the past month or so, ANIKOM eventually expects to reach a considerable number of media outlets as well as AES weather offices who will act as third party distributors.

In addition, other state-of-the-art distribution methods for the bulletin may be tried. These could range from arranging "super fax" transmissions to cable TV stations to making the climate information available to the media on demand via direct computer access.

*Inclusion in the bulletin of major drought, flooding and other water news is considered so important, AES has held meetings with Inland Waters (IWD) officials with a view to turning the bulletin into a joint bi-service newsletter.

Over all, the new weekly climate news bulletin is liked by departmental communications officials as being something fairly unique in government, which has a tendency to issue monthly or bi-monthly publications. One senior communications person commented: "Right now there is a tremendous interest by both public and media in global climate news — everything from the greenhouse effect to depletion of the ozone layer. The weekly climate monitoring bulletin could be just the first step in a great new surge of climate information in the future".



CCRM staff and associates gather for regular Tuesday editorial meeting, a vital step in the preparation of the new weekly climatic newsletter. Left to right, Amir Shabbar, Peter Scholefield, Brian Taylor, Ronald Crowe, Mike Skarpathiotakis, Alain Caillet and Aaron Gergye.

letter that combines climatic expertise, editorial savvy and potential high-tech distribution methods.

The new product, still in the experimental stage is seen as something of an innovation even by other national weather services. The director of the U.S. Climate Analysis Center has written Peter Scholefield expressing great interest in the Canadian initiative.

To obtain the best idea of how the news bulletin is assembled, one should attend one of the regular Tuesday editorial meetings held in the CCRM briefing room.

A team of about seven or eight climatologists and technical specialists along with Applications and Impact climatologist Ron Crowe sit around a large table covered with weather maps, statistical summaries and back issues of Climatic Perspectives.

First, weekly climate summaries from each AES Region are read aloud. Then a debate begins about the relative merits of highlighting (say) heavy thunderstorm activity in Ontario over the past few days versus publishing a news report on a potentially serious drought

ciently with Dr. Woronko, the Division chief, having the final say. For half an hour you could close your eyes and almost imagine you were attending an editorial board of Time or Macleans Magazine!

Some further interesting facts about the bulletin:

*The climatic news bulletin is considered unique for being produced entirely in-house. Once the format has been decided at the editorial meeting, climatologist Alain Caillet and technician Mike Skarpathiotakis produce a complete layout on Ventura desktop publishing software. (Alain also edits the French version of the newsletter.) The bulletin is then printed on a laser printer and distributed to users directly from AES Downsview.

*The new bulletin is probably the first climate report to be scheduled for direct distribution to the Canadian news media. Dr. Woronko admits that the real news value of the publication has yet to be determined. It is generally agreed, however, that journalists writing up a major weather story would consider any accessible climate news as valuable background material.



Remo Massaroni of Weather Services Directorate, points out some features of ANIKOM 100 which may allow the weekly climate newsletter to be transmitted electronically to media, users and weather offices via satellite. Sizing up the new system are senior CCRM officials, left to right, Dr. Stan Woronko, Peter Scholefield and Peter Lee.

Canada's "Mr. Ozone", retires

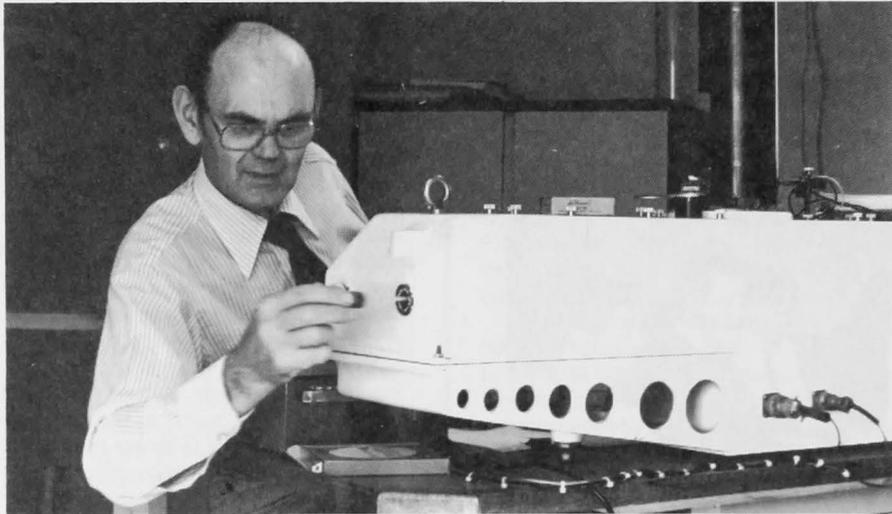
by Lewis Poulin

A big gap opened up in the ozone research team on March 23 when Archie Asbridge retired from AES Experimental Studies Division (ARQX) after an adventure-packed 37-year career with the weather service . . .

In the early 1950s Archie began a military career. Even though he was diagnosed as color deficient, he was assigned as a flagman on a

instructor where he has done ozone work ever since.

Among other things, he trained over 150 ozone observers, wrote the official Canadian Ozone Observers' Handbook, launched ozone sonde programs at most of the Dobson instrument sites and worked with Dr. Ray Olafson on improving Dobson calibrations worldwide.



Archie Asbridge and Brewer Spectrometer.

firing range and nearly got shot raising the wrong color flag.

Before long he joined military weather offices and served at Trenton, Comax, Fort Nelson, Moose Jaw, Winnipeg and Gimli. In 1957 he was interviewed for a weather observer's job with the Met Office. Based on his previous weather training, he was offered a Met Tech position at \$2,400 a year.

Immediately, Archie applied for upper air training. The course was then given on Toronto Island near the old lighthouse. "If you missed the morning ferry, you'd miss half your morning classes", he reminisces.

A year later, now a qualified upper air technician, Archie went to the Arctic . . . to Isachsen where there was no running water. "Have you ever brushed your teeth with seawater for seven months, or taken a shower in the kitchen from a 50-gallons fuel drum?", he asks. "After the cook was finished you could melt sea ice on the stove, climb a ladder and pour it into the drum for a salt water shower". He adds that to fly in and out of Isachsen, they had to line the runway with fuel-soaked toilet paper to allow the pilot to see.

Archie began ozone work in 1959. He was the first Met Tech to operate a Dobson Spectrometer. He flew down to Scarborough to train with scientists Carl Mateer and Al Kennedy; then began work in Resolute.

Gradually Archie grew tired of the North, so he took a lower level job in Winnipeg . . . and got in a little golf. But as usual it was shift work. To escape the "grind", he applied in 1961 for an OIC's job in Coral Harbour, NWT. Two years later, he was back in Toronto as an ozone

Archie's international ozone work began in Poland in 1974. Officials of the World Meteorological Organization chose that location to compare simultaneous measurements from Dobson instruments around the world. At first they were disappointed. But the Canadian team of Ray Olafson, Archie Asbridge and John Bellefleur gained an international reputation by maintaining consistently accurate instrument calibrations.

Archie's understanding of the Dobson took him around the world. He was the first AES employee to work in China which had turned off its two Dobson instruments during the Cultural Revolution. They needed help to get them started again. Since Canada had established diplomatic relations with China before the U.S., Canadians were invited to do the work. And that meant Archie!

Another memorable trip was to Pakistan where he got to calibrate a Dobson in the Biblical setting of Baluchistan among the Pathans with their black beards and goat herds.

Since the early 80s the Brewer Spectrophotometer has replaced the Dobson as the main ozone measuring instrument in Canada. Archie took the lead in collecting data for Brewer-Dobson intercomparisons. Now that Canada is phasing out Dobson instruments from its networks, Archie says it's sad, but he adds that the Brewer offers many additional advantages.

Archie starts his "retirement" by flying to Resolute for five weeks to work on more Dobson and Brewer instruments. Then he'll be cleaning some of his own intercomparison data sets. He also plans to do WMO contract work on a Dobson in Kenya this summer. "I've never had an idle day in my life", he concludes, "and I

Dr. Kenneth Hare Addresses Drought Workshop

Dr. F. Kenneth Hare, chairman of the Canadian Climate Program Board was one of the principal speakers at a Prairie Drought Workshop held at the National Hydrology Research Centre in Saskatoon last October.

Dr. Hare told 87 scientists and managers from Canada and the U.S. that although scientific modeling of the Greenhouse Effect still has considerable uncertainty about it, the hypothesis of a warming of several degrees is plausible. Therefore, planning for future water resources management and agricultural practices should attempt to improve the ability to cope with drought, higher temperatures and altered seasonality.

Other speakers at the Workshop included Professor E. M. Rasmussen who in a talk on "Drought Driving Forces" examined internal and external influences in the evolution of drought; Mr. J. Laver of NOAA's Climate Analysis Center who spoke about the production of U.S. "Drought Advisories"; Professor V. Yevjevich of Colorado State University who discussed the feasibility and non-feasibility of long-range drought predictions and Professor W. H. Klein of the University of Maryland who gave more details of the U.S. Weather Service's ability to produce extended forecasts of temperature and precipitation.

One of the Workshop's conclusions was that we cannot now satisfactorily predict the occurrence and severity of Prairie droughts, but that good water resource management could often do much to mitigate or avoid the cost of drought to utilities and institutions.

Among other things the Workshop recommended that physical linkages be determined between sea surface temperatures in the Pacific and the internal dynamics of the atmosphere for the purpose of determining the severity of droughts; that paleoclimatological data on ocean sediment cores be used to extend records available to study the relation between sea temperatures and Prairie drought; and more effort should be devoted to developing statistical/empirical approaches to long-range forecasting and specific drought concerns.

The workshop was chaired by Dr. E. F. Roots, Science advisor for Environment Canada. Mr. R. B. Godwin, former executive director of the Prairie Provinces Water Board, now a private consultant, set the tone for the Workshop by summarizing the 1986 Canadian Hydrology Symposium.

The Workshop was sponsored jointly by the Prairie Farm Rehabilitation Administration, the National Hydrology Research Institute and the Canadian Climate Centre (AES).

don't intend to start now. The only difference is I'll now be taking my wife with me".

A giant ozone hole has opened up at ARQX! Archie's dedication . . . and humor will be sorely missed.

Mr. Poulin is a research assistant with ARPX in Downsview.

A DAY IN THE LIFE...

MOP Participant

Anyone who takes the AES Management Orientation Program (MOP) must be extremely quick on the uptake. Becky (Rebecca) Milo, who is now nearing the end of her round of management assignments, warns that the first few days in a new Directorate or Regional Office are the worst. "You are thrown into it cold and you could be unfamiliar with both the work and the policies of your new environment. You may not know many people and may hesitate to ask naive questions, so it's easy to make mistakes." She adds that it may even take some time to figure out who processes your travel claims or how to access your computer terminal.

MOP programs have been in operation since 1972. Their object is to identify, train and develop personnel with potential for management, especially senior management positions. Qualities required for the work include leadership and communications skills, flexibility, stress tolerance, an ability to plan, delegate, and make decisions, plus considerable analytical and creative talent.

Until recently MOP enrolled mainly meteorologists. Now the program is open to almost any qualified AES employee. Currently three participants are enrolled in the program.

Although Becky rates as a typical MOP trainee, she has already had some "real life" management experience in addition to operational forecasting experience with AES in Bedford, N.S. She joined the weather service in 1973 after obtaining a B.Sc. in Math and Physics from Mount Allison University, Sackville, N.B.

She worked about 14 months in the Policy and Planning Directorate in Ottawa as a policy analyst, examining existing policies and developing others like the Departmental Environmental Emergency Response Policy. Earlier, she was involved in project management and telecommunications while working with the Directorate of Meteorology and Oceanography (D.METOC) in Ottawa.

Because of this experience, Becky is taking a slightly shorter MOP program. Most candidates spend four six month periods in a variety of positions. Becky who began the program in November 1987 to work on aspects of the Strategic Plan for the AES Regional director general, Pacific Region, need only undertake three assignments. She is now completing her third major task while with the Finance and Administration Branch at Downsview headquarters. Between these two assignments, she worked at the Dorval Computing Centre in Dorval, Que., where, among other things, she was involved in a project that examined future requirements and options for the replacement of the current CRAY computer facility.

Like most people, Becky would find it difficult to describe a typical "Day in the Life".

She prefers to outline how a MOP person evolves during the course of an assignment. During her recent stint with Finance and Administration, Becky made the following notes:

"Early in the assignment, I attended an inter-Directorate meeting. A wide variety of finance, planning and administration topics were



Becky Milo

discussed. Many of these I was not familiar with, although I had spent the previous few days reading the files. Some of the topics raised were issues for which I was then responsible."

Then, a couple of months further down the road, Becky added, "I attended another inter-Directorate meeting. This time I had an agenda item of my own and provided input to other items. I was actively participating in the meeting, making suggestions and proposing plans of action. I was feeling much more productive and confident."

Becky says she has enjoyed her assignment with Finance because it has given her an insight into resource issues — how and why managers seek funding for particular projects. (Someday she expects to be in a position to use these resources herself). Before she is through, she will likely have made some presentations to the AES Management Committee (AMC), have prepared Treasury Board submissions or provided service level comments on important issues. She has recently worked on a long term Capital Plan submission and a project dealing with Increased Ministerial Authority and Accountability.

Although she has spent considerable time with her director, Joe Boll, she says she was not expected to hang around as a kind of Jill-of-all-trades assistant. "You have to go out on your own, meet a wide cross section of people and find out what's really needed".

Like most MOP participants, Becky says her main career goal is to get into senior management at the SM or EX level. But before she can achieve her goals there will be a period of uncertainty. She makes her home in Ottawa where she is married to an External Affairs administrator. Working in Downsview allows

her little time for home life, especially as her husband spends considerable time abroad. She adds that her main recreational activities include aerobics, cross country skiing, swimming and tennis.

She says she is interested in a wide variety of management positions, preferably in Ottawa. She begins full time French language training in August and, with any luck, she will be eligible to apply for bilingual imperative positions by next spring.

Although there are some uncertainties, Becky feels quite confident and reasonably sure of her prospects — of her ability to make the vital transition to an SM position. "In the end, I think everything will fall into place", she concludes.

DRAFT

Small gusty current associated with the abrupt vertical movement of air; for example, UPDRAFTS and DOWNDRAFTS.

DRIZZLE

Precipitation from STRATUS CLOUDS consisting of numerous minute, fine water droplets which appear to float. In drizzle, the droplets are much smaller than in rain.

AES News Round-Up . . . AES News Round-Up . . . AES

Quebec Ferryboat Wins Award

The Catherine-Legardeur, a St. Lawrence River ferryboat, has won an Environment Canada Excellence Award for supplying weather information to the Quebec weather office.

The ferry, which runs between Sorel and Ile St-Ignace, Quebec, won the award for the second time in the three years that it has been in service.

At a ceremony held aboard ship in late

January, Capt. Jean Guertin received a plaque from MP Louis Plamondon and Richard Laurence, AES Regional head of Data Acquisition.

Officials at the AES Quebec Region Office said that the Catherine-Legardeur came second in a meteorological contest held among 350 ships taking weather observations across Canada.



The Catherine-Legardeur

Environment Canada Co-Hosts Meeting

Environment Canada and External Affairs co-hosted an International meeting of Legal and Policy Experts in Ottawa on the theme of Protection of the Atmosphere between February 20 and 22, 1989. Eighty participants from 25 countries attended. The meeting was co-chaired by Edward Lee, Q.C. assistant deputy minister and Legal Advisor, Department of External Affairs and Jim Bruce, acting deputy secretary general, World Meteorological Organization.

Environment Canada officials who attended the meeting were: ADMA Howard Ferguson, Bob Slater, ADM, Policy, Alex Chisholm and Pierre Martel, both AES directors-general and Vic Buxton of Conservation and Protection.

Among other things, experts at the meeting recommended the need for international conventions to adopt appropriate protocols as a means to ensure rapid action to protect the global atmosphere and limit the rate of climate change.

Lucien Bouchard, minister of the Environment, who spoke at the banquet, used the opportunity to announce the complete elimination of controlled CFCs within the next 10 years.

The meeting was a direct follow-up to the conference on "Changing Atmosphere" that took place in Toronto last year.

Marine Weather Seminar

Ken Kirkwood, supervising meteorologist at the Newfoundland Weather Centre outlined winter ice conditions off the east coast of Newfoundland at a day-long seminar on Newfoundland Marine Weather at the Marine Institute, St. John's on March 2. A nautical science instructor and several nautical science students participated.



A supervisors' training seminar was held in AES Central Region last December on the theme "Environmental Partnerships" with speakers from the National Parks Service, Inland Waters Directorate and the Polar Continental Shelf Project participating. The presentations helped AES managers understand more fully what AES's partners do. The meeting was described as an opportunity for "front line supervisors" to interact with their peers as well as with their managers. Among attendees were five OICs and Weather Service managers from High Arctic Weather Stations.

Fax, Yellow Pages Boost Forecast

AES Quebec Region has outlined some new methods of disseminating the weather forecast. Two short items in the region's monthly bulletin Weather News appeared as follows:

Now that we have machines that can talk to each other, we are trying out a special service to provide forecast, alert and warning bulletins by fax.

Some of our weather offices are offering this service right in the home. Subscribers can order by fax.

If you have a fax machine and feel that having your own copy of our weather forecasts might be useful, please call the nearest weather office for more information.

Several months ago, Bell started offering its Québec subscribers a weather forecasting service in its experimental talking yellow pages.

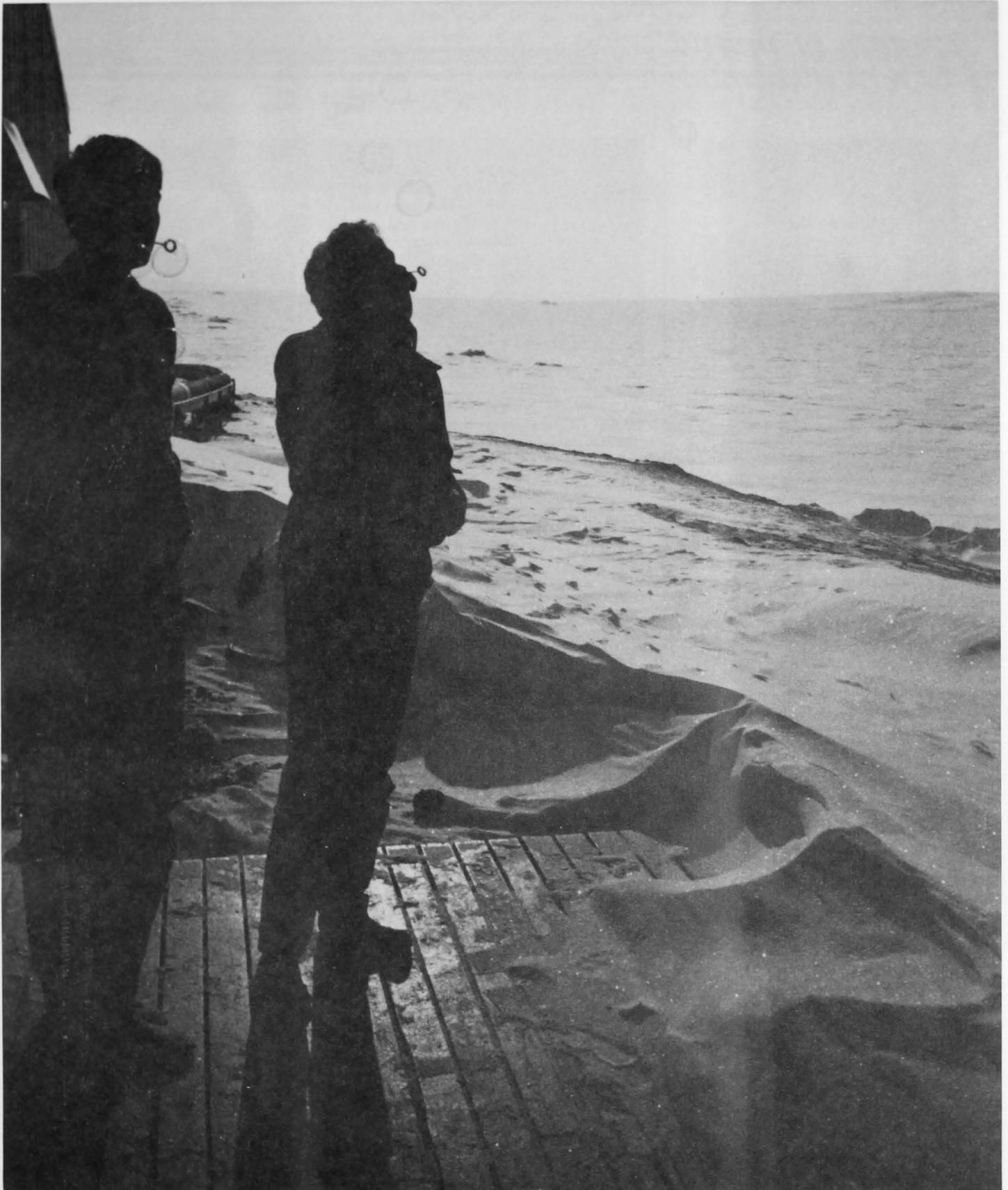
Local forecasts, along with the weather conditions in twelve major international cities, are given. The information is provided by our Québec City weather office.

FOG

A cloud based at the earth's surface consisting of tiny water droplets or, under very cold conditions, ice crystals or ice fog; generally found in calm or low wind conditions. Under foggy conditions, visibility is reduced to less than one kilometer.

GALE

A strong wind. A GALE WARNING is issued for expected winds of 34 to 47 knots (65-100 km/h) over the water



What are these silhouetted figures doing and where are they located? ANSWER: They are two students participating in Environment Canada's adventurous Icewalk Program. Twenty-two young people from 15 countries recently spent two weeks in Canada's rugged and beautiful High Arctic studying pollution. The two seen here are simply having fun blowing bubbles at the AES Weather Station in Eureka. In the next issue, Leslie Buchanan, a communications officer at AES Downsview, who went on the trip, will record her personal impressions.

Photo: Leslie Buchanan

ZEPHYR BREEZES



ADMA Howard Ferguson congratulates Dr. Jim Young on winning a Departmental Citation of Excellence Award.

A glance at the Staff Changes section at the end of this magazine amply demonstrates that AES staff are constantly on the move. In addition, the article on page one of this issue and other news items show that employee achievements are being increasingly recognized through the presentation of prestigious service, departmental and extra-governmental awards. With reference to the above, we would like to mention achievements by two highly qualified AES scientists:

Dr. Jim Young, director of AES's Air Quality and Inter-Environmental Branch has accepted the position of executive director of the Canadian Institute for Research in Atmospheric Chemistry (CIRAC) at York University, Toronto, for a period of one year.

Secondly, Dr. Wayne Evans has been elected a Fellow of the Royal Society of Canada. The Society's roster of new Fellows describes Dr. Evans as Canada's pre-eminent authority on global ozone, adding that his work on its photochemistry has earned him world-wide recognition. The Society also praises him for carrying out the very first measurements of the Earth's greenhouse radiation.



Dr. Wayne Evans

Excerpts from "Good News" letters sent in by users in praise of AES are presented in a new column on page 3. We would just like to add that Zephyr occasionally receives some good news letters of its own — in this case from AES employees. To quote one example, Leslie Welsh, acting chief of the Hydrometeorology Research Division of the Canadian Climate Centre in Saskatoon, writes: "We currently receive only one copy of Zephyr in our division. I have understood for some years that Zephyr was to be distributed to all employees. I personally have enjoyed Zephyr and found it most useful to keep up with happenings in AES. I keep my own copies on file at home. Please commence sending our division nine copies. They will be used."

Note: Regrettably, we do not print enough copies to supply every employee individually, but we are more than willing to send extra copies of Zephyr to offices where interest is high.

Here is some feedback on the AES Quiz, recently published in Zephyr. Mark Trueman, chief of the Policy and Planning Division of Weather Services Directorate, comments on the question concerning the date when some 200 AES employees were trapped overnight in the Downsview Headquarters building "by a sudden unexpected snowstorm". He says the storm was not unexpected. It had been accurately forecast by Environment Canada on the morning of April 3, 1975. Mark, then living in the southern Ontario countryside near Bolton, heard the forecast and decided to stay home. He adds that the snow was so heavy around his house that he was confined to quarters for three days!

In its February-March issue, Zephyr went out of its way to correct some wrongly spelled names of people who attended the Air Quality and Inter-Environmental Research Branch's All Seasons Award ceremonies at AES Downsview last fall. In fact, to make amends, we even reran the original photograph with what we thought was correct identification of all the principals present. Well, believe it or not, we erred again! Brian Martin of ARQM points out that Bill Sukloff, one of the award winners was wrongly identified as Don Faulkner. (Mr. Faulkner was indeed one of the All Seasons winners, but living in distant Vancouver, he was unable to attend the event). Mr. Martin ends his correction note by quoting the hero of J.R. Tolkien's Lord of the Rings, "The third time is best of all" and by expressing the hope that this time it will be true.



Dr. William Schroeder

Dr. William H. Schroeder, a research scientist with AES's Air Quality Processes Research Division has recently returned from a year's professional development leave in Sweden.

The purpose of his stay was to participate in an on-going research program in Sweden, dealing with the occurrence and cycling of mercury in the environment. There is not sufficient space to even summarize Dr. Schroeder's report. But a quick perusal of this paper brings out some interesting points: Atmospheric transport and deposition of mercury has resulted in severe pollution of Swedish lakes. In about 40,000 of these mercury concentration in fish is now so great, they are no longer edible. While collecting mercury pollution samples, analyzed at the University of Gothenburg and at other institutes of higher learning, Dr. Schroeder was able to compare two quite different monitoring techniques, one widely used in Canada, the other current in Sweden. "The extent of agreement obtained between these two fundamentally different approaches was satisfying and strengthened our confidence in the reliability of the data obtained in both Sweden and Canada", adds Dr. Schroeder. The report also mentions how highly the work of Canadian scientists is regarded in Sweden as well as internationally. Dr. Schroeder adds that his stay in Sweden was both professionally rewarding and personally enjoyable. "It generated a wealth of experience and many lasting impressions."



A representative group of AES Toronto area canvassers for the 1988 United Way Campaign assemble with ADMA Howard Ferguson and comptroller, Finance and Administration, Joe Boll. They are seen, left to right, holding their certificates of recognition, Gary Teeter AWAC, Howard Kagawa ACSN, Evonna Mathis ARQI, Mr. Ferguson, Jeannette Carter APEC, Sandra McGuire AAFA, Mr. Boll, Sylvie Barrett AHRC, Dee Dee Davies ACPC, and Scott Somerville CCAA.

DOE 1988 United Way Canvassers

Sandra McGuire, AAFP; Ed Blake, AAX; Joan LeDrew, AAGR; Tom Maiden, AAM; Blair Kuntz, AAL; Sylvie Barrett, AHRD; Hugh Black, ACSI; Angela Scarlato, ACSL; Vic Pubrat, ACSQ; Joan Badger, ACTR; Dale McLeod, ACIR; Real Gagnon, ACSN; Judy Ho, ACPP; Julie Dominic, ACPD; Dee Dee Davies, ACPC; Bill Grandy, ACPO/OPS; Dave Steenbergen, ARMA; Carr McLeod, ARMF; Debbie McDonough, ARPD; Evelyn Wilson, ARQS; Kaz Higuchi, ARQM; Evonna Mathis, ARQI; Kathy Droy, OAED; Brian Murphy, ONTARIO WEATHER CENTRE; Alain Boisvert, TORONTO WEATHER OFFICE; Michael Goffin, CONSERVATION & PROTECTION; Sandy Somerville, CCAA; Candy Jennings, CCAA; Eileen Veinot, CCAH; Valerie Moore, CCAD; Janet Isaac, CCAI; Manuel Acedillo, CCAS; Lorraine Kiely, CCDG; Robert Eals, CCRM; Fouad Majaess, CCRN; Lloyd Barnaby, CCAA; Naila Hameer, AWPC; Brenda Smith, AWAC; Sheila Guzylak, AWSC; Gary Teeter, AWAC; Jeanette Carter, APEC; Don Scott, CD.



A retirement party was held at AES Downsview on February 16 for Bill Clink who for 10 years held the post of chief, Technology Support Division, Central Services Directorate. Mr. Clink is seen fourth from the left in the photo. Others, left to right, are Larry Wiggins, Jaan Kruus, Barbara Marjeram, Pat Deary and Gord Shimizu.

If international meetings on the global warming threat posed by the Greenhouse Effect can be held right in the chill of winter, there is no reason why a gathering on one of Canada's major winter phenomena should not occur within a week or so of midsummer. The 46th annual Eastern Snow Conference indeed took place in Quebec City on June 8 and 9 this year.

An interesting and topical session was held on the theme, "Climatic change, its influence on snow and ice cover and the repercussions on the activities of man". Papers presented dealt with the current dependence of certain economic activities on the presence of snow and ice and how changes in climate could affect these practices.

The secretary of this year's conference was John Metcalfe of the Hydrometeorology Division of the Canadian Climate Centre.

As opportunities for smoking at work and in other public places wind down, interest in smoking cessation courses among AES staff is increasing. The occupational health nurse for AES in Metropolitan Toronto informs employees that they are eligible to take Butt Out, an intensive small group program (eight persons per class) that was developed for the Department of National Defence. She says the course includes weekly meetings with a trained nurse-consultant, a specific quit day and the use of Nicorettes (by prescription). The approach is geared to the hard-core smoker and has proven highly successful for those who stick with the program. An introductory one-hour orientation program is given to all bona fide smokers to determine their interest level. All concerned smokers should contact Nurse Olga at 416-739-4545.

Central Analysis cont'd.

the first facsimile, just before CAO became operational. The 300 mb analysis was transmitted across the country on August 21, 1953. The chart, by then rather yellow with age, was rediscovered five years ago and its 30th anniversary was marked by retransmitting it on the Canadian teletype circuits. The chart was framed and now hangs in the fourth floor conference room.

The September 23 event was also unique because it reunited under the same roof the four persons who have been director of the CAO-CMC: James (Jim) Leaver, from the start in 1950 until the end of 1953; Andre Robert, March 1974 to May 1988, Francois Lemire, April 1981 to May 1988 and Hubert Allard, the present incumbent.

At the dinner Andy recalled that when he joined CAO in 1953, the lights were turned out and the office locked up at 5 pm each day. (CMC is now a round-the-clock operation).

STAFF CHANGES / CHANGEMENT DE PERSONNEL

Appointments/Promotions Nominations/Avancements

B. Vet (PC-4) Head, Quality Assurance/Chef assurance-qualité, ARQM, Downsview, Ont.
C. Tailleux (EG-4) Met. Tech./Techn. en mét., Iqaluit, N.W.T./T.N.-O.
O. Jacobsen (MT-5) Shift Supervisor/Chef de poste, CFFC, Edmonton, Alta./Alb.
P. McLeish (CS-2) Computer Consultant/Conseil en informatique, ACPT, Downsview, Ont.
O. T. Prescod (CS-3) Manager, Network Oper. Section/Chef section des opér. réseaux, ACPO, Downsview, Ont.
M. Pussar (CS-3) Senior Network Advisor/Conseiller supérieur en réseaux, ACPN, Downsview, Ont.
S. Bourque (CS-3) Senior Computer Consultant/Conseil supérieur en informatique, ACPT, Downsview, Ont.
C. Sanders (CS-2) Computer Consultant/Conseil en informatique, ACPT, Downsview, Ont.
G. O'Hara (CS-3) Senior Computer Consultant/Conseil supérieur en informatique, ACPT, Downsview, Ont.
R. Tremblay (DA-PRO-5) Comm. Comp. Controller/Contrôleur ord. de transmission, ACPO/OPS, Downsview, Ont.
D. Bancroft (PC-3) SSO MET & OC, MARPAC, Esquimalt, B.C./C.-B.
N. Charbonneau (EG-6) Pres. Tech./Techn. en prés., Mirabel, Que./Qc
J. Sawchuk (AS-2) Admin. Officer/Agent d'administration, CAEOD-1, Winnipeg, Man.
K. Brice (CHEM-3) Lab. Manager/Chef lab., ARQP, Downsview, Ont.
J. Theriault (EG-6) Pres. Tech./Techn. en prés., W04/BM4, Val d'Or, Que./Qc
J. Aziz (PE-2) Personnel Generalist/Généraliste en personnel, AHRO, Downsview, Ont.
B. Jensen (EG-8) OIC/Responsable, PAEWM, Vancouver, B.C./C.-B.
J. How (EG-6) Weather Services Specialist/Spéc. service mét., W04/BM4, Terrace, B.C./C.-B.
J. Schneider (CS-3) Head, Computer Systems Support/Chef soutien des syst. informatiques AWSC, Downsview, Ont.
D. Brown (MT-2) Met. Dev. Level/Niv. perf. mét., MAEN, Gander, Nfld./T.-N.
C. Doe, (MT-2) Met. Dev. Level/Niv. perf. mét., MAEN, Gander, Nfld./T.-N.
F. Doherty (MT-2) Met. Dev. Level/Niv. perf. mét., MAEN, Gander, Nfld./T.-N.

P. Kimble (MT-2) Met. Dev. Level/Niv. perf. mét., QAEM, St-Laurent, Que./Qc
D. Bourque (MT-2) Met. Dev. Level/Niv. perf. mét., QAEM, St-Laurent, Que./Qc
C. Labonne (AS-1) Admin. Officer/Agent d'administration, CMCAA, Dorval, Que./Qc
A. Gouthro (CR-3) Clerk/Commis, ALWC, Edmonton, Alta./Alb.
S. Duncan (CR-4) Clerk/Commis, Edmonton, Alta./Alb.
S. Mastervick (CR-4) Clerk/Commis, Edmonton, Alta./Alb.
I. Berube (CR-3) Clerk/Commis, Edmonton, Alta./Alb.
B. Wiens (MT-3) Meteorologist/Météorologiste, ARWC, Edmonton, Alta./Alb.
D. Lofstrom (MT-3) Meteorologist/Météorologiste, ARWC, Edmonton, Alta./Alb.
S. Lee (CS-1) Programmer/Programmeur, Edmonton, Alta./Alb.
D. Lahn (EG-5) Wea. Serv. Specialist/Spéc. service mét., W04/BM4, Fort Nelson, B.C./C.-B.
M. Law (EG-5) Wea. Serv. Specialist/Spéc. service mét., W04/BM4, Fort Nelson, B.C./C.-B.
A. McCarthy (EG-6) Wea. Serv. Specialist/Spéc. service mét., W03/BM3, Victoria, B.C./C.-B.
P. Pietrobon (CR-4) Clerk/Commis, Vancouver, B.C./C.-B.
L. Giesbrecht (CR-3) Word Processor Operator/Opér. trait. de textes, Vancouver, B.C./C.-B.
R. Graton (ST-SCY-3) Secretary/Secrétaire, ACPD, Downsview, Ont.
A. Murji (CS-3) Project Leader/Chargé de projet, ACPL, Downsview, Ont.
J. Kit (CS-2) Programmer/Programmeur, Downsview, Ont.
S. Wild (CS-3) Project Leader/Chargé de projet, ACPM, Downsview, Ont.
L. Lau (CS-3) File Manager/Chef des fichiers, ACPD, Downsview, Ont.
S. Alp (CS-3) Project Leader/Chargé de projet, ACPD, Downsview, Ont.
G. Cormick (EG-7) Edmonton, Alta./Alb.
H. Jacura (EG-7) W04/BM4, Calgary, Alta./Alb.

Transfers/Mutations

J. Pelletier (EG-6) Pres. Tech./Techn. en prés., Dorval, Que./Qc
J. MacLeod (CS-1) Programmer/Programmeur, CAEI, Winnipeg, Man.
B. Goalen (AS-2) Admin. Officer/Agent d'administration, CAEOS, Winnipeg, Man.
F. MacLean (EG-6) Research Tech./Techn. en recherche, CARE, Egbert, Ont.
A. Reale (CR-4) Clerk/Commis, AHRO, Downsview, Ont.
C. Woo (PE-2) Personnel Generalist/Généraliste en personnel, AHRO, Downsview, Ont.
E. Feracane (CR-4) Clerk/Commis, AHRR, Downsview, Ont.
N. McDuffe (PE-2) Personnel Generalist/Généraliste en personnel, PAEPS, Vancouver, B.C./C.-B.
P. Morais (EG-2) Weather Observer/Observateur météorologique, WS3/SM3, Cape St. James, B.C./C.-B.
V. Williams (EG-2) Weather Observer/Observateur météorologique, WS3/SM3, Lytton, B.C./C.-B.
D. Pawley (EG-2) Weather Observer/Observateur météorologique, WS3/SM3, Lytton, B.C./C.-B.
D. Cameron (MT-6) Shift Supervisor/Chef de poste, MWC, Bedford, N.S./N.-É.
R. Honch (MT-3) Meteorologist/Météorologiste, ARWC, Edmonton, Alta./Alb.
J. Archibald (MT-5) Meteorologist/Météorologiste, ALWC, Edmonton, Alta./Alb.
J. Spokes (EG-5) Wea. Service Specialist/Spéc. service mét., ALWC, Edmonton, Alta./Alb.
P. Kociuba (MT-6) Air Quality Spec./Spéc. qualité de l'air, WAED, Edmonton, Alta./Alb.
T. Goose (MT-7) Chief, Scientific Services/Chef serv. scientifiques, WAED, Edmonton, Alta./Alb.
B. Hume (MT-7) Chief, Data Acquisition/Chef acquisition des données, WAED, Edmonton, Alta./Alb.
G. Roy (MT-2) Met. Dev. Level/Niv. perf. mét., ARWC, Edmonton, Alta./Alb.
L. Mainwaring (EG-1) Weather Observer/Observateur météorologique, WS3/SM3, Cape St. James, B.C./C.-B.
D. House (EG-2) Weather Observer/Observateur météorologique, WS3/SM3, Revelstoke, B.C./C.-B.
B. Emig (EG-2) Weather Observer/Observateur météorologique, Vancouver, B.C./C.-B.

A. Shim (CS-3) Project Manager/Chef de projet, ACSI, Downsview, Ont.
C. Cowan (EG-3) U/A Tech./Techn. en aér., WAED, Edmonton, Alta./Alb.
A. Julien (MT-2) Met. Dev. Level/Niv. perf. mét., ALWC, Edmonton, Alta./Alb.
N. Bobby (EG-4) Met. Tech./Techn. en mét., CAES/D, Winnipeg, Man.
R. Simpson U/A Tech./Techn. en aér., CAED, Winnipeg, Man.
M. J. Stevens U/A Tech./Techn. en aér., PAED, Vancouver, B.C./C.-B.

Temporary or Acting Positions/ Postes temporaires ou intérimaires

A. Bouchard (EG-4) U/A Tech./Techn. en aér., WS1/SM1, Sable Island, N.S./N.-É.
E. Oja (MT-7) Meteorologist/Météorologiste, SSO Plans & Requirements, DMETOC, Ottawa, Ont.
L. Legal (MT-6) Meteorologist/Météorologiste, CAEMO, Winnipeg, Man.
C. Oates (PE-2) Training & Dev. Officer/Agent form. & perf., AHRO, Downsview, Ont.
R. Lee (SM) A/Chief, Operational Data Acquisition Systems/Chef, p.i. Systèmes d'acquisition des données d'exploitation, ACSO, Downsview, Ont.
K. Anker (CR-3) Clerk/Commis, AWPA, Downsview, Ont.
J. Beal (EG-5) OIC/Responsable, WS3/SM3, Cape St. James, B.C./C.-B.
N. Andrews (EG-2) Weather Observer/Observateur météorologique, WS3/SM3, Hope, B.C./C.-B.
L. Walker (AS-1) Admin. Officer/Agent d'administration, WAED, Edmonton, Alta./Alb.
G. Schram (MT-7) Strategic Planning Co-ordinator/Coordinateur planification stratégique, WAED, Edmonton, Alta./Alb.
R. Coleville (EG-4) U/A Tech./Techn. en aér., WS1/SM1, Vernon, B.C./C.-B.
P. J. Yarema (EG-8) AWSC, Downsview, Ont.

Departures/Départs

D. Taylor, CFWS/DMETOC, Ottawa, Ont. to/à Dept. of Communications/au Min. des Communications.
K. Maskeri, ACPO/OPS, Downsview, Ont.
A. Malhotra, ACPO/OPS, Downsview, Ont.
M. Sheppard, ACPC, Downsview, Ont.
N. Sauv , APDG, Hull, Que./Qc. to Corporate Planning Group/au Groupe de planification minist rielle, Hull, Que./Qc.
C. Howell-Jones, to/à Labour Canada/Travail Canada, Vancouver, B.C./C.-B.
L. Collin, QAEP, St-Laurent, Que./Qc.
D. McDonough, ARPD, Downsview, Ont.
L. Villeneuve, CMQ, St-Laurent, Que./Qc. to/à la Soci t  de conservation du Saguenay-Lac St-Jean
M. Huot, QAEO, St-Laurent, Que./Qc.
R. Tone, AHRO, Downsview, Ont. to/à Vancouver, B.C./C.-B.
E. Ranti, OSD, Downsview, Ont.
J. Rosinski, AHRO, Downsview, Ont. to/à Coast Guard/la Garde c ti re, Toronto, Ont.
D. McLean, CAEAF, Winnipeg, Man., to/à Immigration, Winnipeg, Man.
P. Charbonneau, WAED, Edmonton, Alta./Alb., to/à Public Works/Travaux publics, Edmonton, Alta./Alb.
A. Hathaway, PWC. Vancouver, B.C./C.-B., to/à Agriculture Canada
B. Ross, Vancouver, B.C./C.-B., to/à Koret Canada

Leave of Absence/ Cong s autoris s

P. Chibba, ACPO/OPS, Downsview, Ont.
C. Lessard, QAEO, St-Laurent, Que./Qc.
S. Roy QAES, St-Laurent, Que./Qc.
C. Green AHRS, Downsview, Ont.

Secondment/D tachements

D. Houle-Rutherford, AHRR, Downsview, Ont. to/à DOE-CEPA, Ottawa, Ont.

Retirements/Retraites

S. Wood, ACPN, Downsview, Ont. Aug./août, 1988
V. Bembers, ACPO/IO, Downsview, Ont. Dec./d c. 1988
I. A. Asbridge, ARQX, Downsview, Ont. March/mars, 1989
I. E. Zilke, W04/BM4, Prince George, B.C./C.-B., March/mars, 1989
D. Challis, AWSC, Downsview, Ont. April/avr., 1989

Deaths/D c s

D. Sortland, Jan./janv., 1989
L. Johnstone, Feb./f vr., 1989
S. A. Hattie, Feb./f vr., 1989
N. Steinhaur, March/mars, 1989
R. Dodds, April/avril, 1989