

Let's talk green

VOL: 9 NO: 3 DATE: 1999 Winter

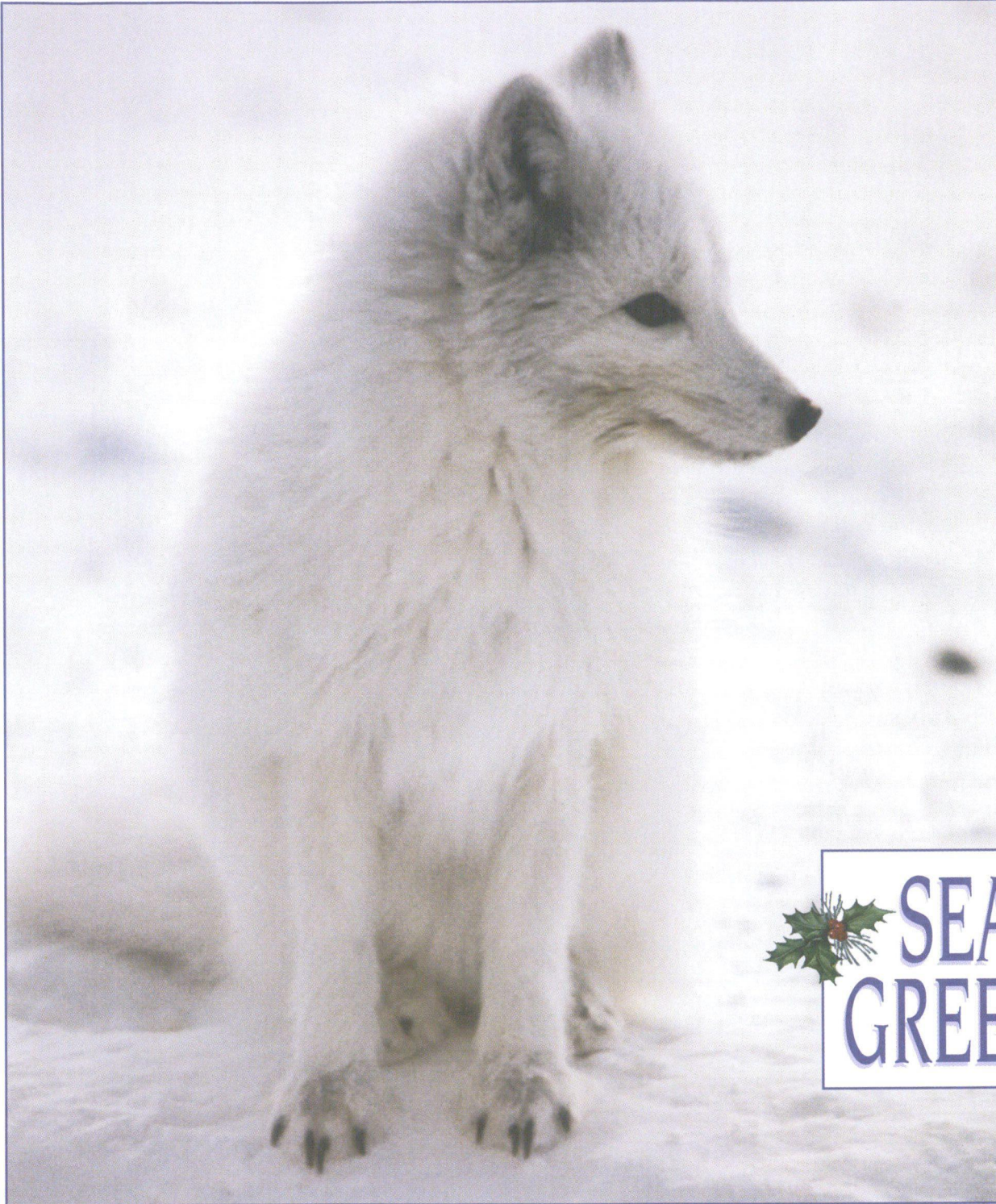
Environment Canada

ISSN 1188-3022

DOFF

3009487H
copy 1

LET'S TALK GREEN



SEASON'S GREETINGS

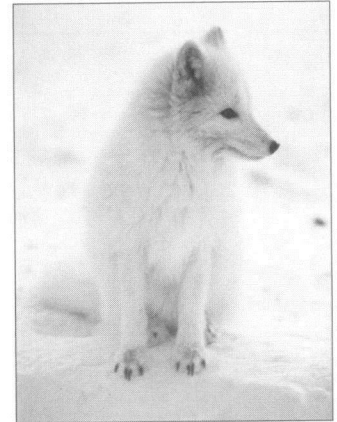


LET'S TALK GREEN

Be prepared—not scared!4
 EC's ready for Y2K...are you?

Forensic analyses5
 Scientists at EC's Environmental Technology Centre
 always get their chemical.

Polishing the silver lining13
 A new cloud chart by AES will have you
 looking to the skies.



Arctic Fox—Eureka, NWT

Marie Y. Gauthier

A heartfelt thanks3

Double vision6

Welcome...goodbye6

Digging for pollen7

The Green Lane: the online connection7

Let's Talk Human Resources8

A Safe and Happy Holiday!10

Designed with you in mind10

Bridging troubled waters.....11

YRT—getting down to work12

City-wide coolant.....14

Reaching out to Aboriginal youth14

Broadening horizons for youth15

Happy holiday...15

I.P. Infonote16

Coming attractions!.....17

Managers-in-the-making18

Centre-wide accreditation only months away18

Reflections in the water19

UCS—working for you!19

Putting the house in order20

The world looks at wetlands21

Libraries for the new millennium.....21

Awards.....22

Upcoming Events23

Retirements.....24

in this issue...



Let's Talk Green is published quarterly by the Strategic Priorities Directorate, Environmental Protection Service.

Editor
 Janet Fewster
 (819) 997-2037

LTG Team
 Rhonda Arsenault
 (819) 997-1089
 Céline Proulx
 (819) 994-6037

LTG Volunteers
 Jovette Champagne
 Hélène Deslauriers
 Jim Haskill

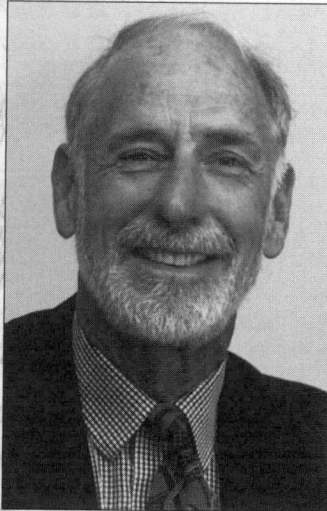
How to reach us
 E-mail: Talkvert@ec.gc.ca
 Fax: (819) 953-8279
 Mail:

Let's Talk Green
 Environment Canada
 351 St. Joseph Blvd.
 15th Floor, PVM
 Ottawa (Hull), Ontario
 K1A 0H3

New!

Intranet
<http://infolane/LTG-PV>

A heartfelt thanks



The Honourable
David Anderson

Denis Beauvais ©

My experience is relatively short as Minister of the Environment. However, in the past five months, I have quickly learned of the tremendous opportunities and challenges this department faces every day. I have also come to realize how much the people you serve can count on you to meet those challenges and to use those opportunities on their behalf.

Over the next year, Environment Canada will play an important role in addressing several key federal priorities highlighted in the 1999 Speech from the Throne. These priorities include climate change, clean air, species at risk, water, the five-year review of our *Environmental Assessment Act*, contaminated sites, protecting the health of Canadians, involving young people in environmental issues, and reporting regularly on results achieved in addressing top environmental concerns.

The Government has also committed to strengthening its science capacity, to using new technologies to serve and engage Canadians, and to increasing opportunities for young people to become involved in environmental and conservation activities.

That is a long list, and these are exciting issues. But what this mandate underlines to me is that your work is so important for every Canadian. I believe that we are now entering a decade of renewed opportunity for Environment Canada to serve the public interest. The challenge for you is to grasp that opportunity most effectively. By focusing on serving Canadians well, by doing so collaboratively and by pursuing excellence, I have no doubt that we will meet the challenges we have ahead of us.

The holiday season is a wonderful time to reflect on the year's achievements. I want to take this opportunity to thank you for the good work you do every day and to extend to you and your families my best wishes for a joyful holiday season and a prosperous and happy New Year.

I look forward to the new millennium with confidence in our continued ability and strength to meet our responsibilities to the people of Canada.

A handwritten signature in black ink that reads "David Anderson". The signature is written in a cursive style and is followed by a horizontal line.

David Anderson, P.C., M.P.

Winter Joy



Y2K—Be prepared, not scared

The count-down is almost over and the big day is nearly here. People all over the world have been working extra hard to make sure the transition to the new millennium is as effortless as possible.

We're ready

Y2K-readiness has been a top priority at EC over the last 18 months. Hundreds of days have been invested ensuring that our buildings, computers and lab equipment are all Y2K-compliant. We've also prepared contingency plans to ensure that critical services (i.e. weather forecasting, environmental emergency response, etc.) will continue to be delivered.

EC will be maintaining its "crisis centres" on a 24/7 basis from December 28th to January 5th to deal with any difficulties that might arise. Crisis team members have been advised that they may be called in during the rollover period if problems occur.

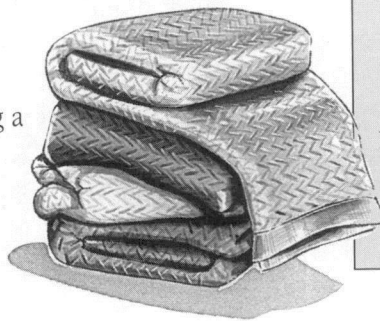
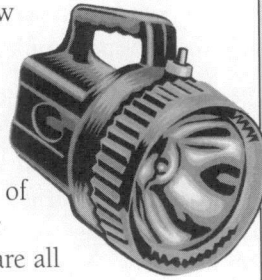
Any questions?

Services and Regions are taking a variety of approaches to inform employees of local Y2K arrangements—managers should be able to find answers for any questions one might have. More detailed information on EC's preparations can be found at:
<http://year2000.ec.gc.ca/y2nath-main-en.html>

The Employee Assistance Plan (EAP) will be available throughout the holiday period.

- 1-800-268-7708 (General number, available 24 hours per day, 7 days per week)
- 1-800-567-5803 (Hearing impaired, available 7:00 AM-7:00 PM, Monday to Friday)

Information: **Robert Graham** (819) 997-8810.



Everything should go smoothly when the clocks strike twelve....

Prepare for Y2K the same way you would for a major snow storm:

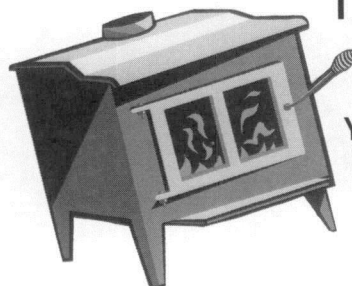
- Stock supplies such as canned foods, instant soups, and bottled water (enough for drinking, washing, cooking, pets and flushing toilets), to last four to seven days.
- In the event of a power outage, plan to use alternative cooking devices (follow the manufacturer's instructions). Never use liquid-fuelled heating and cooking devices without adequate ventilation. Never use outdoor bar-b-ques indoors.
- Organize your first aid supplies including prescription and non-prescription medications.
- Have plenty of matches/lighters, flashlights and batteries on hand. Do not use candles alone for emergency lighting.
- Use extra blankets, coats, hats and gloves to keep warm, not gas-fuelled appliances such as ovens.
- Use a battery-operated radio to keep informed.
- Be prepared to relocate to a shelter for protection or warmth if necessary.
- Check with the emergency service providers in your community before an emergency arises, particularly if a family member has special needs.
- Fortunately, most house and electronic equipment does not need correct dates in order to function normally.

For more information, contact 1-800-O-Canada (1-800-622-6232) or www.ready2000.org

Information: **Nadine Nickner** (819) 997-3002.

Thanks to...

all those who've gone to great lengths and expense to make our Year 2000 transition as easy as possible. Kudos!



Environmental Technology Centre

Forensic analyses

Staff from the RCMP's Central Forensic Laboratory in Vanier, Ontario need a second analysis of the bomb-site swabs before going ahead with their legally binding testimony. The Analysis and Air Quality Division (AAQD) of the Environmental Technology Centre is called-in to take the case.

AAQD Investigations

At the request of the RCMP, the AAQD in Gloucester, Ontario analyzed swabs from the doorframe of a bombing to see if they contained traces of monomethylamine, an explosive substance. The RCMP forensics team needed a strongly valid analysis to support their testimony; therefore, a second technique had to be used to verify their results. The AAQD, using a technique called capillary electrophoresis (CE), confirmed the presence of monomethylamine in the Exhibit—the evidence could now be used in court.

On the cutting edge

AAQD's analytical chemistry research program advances the adoption and development of new technologies and methodologies—especially those which analyze pollutants for which conventional approaches fail. The lab works to improve or replace outdated methods with techniques that are faster, less expensive and applicable to a broad



Anthony Scullion Foto

Ewa Dabek sets up another experiment at the Environmental Technology Centre in Gloucester, Ontario.

range of analytes. AAQD also strives to produce "green" methods which generate only a small amount of laboratory waste.

One of these new analytical methods is capillary electrophoresis—the technique used in the RCMP case. The test substance is placed into a narrow silica capillary filled with an electrolytic buffer and is subjected to a high voltage. Analytes in the sample then migrate toward the detector at speeds based on their charge to size ratio. It's an extremely efficient, simple, and inexpensive separation technique which can be used to verify high-performance liquid chromatography or ion chromatography results.

Put to good use

The AAQD has done extensive research on the usefulness of CE in many environmental applications (such as the analysis of inorganic anions and cations, small carboxylic acids, amines, carbonyl compounds and other pollutants in atmospheric aerosols). Over the past few years, reliable and automated CE instruments have become commercially available and have prompted the exploration of an increasing number of CE methods and applications including those found in environmental and forensic science.

Information:

Ewa Dabek (613) 990-3201.

News Bites...

ENDANGERED

The Committee on the Status of Endangered Wildlife in Canada (COSEWIC) has made its

first emergency designation—the **Oregon spotted frog has been declared an endangered species.** The frog's rapid decline, fragmented Canadian range, few breeding adults and species collapse throughout North America has led to the designation. It's hoped that the frog's condition can be addressed before its February breeding season.

(Linda Maltby 819-997-2957)

•••

ENVIRONMENTAL ASSESSMENT

The proposed **Halifax and Saint John lateral pipeline projects** have cleared the environmental assessment phase. The Halifax lateral pipeline will extend 124 km from the main transmission pipeline near Stellarton, N.S., to the generating station in the Halifax Regional Municipality. The New Brunswick lateral pipeline will connect to the mainline near Big Kedron Lake, New Brunswick, and extend a total of 102 km toward the city of Saint John. Both pipelines cross navigable waters, thereby requiring an authorization from the Canadian Coast Guard.

(John P. Fraser 819-997-1441)

•••

For complete details, visit EC's News Releases at <http://www.ec.gc.ca>

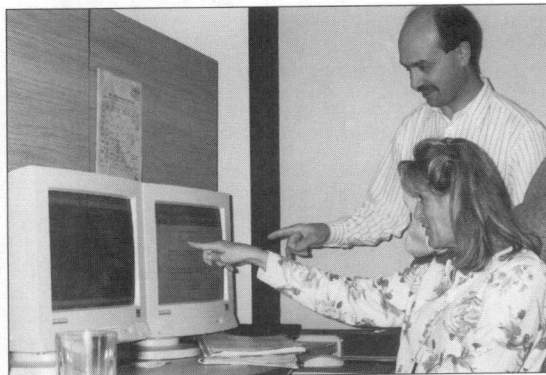
Double vision

NATIONAL CAPITAL REGION—Walking through EC's Compensation Branch can make you feel like you're seeing double.

Two computer monitors have been installed on each desk—one to allow Compensation Advisors access to the various information systems they use (for example: HRMIS or the online pay system), and the other to let them search the new online instruction manuals. These new guides, which replace huge and unwieldy binders full of paper, are quickly accessed and easy to update.

"The users really like the new approach and other regions in the department are considering adopting the method", said H el ene Desforges, EC's Compensation Chief. "With both the reference material and the system data visible simultaneously, work is accelerated, accuracy is improved, and we're able to provide better service to our clients."

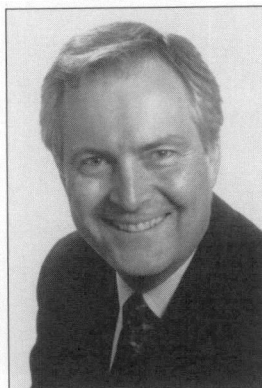
Information: **H el ene Desforges** (819) 997-6271.



Compensation supervisor **Mario Sabourin** and advisor **Sylvie Godin** check out the NCR's new double computer system.

Rhonda Arsenault

Welcome to...



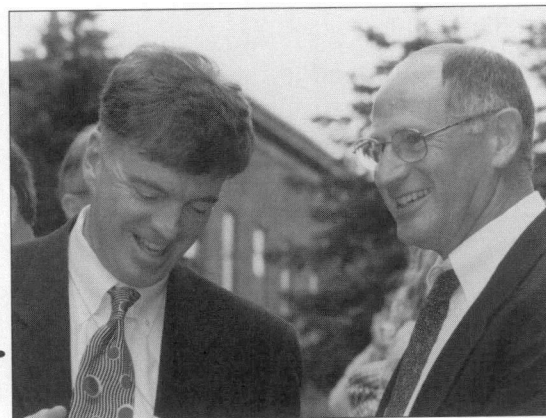
Alan Nymark

EC's new Deputy Minister (DM), **Alan Nymark**. Nymark has a background in economics and trade and joins EC from his previous position as Associate Deputy Minister of Health Canada.

Goodbye to...

(L-R) **Fran ois Guimont**, (former ADM, Environmental Protection Service and

Editor-in-Chief, *Let's Talk Green*) who has moved on to the Privy Council Office; and **Len Good** (former DM), who has been appointed President of the Canadian International Development Agency.



(L-R) **Fran ois Guimont** and **Len Good**

Janet Fewster

Digging for pollen

Digging into the sediments at the bottom LaSalle Lakes in B.C.'s Prince George area, Katherine Coopersmith extracted core samples for examination under a microscope. She dissected the samples with chemical analysis and compared them to samples taken from Loop Lake in 1998. Her hypothesis? There would be no difference in the pollen deposits from the bottom sediments of the two lakes.

It may sound like a project for one of EC's scientists and one day it may well be. However, Katherine Coopersmith is a Grade 9 student from Prince George and winner of the 1999 Canada-Wide Youth Science Fair Special Award sponsored by Environment Canada. The award, for projects relating to climate change and the environment, includes a \$1,000 scholarship.

Her project indicates that as climates change, vegetation patterns can shift long distances in relatively short periods of time. In the 10,000 to 13,000 years since the last glaciers affected the area, vegetation in Prince George has changed from the grassland shrubs commonly found in the high Arctic to closed forests of spruce and pine. The changes are traced in the pollen record deposited in organic sediments in bogs and lakes.

Katherine's research found that pollen in the lake sediments at Loop Lake were more diverse and abundant



(L-R) Science fair winner Katherine Coopersmith accepts her prize from Youth Science Foundation Board member Shawn Sanderson.

© Youth Science Foundation

than the pollen at the LaSalle Lakes. She also discovered changes in the pollen further down in the pollen core at Loop Lake, indicative of changes in vegetation surrounding the lake—changes that were not the same at LaSalle Lakes. Her conclusion? The climate surrounding Loop Lake today is much wetter than it once was.

Information:
Trudy Seri Samuel (819) 953-0084.

The Green Lane: the online connection

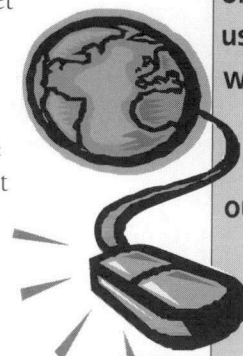
With more than one million visits each month and over 50,000 Web pages, the Green Lane is an important tool to engage, consult and interact with Canadians and the international community. As more people go online, it is vital that Environment Canada meet increasing demands for information, products, services and online interaction.

Taking stock

EC is developing an Internet strategy and renewing the Green Lane to strengthen its online presence. A recent web site review showed that while the Green Lane is rich in products and content and is well-respected by users, it is not without weaknesses (ie. finding specific information, an inconsistent online image, and a lack of alignment with departmental objectives). One key recommendation was to develop the Green Lane with a stronger emphasis on users—how they search, access, view, and gather information.

Implementing the strategy and refreshing the Green Lane presents many opportunities and challenges (including forming new partnerships and finding additional ways to involve users). Once put into effect, the strategy will help to ensure that EC uses the Internet effectively to meet departmental goals, as well as the needs of its global audience.

Information: **Resa Solomon St-Lewis** (819) 994-8162.



"The Green Lane can be one of the vehicles we use to tell the story of what we as a department do, and to help us to meet our objectives."

—Phil Kinsman,
DG Communications

For details on the Green Lane and the departmental Internet Strategy, visit the NCR Developer's Corner on the Intranet at <http://greenlane.ncr.ec.gc.ca/dev/>

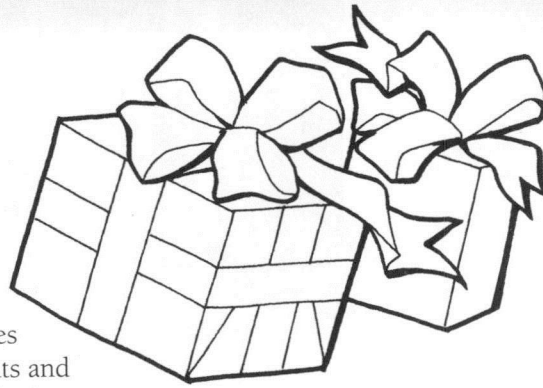


LET'S TALK HUMAN

*Serving with integrity
is everybody's business!*

Thanks but no thanks

The hockey tickets may be tempting, but should you really accept them? As EC's relations with external organizations evolves, employees are often presented with presents and other marks of recognition. Whether it is a promotional item or an invitation to dinner, we have to wonder how accepting these favours will impact future business exchanges.



Employees should not accept presents or other benefits from an organization doing business with government unless some principles are respected. To learn more, refer to the Sections 27 to 29 of the *Conflict of Interest and Post-Employment Code*, at: http://www.tbs-sct.gc.ca/Pubs_pol/hrpubs/TB_851/CIP1-1E.html

Is there a subject you'd like to see addressed in this column? Please contact: **Robert Gervais** at (819) 997-0653, email: robert.gervais@eg.gc.ca.

CPP—changing for the better

Royal Assent has been given to two important bills:

Bill C-71 improves Canada Pension Plan (CPP) benefits for Public Service employees, and

Bill C-78 creates the Canada Pension Plan Investment Board (CPPIB).

In some cases, Bill C-71's improvements should translate into a slight increase in public servant benefits and a stabilization of contribution rates. The CPPIB will invest employer and employee contributions in external financial markets to optimize returns without undue risks.

Information:

Your Compensation Advisor

**Info on CPP benefits can be
found at:**

http://publiservice.tbs-sct.gc.ca/wnew/Pensions/notemp070599_e.html

Employment Equity for all

By recognizing the value of diversity, promoting full participation and ensuring dignity and respect for all employees, Employment Equity (EE) benefits Canadians from coast to coast. As well, EE enhances opportunities based on fairness and supports the achievements of a representative workforce.

What can You do?

Managers and supervisors play a critical role in creating a work environment which respects and values differences among their employees. They have to implement human resources policies, programs and systems in a fair and equitable manner.

All employees are also responsible for advancing employment equity at EC. It's up to you to learn about and contribute to EE in the workplace and raise concerns over possible barriers to designated groups.

Information: **Roch Davidson** (819) 994-7667.

Identify yourself

To help EC draw a true picture of its workforce, all employees are encouraged to complete the 'Employee Self-identification form', *whether they are members of a designated group or not*. If you have not already completed the form or if your personal situation has changed, please fill out and return (in a sealed envelope) to your Human Resources Advisor. To print out a copy of the form:

http://www.tbs-sct.gc.ca/ee/eng/aboutee/Self_Identification/aboutee_self_id.html

N RESOURCES

Official Languages: A Matter of Respect

Communication between regions



In accordance with the *Official Languages Act*, federal employees can communicate with each other in either official language, even if they are located in regions with different languages of work. This applies to all verbal and written communications, including electronic mail and web sites.

Here are a few basic rules to follow :

If you work in a 'bilingual' region and are communicating with:

- **bilingual** regions—use the preferred official language of the receiver or both official languages;
- **all** regions—use both official languages;
- a **unilingual** region—use the language of work of the receiver or both official languages.

If you work in a 'unilingual' region :

- Use English and French if you supervise or provide services to employees in bilingual regions;
- Use the language of work of your region in other circumstances.

Information:

Lynne Rowe (819) 994-0394.

TERMIUM Plus— The federal government's trilingual dictionary

TERMIUM Plus is a unique reference tool available (free) on the Internet. It can be used by all federal government employees.

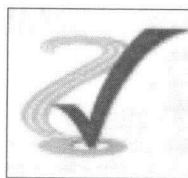
TERMIUM Plus is updated each month and contains:

- Three million English/French terms and titles in addition to 50,000 terms in Spanish; many of which are specific to the Government of Canada;
- Three writing assistance publications.

Training sessions are also offered. Visit the Translation Bureau's web site at <http://termiumplus.translationbureau.gc.ca> or contact the TERMIUM Info Line at (819) 997-9727.

Survey says...

The results of the Public Service Employee Survey are in and, while the data still requires analysis, here's a few of the emerging trends:



- the vast majority of us like our job, take pride in our work and enjoy working for EC;
- workload, communications, career development and advancement are major concerns;
- excessive workload stands out as one of the more fundamental concerns since issues like fewer resources, lack of stability, unreasonable deadlines and unpaid overtime were raised by a significant number of employees.

Over the next few weeks, organizational and work units will discuss the results and identify areas for immediate and longer term action. It is up to all of us to build our

“By themselves, the survey results are nothing more than data. It is the time and energy that each of us will devote to discussing the results, finding solutions and taking concrete actions that will make change happen.”

—Deputy Minister Alan Nymark

“workplace of choice”. For more information and tools you can use to take action, check out http://infolane.ncr.ec.gc.ca/~hr/hrissue/pssurvey_e.html.

Information: **Jovette Champagne** (819) 997-6735.

News Bites...

CLIMATE CHANGE

The Sudbury District Energy Project is the latest initiative to receive support from the **Canada's Climate Change Action Fund**. The project will see a central and innovative power plant built in downtown Sudbury to serve several public buildings, replacing their individual heating and cooling systems and reducing the dependence on fossil fuels. (John P. Fraser 819-997-1441)

...

According to EC's *Climate Trends and Variations Bulletin for Canada*, **temperatures have been above normal in Canada for the last two and a half years**. Autumn 1999 was the 7th warmest on record (1.1°C above normal), while the warmest autumn was 1998 (2.3°C above normal). (Robert Whitewood 416-739-4378)

...



WILDLIFE MANAGEMENT

An estimated 44,200 Snow Geese were killed during the spring 1999 conservation hunt in Quebec—the first out-of-season hunt since 1916. The objective of the hunt is to stabilize the species' population (estimated at 825,000 individuals in the spring of 1999) and protect the habitat of this important wildlife resource. (Paul Milot 418-649-8070).

...

For complete details, visit EC's News Releases at <http://www.ec.gc.ca>

A Safe and Happy Holiday!

Holiday spirits sometimes dampen our safety reflexes which can lead to accidents. Your National Occupational Safety and Health Coordinating Team would like to remind you of a few safety practices for a joyful and safe holiday.

- Ensure your decorative lights are CSA-approved.
- Do not overload your electrical outlets.
- Water natural Christmas trees frequently—dried out trees pose a serious fire hazard.
- After unwrapping gifts, pick up the paper to avoid tripping and remove small objects which could pose a choking hazard for children.
- Clean ashtrays frequently to avoid children and house pets from ingesting cigarette butts.
- Ask guests to secure medications to prevent children from having access to them.
- Ask guests if they have any food allergies.
- Alcoholic beverages can slow the reflexes so remember to chew your food carefully to avoid choking.
- Keep pot handles out of children's reach to avoid serious burns.
- Discard empty alcoholic beverage containers to prevent children from ingesting residual content.
- Prevent slips and falls—keep your driveway and house steps clean of snow/ice.
- Dress warmly to prevent frostbite and hypothermia.
- If you drink—please don't drive. You endanger yourself, your family and others.
- Carry an emergency kit in your vehicle (booster cables, candles, matches, emergency blankets, first aid kit).
- Drive defensively—don't forget, patience is your ally.

Your National OSH Coordinating Team is always available to assist you.

Information: **Drew Heavens** (819) 997-8712.

Designed with you in mind

NATIONAL CAPITAL REGION (NCR)—There's a new calendar of training courses available for those in the National Capital Region. Recently launched by the NCR Human Resources Operations Branch, this new training tool offers:

- courses less than five days long,
- affordable prices for employees at every level.

To obtain your copy, contact your administrative officer or e-mail Francine.Bellemare@ec.gc.ca.

Information:
Renée LeBlanc
(819) 997-0641.



(L-R) Calendar creators Francine Bellemare and Renée LeBlanc. Thanks also to Estelle Gagnon, Rachel Viau, David Goods and Luc Beaudry for all their help.

Rhonda Arseneault

Bridging troubled waters



Participants at the Coastal Communities Sewage Workshop and annual ACAP conference.

Sewage may not be everyone's favourite subject, but during the Atlantic Coastal Action Program's (ACAP) Coastal Communities Sewage Workshop in October, it was all anyone could talk about.

The issue—inadequately treated sewage

The percentage of people who have sewage treatment in the Atlantic Region is only half of the national average. Most people live in rural areas where domestic waste is disposed either into septic tanks or discharged directly into natural water bodies. At the same time the regional economy is increasingly reliant on industries that require clean waterways, such as tourism and aquaculture.

The regional perspective

As a prelude to the annual ACAP conference, Bluenose ACAP hosted a Coastal Communities Sewage Workshop in Lunenburg, Nova Scotia—a picturesque coastal community that was recently designated a UNESCO World Heritage site. The surroundings showed what's at risk—Lunenburg's sustainability hinges on addressing the untreated sewage flowing into its harbour.

Regional ACAP members were joined by federal, provincial and municipal participants, politicians, private-sector consultants, members of community environmental groups, as well as staff from the Office of the Auditor General in Ottawa and the U.S. Environmental Protection Agency. A full spectrum of speakers brought to the table their own unique perspective

on the sewage treatment issue, as well as their expertise, experiences, and practical and innovative solutions.

A letter of support from EC's Minister David Anderson was also included in the registration packages, acknowledging that inadequate sewage treatment is threatening the sustainability of coastal communities, impacting human health, economic development and ecosystem integrity.

Key results

EC and ACAP are now contributing to a regional strategy for the control of municipal effluents. As pointed out by many who attended, "it's time to turn municipal wastewater treatment plans and discussions into action".

Information:

Karen Swan (902) 426-3766 or
Paula Kennedy (902) 426-9168.

News Bites...

ENFORCEMENT

In September, a joint prosecution effort by EC and Canada Customs (Windsor) resulted in a \$1,500 fine for Dale Hickson (Windsor, Ontario), who plead guilty to unlawfully exporting 14 Madagascar tree boas, 19 radiated tortoises and 4 spider tortoises from Canada—total estimated value: \$67,346. Deborah Abbott (Vancouver, B.C.) was fined \$5,000 after pleading guilty to **smuggling reptiles**, including 14 Madagascar tree boas, 26 radiated tortoises and 6 spider tortoises into Canada—total estimate value: \$82,798.



Under the same investigation, Nancy Regier

(Windsor) was fined \$6,000 in October

for **smuggling** 14 Madagascar tree boas and 14 spider tortoises (worth approximately \$84,082) into Canada. She was also fined \$2,000 after pleading guilty to unlawfully exporting two Exuma Island ground iguanas and one Angolan python worth an estimated \$40,190.

(Gerry Brunet 519-826-2106)

•••

For complete details, visit EC's News Releases at <http://www.ec.gc.ca>

YRT—getting down to work



Dominic Vezina

Introducing this year's Youth Round Table: (L-R) back: Patrick Lavergne Smith (SK), Minister David Anderson, Simon James Mitchell (NB), middle: Mia Amir (BC), Arciris Garay (NS), Sarah Bector (MB), René Coignaud (QC), Jennifer Ann Brown (SK), Arye Bertet (BC), Trent Langdon (NF), front: Naomi Tschirhart (PE), Julie Croteau (QC), Ilona Dougherty (QC), Megan Bennett (ON), and Bobbie Jo Greenland (NWT).

WAKEFIELD, QUEBEC—With energy, enthusiasm and a take-charge attitude, the members of this year's Youth Round Table on the Environment (YRTE) got their activities underway in September.

Established in 1997 as part of EC's strategy to engage youth in decision making, the YRT boasts a dynamic team of participants from varying cultural backgrounds, ranging in ages from 14 to 25. YRT responsibilities include providing input on departmental policies and programs; identifying environmental issues of concern to young people; meeting with senior officials to learn more about the department; and generating ideas to ensure continued youth involvement in as many EC programs as possible. Goals for this year include reaching and securing a broader youth audience and continuing to advise EC on the YRT's outreach strategy on climate change.

Make your activity more "youth friendly" by contacting the Youth Round Table for a consultation—they're there to help.

Information: **Trudy Seri Samuel** (819) 953-0084.

Youth Programs

Other departmental youth initiatives include the **Polaris Network**, which recognizes young people involved in environmental action, and the **Science Horizons** internship program (see page 15)

Correction

The Enforcement web page address listed in Summer 1999 edition of *Let's Talk Green* should have read <http://www.ec.gc.ca/enforce/homepage/english/index.htm>.



Polishing the silver lining

A long time favourite of Canadians from coast to coast, Environment Canada's Cloud Chart is sporting a new look for the millennium.

Like its predecessor, this new chart will allow everyone—from farmers to campers—to recognize clouds and understand the weather implications of each one.

Why change?

EC's Ontario Region wanted to build on the success of the earlier (1982) chart by refreshing the pictures and adding other types of atmospheric phenomena, such as rainbows. In the spring of 1998, a team was pulled together, and a call went out to the EC community for new cloud images. The result? Hundreds upon hundreds of pictures and electronic photos came flooding in during the summer and fall of 1998.

One of the most difficult tasks was finding the photo to use on the title page. After much debate, a print depicting a striking orange-tinged turbulent sky framed by an old tree was chosen.

What a team!

Many thanks to the multi-talented Cloud Chart team for producing this new, visually-appealing poster:

Julie Turner (Client Services, Thunder Bay)—Project Coordinator, writer, English text

Susan Edwards (Communications, Downsview)—writer, English text

Nicole Bois (Ottawa Forecast Office)—proof reader, French text

Gerard Chataigneau (Performance Monitoring and Standards Division, Downsview)—proof reader, French text

Geoff Coulson (Toronto Regional Weather Centre)—chose photos

Mike Leduc (Toronto Regional Weather Centre)—chose photos

Georgiana Chung (Client Services, Downsview)—graphic designer

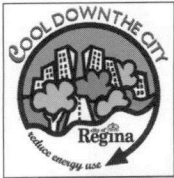
Contact:

Julie Turner (807) 346-5949.

Cloud charts for sale!

\$2 for EC employees
\$5 for non-employees
Shipping and handling extra.





City-wide coolant



Party!

Congratulations to EC Regina's Informatics and Atmospheric Environment teams (front to back (left): Ed Smith, Ron Hopkinson, Fraser Hunter, Cam Teichroeb (right) Larry Wiens, Brian Johnson and Ross Herrington) who won a pizza party for their exceptional achievements!

Environment Canada's Regina office was one of the big winners in the city's recent "Cool Down the City" challenge.

Environmentally conscience

In September, the City asked residents to explore alternate ways of transportation. Over 16,000 employees from over 35 organizations accepted that challenge and, at the same time, learned more about climate change. Over 11,000 alternative trips to or from work were completed—everything from walking, running, cycling, rollerblading, car pooling, bussing and even hitching up a horse and buggy.

EC had one of the highest participation rates (72%) and scored the highest total points for a medium-sized workplace. Other winners were Agriculture Canada-Farm Department Mediation Services (small workplace) and the Regina Public Libraries (large workplace). This spring, Regina will be providing each winning organization with a bike rack where a plaque will note their participation in the challenge.

Information: **Cristina Ruiu** (306) 780-7365.

Reaching out to Aboriginal youth

OTTAWA—Environment Canada was a key sponsor at this October's National Aboriginal Career Symposium. Aboriginal youth from across Canada were able to explore exhibits and attend seminars promoting careers in scientific fields. Three scientists from the National Water Research Institute (John Coakley, Neil Jones and Cynthia Young) shared their experiences with the young participants through two workshops, while a team of EC scientists and professionals greeted them at the kiosk.

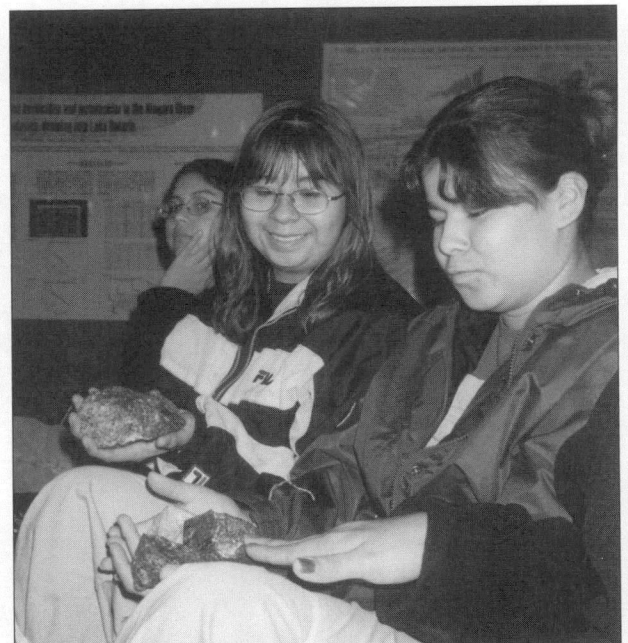
EC Kiosk Team

Jennifer Beaucaire
Denis Bourque
Paul Chamberland
Chuck Dauphiné
Kathi De
Kathy Dickson
Pat Dwyer
Michael Forbes
Lloyd Gamble
Bob Milko
Barbara Robinson
Judy Vincent
Steve Wendt
Robert Whitewood

According to Grade 11 student Ami Corbiere (Sault Ste. Marie), EC's team made an impact. "I came home from the symposium with such enthusiasm about what I was going to do when I get out of school. At the Environment Canada workshop, I learned that the area of study is large and that there are many things I can do."

Hats off to EC team members—their energy and passion for science really inspire our scientists of tomorrow—and a special thanks to Nadia Saikaly (ECS) for her support.

Information:
Marie-Claude Roy (819)997-1547.



Today, they're just examining rocks, but tomorrow these Aboriginal students might be performing analyses for Environment Canada.

Rhonda Arsenault

Broadening horizons for youth

In September, service and regional liaison officers for EC's Science Horizons Youth Internship Program got together to celebrate the success of the three-year old program and to make plans for the year ahead.

On the horizon (program)

Over 300 youth from across Canada have reaped the benefits of the Science Horizons program, obtaining meaningful work experience in projects lasting from six months to one year. Promising young scientists and post-secondary graduates receive mentoring and coaching in their future field by experienced scientists and program managers, assisting participants in creating the networks they need to find future long term employment.

YES to youth!

Science Horizons is a collaborative effort with Canadian universities, industry, provinces and territories. It falls under the Science and Technology stream of the federal government's Youth Employment Strategy (YES) and receives funding from Human Resources Development

Canada (HRDC). Internships are jointly funded—HRDC contributes up to \$12,000 and the employer contributes a minimum of 30%.

Information: **Linda Crosby** (819) 953-3083.
Web site: http://www.ec.gc.ca/sci_hor/



Rhonda Arsenault

Certificates of Appreciation were presented to the Science Horizons team for their hard work and commitment to the program. (L-R) back: Alex Bielak, Kin Mac, Liliana Gwizdkowska, Lars Juergensen, Harvey Shear, Jean-Yves Charette, Gary Dunn, Martine Allard, Adam Fenech, Sheila Eddy, Peter Blancher, Vankata Neralla, front: Ken Sato (presenter and departmental lead), Jim Gutoski, Linda Crosby and Susan Geary.

Happy holiday...

When Environment Canada's Anne Wilson left on vacation in September, she had no idea her motorcycle tour of southern Alberta and the northern U.S. would be cut short. Anne received an urgent request to get on the next plane to Ottawa, as one of 15 federal servants invited to meet with the Clerk of the Privy Council, Mel Cappe.

The Clerk, who is also the Head of the Public Service, brought together the 15 from across Canada to give him advice on how to make the federal government an exceptional workplace of choice. The result of that feedback has been incorporated in a new version of the "A Day in the Life" series, put out by the Leadership Network.

Anne, a water pollution specialist from Yellowknife, ably represented the department and the important work performed by EC researchers and scientists in the North. Some of her feedback can be viewed in the newly-released *A Day in the Life 2* publication. An electronic copy can be found at: http://leadership.gc.ca/static/dayinthelife/october1999/dayinlife_e.shtml.

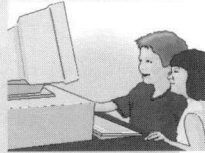
Information: **Earl Blacklock** (867) 669-4703.



Earl Blacklock

Just another 'Day in the life' for EC's Anne Wilson.

News Bites...



EDUCATION

Ontario Region's Environmental Protection Branch has an agreement with the **Toronto District School Board** to develop a curriculum to educate students about toxic substances and their impact on the environment (focusing on mercury, PCB's, lead and pesticides). The program will be field tested in early spring and will be available before the start of the next school year.

(Edwina Lopes 416-739-5863)

• • •

ENVIRONMENTAL TRAINING

Ontario Region recently presented a series of workshops designed to **increase the rate of regulatory compliance amongst federal facilities** and encourage pollution prevention measures in the federal government and First Nations. Featured were three presentations of a two-day workshop on the new CEPA Hydrocarbon regulations in Ottawa, Toronto and London, as well as a two-day "Environmental Issues Roadshow" held in both Thunder Bay and London. The roadshows featured four half-day workshops on Due Diligence, Storage Tank Requirements, Pollution Prevention and the CEPA Halocarbon regulations.

(Lawrence King 613-952-8679).

• • •

For complete details, visit EC's News Releases at <http://www.ec.gc.ca>

EC • I.P. Infonote • EC

Transferring Intellectual Property

From software to machinery, EC's research and development activities generate lots of intellectual property (IP). Once the IP right is defined and protected (using legal tools such as copyright and patents), management can explore transferring the technology, with or without commercial exploitation. The Intellectual Property Office (IPO) can help by advising on considerations and processes associated with the transfer.

Keeping our rights

If it's determined that a particular piece of IP should be freely available to the public, EC keeps its intellectual property rights to facilitate unrestricted access. The IPO then ensures proper protection of this IP and advises EC on how to retain ownership and control of the intellectual property.

Sending it out

When commercial exploitation is deemed a better choice, management can choose one of two options:

- (1) use internal resources, or
 - (2) involve a private sector partner.
- The inventors will have significant input to these decisions since they have the best knowledge of the

technology's potential applications and markets. The IPO provides support to the decision by exploring and helping to realize the outcomes of commercialization and by drafting an agreement to reflect the negotiated results.

Transfer agreements

These agreements describe the business and legal relationships and responsibilities between EC and its commercialization partner. Agreements typically address the IP being transferred, the countries in which the transfer will take place, the sharing of commercialization revenue and the protection of the IP. The IPO and the managers concerned will draft the agreement based on negotiations with their partners, and when necessary, will engage legal services for assistance.

IP transferred from Environment Canada is aimed at improving the environment and possibly generating significant revenue. The IPO can advise inventors and managers on methods to protect and commercialize EC's valuable IP rights to support either or both of these outcomes.

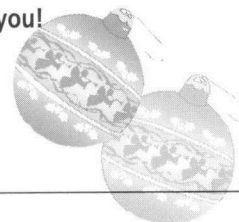
Information:

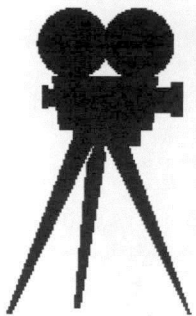
Pat Wirth (819) 954-7470.



Our thanks to...

all those who will be "on-call", performing shift work, or working in a 24/7 unit during the holiday season—their contribution during this period often goes unnoticed. On behalf of all of us at EC, a very special thank you!





Coming attractions!

Did Isabelle Goulet and Alain Chevalier ever dream they'd be starring in a big screen film? Not a chance—but the two Emergency Officers from the Quebec Region will soon be doing just that.

Last September, a production company was preparing a documentary for the Canadian Pavilion at the 2000 World exhibition in Hanover, Germany. They needed a 30-second segment highlighting Canadian expertise in environmental emergencies and soil decontamination. So they approached Claude Rivet (Chief, Environmental Emergencies) who was enthusiastic about the idea and happy to recommend Isabelle and Alain for the part.

The finished multimedia presentation will lead visitors through a 7,500 square metre Canadian journey where they will learn how our environmentally conscious nation has become a technologically advanced society. The creators are preparing a multi-sensory interactive experience using multi-projection, lighting and sound effect technologies. Plunged into a universe created with 3D pictures, visitors will travel through a river made with more than 500 television monitors and illuminated transparent pictures installed under the floor. Hanover 2000 is an event not to be missed!

Information: **Hélène Perrault** (514) 496-6976.



EC's Isabelle Goulet—waiting in the wings.

Hélène Perrault



"What am I getting myself into?" (L-R) Alain Chevalier and Isabelle Goulet (Emergency Responder Services) suit-up for the big show.

Hélène Perrault

Expo 2000 in Hanover, Germany, with its theme *Humanity, Nature and Technology*, is shaping up to be the most gigantic and spectacular international exhibition ever, surpassing even Montreal's Expo '67 and Sevilla's Expo '92. It will run from June 1st to October 31st, 2000.

Managers-in-the-making



Rhonda Arsenault

(L-R) MTP participants Grant Hogg and Daniel Laroche discuss their career plans with program coordinator Melita Link.

NATIONAL CAPITAL REGION—Environment Canada is pleased to welcome two new Management Trainee Program (MTP) participants, Grant Hogg and Daniel Laroche.

A four-year program, MTP recruits university graduates with strong management potential. Participants, through a variety of departmental and central agency assignments, acquire the skills and experience needed to become highly qualified managers. Managers hosting trainees on assignment also reap rewards—they benefit from motivated and innovative team members with a range of experience. Grant and Daniel, both sponsored by Corporate Services and presently working in the Corporate Management and Review Directorate, are counting on putting their science degrees to good use here at EC.

Information: **Melita Link** (819)994-5243.

HR web site: http://infolane.ncr.ec.gc.ca/~hr/exmgmt/mtp_e.html

Environmental Technology Centre

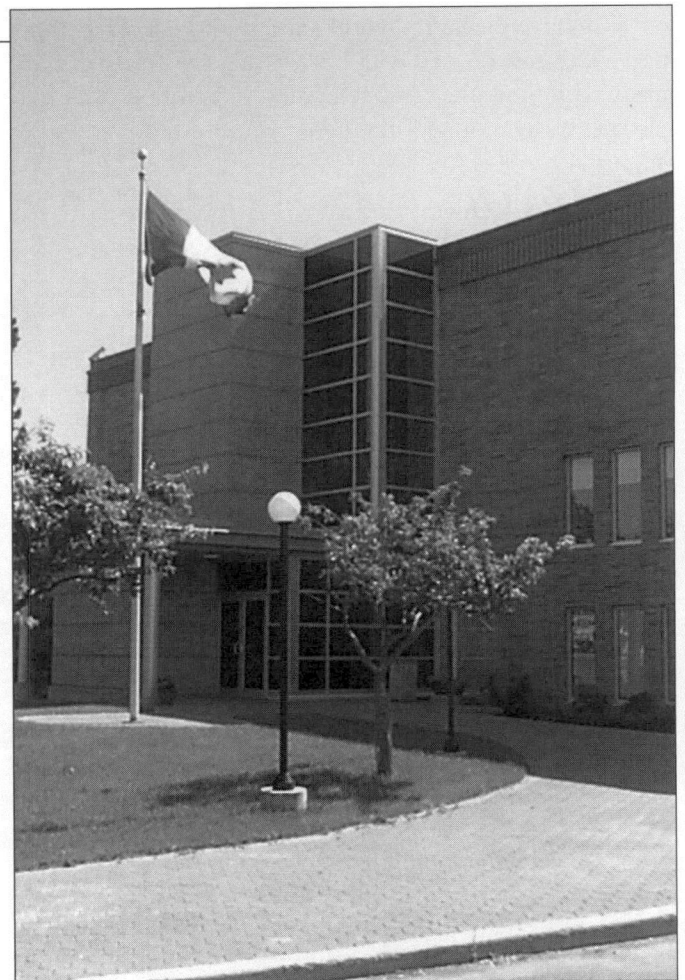
Centre-wide accreditation only months away

GLOUCESTER, ONTARIO. In September, two auditors from the Standards Council of Canada/Canadian Association for Environmental Analytical Laboratories Accreditation Program conducted an on-site visit at the Environmental Technology Centre (ETC) to assess its analytical chemistry operations.

In preparation for the audit, ETC expanded the scope of its accreditation from 11 test methods conducted by one division to a Centre-wide system which now includes 35 test methods performed in three different divisions. The Centre was assessed against the Canadian national standard on laboratory competence which is based on an international technical standard, ISO/IES Guide 25.

Presently working towards meeting the required actions identified by the auditors, ETC expects to receive its Centre-wide accreditation from the Standards Council of Canada early in the year 2000. This initiative is congruent with ETC's stated quality policy and provides verifiable data to its clients, both nationally and internationally.

Information: **Alka Steenkamer** (613) 990-9647.



The Environmental Technology Centre, Gloucester, Ontario

Reflections in the water

You can see amazing things when you gaze into the water. At least that's the case if you visit the Biosphère's newest exhibition, *Water Reflections*. Featuring 30 paintings and more than 540 drawings, the exhibit showcases art produced by up and coming artists and Montreal-area students, aged 7 to 13, as part of an educational activity aimed at making them aware of the importance of water.

Each piece in this unique collection was produced entirely under water, using a technique developed by André Laban, a close colleague of Captain Cousteau. Visible behind a thin curtain of water, the pictures are presented in a giant mosaic, allowing the public the same view as when they were produced.

Information: **Suzanne Blais** (514) 496-8285.



Creating an underwater masterpiece for the Biosphère's Water Reflections exhibit.

Biosphère hours:

10:00 am to 5:00 pm,
Tuesday to Sunday.

Closed: December 25, 26 and
January 1 and 2.

Lots to see

Water Reflections runs until April 2, 2000, along with *A Rendez-Vous with Cousteau*, a presentation of diving equipment, exploration crafts, photographs and films of the legendary Captain Jacques-Yves Cousteau.

UCS—working for you!

Progress on the Universal Classification Standard (UCS) is being made all across the country. One of EC's UCS teams reports on their experiences working on this system.

NATIONAL CAPITAL REGION (NCR)—Wondering what happened to that UCS work description that appeared on your desk earlier this year? If you're in the NCR, it and 1,600 others are being reviewed and evaluated by a classification committee of middle management volunteers, HR advisors or consultants. In fact, these committees have already reviewed and evaluated 1,525 positions (95%)—an average of 5.5 positions per day, each day, for three months!

An evaluator's perspective

"After three days of intensive training on the use of UCS, I was assigned to a

committee made up of three members, each bringing different subject knowledge, expertise and work experience. We were provided work descriptions void of any identifying information. Our task? To review and evaluate them, and finally to agree on a rating. This required a very good grasp of all UCS elements and gave rise to some hot discussions. Our main difficulty was making sure the committee was

applying each element consistently as our knowledge and experience grew. All in all, the committee process worked well and I feel we have a good start on all the work to be done in implementing this new classification system."

Information:
Dennis Bourque
(819) 953-4804.



(L-R) Elaine DuWors, Mary Ann Bednar and Lloyd Gamble—just one of the many teams working on UCS job descriptions.

Rhonda Arsenault

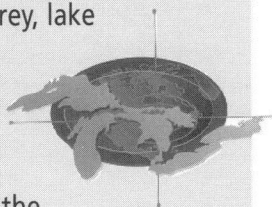
News Bites...

POLLUTION PREVENTION

According to the Third Report of Progress Under the Canada-Ontario Agreement Respecting the Great Lakes Basin Ecosystem, the **Great Lakes are cleaner** today because of efforts by industry, communities and governments.

As a result, osprey, lake trout and bald eagles have returned to the area—an indication that the Lakes are cleaner than they have been in 50 years.

(John P. Fraser 819-997-1441)



• • •

Canadians are encouraged to use safer, cleaner and more efficient **wood-burning stoves and fireplaces** through 'Operation Burn Clean' which has 'Renewing an Old Flame' as the campaign theme. Wood stoves and fireplaces using advanced technology produce a more stable fire, use less wood, and cut pollution by up to 90%. The program—developed by EC, Natural Resources Canada and private industries—encourages consumers, who heat their homes with wood, to upgrade to an EPA/CSA clean-burning certified model.

(James Collins 416-739-4921)

• • •

For complete details, visit EC's News Releases at <http://www.ec.gc.ca>

Putting the house in order

Federal buildings and activities account for a sizable 10% of all ozone depleting substances (ODS) used in Canada. This summer, EC enacted new regulations that will help protect Canadians and their environment from harmful ultra-violet rays.

Before July 1999, federal ODS regulations only covered the phase-out of exports, imports, production and certain uses. Previously, provincial regulations had been developed for the private sector. Now the federal house is governed by regulations comparable to those of the provinces. Releases of ODS and their halocarbon alternatives (hydrofluorocarbons and perfluorocarbons) are now prohibited and there are new requirements for recovery and recycling, training, preventative maintenance and for purge equipment performance standards. The new regulations were the last federal house regulations developed under section 54 of the old *Canadian Environmental Protection Act* (now substantially re-written).

Compliance promotion, enforcement and monitoring activities are the next order of business—watch for the new compliance guidelines, coming soon.

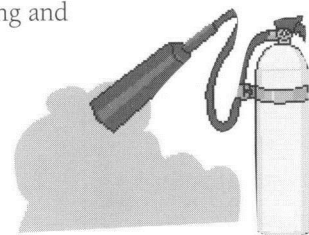
Information: **Alex Cavadias** (819) 953-1132.

"It's important that the federal government set a good example in it's own operations. We can't tell people to do as we say, and not as we do. Our practices in handling these harmful substances will improve considerably. The EPS team that developed the regulations did a terrific job."

—Vic Shantora,
DG, Toxics Pollution Prevention Directorate

ODS are getting better

The new regulations cover substances most often used in refrigeration, air conditioning, fire extinguishing and solvent cleaning systems—substances which were formerly considered a modern necessity, but whose benefits are now outweighed by their harm to the ozone layer. The new regulations will minimize releases, and apply to all facilities that are owned by the federal government or which fall under federal jurisdiction.



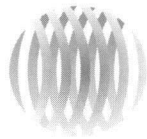
The world looks at wetlands

About 14-16% of Canada's surface is covered by wetlands. From bogs to coastal marshes, Canada's wetlands are crucial to wildlife, fisheries and the Canadian economy. Each year, approximately \$20 billion is derived from natural resource products (forest woods, shellfish and commercial fisheries, peat, wild rice), recreational hunting and fishing, shoreline and water quality protection, flood control and nature appreciation.

Yet, wetlands are disappearing at an alarming rate, being destroyed or degraded by everything from urban expansion and harbour development to agricultural drainage. Over 70% of wetlands present 100 years ago in many parts of southern Canada have now disappeared.

International action

A national and international network of government, non-government, university, and industry have partnered to present

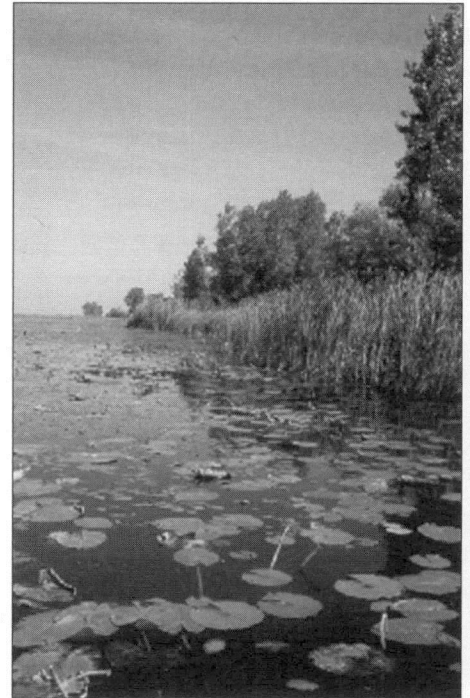


Québec 2000

the *Québec 2000 Millennium Wetland Event*, to be held in Québec City from August 6-12, 2000. The event hopes to foster the understanding and sustainability of the world's peatlands and wetlands by promoting positive interactions by international stakeholders in wetland and peatland science, policy, management and wise resource use and regulation. The symposium expects to draw over 2,000 experts who will help chart a course for wetland sustainability the world over.

Supported by the Millennium Partnership Fund as an official Government of Canada Millennium Event, this event is also receiving financial and resource support from Environment Canada. Staff from Ottawa, Ste-Foy, Burlington and elsewhere are participating and working on the Organizing Committee.

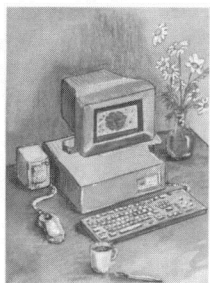
Full details can be found at <http://www.cqvb.qc.ca/wetland2000/> or e-mail: cqvb@cqvb.qc.ca.



Canadian wetlands are disappearing at an alarming rate.

Information:

Clayton Rubec (819) 953-0485 or
Allan Crowe (905) 336-4585.



Libraries for the new millennium

Times are changing, and EC's Libraries in Burlington and Downsview are changing right along with them. The facilities recently implemented a new Y2K compliant, bilingual and Web-accessible library system. Users are invited to visit the following sites:

Inside EC's firewall

Burlington: <http://131.235.234.9>

Downsview/Dorval: <http://142.97.232.60>

You can also use the respective library web sites to access these catalogues.

Outside EC's firewall

Downsview/Dorval: <http://199.212.19.41>

Burlington: <http://199.212.19.42>

Using Canadian-made software

The Ontario Region libraries made 'BestSeller' software their industry standard—this change guarantees continuous service and ensures that all library data is converted and available for the new millennium.

Information: **Eve Dowie** (905) 336-4530 or

Christine Curtis-Welke (905) 336-4984

(Canada Centre for Inland Waters Library, Burlington).

Maria A. Latyzsewskyj (416) 739-4828 or

Roberta McCarthy (416) 739-5702

(Environment Canada Library, Downsview).



Awards Awards Awards Awards

EXTERNAL RECOGNITION

The 1999 **Prime Minister's Award** was recently presented to EC's **George Finney** (Regional Director, Environmental Conservation Branch, Atlantic Region). George was a key player in the development of many of the continent's best wildlife conservation programs, including the North American Waterfowl Management Plan. He was a visionary behind the creation of The Western Hemisphere Shorebird Reserve Network, this hemisphere's first migratory bird conservation program. George was also an important participant in a new joint conservation plan for North American sea ducks, and was instrumental in the establishment of the Atlantic Canada Conservation Data Centre and the Cape Jourimain Nature Centre in New Brunswick.



(L-R) George Finney and the Right Honourable Prime Minister Jean Chrétien

15-Year Service Awards were presented to **Richard Turle** and **Ron Halman** (Analysis and Air Quality Division), **Jacqueline Bélanger** (Microwave-Assisted Processes Division), and **Richard Scroggins** (Methods Development Section).

Headquarters—PVM

The Strategic Priorities Directorate recently awarded **25-Year Service Awards** to long-time employees **Janet Fewster** (*Let's Talk Green*), **Debbie Joanisse** (Information Technology Planning and Coordination), **Ron Lysen** (on assignment with Real Property and Security) and **John Rutenberg** (Programs Secretariat).

ENVIRONMENTAL PROTECTION SERVICE

Environmental Technology Centre

Michel Souigny (Emissions Research & Measurement Division) received an **Achievement Award** for his outstanding work on the opacity meter verification program. His work has been an invaluable tool for the province of Ontario's vehicle opacity testing program and opacity technology manufacturers.

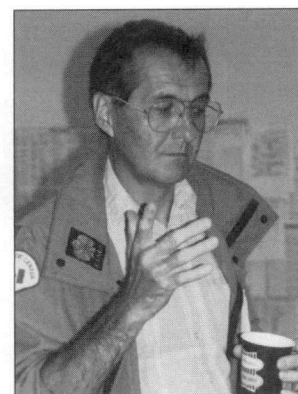


Edgar Lachance

Merv Fingas (Emergencies Science Division), **Ian Rigden** (Emissions Research and Measurement Division) and **Ron Moodie** were recipients of their **25-Year Service Awards**.

QUEBEC REGION

Claude Rivet (Chief, Environmental Emergencies, Quebec Region) is a recent recipient of the **Leadership Award for Diversity**. Claude has had many leadership roles during his 20 years with Emergencies, his most recent achievements including the staffing of visible minorities into the Emergencies Branch and hiring both men and women into positions considered 'non-traditional' for their gender. His leading vision continues to enhance employment equity at EC.



Claude Rivet

Environment Canada

Breda Nadon (Pollution Prevention and Toxic Substances Control Division), Quebec Region's first female engineer, received her **25-Year Service Award**.



Breda Nadon



Awards Awards Awards Awards

ONTARIO REGION

Geoff Hutchison, (Managing Director of the Hamilton International Airport, HIA) accepted EC Ontario Region's **Pollution Prevention Award** in recognition of the airport's participation and success in EC's Pollution Prevention Demonstration Site Program. The HIA project works on changing or modifying various operational activities to reduce the risk or impact of pollution and conserve energy in an airport facility. So far, their initiatives have reduced the use of hazardous materials and the volume of hazardous wastes generated; reduced the risk of spills; increased environmental protection; improved workplace health and safety, and spawned an awareness of how everyday operations can have an impact on the surrounding environment.



Tony Gariano

(L-R) Geoff Hutchison (Hamilton International Airport) with Ontario Region's Dale Cameron (Manager, Federal Programs Division).

A new program...

Saluting 15 years

A new **15-Year Service Award** for Federal Government employees was recently introduced. All Public Servants who met this milestone (on or after May 28, 1998) are eligible. For more information or to apply for this award, please contact your Recognition Program Coordinator:

National Recognition Coordinator:

Lynne Houde (819) 994-5257

Environmental Protection Service: **Ann Aris** (819) 953-7273

Environmental Conservation Service:

Nancy Bow (819) 994-2916

Corporate Services (National Accommodation):

Suzanna Erasmo (819) 994-1185

Human Resources: **Francine Bellemare** (819) 997-8715

Policy and Communications:

Lorraine Godard (819) 953-5213

Atlantic Region: **Eric Barnaby** (902) 426-1919

Quebec Region: **Sylvie Morneau** (418) 649-6558

Prairie & Northern Region: **Sandy Vermette** (780) 951-8664

Ontario Region: **Candi Zell** (416) 739-4583

Pacific & Yukon: **Keith Perry** (604) 664-9167



Upcoming Events

January 18-22

Delta Chelsea Hotel, Toronto, Ontario

6th Annual Ecological Monitoring and Assessment Network's (EMAN) National Science Meeting

e-mail: eman@cciw.ca, Web: <http://www.cciw.ca/>

February 7-8

Canada Centre for Inland Waters, Burlington, Ontario

Thirty-fifth Central Canadian Symposium on Water Pollution Research,

Contact: Suzanne Ponton, Water Quality Research Journal of Canada, National Water Research Institute, PO. Box 5050, Burlington, Ontario L7R 4A6, Tel.: (905) 336-4884, Fax: (905) 336-6444

February 15-17

Canada Centre for Inland Waters, Burlington, Ontario

The W5's of GIS in Environment Canada—A National GIS User Workshop

Contact: Brian Yee (306) 780-5342, Fax: (306) 780-7614, email: brian.yee@ec.gc.ca,

Web: <http://www.cciw.ca/green-lane/geomatics/workshop.html>, On-line registration: <http://www.cciw.ca/green-lane/geomatics/reg-form.html>

March 22-24

Vancouver, British Columbia

Globe 2000—6th Biennial Conference & Trade Fair on Developing the Business of the Environment.

Tel: (604) 775-7300, Fax: (604) 666-8123

e-mail: info@globe.apfnet.org, web: www.globe.ca

May 14-19

Waterloo, Ontario

Fourth International Conference on Science and the Management of Protected Areas (SAMP4 IV)—Learning from the Past, Looking to the Future.

Contact: Stephen Lauer (519) 622-9362, Fax: (519) 622-4035, e-mail: stephen@prioritygrow.on.ca, Web: <http://landscape.acadiau.ca/samp4>

August 6-12, 2000

Québec City, Québec

Québec 200 Millennium Wetland Event

Contact: e-mail: cqvb@cqvb.qc.ca,

Web: <http://www.cqvb.qc.ca/wetland2000>

More upcoming events can be found at:
http://www.ec.gc.ca/conf/conf_e.cfm

News Bites...

ENFORCEMENT

A four year investigation by EC and others has charged 13

American hunters with 60 hunting related offenses.

Charges were laid under the *Manitoba Wildlife*

Act and the federal *Migratory Birds Convention Act*, while charges under the *Immigration Act*, and other Manitoba statutes are pending. The initial tip-off came from Manitoba's "Turn In Poacher" telephone line, which led officers to hunters with gross over-limits of migratory birds and other offenses.

(Joe Buker 204-983-5263)

• • •

PEOPLE

EC's Dr. Merv Fingas has been appointed to the oil and chemical spill section of the **United States National Academy of Sciences**. His work will include sitting on science review committees for spills and preparing special reports on the fate and behaviour of oils. Non-Americans are rarely chosen for this three year position—Fingas is the first Canadian appointed to this portion of Academy work.

(Dr. Merv Fingas 613-998-9622)

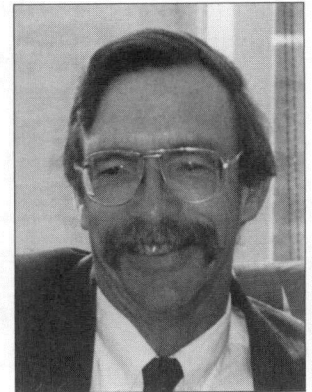
• • •

For complete details, visit EC's News Releases at <http://www.ec.gc.ca>



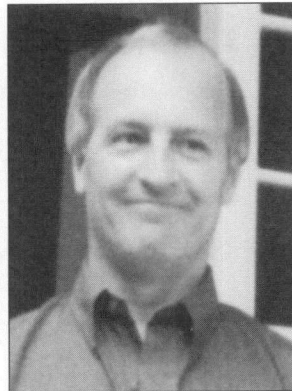
Retirements

He may have 'bought the farm' several years ago, but now, after 25 years with the Federal Government (23 with EC), **Jim Armstrong** is going into farming full-time. Jim recently retired from the Commercial Chemicals Evaluation Branch (CCEB) where he spent the last 17 years. Over his career he worked for the Fishery and Forestry Department, the Waste Management Branch and the Air Pollution Prevention Directorate. During his retirement, his plans consist mainly of farming, implementing a farm machinery museum and writing to the Environment Minister to 'get back' at his CCEB colleagues. No doubt he will be very busy.



Jim Armstrong

Dominique Dore



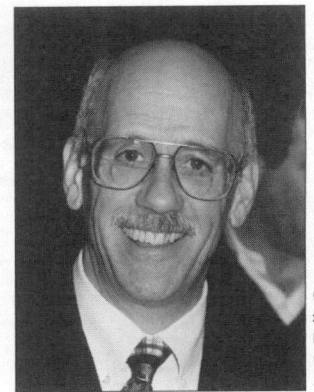
Raymond Brazeau

Nicole Châteauneuf

Known as someone who could 'get things done', **Raymond Brazeau** has retired after 23 years with EC. Raymond spent much of his career with the Material and Contract Management as Chief of Procurement and Contracting Services.

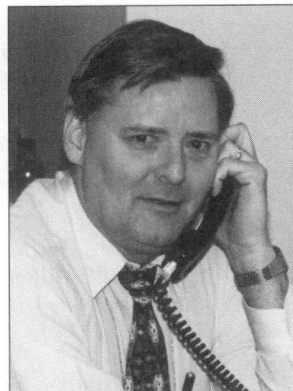
1971 and held a number of Director positions relating to reduce, reuse and recycle. Good luck George and remember, *PC Bees* are really sons of bees which consume both energy and honey, but thanks to your marathon efforts they can neither fly nor be landfilled.

George Cornwall retired in December and took with him probably the best private collection of departmental documents on where all the waste has gone. George joined the department in



George Cornwall

Let's Talk Green



Harold Humber

Mylène Guilbeault

When **Harold Humber** began his career, he only made \$175 per month. When he retired—after 35 years in the Public Service—he was making a whole lot more! Starting out at Transport Canada, Harold moved on to Air Services School in 1964 and arrived in Finance in 1966. In 1980 he began a two year assignment with AES, where he stayed until being appointed Acting Director in the Finance Directorate and then Director, Financial Planning and Resource Analysis Branch in 1992.