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Volume 59 Issue 14



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July 23, 2020

**INSIDE**  
This Issue



Two officers promoted from 1 MP PI Page 4



Summer means posting season underway Page 4



Focused on Base summer events Page 8

# BGen Dave Awalt honours 1RCHA soldiers



## Shilo Stag

Initially signed and prepared for presentation in 2018 and 2019, these military commendations were presented recently to six of seven military members at 1RCHA.

3 Cdn Div DComd BGen Dave Awalt, during a Friday afternoon visit to 1RCHA, presented the seven commendations. He did apologize for the tardiness of the presentations, noting some of the recipients have been promoted since their actions led to being recommended for the commendations.

"We have to do a better job of presenting these," he offered, adding 3 Cdn Div needs to visit CFB Shilo more often in the future.

3 Cdn Div commendations 1RCHA soldiers received were signed by 3 Cdn Div Comd BGen Stephen Lacroix, while the Canadian Joint Operations Command (CJOC) Commendation was signed by Comd LGen Michael Rouleau. The lone Commander Canadian Army commendation was signed by Canadian Army Comd LGen Wayne Eyre.

Welcoming BGen Awalt and DRSM CWO Daniel Sembalerus to CFB Shilo were A/CO Maj Scott Youngson, the 2IC once incoming CO LCol David Brassard arrives in August, and A/RSM MWO Jason Tomlinson.

See **BGEN** page 3

3 Cdn Div DComd BGen Dave Awalt looks on as Capt Keun Woo Kang's daughter runs across the "parade" area outside of 1RCHA during an awards and honours ceremony.

Photo Jules Xavier/Shilo Stag



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The Shilo Stag is produced every second Thursday.

Deadline for submissions is the Thursday prior to the week of publication. Submissions can be sent to the Stag via email at [stag@mymts.net](mailto:stag@mymts.net), dropped off at the Stag office located in CANEX or via Inter-base mail.

**Submitting articles and photos for print:**

- Please submit articles as a MS Word Document.
- Include the author's full name, rank, unit and contact information.
- Include photos with your articles whenever possible, however, do not embed photos in word documents.
- Please submit photos as high resolution jpegs (if scanned 300 dpi), digital images or in hard copy format.
- With photos, include a cutline which names the individuals in the photo; what's taking place; and the name, rank, and unit of the photographer.



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# MP PROMOTIONS

Two military members from 1 MP PI Shilo received new stripes at Base HQ from BComd LCol Jeff Lyttle: Sgt Brandon Morgan (right) and MCpl David Giesbrecht, who had his stripes attached by wife Chelsey.

*Photos Jules Xavier/Shilo Stag*

# Library re-opens with new protocols

## Shilo Stag

Going to the library won't be the same during this COVID-19 pandemic now that the Base venue re-opened following its closure March 13.

"Patrons must use hand sanitizer upon entering the library and they must sign in," acknowledged Shilo Community Library librarian Patricia Wells.

"The two-metre [six-foot] distancing applies. Masks are

not required at this time and there is a five possibly six [if a family] patron limit in the library at any time."

What about handling books during a library visit?

"When taking an item off the shelf, but choosing to not take it out of the library, the patron must place said item on the small book cart at the front of the library instead of placing it back on the shelf," she explained.

If you have questions about using your Base library contact Wells at 204-765-3000 ext 3664.

# Are mosquitoes causing you grief?

## Jules Xavier

### Shilo Stag

Itchy? Mosquitoes driving you crazy in the Q-patch?

You hear from friends in Winnipeg or Brandon that city workers there are fogging to negate the hungry mosquitos in those urban environments.

But what about CFB Shilo? To answer that question, your Stag editor asked Maj Duncan Cornish — OC Real Property Operations Unit (West) - Detachment Shilo (RPOU-W Det Shilo) what about this Base's summer mosquito problem?

"Currently, we are looking into how to get this done here," he offered. "In and around 2004, there was a Brandon and Area committee that Base Environment sat on.

"At that time, the Base Surgeon, working with the Base Commander, was the lead for determining when and if spraying was to occur."

Maj Cornish added, "Currently, mosquitoes are on the Integrated Pest Management Plan, but we are working with Base Environment to figure out who the authority for spraying rests with. Both RPOU and the Base get that this is an issue currently and are working towards a solution."

Meanwhile, CANEX manager Rick Kehler and his team can help locally. CANEX does have a good supply of Deep Woods Off and other bug repellents which you might be used to applying while camping at your favourite provincial park or at one of Manitoba's popular national parks — in a wilderness setting, not in your backyard at home.

**Shilo Theatre**  
(Located in the General Strange Hall)

UNTIL FURTHER NOTICE DURING THIS COVID-19 PANDEMIC, THERE WILL BE NO FREE MOVIES SHOWING

Doors open at 6:15 p.m. Movie starts at 6:30 p.m.  
For more info, call the community recreation office at 204-765-3000 ext 3317/3588

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OR  
look for our logo at a local business and ask about their military discount.

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Bdr Ironman



Sgt Kennis



Capt Gresl



Maj Michelsen



Sgt Desroches



Sgt Fischer

# 1RCHA sergeants provide assistance at Roger's Pass MVC scene

## From the front

Here are the recipients of the commendations presented during an outdoor awards and honours ceremony following COVID-19 presentation protocols:

In recognition of Bdr Nathaniel Ironman's community involvement with the Sioux Valley Dakota Nation chapter of the Bear Clan Patrol since 2018, he received a 3 Cdn Div Command Team Commendation. As a volunteer and founding member of the Bear Clan Patrol, he used traditional indigenous practices to provide strength and stability to his hometown in the midst of a crisis related to the community's health and well-being. With B Bty, Bdr Ironman's volunteer work positively shaped community progress and brought great credit to 3 Cdn Div.

Sgt Dustin Desroches and Sgt Robert Kennis both received a 3 Cdn Div Command Team Commendation. On Dec. 29, 2018, then MBdr Desroches and Sgt Kennis of 1RCHA responded to, and aided in controlling, the scene of a tractor trailer accident between Revelstoke and Roger's

Pass, BC. With the support of other military members on scene, Sgt Desroches immediately treated the driver's injuries, contacted 911 to report the motor vehicle collision (MVC), and completed an effective handover to Emergency Services upon their arrival, bringing credit to 3 Cdn Div. At the MVC scene, Sgt Kennis secured the area while assessing the dangers, supervised the recovery of the driver, and was also part of the handover to Emergency Services.

Capt Keun Woo Kang also garnered a 3 Cdn Div Command Team Commendation in recognition of his investment as a Designated Assistant on two occasions during the fall of 2018. As a CAF representative to the next of kin, and the next of kin's ambassador to the chain of command, Capt Kang provided exceptional support to the members and their families during an emotional time, while keeping his Chain of Command fully apprised as each situation evolved, ensuring the needs of the families were treated as priority at all times. Capt Kang's dedication to duty brought credit to 3 Cdn Div.

Sgt D.R. Fischer received his CJOC Command Com-

mendation while deployed to Latvia from August to November 2017 as part of Canada's contribution to the enhanced Forward Presence Battle Group. As the Supply Technician then as MCpl Fischer with Z Bty, he superbly planned, executed, and tracked equipment transfers and demonstrated the Canadian Armed Forces' fire support capability on the international stage. He also assumed responsibility for developing Z Bty's deployed Defence Resource Management Information System, which not only set the conditions for success for this initial rotation but for subsequent rotations as well. His exemplary dedication and technical expertise reflected great credit upon him and CJOC.

Another CJOC commendation was presented to Capt Charles Gresl. Then MWO Gresl was deployed to Latvia from August to November 2017 as part of Canada's contribution to the NATO deterrent in the Baltic. As the Z Bty BSM within the Enhanced Forward Presence Battle Group, he fos-



3 Cdn Div DComd BGen Dave Awalt looks on as Capt Keun Woo Kang and his family pose for a commendation photograph at 1RCHA during the awards and honours ceremony. *Photos Jules Xavier/Shilo Stag*



3 Cdn Div BDomd BGen Dave Awalt inspects the 1RCHA commendation recipients alongside A/CO Maj Scott Youngson, A/RSM MWO Jason Tomlinson and DRSM CWO Daniel Sembalerus.

tered strong esprit de corps and was key to the planning and execution of the battery's deployment, making it ready to conduct live-fire exercises within two months. His superb leadership and vast technical expertise reflected great credit upon him and CJOC.

Maj Trevor Michelsen, who works out the RCA Museum, was the lone recipient of a Commander Canadian Army commendation presented by the Canadian Army Comd LGen Eyre. His CCA commendation read "from August 2016 to present, Maj Michelsen has been serving as the Regimental Major for the Royal Regiment of Canadian Artillery. During this time, he demonstrated outstanding dedication and initiative in the preservation of the RCA's heritage and traditions. Through his efforts, long forgotten traditions have been brought back anew and new initiatives have been furthered that bring the Corps into the 21st Century, bringing credit to the Canadian Army."

## Is living in military housing the right move for you?

The Canadian Forces Housing Agency is preparing military housing so it is safe and ready for your move this Active Posting Season.

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# COVID-19 pandemic requires changes for military moving

## Stag Special

Are you posted?

Canadian Armed Forces (CAF) members and their families preparing for a posting move this year have many more things to think about, as public health recommendations and CAF guidelines around COVID-19 precautions have an effect on what is in itself a busy and detailed process.

CANFORGEN 072-20 takes into account many of the restrictions and changes CAF members from CFB Shilo will have to consider during this year's posting.

Before beginning any of the planning and work for a posting, members will need to have a posting message and the "green light" from their chain of command.

They will need to register with Brookfield Global Relocation Services (BGRS) and familiarize themselves with their policies and entitlements.

What about move planning for soldiers during this COVID-19 pandemic?

There have been some adjustments in BGRS' service delivery as a result of the COVID-19 outbreak. You will continue to have access to a solid support network and many resources to assist you throughout the phases of your relocation.

BGRS will be your first point of contact, via the BGRS app or email through the Member Secure Website.

BGRS will continue to provide essential services limited to advance of funds, payments for home closings, essential travel arrangements and providing guidance for the essential movement of Household Goods and Effects.

However, they will not offer individual planning sessions or chat until further notice.

In the meantime, DRBM is reaching out to members with an invite to join group teleconferences to provide an overview of the website and answer some questions.

They have also put together a relocation assistance document to ensure a basic understanding of relocation benefits. This document is available in both official languages and may be found on the CFB Shilo intranet page, "Posting-Related Information."

BGRS has created an online video titled Overview of the Member Secure Website (MSW), which explains the contents of each tab and what members need to do in order to book a trip, request an advance, submit a claim, etc.

This video, along with numerous other tools, may be found on the lower right quadrant of the Member Secure Website dashboard, as well as in the Knowledge Centre tab.

In order to not be out of pocket for an extended period while waiting for claims to be processed, it is recommended members request advances.

You may wish to request the maximum allowable advance at the beginning of your planning. However, it is possible to request more than one advance for the same purpose item if you find your original advance was not enough.

What about registering with BGRS?

It could take up to five business days from the date of the posting message for the member to be able to register with BGRS.

Members are required to register with BGRS within 21 days of receiving their posting message. If not, their account may automatically be deleted from the BGRS system.

When you first open the [www.bgrsguide.bgrs.ca](http://www.bgrsguide.bgrs.ca) website,



During the summer months on the Base you can't miss the large moving vans parked out front of a PMQ as workers either unload items for someone moving in, or load for a family posting out.

Photo Jules Xavier/Shilo Stag

select REGISTER and enter your e-mail address. A pop-up will state a confirmation e-mail has been sent; you do not need to open that email in order to complete the registration process. Simply select NEXT and follow the steps.

While you are waiting for access, you are still able to review the program using the link at the top center of the main page. Click on CAF Relocation Program Overview. This will open a detailed guide the member may download and refer to.

For married service couples, only the member whose cost move it is will be able to register. If you are unsure, the last three numbers of the move number are the same as the member's service number.

Anyone having difficulties registering with BGRS should

## POSTING SEASON '20

contact the relocation coordinator for assistance. In order to expedite the process, members are not required to go through their chain of command.

When contacting the relocation co-ordinator, provide first and last name, change of strength date, move number. Include your posting message. Confirm the proper website is used [www.bgrsguide.bgrs.ca](http://www.bgrsguide.bgrs.ca)

What about planning your move?

Things to consider when deciding on actual move dates:

- Closing/march-out date at origin;
- Number of days for travel — 500 kilometres per day, maximum 600 kilometres on the final day;
- Necessity to self-isolate;
- Possession date at destination;
- and, the member's report for duty date will normally be the day after arrival at destination. If there is a requirement to self-isolate, this date will be the day after isolation ends. This must be approved by both the losing and gaining units' chain of command.

For house hunting trips (HHTs) and destination inspection trips (DITs) within the province, the member's commanding officer is the authority.

Anyone requesting to travel beyond Manitoba borders re-

quire L1 approval from your chain of command.

It is strongly recommended members proceed unaccompanied on HHT/DIT to minimize the risk of COVID-19 exposure.

As many businesses remain closed or are opening slowly with social-distancing in place — specifically schools, doctors' offices and daycares, it should be the exception dependants travel with members for HHT/DIT this year.

Not all provinces/territories — or even specific municipalities — consider an HHT/DIT as travel for essential military duty and still require a period of self-isolation before commencing the HHT/DIT.

It is up to the member to verify before submitting an HHT/DIT request to their chain of command. If a member decides to take dependents and are forced to isolate, all additional costs may be at the member's expense.

As a rule, CFB Shilo members requesting HHTs will be supported for the individual member only. Accompanying dependents, or cases in which a spouse must travel alone, will be supported by exception, the reasons for which the member must justify.

For assistance, members should refer to [canada.ca/en/department-national-defence/campaigns/covid-19/dit-hht-local-community-conditions-info.html](http://canada.ca/en/department-national-defence/campaigns/covid-19/dit-hht-local-community-conditions-info.html)

For domestic postings, the following options are available in lieu of an in-person HHT:

- Member proceeds to new post unaccompanied for up to six months, conducts HHT after change of strength date, entitled to "return to assist";
- Member requests authority for Imposed Restriction (IR), where dependants and household goods and effects remain at previous post;
- Apply for a PMQ/RHU;
- Virtual accommodation search — purchase or rental. Member remains entitled to all the same benefits as if they were in-person, except for travel-related expenses;
- HHT after change of strength date. If unable to conduct an HHT before this date, the member is required to submit a request through the relocation co-ordinator seeking authority before departing.

For OUTCAN postings, the following options should be considered in lieu of an in-person HHT:

- Virtual HHT — for continental United States destinations only — to search for rental accommodations;
- HHT after change of strength date for all OUTCAN locations. If unable to conduct an HHT before change of strength date, the member is required to submit a request through the relocation coordinator seeking DCBA authority.

What about booking your move?

The Furniture and Effects Section (F&E) will facilitate the contract with the moving company to move your household goods and effects.

A minimum of two weeks notice is required to book a move. It is important to book moves early, and when enough information is available to help facilitate a door-to-door move.

Should you require a move in under two weeks, contact your F&E Section ASAP.

F&E will need a completed D4443 form, along with a copy of your posting message — or CFIRP form provided by the Release Section, if releasing.

See **WHAT** page 5

# What do military members do entering destination province?

From page 4

The D4443 may be found on the BGRS guide, or through the Department of National Defence (DND) forms catalogue. It will only be accepted if a loading date is provided.

Military members are expected to be flexible when choosing a loading date and should seek advisement from F&E. Hypothetical loading dates as “place holders” in order to conduct the pre-move survey earlier will NOT be accepted.

Members do not necessarily need a destination address at the time they submit their D4443. As situations vary, contact F&E should you be unsure.

Members will receive an email — to their civilian e-mail address — to confirm their loading date. They will also be given the pre-move briefing package. Phone numbers for all F&E offices may be found in this package.

Once the move has been booked, the moving company will contact the member to schedule their pre-move survey, to be conducted in-person or over the phone.

You must inform F&E should you or a member of your family exhibit any COVID-19 symptoms, have tested positive for COVID-19, are awaiting for COVID-19 test results prior to or during your move, or have recently — within the last 14 days — come in close contact with someone who has experienced any of the above.

This is being reviewed by DMCCS.

What about entering your destination province? Upon entry to another province, members may be required to self-isolate for a period of time. As each province/area differs in this respect, members leaving Manitoba will need to contact their destination chain of command or sponsor to determine their requirements.

It is highly recommended members initiate contact with their destination Base prior to their loading date.

Contact your destination F&E office upon your arrival. Should you be required to self-isolate at destination, the F&E office will advise you of your options. Your F&E may be put in Storage in Transit (SIT), or you may be asked if someone can accept your F&E on your behalf. Members releasing may not be entitled to SIT. Requests for SIT may be made to DCBA through CFB Shilo's IRP representative.

Upon completing your move, obtain your FEAMS report



from your destination F&E office. Upload this to your BGRS account, as it confirms your moving dates.

Are there COVID-19 specific entitlements during this posting season?

- If required to self-isolate at destination — only for the actual move, not HHT — the 14 days are to be claimed as part of your Travel to New Location benefits;

- Upon arrival at destination, or once self-isolation is complete, the period of Interim Lodgings, Meals and Miscellaneous (ILM&M) commence;

- Members are automatically entitled to 10 days of ILM&M at full rate — 30 days for moves outside of North America — these days are on top of the five days allotted for pack/load/clean/unload/unpack;

- If the member conducts their HHT after their arrival at destination, they are entitled to an additional 10 days ILM&M at full rate — five for HHT, five to arrange the move;

- If required, the member may request an additional 20 days of ILM&M at 65 per cent of the meal rate — 15 days for moves outside of North America.

*Note: There is no incentive for not taking an HHT.*

The Relocation Directive remains the policy manual for all relocation benefits. If you have incurred reasonable expenses resulting from exceptional circumstances or demands that do not appear to be covered by the relocation policy, submit a request to the relocation coordinator at your

gaining unit/ base.

Things to consider:

- Pay close attention to specific country/provincial/territorial/municipal restrictions of your destination;

- Even if the military member is exempt from provincial/territorial isolation guidelines, family members might not be;

- If crossing provincial borders where there are specific restrictions, the military member may request a freedom of movement letter from their chain of command. A template may be found in CANFORGEN 072/20;

- Download the CAF App (iOS and Android): it is a great tool with lots of information, including access to all CANFORGEN messages.

Due to the fluid situation related to COVID-19, we request everyone remains flexible as policies and procedures are changing in real time. If at any point in the move process you have questions or encounter problems, engage your chain of command as early as possible so we can do everything in our power to assist you with the goal of ensuring the smoothest transition possible.

Key websites you might want to visit:

- Relocation directive: [www.canada.ca/en/departement-national-defence/corporate/policies-standards/relocation-directive/2018.html](http://www.canada.ca/en/departement-national-defence/corporate/policies-standards/relocation-directive/2018.html)

- House hunting trips and destination inspection trips information on local community conditions: [www.canada.ca/en/departement-national-defence/campaigns/covid-19/dit-hht-local-community-conditions-info.html](http://www.canada.ca/en/departement-national-defence/campaigns/covid-19/dit-hht-local-community-conditions-info.html)

- BGRS member secure website: [www.bgrsguide.bgrs.ca](http://www.bgrsguide.bgrs.ca)

Here are your CANFORGENS which are available on the CAF app:

- CANFORGEN 072/20 - RELOCATION PLANNING IN RELATION TO COVID-19

- CANFORGEN 052/20 - COMPENSATION AND LEAVE ENTITLEMENTS IN RELATION TO COVID-19

- CANFORGEN 049/20 - ACTIVE POSTING SEASON 2020 DIRECTION IN RESPONSE TO COVID-19

All of the above references along with additional resources may also be found on the CFB Shilo intranet page, Posting-Related Information. This page may be found by entering 'BGRS' in the Gwd search tool.

## Lieutenant shares his experience navigating posting season

Lt JP Reil  
Shilo Stag

After more than a decade working at CFB Shilo and previous time at CFB Esquimalt, BC, and CFB Gagetown, NB, during my CAF career, I'm now posted east to an RCAF location at 17 Wing Winnipeg.

It's posting season — one with a difference as we experience the COVID-19 pandemic — so I thought I would offer some helpful tips for single members now planning a move to another military workplace.

We often associate the summer months as the time when military families pack up and move to new Bases/Wings to fulfil new duties.

However, single members often do not get seen moving around. We tend to think of single members living in barracks or a small apartment.

These members usually have only their kit and they can simply pack up and move on to that new posting.

But if they are renting a Residential Housing Unit (RHU) — PMQ for old-school military members — then they'll have appliances which will make their move more complicated.

Having moved from almost coast-to-coast during my career, I have had some experience with moving appliances and buying and selling homes as a single person.

I would like to share a few tips to help make your move a little easier.

If you're considering moving out of single quarters (SQ) — have a budget. Know what you can afford so you don't become a burden.

Look at what's available. Sometimes it's easier to rent an apartment than an RHU as you can see what it looks like online.

While applying for an RHU may be more practicable as you're living on Base, you may not get what you've asked for or you could learn a home for a single person may not be any available. This will mean you are put on a wait list.

As well, you won't know what the RHU looks like until you see it and sign for it — unlike an apartment off the Base.

If you're considering buying, obtain pre-approved financing — this is a crucial step. A decade ago when I was posted to CFB Gagetown I didn't do this.

I thought, “I have no debts. I make decent pay, this should be easy.” Turns out, I wasted three days during my House Hunting Trip (HHT) while getting approval from the bank.

Getting pre-approved is also a confidence motion for the realtor. It makes their job easier as they now know what you can afford.

If you're looking at a condo — like I have now — be aware of your province's Condo-



Lt JP Reil

minium Act. In Manitoba, there's a seven-day cooling off period where the buyer can walk away from an offer without penalty.

Also, condos are usually harder to sell than regular homes. Be prepared to sell at a loss if it helps with the offer.

You can be reimbursed for this, especially if it's a depressed market. Be mindful of tax implications if you claim this benefit.

If you're buying a home, be aware of the possibility of having a dual residence if you can't sell it when you're posted again. There are some benefits to having dual residence, though it is stressful as now you're a landlord.

This happened to me when I was posted to CFB Esquimalt from CFB Gagetown.

Moreover, be familiar with entitlements during your move. Even if you're moving into SQ at your new Base, you may be entitled to a Destination Inspection Trip (DIT).

As you have secured your new residence, this gives you an opportunity to scout your new Base or Wing for three days — take advantage of this if you qualify for one.

Due to COVID-19, be aware of current restrictions at your new place of duty which can complicate your move. This is especially crucial if you are posted to the east coast, Quebec and Ontario, as those provinces have different self-isolating protocols in place versus current changes in Manitoba.

If you are moving into SQ at your new place of duty and you don't need all of your kit, check to see if Central Material Traffic Terminal (CMTT) can ship it for you, instead of renting a trailer yourself.

This can help take a load off your shoulders and make your move a little easier economically. You will need a financial coding for this service which should be on your posting message.

When you have your posting message, make sure to contact Base Traffic — Furniture and Effects (F&E) — at local 3628. The Traffic Technicians will be able to assist you with your move regarding your furniture or unaccompanied baggage — whichever the case maybe.

While single members may have an easier time moving without family or furniture/appliances, it can still be a stressful experience.

Have a plan, don't rush things — although it can't be helped sometimes — and importantly, engage your Chain of Command.

**Editor's note:** Lt Reil is a former sergeant in the Met Tech trade with 1RCHA, but has re-mustered and is looking at a change in his CAF career, choosing to pursue a job as a PAO. He was posted to 17 Wing Winnipeg this summer.

## BASE STANDING ORDER

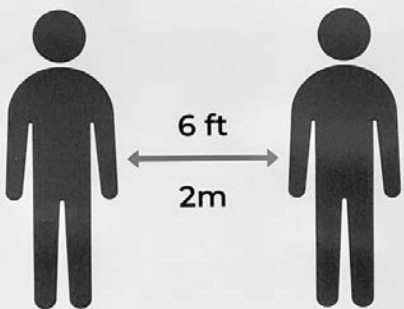


BSO 3.6 All persons operating a bicycle within the confines of CFB Shilo shall wear a certified helmet. Bicycle passengers including those in trailers, where permitted, shall wear a certified helmet. The MP PI Comd may authorize the temporary seizure of a bicycle where the operator fails to wear a helmet.



**PLEASE PRACTICE PHYSICAL DISTANCING**

STAY AT LEAST 6 FEET (2 METERS) AWAY FROM OTHERS AT ALL TIMES



The safety of our staff and customers is our top priority

Thank you for your cooperation



## Gunner Arena used for COVID quarantine

Military members returning to CFB Shilo after vacationing in Eastern Canada will quarantine themselves at Gunner Arena for 14 days. Meals will be served on the premises, where soldiers have a cot, table and free WiFi in their 10-foot bubble. Smoking tents are provided outdoors adjacent to the arena, with laundry pick-up also available once they arrive to self-isolate. Gym equipment and DWAN access has also been provided.

*Photos Jules Xavier/Shilo Stag.*



## Prevent COVID-19 spread among soldiers

### Stag Special

The Canadian Armed Forces (CAF) is following expert advice from the Public Health Agency of Canada (PHAC) and taking precautions to protect our people and to prevent further spread of the virus.

These precautions include the following:

- CAF members rigorously practice good hygiene, including washing hands for at least 20 seconds.
- When CAF members deploy, they will have the proper Personal Protective Equipment (PPE) such as masks, eyewear, or gloves.
- While performing their duties, if CAF members cannot avoid being within 2 metres of one another, they will wear appropriate protective gear.
- CAF members are dispersed, and undergo 14-day isolation before and after deployment on operations.
- Our ships will remain at sea when they return home so that the sailors onboard do not come into contact with the virus.
- DND/CAF asks their personnel to disclose their potential exposure to COVID-19.
- Anyone who develops flu-like symptoms within 14 days of travel to a country experiencing COVID-19 or who comes into contact with someone infected with the virus is asked to seek medical care promptly.

# <https://bkk.cfmws.com/shilopub>

Due to COVID-19, an online booking system has been developed for General Strange Hall (GSH) facilities and services. This is to help ensure physical-distancing and control attendance numbers within the CFB Shilo facilities. An online profile and account must be created to access the online booking system. This will allow GSH account holders to book facilities and services within the GSH.

How do you book a GSH facility?

- There is a limit of two bookings per day. Note: although your booking is for an hour and 15 minutes, the last 15 minutes is reserved for proper cleaning of the equipment and to allow your group to exit the facility without interactions between you and the next booking.
- No back-to-back bookings of the same facility spaces is permitted. Example: you cannot book two sessions in the weight room, but you can book one in the weight room and one in the cardio room directly after.
- After booking a facility online you will receive a pending confirmation e-mail for your booking. A review of your booking will be done to ensure it conforms to regulations. Once the review is completed, you will receive an e-mail confirming your booking(s).

## CAF releases policy defining, addressing hateful conduct

### Stag Special

The Canadian Armed Forces (CAF) has released a new policy framework in the form of a Defence Administrative Order and Directive (DAOD) which addresses harassment, violence and discrimination, including hateful conduct, within the institution.

Racism and discrimination exist and they continue to surface in violent and very tragic ways as has been witnessed with the violence experienced by Black and Indigenous persons recently in the news.

This has prompted a discussion about where Canada is as a society in terms of respecting the dignity of every person, without prejudice based on race, colour, national or ethnic origin, or other prohibited grounds.

Equality is a human right; respect and dignity for all are core values of Canada. We must foster a safe and healthy workplace for all members of the Defence Team which means upholding the Canadian Human Rights Act.

It is unacceptable for a CAF member to participate in an activity or have membership in a group or organization that is connected with hate related criminal activities, and/or promotes hatred, violence, discrimination, or harassment on the basis of a prohibited ground of discrimination as defined in the Canadian Human Rights Act.

Although a Military Police report for 2013-18 cited that some CAF members were involved in incidents related to

hate/racism during that period, discrimination, including systemic racism, continues to exist in the organization, and it is completely unacceptable.

We also know from Statistics Canada research studies that often incidents related to hate/racism may be under-reported by the victims due to fears of retaliation or the perception that no action being taken to hold the perpetrators accountable.

Racism, discrimination, bullying and micro-aggression in any form damage are harmful to an individual, and also undermine the organization's operational effectiveness.

The new DAOD addresses these behaviours and also defines what constitutes hateful conduct. The new policy framework provides a path forward to addressing unacceptable behaviour, with the goal of eliminating it from within the organization.

The Chief of the Defence Staff (CDS) Gen Jonathan Vance has made it clear that hateful conduct will not be tolerated within the CAF.

Military Personnel Command Comd Vice-Admiral Haydn Edmundson is on record as stating that hateful conduct, be it through words or actions, is completely incompatible with CAF ethics and values.

"The women and men who serve in the Canadian Armed Forces are held to the highest standard for their professional and personal conduct and are expected to exemplify Canadian values, including respect for diversity, whether they are here at home or abroad," he said.

"Any instance of misconduct by a member diminishes our authority as a force for good in Canadian society, and around the world. Every member of the DND/CAF Team has a part to play here as we seek to eradicate racism and bias in all their forms, whether conscious or unconscious."

He added, "We will listen, we will learn, we will act go-

ing forward; we expect measurable progress as we seek change."

The military and civilian leadership of the Defence Team are jointly coordinated efforts so that there is a shared understanding of the new policy framework for everyone within National Defence.

National Defence remains committed to increasing the representation of visible minorities, Indigenous peoples, women and people with disabilities both in numbers and in senior leadership roles.

Leaders are engaged and having discussions with representatives from our Employment Equity Defence Advisory Groups (DAG) which included the Defence Visible Minority Advisory Group, the Defence Indigenous Advisory Group, and the Defence Women's Advisory Organization, Persons with Disabilities, and the Defence Team Pride Network.

In addition to substantial training and awareness campaigns, the Integrated Conflict and Complaint Management (ICCM) program assist CAF members and civilian personnel to identify, translate, and communicate the harmful effects of these behaviours between individuals and within DND workplaces.

The CAF is also implementing a new system which will allow for systematically tracking and monitoring any suspected incidents of hateful conduct within the organization.

It will also have access to subject matter expertise through a network of researchers who specialize in radicalism and the extreme right in Canada and internationally (MINDS webpage).

Every member of the DND/CAF Team has a part to play here as we seek to eradicate racism and bias in all their forms, whether conscious or unconscious.

We will listen, we will learn, we will act going forward; we expect measurable progress as we seek change.

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# SHILO IN FOCUS



Sarah Fowler from the GSH delivers gym mats to be used at Gunner Arena for soldiers in quarantine.

Photos Jules Xavier/Shilo Stag



Father Capt Joachim Nnanna enjoys an ice cream at Forbidden Flavours while celebrating a birthday celebration for colleague Capt Daniel Walton.



Cpl John Psallidas from 1RCHA serves up MacDonald's breakfast sandwiches during the Jr Rank's coffee break as part of a drive-thru event.



Former 2PPCLI supply tech Cpl Si Tang received his Officer Cadet rank from his wife during a ceremony at Base HQ.



Now retired RPOU-W Det Shilo worker Danny Hogan grabs a copy of his favourite newspaper.



1RCHA's HQ Bty BC Maj Melissa Marshall and mess manager Patsy Marion serve Capt Brian Wiltshire QDOBA's rice and beans bowl at the Officers' Mess during a drive-thru lunch event. Marion checks with MPs (below) stopping by for Mary Browns for lunch.



1RCHA's HQ Bty BC Maj Melissa Marshall provides Wok Box for Capt Ryan Binkley at the Officers' Mess drive-thru lunch event.



A member of the Jr Ranks gives a thumbs-up while enjoying Mary Browns lunch for the first drive-thru event for the mess. Looking on at the front of the line mess manager Patsy Marion, who tracked which military members attended.



## COVID-19 UPDATES for CFB SHILO

### [www.facebook.com/ShiloSTAG/](http://www.facebook.com/ShiloSTAG/)