

CF Medallion for Distinguished Service:

City of Calgary **Mayor David Bronconnier**, for outstanding leadership demonstrated when Calgary hosted the NATO Allied Command Transformation/U.S. Joint Forces Command Concept Development and Experimentation Conference; November 2004.

Mrs. Diane Laurin, for outstanding leadership and vision demonstrated in guiding the transformation of the CF Grievance Board; 2000 to 2005.

CF Unit Commendation:

430 Escadron tactique d'hélicoptères, for outstanding contribution to *Op HALO* in Haiti; March to August 2004

Senior promotions and appointments

The following appointment has been approved:

Rear-Admiral Drew Robertson, promoted vice-admiral and appointed Chief of the Maritime Staff at National Defence Headquarters (NDHQ).

Colonel / Captain (Navy) promotions, appointments

CDS Gen Rick Hillier has approved the following promotions and appointments:

Colonel Anthony Ashfield, appointed Canada Command HQ J4; Ottawa

Capt(N) Dave Banks, appointed Director Logistics Services; NDHQ

Col Peter Atkinson will be appointed executive assistant to the CDS; NDHQ

Col David Barr, appointed commander designate Canadian Special Operations Forces Command; Ottawa

Lieutenant-Colonel Tony Battista, promoted colonel; on advanced training list

Capt(N) Serge Bertrand, appointed to the CF Transformation Team; NDHQ

Col Michael Cessford, appointed to the CF Transformation Team; NDHQ

Col James Cottingham, appointed commanding officer (CO) Aerospace Warfare Center; Trenton, Ont.

LCol Michel Desgroseilliers, promoted colonel; appointed Air Reserve deputy advisor, Chief of the Air Staff; NDHQ

Col Yvon Desjardins, appointed Director Ethics Programme; NDHQ

LCol Donald Dixon, promoted colonel; remains Deputy Provost Marshal, National Investigation Services; NDHQ

Col Pat Dowsett, appointed Director Air Staff Coordination; NDHQ

Col Michel Duhamel, appointed chief of staff UN Stabilization Mission in Haiti; Port au Prince, Haiti

Capt(N) Mark Eldridge, appointed acting Director General Information Management Project Delivery; NDHQ

Col Steven Fash, appointed Director NDHQ Secretariat; NDHQ

Col Pierre Fargues, appointed Canada Command HQ Chief of Staff; Ottawa

LCol Patrick Gleeson, promoted colonel; appointed Deputy Judge Advocate General/Regional Services; NDHQ

Capt(N) Nigel Greenwood, on advanced training list

Commander Chris Henderson, promoted captain (navy); appointed Director Public Affairs Planning and Media Liaison; NDHQ

Col Bert Herfst, appointed Deputy Judge Advocate General Operations; Ottawa

LCol Chris Judd, promoted colonel; appointed commander 31 Canadian Brigade Group; London, Ont.

LCol Christian Juneau, promoted colonel; appointed Director Land Strategic Planning; NDHQ

Col Cheryl Lamerson, appointed Director Military Human Resources Requirements; NDHQ

Col Tom Lawson, appointed to the CF Transformation Team; NDHQ

LCol Greg Loos, promoted colonel

Col Dean Milner, appointed Director Army Training Land Force Doctrine and Training System; Kingston, Ont.

Cdr Steve Moore, promoted captain (navy); appointed CF Provost Marshal; NDHQ

Col Brian O'Rourke, on advanced training list

Col Bernard Ouellette, appointed Director Group Management Support; NDHQ

Cdr Colin Plows, promoted captain (navy); appointed Canada Command HQ J3; Ottawa

Col Christian Rousseau, remains Director General Military Engineering/J3 Engineers; NDHQ

LCol Kirk Shaw, promoted colonel; appointed project manager - Air Mobility Systems; NDHQ

Col Alan Stephenson, appointed special assistant Deputy Chief of the Defence Staff; NDHQ

LCol Paul Taillon, promoted colonel; appointed CF Campaign Plan Advisor; NDHQ

LCol Christopher Thurrott, promoted colonel; appointed commander Joint Support Group; Kingston

Col Alain Tremblay, appointed to the CF Transformation Team; NDHQ

Key Land Force Command appointments

Chief of the Land Staff Lieutenant-General Marc Caron is pleased to announce the following key appointments for Land Force Command

LCol Daniel Bouchard, appointed CO 4 Air Defence Regiment

Major Peter Brown, appointed CO 56 Field Regiment

Maj James Lambert, appointed CO 2 HQ Signals Squadron

Major Gary Whelan, appointed CO 1 HQ Signals Squadron

Chief Warrant Officer Michael Hornbrook, appointed chief warrant officer Land Force Doctrine and Training System Non-Commissioned Member Professional Development System; Kingston

IM Group

Mme Patricia Sauvé-McCuan, Acting Assistant Deputy Minister (Information Management), is pleased to announce the following appointment:

CWO Anthony Fequet, appointed chief warrant officer Information Management Group

Military judges

Col Kim Carter and **LCol Mario Dutil** have been re-appointed as military judges.

These announcements were made in December 2005. Consult Canadian Forces General Messages (CANFORGENs) 188/05, 191/05, 192/05, 194/05, 197/05 and 199/05 at http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/2005/intro_e.asp.

Question Corner

CF personnel and unions

Q: Is there a union for CF personnel? Who looks out for us when it comes to salaries and benefits?

A: CF personnel may not form or join a union for the purpose of collective bargaining with the Government of Canada. The unique terms and conditions of military service justify this provision. However, the government has taken a number of steps to ensure that your rights are safeguarded even though you are not a member of a union.

Your pay and benefits are tied to those negotiated by the Public Service Alliance of Canada for its members, under the guidance of a joint Treasury Board/DND advisory group. That's why, for example, the announcement of your 2004/2005 pay increase was delayed – while the increase was retroactive to April 1, 2004, the announcement could not be made until labour negotiations were complete and new contracts were ratified. The wait ensured that your pay increase equitably reflected that of members of the federal public service.

Members of a union may file grievances. You, as a member of the CF, have many avenues by which you may pursue solutions to problems. Alternative dispute resolution, DND and CF harassment complaint processes, DND and CF grievance processes, tribunals,

court adjudication, and the services of the independent Ombudsman for National Defence and the CF – all are available to you.

Director Human Rights and Diversity (DHRD) [formerly Directorate Military Gender Integration and Employment Equity (DMGIEE)] continuously monitors employment equity, diversity, and other human resource-related issues, and makes recommendations for improvements. The Directorate of Quality of Life continuously monitors a range of QOL issues and makes recommendations for improvements.

So, although you may not join a union, the services, processes and expertise available to you—and working 24/7 on your behalf—combine to provide you with the same sort of support system as union members enjoy.

You do have the right to join associations, provided that those associations do not undertake activities that contravene defence regulations.

> Read Canadian Forces General Message (CANFORGEN) 076/00 and references at http://vcds.dwan.dnd.ca/intro_e.asp for information.

> For information about alternative dispute resolution, consult Defence Administrative Orders and Directives (DAOD) 5046-0 at http://admfincs.mil.ca/admfincs/subjects/daod/intro_e.asp, and visit <http://hr.dwan.dnd.ca/adr-marc/> or telephone 1-888-589-1750.

> Visit www.forces.gc.ca/hr/harassment/ or <http://hr.dwan.dnd.ca/harassment/> for information about the DND/CF harassment policy. If you believe you are being harassed, telephone 1-800-290-1019 from anywhere in North America, or 1-800-290-1019 from outside North America.

> To learn about the CF grievance process, consult the *National Defence Act* at <http://laws.justice.gc.ca/en/N-5/>; Queen's Regulations & Orders Volume I, Chapter 7 at http://admfincs.mil.ca/admfincs/subjects/qr_of_intro_e.asp; and the CF Grievance Board at <http://cfgb-cgfc.gc.ca/index-e.php> or at 1-877-276-4193.

> For information about Director Human Rights and Diversity (DHRD) [formerly Directorate of Military Gender Integration and Employment Equity (DMGIEE)], go to http://hr.dwan.dnd.ca/dmgiee/engraph/home_e.asp or telephone (613) 996-8057.

> Visit www.forces.gc.ca/hr/QOL/ or <http://hr.dwan.dnd.ca/hr/QOL/> or telephone (613) 996-1919 for information about the Directorate of Quality of Life (DQOL).

> Visit the Ombudsman for DND and the CF at www.ombudsman.forces.gc.ca/main_e.asp or telephone 1-888-88-BUDMAN (1-888-828-3626).