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# aski

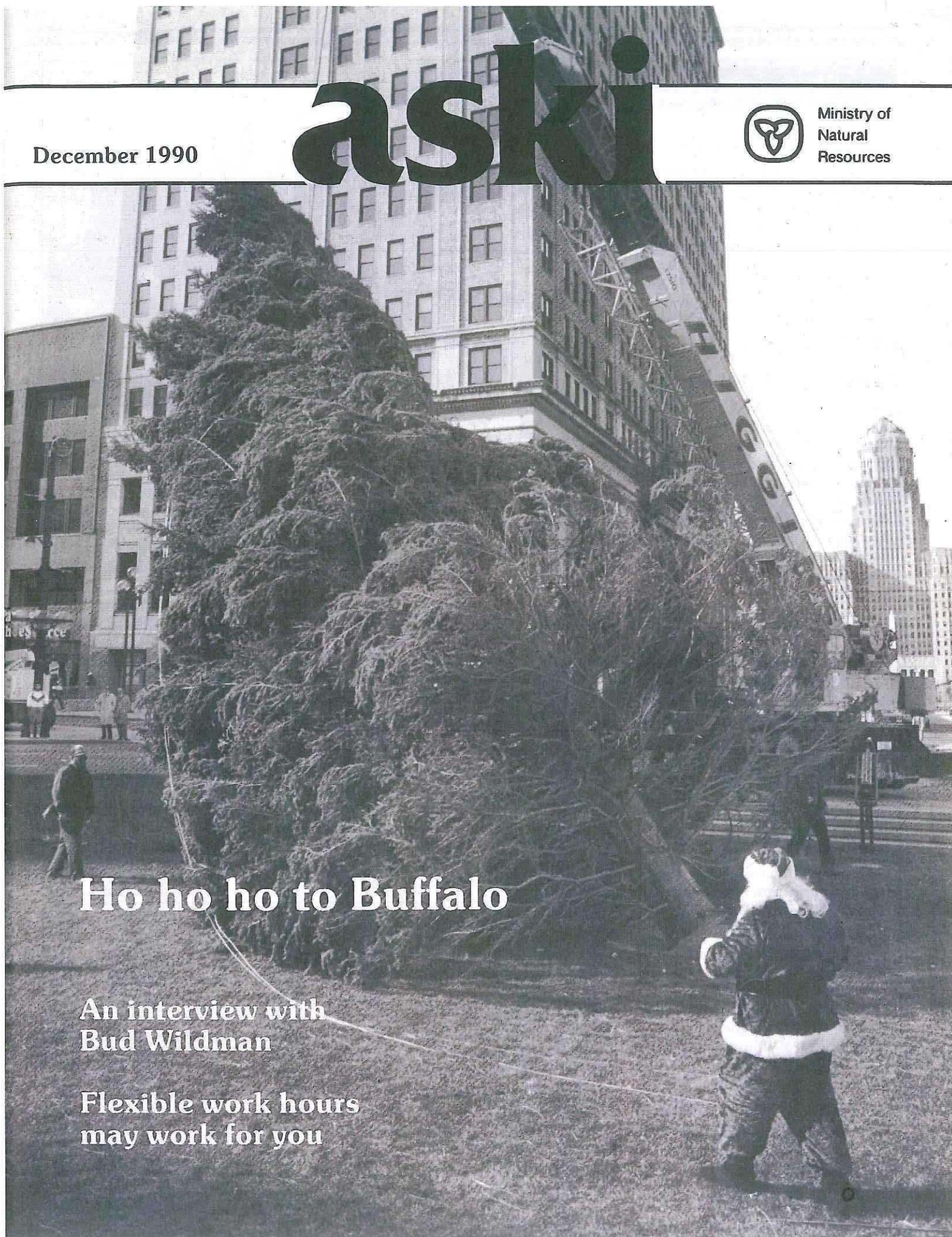


Ministry of  
Natural  
Resources

## Ho ho ho to Buffalo

An interview with  
Bud Wildman

Flexible work hours  
may work for you





## This issue

### Canoeing on the job

For centuries it was the main means of transportation in what is now Ontario. Today, the canoe is regarded by most Ontarians as strictly a recreational vehicle. But as Temagami district information officer Geoff Lee tells us (page 13), for some MNR staff the canoe is indispensable to their jobs and won't likely be replaced.

### More partnership praise

Working in partnership with the public is the direction for the '90s. On page 12 read about a working group in northwestern Ontario that came to a consensus on the location of access roads. In another part of the province, a wetland owner has had such success in working with MNR, that she now conducts field trips through her land for local naturalists (page 16).

### Work that works

Flexibility is the key to finding working arrangements to meet special needs. We've highlighted just two in this issue — job-sharing and permanent part-time (page 17).

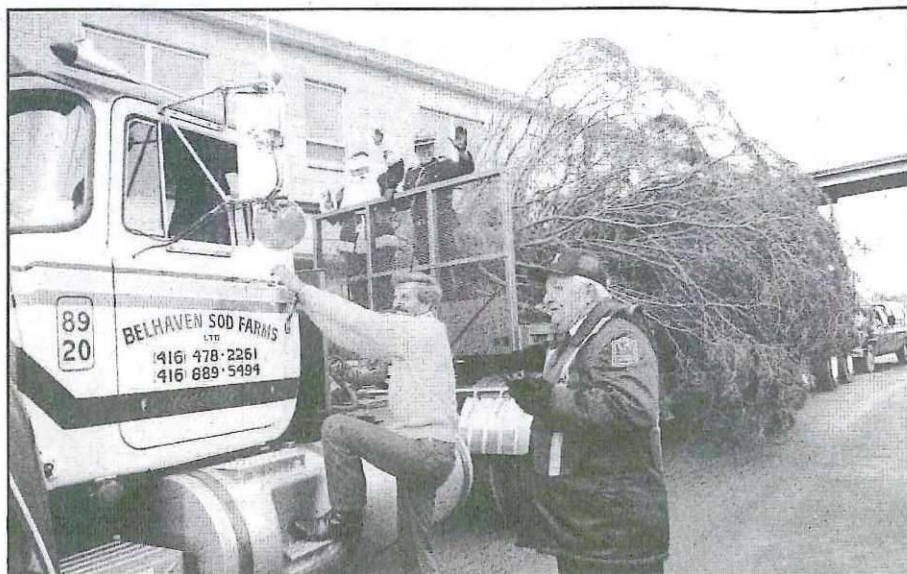
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## A Buffalo Christmas tradition

by HUGH WILLIAMS

On a Friday afternoon in mid-November, the sixth annual Canadian-American Friendship Tree crossed the Peace Bridge into Buffalo, New York. Escorted by the OPP and Buffalo police, and with Santa and a Royal Canadian Mounted Police officer on board, the tree made its way through the city streets to Lafayette Square.

Ontario's annual gift to the people of western New York state has become a valued tradition which demonstrates international friendship. MNR has organized and sponsored the event for the past four years.

After the 15-metre white spruce, taken from the Haliburton area, is raised and anchored at Lafayette Square, the organizers in Buffalo have one week to string over 5,000 lights and several hundred ornaments in preparation for the tree lighting ceremony, held the evening following the American Thanksgiving.

Several thousand people attend the tree-lighting event each year, or watch it live on any of the local news broadcasts. Ontario Consumer and Commercial Relations Minister Peter Kormos officiated at the ceremony this year, representing Natural Resources Minister Bud Wildman.

The event is about international friendship, but it is also about children. The local school children prepare the ornaments for the tree. Children talk to Santa, and children throw the switch to light up the tree at the event. And it is the children who will ultimately grow up remembering the special tree and the province next door that donated it.

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# An interview with Minister Bud Wildman

*Shortly after taking office last September, Minister Bud Wildman spoke with Bruce Malloch of Communications Services Branch about his new job.*

*How will you be known officially as minister? Are you going to be the Honourable C. J. Wildman, or are you going to be just plain Bud Wildman?*

It's a combination — officially I'll be the Honourable Bud Wildman.

*How did you get the name Bud?*

When I was a kid I didn't like my real name, and I guess I was a friendly guy, so people called me Buddy.

*What was going through your head the night of September 6 when the NDP won its majority?*

Well, by the end of the election campaign I had come to the conclusion that we probably had a very good chance of winning a minority government, but I never expected a majority. I have worked a long time, and hard, for the success of the party and deep down I had come to the conclusion that it was unlikely the party would win a majority government in Ontario. So it was a really marvellous, tremendously exciting, wonderful experience on election night.

*How did you feel the day you were sworn in as Minister?*

I found it a tremendously humbling experience. It was a very emotional day, a celebration of a new beginning. It was a culmination of the work and desires of a lot of very dedicated people who have worked many many years. So it was, as I said, rather hum-

bling that I would be one of the people who would participate as a minister in the first New Democratic Party government in this province.

*What are some of the qualities you feel you bring to the job?*

Hard work, and determination to show that I'm worthy of the confidence the people of Ontario and the Premier have put in me. I hope that I'll earn the confidence of the people in the ministry. I'm determined to do that. I represent a resource-based area where issues relating to forest management, fish and wildlife, tourism, proper management of the forest as an ecosystem, and the need for sustainable development are very important. I think those people in the ministry who have dealt with me over the years — albeit as an opposition member — will know that I'm as concerned as they are for proper resource management.

*How will your government differ from past governments?*

We intend it to be a people government — open, honest and responsive to people's needs. It will be a government that consults and listens to what the people of Ontario want, and a government that is prepared to be frank when we don't have the answers — to admit we don't have the answers.



Bud Wildman

*It's a big transition from being in opposition to being a Cabinet Minister. You're smiling. How has it gone so far?*

Well, I'm suffering from information overload.

*Too many briefings?*

There is a lot to learn. Maybe I'm on the way to wisdom, because I think wisdom is knowing how little you know. I am certainly learning that. I've had a lot to do with the Ministry of Natural Resources over the years. I've come to recognize the dedication and the competence of the people who work in MNR and their concern for proper resource management. In that sense, too, I found it a little humbling that I should now be the person who is leading that very competent and expert group of people.

*What do you consider are the greatest challenges facing the ministry right now? What are some of the key issues?*

In the immediate term, of course, we have the challenge of the recession. Forestry is the largest employer, single employer, direct and indirect in this



province and the lumber industry and the pulp and paper industries are in very serious trouble right now. How do we protect the people who live and work in one-industry towns of the province which are dependent on forestry? The high interest rates, decline in housing starts, the 15 per cent softwood lumber export tax, are all having a devastating effect on the lumber industry. The paper industry is looking at a slowdown in a couple of years, which, of course, affects not just the North, but all of Ontario.

In the longer term, how do we practise silviculture so that we don't have timber shortages in 30 or 40 years across the province? How do we live up to the commitment to sustainable development that MNR has been developing over the last year or two?

There are other challenges as well. How do we keep the commitments that the Premier has made for recognizing and negotiating the inherent rights of the native people of this province? How do we recognize those rights in a way that will ensure the native people are able to exercise their rights; the rights of non-native users of resources are protected; and resources are managed wisely — that's a three-fold challenge.

*What do you consider are the most important principles of natural resources management?*

I think most of the world, certainly the western world, since the Brundtland Commission made its report to the United Nations, recognizes the need to have economic development of resources managed according to the principles of sustainable development. Resource management must be approached holistically.

*How about the term sustainable development itself — are you comfortable with it?*

Yes I am, very. The problem with the term, though, is that everyone uses it, but they all define it differently. So we have to come to a definition with which we are all comfortable.

*Would you define sustainable development any differently from the way the ministry currently defines it?*

I recently wrote a three-page memo about how I define it, but to put it in short form and more simple terms, I define it as economic development that benefits this generation and is sustainable so that those benefits will also accrue to our children and their children. We can't leave a legacy to future generations which means they won't be able to enjoy the same benefits of economic development that we do.

Getting into my own field as a historian, when Europeans came to settle

***"I'm very much  
enjoying my  
new job. It's a  
challenge and I'm  
excited about  
working with  
everyone in the  
ministry."***

this country they came to the East Coast. They used up the resources and then moved west — and kept moving west — and then they moved north. Now there is no where else to move — we are all in this together.

*What directions can MNR staff expect to see the ministry moving in over the next few months? Are there any key areas?*

Well, the key area is forestry, of course. We are going to have to review the approaches we've had to harvesting and to regeneration, and determine if there are new ways to do the job better.

The questions we must ask ourselves are: How can we involve more members of the community in that process? How can we empower people

so that they genuinely have some influence and control over how we harvest and practise silviculture so that their resource, for which we are responsible, is properly managed? We have to find the ways to do that. At the same time, we have to assure the industry that in doing all of this we are cognizant of the contribution they make to the economic well-being of this province.

*Public debate on resource management issues, particularly forestry, is often focused along the lines of jobs versus the environment. How do you address the need for both sustained economic benefits from resource use, and the need for better protection of the resource base for future generations?*

Well, first of all you have to define the word environment in all of its aspects. Environment just isn't air, water, soil, and forests. Environment also involves social and economic factors. Sustainable development takes into account all of those things.

I understand the jobs versus environment argument. Frankly, I think it's a false argument. For that matter, there are jobs in cleaning up the natural environment. I suppose in some ways it might be better to rephrase it if you want to look at it in terms of high-paying jobs versus less-well-paying jobs. The jobs in resources extraction tend to be higher paying than the jobs of resource renewal.

But I think we've got to get to the point where the jobs of resource extraction are done in such a way that we are in fact at the same time renewing the resource. So that again they aren't two separate things in conflict with one another, but are complementary and part of the same process.

*How long have you lived in northern Ontario?*

I went to northern Ontario for two years when I graduated from university, and that was 23 years ago. I very much like the North, I've made my home there and I am a northerner. I grew up near Ottawa and that's where I



went to school, but I have lived in the North longer than anywhere else.

*What did you do before you entered politics?*

I taught history and politics at the secondary school level for eight years before I was elected. I was always interested in politics so I minored in political science in university — and I got involved in some political election campaigns after I graduated from university and went to the Sault Ste. Marie area. But in 1975, to be honest, the party had a riding they thought they could win and they had no candidate. They were searching for one and I was the sixth one on their list and they were getting desperate and they got me to run.

*And you won?*

Yes. I won in a very close election and I've won five elections since then — not so close.

*How does being a northerner affect your perspective on natural resource issues?*

Well, for one thing, I don't live in a community that never sees a logging truck. There are a lot of people, I think, who live in this metropolis down here who care about our forests very genuinely; care about the need to protect our forests and to protect all of the species in the forest ecological system, but who have never seen a logging truck. Never talked to a man who has made his living all his life from harvesting the forest or working in a lumber mill or a paper mill, and whose whole livelihood is dependent on that.

So, I think, it gives me an understanding that people in areas of southern Ontario might not have as easily. I also think that I have a perspective about small one-industry towns that are wholly dependent upon a resource extraction operation, whether it is a lumber mill, a paper mill or a mine. Also, I recognize the difficulties facing the tourist outfitting industry of northern Ontario. And, of course, I have an

appreciation of the contribution native people make, and can make, to the proper management of our resources.

*How do you see your two portfolios interacting — Natural Resources and Native Affairs?*

The both of them are of equal importance to me — one is not subordinate to the other. Natives issues, or native groups, and the Ministry of Natural Resources have come into conflict in the past. I recognize that. I see my role as trying to ensure that those conflicts are resolved.

***"I have a perspective about one-industry towns that are wholly dependent upon a resource extraction operation."***

Natural Resources, for obvious reasons, has always been involved with native issues. Native self-government will not mean anything if it doesn't entail the negotiation of resource management that gives native people the resources to develop in their communities. I don't have any illusions about the difficulties involved, or the risks that we run. But I am determined not to go through the experience the previous ministers and the ministry went through with the Indian Fishing Agreement negotiations. We've got to take into account, very seriously, the interest of non-native users in this process. I think the Ministry of Natural Resources has a major role to play in that re-

gard, whether it involves the forest companies, hunters and anglers, tourist industries, the conservationists — all of them.

*How did you become an honorary member of the Ontario Metis and Aboriginal Association?*

A certain percentage of the people who live in my riding are of native ancestry and in serving their concerns and their interests, I guess the organization decided that they would honor me in that way. It was an honor that I appreciated.

*You must have a very busy schedule as Minister. How much time are you able to spend with your family these days?*

Very little and that's why I'm rushing home. I haven't seen my family for two weeks; I'm missing them. I have four children — three boys, who are either grown men or are close to it. My oldest, Rob, is 20, and is going to college. My next oldest is Jody; he is in Grade 13. My son Cary is 13, he is in Grade 8. And my wife Anne and I have a wonderful baby girl named Kendra who is a year and a half.

*What do you do to relax?*

I enjoy reading, particularly biographies. I certainly don't have much time to do that lately. My wife and I have a camp in northern Ontario — in southern Ontario you call it a cottage — on a small lake, not too far from where we live. I enjoy canoeing and just roughing it in the bush. It is not an elaborate cottage; camp is a better word for it.

*Do you hunt or fish?*

I used to. I must say I wasn't a particularly successful hunter and fisherman, but I honestly have not done very much of any of it in the last 12 or so years. I just haven't had time.

*Minister, thank you. Is there anything you would like to add?*

Just that I am very much enjoying my job. It's a challenge, and I'm excited about working with everyone in the Ministry of Natural Resources.



# New faces in the Minister's Office

The Minister's executive assistant is **Grant Wedge**. He first worked with Algoma MPP Bud Wildman as an intern in 1977, followed by two years in NDP research. Grant has been a policy analyst for the Chiefs of Ontario and for the past several years has practised law in Toronto.

Secretary to the Minister is **Linda O'Neill**. She comes to MNR from the office of Mavis Wilson, Minister of Women's Issues where she began in 1987. Familiar with Whitney Block, Linda worked in the Minister's Office for Alan Pope from 1983 to '85. She is from Markdale in Grey County near Owen Sound.

Grant's secretary is **Dianne Thomas**. For five years, she worked as an executive assistant for the Chiefs of Ontario office. She left there in June 1989 to begin part-time study at the University of Western Ontario. While attending university, Dianne promoted and sold advertisements for a monthly newspaper called *Nativebeat* published by Three Sisters Multi-Media. Dianne is from Kettle and Stoney Point First Nation, near London.

**Breda Clifford** is a familiar face. She originally came with Lyn McLeod from Colleges and Universities in August '89. A little over a year later, she found herself applying for an office administration position with the new NDP government. Breda was offered several positions with other ministries, but chose to return to Natural Resources. She looks after the day-to-day running of the Minister's Office.

**Sheri Craig** is the new press secretary. Eight years ago she started her own magazine called *Media Magazine*. She was its publisher/editor for four years before the magazine was bought by Maclean Hunter Ltd. She worked for Maclean Hunter for two more years before taking a public relations position with Ontario Hydro which she held until coming to MNR. Sheri is from Toronto.

**Sheena Weir** is one of the minister's special assistants. Among other things, she briefs the minister for ques-



*Front: (left to right) Linda O'Neill, Grant Wedge, Deborah Bray. Back: Sheri Craig, Marty Donkervoort, Dianne Thomas, Breda Clifford, Sheena Weir, Roxanne Lanouette, Rebecca McKenzie, Glenn Fraser. Missing from photo is Carmen Jones-Davey.*

tion period and deals with House issues. She was chairperson of the Ontario Federation of Students ('87-'88), an education officer for the rent review hearings board ('89-'90), and has worked for the NDP caucus. Sheena is from Chelmsford near Sudbury.

**Marty Donkervoort** is the special assistant for policy in the area of forestry. He received his forestry degree from the University of Toronto in 1971, and graduated a Master of Business Administration from York University nine years later. Marty spent three years working in Europe with the Council of Forest Industries of British Columbia followed by a position as a senior executive with Noranda Forest Products in Toronto. Most recently, Marty was a partner in a Toronto-based consulting firm which specialized in community economic development.

**Roxanne Lanouette** is a special assistant for issues that relate to the Minister's constituency. Prior to accepting this position, she was a Crown ward reviewer with the Ministry of Community and Social Services for a year and a half and worked as a social worker on an Indian Reserve in Quebec before that. She is bilingual.

Policy assistant to the Minister is **Rebecca McKenzie**. Her 10 years of freelance writing, research and working in the Canadian film industry have honed her research, communications and problem-solving skills. Her most recent position was with the Directors Guild of Canada where she was assistant to the national executive secretary.

**Deborah Bray** is on a short-term contract working for the Minister in the area of native affairs.

**Carmen Jones-Davey** is the Native affairs special assistant. She worked for the Nishnawbe-Aski Nation for five years as a social service policy advisor and moved to the Ministry of Community and Social Services before coming to MNR.

**Glenn Fraser** is assistant to Parliamentary Assistant Len Wood. In 1982, Glenn was the youngest elected alderperson in the Town of Capreol, just north of Sudbury, and held the position for three years. He was a public relations officer in the Department of Recreation for Capreol and most recently a quality control officer for the Professional Development Institute in Ottawa.



# One Burgar, well-roasted

*Bob Burgar, Assistant Deputy Minister for southern Ontario, retired in October after 35 years with MNR. Many of Bob's friends and colleagues gathered recently in Toronto to give him a send-off he'll remember for the next 35 years.*

by WAYNE MUTTON

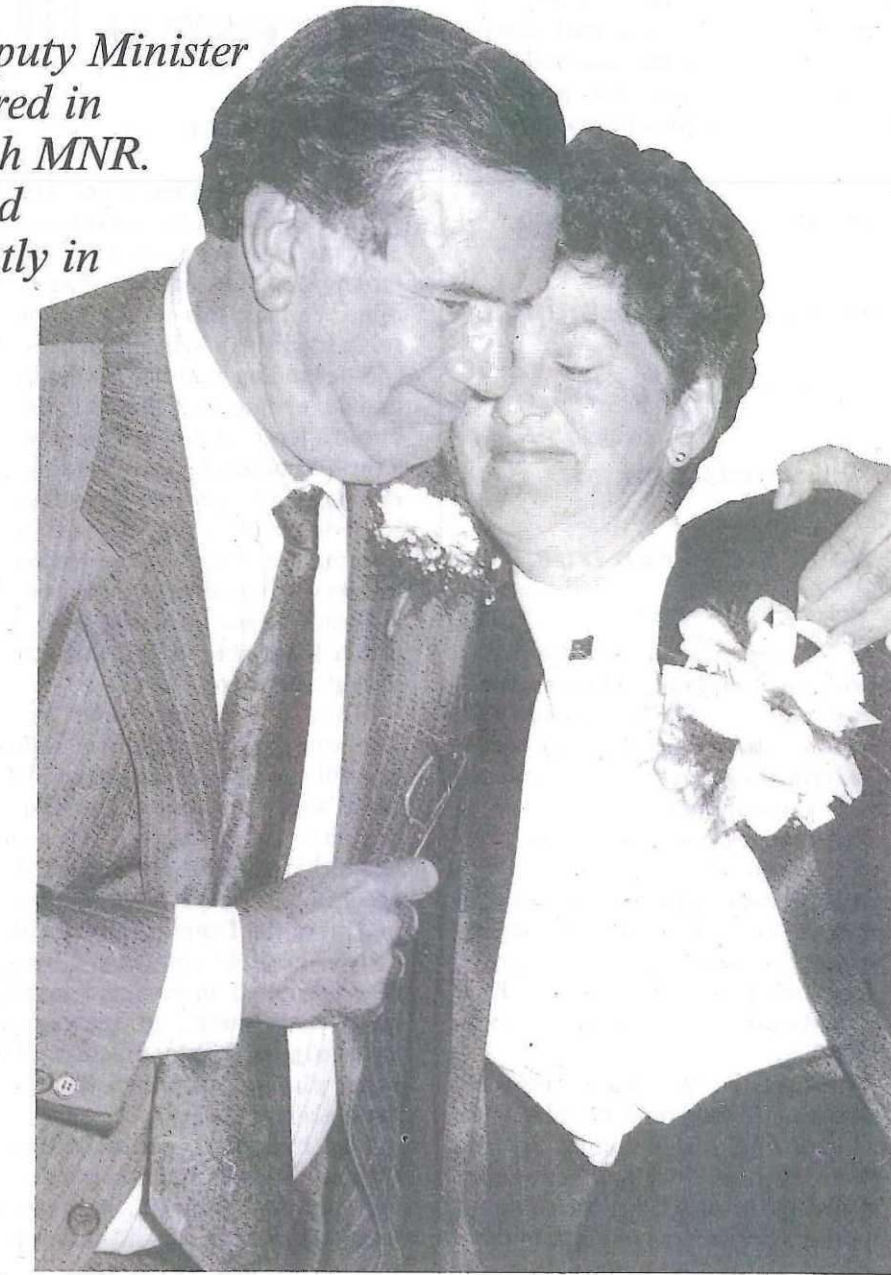
**B**ob Burgar's retirement party was no idle roast. Almost 200 of his friends from across the province worked very hard at it, including the 23 people who made presentations to Bob and his wife Elsie.

Russ Powell, executive director of the Conservation Authorities of Ontario, set the tone early. "You know how Burgar looks at you from over those little half-glasses — even when he isn't wearing them?" He then read a letter from George Elliott, former North Central regional director, who is touring Europe. George's postscript read: "Our donation paid for most of your present."

Deputy Minister George Tough apologized to Bob for not naming the Rouge River park after him, but said when the park is finished and the refreshment facilities are installed, "walk over to the Burger King in the park, and see how you like it Bob."

Central region director Art Holder, reminded Bob that when he was in the same region, it had taken him eight years and hundreds of meetings to settle a land-use issue involving a brickyard near Brampton. Art, of course, presented Bob with a brick from the site — and a new attache case to carry it in.

Dave Johnstone, southwestern region director, presented Bob with four



*Bob and Elsie Burgar share a special moment at Bob's retirement dinner. Almost 200 MNR friends and colleagues gathered in Toronto last October to wish Bob and Elsie all the best.*

egg cups made from Carolinian forest wood species by regional ecologist Paul Prevett. Dave then asked Bob, a forester, former nurseryman, and the author of 14 articles and scientific papers, to identify each wood on the spot.

Bob: "Very easy. No problem. Ah, this one is cottonwood, this is black

gum...no that's black gum, and American tulip. Johnstone: "Wrong, wrong, wrong."

Bob was toasted, as well as roasted, by other MNR staff and colleagues from a variety of agencies. Gardner Church, deputy minister of the Office for the Greater Toronto Area, said



Bob's ability to help people resolve issues was so overwhelming that he doubted if another Official Plan will ever get approval. Bob Day, a former provincial parks staffer and now Bruce Peninsula National Park superintendent, said he would take Bob on a sunset cruise around the park he helped create, anytime he wanted.

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*"This evening for me  
has been overwhelming...  
and some of the  
words spoken  
have even been true."*

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Al Stewart, Algonquin Region director, called Bob one of his personal heroes and an ADM who made Algonquin district managers work overtime trying to get to know as much as he did about their areas.

Bob's son, Bob Jr., thanked his parents for a move-filled life as an MNR brat, and theorized about his father's approach to child-rearing. "Knowing the way my father approaches projects, there's probably a Bugar Children Master Plan kicking around somewhere."

Minister Bud Wildman presented Bob with a plaque from Premier Bob Rae. But first, Mr. Wildman invited former Minister Vince Kerrio to come forward and present Bob with a plaque from the Government of Ontario that symbolized the thank yous of every minister and administration for which Bob has ever worked.

Finally, it was Bob's turn.

"My dominating and lasting memories of these 35 years will always be of the people I met and worked with... (They) impressed me with their interest in their work, their willingness to share knowledge with me, their enthusiasm and their dedication.

"This evening for me has been overwhelming ... and some of the words spoken have even been true." ■

## Timmins Region

# Forestry library takes off

by KAREN MACLEAN

I have always liked being around books. They offer character and stateliness to a room. They also offer knowledge and information to the mind. Perhaps this is why I chose to study English and History in university. The reading load was always heavy and the writing, well, that in itself produced a few more books in essays and a thesis. Endless hours of reading and researching helped me to realize the importance of having easy access to information. Entering the university library with a particular topic in mind, I always appreciated the ease with which I was able to find that certain sought-after book.

When I was first hired by the Timmins Regional Office in January of 1989 to organize its library, I was faced with hundreds of books piled one on top of the other. It was a challenge that I found interesting. After spending a number of summers working out of the Timmins District office on various field contracts, I became very interested in resource management and wanted to increase my knowledge of forestry practices. What better place to start than in a forest management library.

Book by book I began to sift through the wealth of information piled upon the shelves. Textbooks, reports, conference proceedings, and theses held most of this forestry literature. With a book on the Oxford System of Decimal Classification for Forestry and a pad of yellow stickies, I sat down and tried to put some order to this collection. Reading each abstract, introduction and table of contents, I proceeded to assign retrieval terms or keywords and an Oxford number.

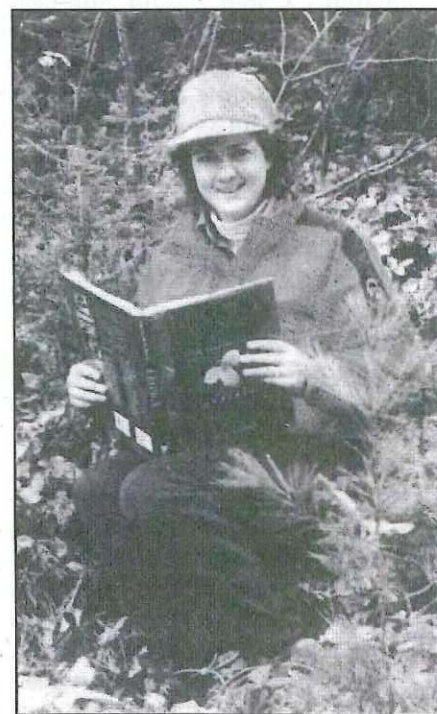
The convenience of computers makes the storage and retrieval of information quite easy. Accessibility is essential in any library. To attain this, a record of every library article must

be kept. Pro-Cite is the computer program used by our library.

The primary user groups will be district offices within Northern Region as well as FMA companies and private growers. We have a wide range of literature on resource management, but the intention is to concentrate on information that can be applied to management practices within the Northern Region. When our library does not have a requested piece of forestry literature or information on a particular subject, the Natural Resources Library at Whitney Block is always a big help.

At present, our library has 2,665 catalogued holdings on its shelves and is constantly expanding.

Call on us if you would like to use our library.



*Librarian for the Timmins Regional office Karen MacLean preferred to have her photo taken outside rather than in the library because she feels that knowing what is happening in the field is a big help in running the library.*



# Bill Sault builds native awareness



*Bill Sault's workshops improve understanding between natives and non-natives.*

by CAROLYN DODDS

**W**hen Yvonne La Valley, MNR co-ordinator of Northern and Native Initiatives, phoned Bill Sault a year ago, she didn't expect that she'd end up hiring him.

Bill was working for Employment and Immigration Canada (EIC) in Thunder Bay. One of his accomplishments during his 13 years with the department had been to develop and lead workshops on cross-cultural

awareness training. The workshops were aimed at improving understanding and communication between natives and non-natives.

"Yvonne called me to ask if she could borrow the coursebook I had put together," says Bill. "She asked if I knew someone who could lead workshops at MNR, and I said, 'Yes, me.'"

Bill now works out of the Thunder Bay office, on secondment from EIC to MNR. Almost 500 MNR employees have taken part in his workshops over the past nine months.

"I want to accomplish two things," says Bill. "I want native people's abilities to be recognized, and for them to recognize their own abilities, so they'll have access to jobs with MNR. And I want native and non-native people to develop a better understanding of each other."

Native people have worked for MNR, and its predecessors, for at least 70 years, mostly in fire protection. And native hunters, anglers and trappers have long been important MNR stakeholder groups.

Yet cultural differences between natives and non-natives can lead to misunderstandings and conflict. Bill believes that if both groups learn about those differences, conflict will be reduced.

"Both native and non-native cultures are slowly changing from being generalized to being specialized," he says. "People used to have a wide range of skills. They did everything for themselves, from hunting for food to building their dwellings. Now, more and more, we are specializing — we have certain skills, but we purchase many services from other people."

He points out, however, that non-native society is far more specialized than native society. That creates problems. For example, specialist societies use abstract language, while generalist societies use concrete language. Bill mentions the term "in perpetuity," often used in treaties with native people. ➤



"Native people didn't know what 'in perpetuity' meant," he says. "They could only understand concrete terms like, 'as long as the river flows, the sun shines and the grass grows.'" This language difference can cause difficulties for native people writing tests or being interviewed for permanent jobs with MNR. If the test or interview involves abstract language, the native applicant is likely to fail.

Bill explores these and other cultural differences in his two-day workshops. Participants examine their own cultural backgrounds as well as native history and culture through discussions, exercises and videos.

A part of the workshop Bill finds particularly effective is the Japanda exercise.

"I ask people to imagine that there has been atomic devastation in North America, and that only 50,000 Canadians have survived," he says. "The United Nations has decided that Canada will be repopulated by 25 million Japanese, who will bring their laws, culture, religion and language with them. I have them imagine that they are one of the remaining Canadians, and ask them how they would want to be treated. Their answers are usually pretty interesting."

Bill points out that cultures do borrow things from each other, such as styles of clothing, food and housing. When Europeans first came to North America, they were a minority. They borrowed Indian styles of clothing, boats and food, and learned Indian languages in order to survive in the new world. Now that native people are in the minority, they are borrowing from the dominant culture.

"But that doesn't mean their values have changed," says Bill. "I was raised to spend the winter in the bush, and every fall I wonder what I'm doing here. I want to be in the bush. My values are the hunting and bush life."

Bill is now working with Yvonne to train additional people to conduct cross-cultural awareness workshops. The new workshop leaders will work in their local areas, with Bill acting as a consultant.

"Our objective is to have everyone in MNR participate in a workshop," says

## Trapper, lumberjack, scaler Bill Sault has done it all

by CAROLYN DODDS

"If I did it, you can do it." That was Bill Sault's message when he spoke to a group of Native resource technician students at Sault College in Sault Ste. Marie last February.

Now 56, Bill talks openly about his life. But it's a story that includes some tough times.

A member of the Red Rock Indian band, Bill grew up in and near Nipigon. His family lived in the woods from October to April every year to tend their trap line. Bill's formal schooling was limited to a few months each year in the fall and spring.

When Bill was 11, his father was badly injured in an accident, and Bill went to work full-time in the winter as a lumberjack. He finally left school at 14, having completed Grade 5.

His early start in the lumber camps, where heavy drinking was common, led him to become an alcoholic in his teens — a problem he didn't beat until age 22, when he met and married his wife, Betty.

In his 20s, Bill decided to upgrade his skills by taking the scaler's course in Dorset. But he had no money to support himself or his family while he was off work.

"I begged on the streets for the money," he says. "And then I hitchhiked to Dorset." Told he'd have to pass Grade 10 math and English tests, he bought a math book and an English book and studied them. He got 84 in math and 100 in English. And he got his scaler's licence.

The licence landed him a job with MNR, but it was three years before he was able to persuade his employers to give him a position as a scaler.

In the late 1960s, Bill began to work with groups who were trying to raise public awareness of the situation of Canadian Indians. Between 1972 and 1974, he was President of the Union of Ontario Indians.

In 1976, he applied for a job with the Canada Employment and Immigration Commission that involved counselling native people. He was hired, and entered a management training program which placed him in a number of different jobs. When a position developing cross-cultural awareness training came open in Toronto, he applied and got the job.

In 1987, Bill returned to Thunder Bay as a senior project officer with EIC. Since coming to MNR as cross-cultural specialist, he has continued to work with local groups in Thunder Bay. A favorite project is the planning of the Negahneewin Centre for First Nations Educational Services and Housing, which is being developed in co-operation with Confederation College. He is also on the board of directors of the Thunder Bay Indian Friendship Centre.

Bill. "Native people are MNR employees; they're anglers, hunters and trappers, and more and more they're going to be involved in resource management agreements. I think it's important that every MNR employee have a

feeling for our cultural differences, so that we can learn how to work together."

*Carolyn Dodds is a writer in Communications Services Branch.*



# The fight against rabies continues

by RON SPURR

**R**abies vaccine bait testing returned to southwestern Ontario in September, part of MNR's ongoing battle to wipe out the disease.

Since 1973, ministry staff have conducted field trials to develop a rabies vaccine delivery system that will inoculate foxes and skunks in the wild. From 1984 to 1987, experiments took place in Wingham District to test different vaccines and baits. The baits were dropped from airplanes as well as distributed by hand. In 1988 and 1989 the research moved to eastern Ontario for additional field testing.

This year, 180,000 baits containing rabies vaccine were dropped over 31 test areas from the Bruce Peninsula to Lake Erie. The drop was carried out by two MNR Twin Otter aircraft. The baits consist of a blister pack of vaccine enclosed in a caramel-coloured wax cube; a strong odor of chicken soup attracts foxes to the baits. The

cubes, labelled with warnings not to touch, were dropped at the edges of fields and woodlots, where foxes are most commonly found.

Rabies, which is Latin for madness, is an infectious virus that destroys nerve cells in part of the brain. It is passed through infected saliva entering an open cut or sore. First identified more than 2,000 years ago, rabies was not prevalent in southern Ontario until around 1954, when it is believed to have spread into wildlife from a wave of Arctic foxes which came south.

Although rabies deaths in humans in North America are rare, the disease can't be treated casually. The total annual costs associated with rabies in Ontario alone is almost \$26 million. This includes diagnosis, pet vaccination, compensation to farmers for loss of livestock, costs of quarantine, and research, and treatment for people who have been in contact with rabid animals. Providing vaccine to people exposed to the disease costs Ontario more than \$1 million a year — about \$500 for each person treated. ■



Rabies baits are air-dropped where field meets forest because foxes, the major carriers of rabies, inhabit these areas.



## Urban rabies

*Urban rabies scientist Rick Rosatte and urban rabies technician Mike Power talk with Minister Bud Wildman at the launch of the second phase of an experimental program to vaccinate wild foxes against rabies in the Metropolitan Toronto area.*

*In June, MNR staff distributed almost 16,000 baits near fox dens throughout the major ravine systems of the Greater Toronto area. The drop was made at a time when foxes are raising their young.*

*From July to November in Scarborough, MNR rabies technicians used special cage-like traps containing sardines to attract skunks. The skunks were then given a rabies shot by an MNR technician.*

*In mid-October, MNR staff distributed another 10,000 baits near fox dens throughout Greater Toronto ravine systems.*



## Loonhaunt Road Committee

# Good partnerships get the best results

by JEFF WIUME

**B**ack in the early part of 1989, Fort Frances District had a small problem. Its 1986-to-2006 Timber Management Plan for Rainy Lake Crown Management Unit proposed building access roads in the northwestern portion of the unit. Word-of-mouth had it that local resource users didn't agree with the suggested locations of these roads. But, the district's small problem turned into a big opportunity for building a very successful partnership.

The search for representatives from a broad range of public interests began. Says past Fort Frances District Manager Tim Taylor: "Part of the solution was to get people involved early." Acting Lands/Park/Operations Supervisor Tom Govier explains: "Tim and I talked at great length, both knowing the importance tied to our decisions. One thing was for sure, Tim wanted all local people. The first thing was to get an impartial chairman, someone with a broad range of experiences and a person who could perform effectively as a chairman." Peter Wilkins, an ex-businessman with years of community involvement, was chosen.

Representatives were picked from the Northwestern Ontario Tourism Association, the Fort Frances and Emo Chambers of Commerce, Fort Frances Sportsman Club, Boise Cascade Canada, area loggers, Naicatchewenin Indian Reserve, cottagers (2), Ministry of Transportation, MNR Roads and the MNR District Manager. The Loonhaunt Road Committee was born.

The group's mandate was to determine the location and use-management strategy for all primary and secondary access roads in this remote portion of the management unit. The proposed road location had to be cost efficient, meet the objectives of timber access, and minimize possible nega-

tive impact on the forest resource and resource users.

The committee studied information for timber management guidelines for the protection of moose habitat, fisheries habitat, endangered species habitat, and tourism values. They received information on environmental guidelines on access roads and water crossings, the cost of road construction, the value of the tourism industry in the study area, and Class E.A. timber management.

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*The district's  
small problem  
turned into a big  
opportunity for  
building a successful  
partnership.*

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Each committee member was asked to present a map, and based on all the information they had, show access roads to the study area that would best satisfy the interests of the group they represented.

"We started with eight access proposals, and after our first round of evaluations we decided two of the access plans would not be feasible," explains Wilkins. Tom Govier continues, "Six access plans and use management strategies were presented to the public for their comments. We also had to narrow down the number of access points into the study area."

The next few meetings were spent

weighing comments from the public gathered during the open houses held in several different communities during October 1989. The committee came to an agreement on one option with use management strategies.

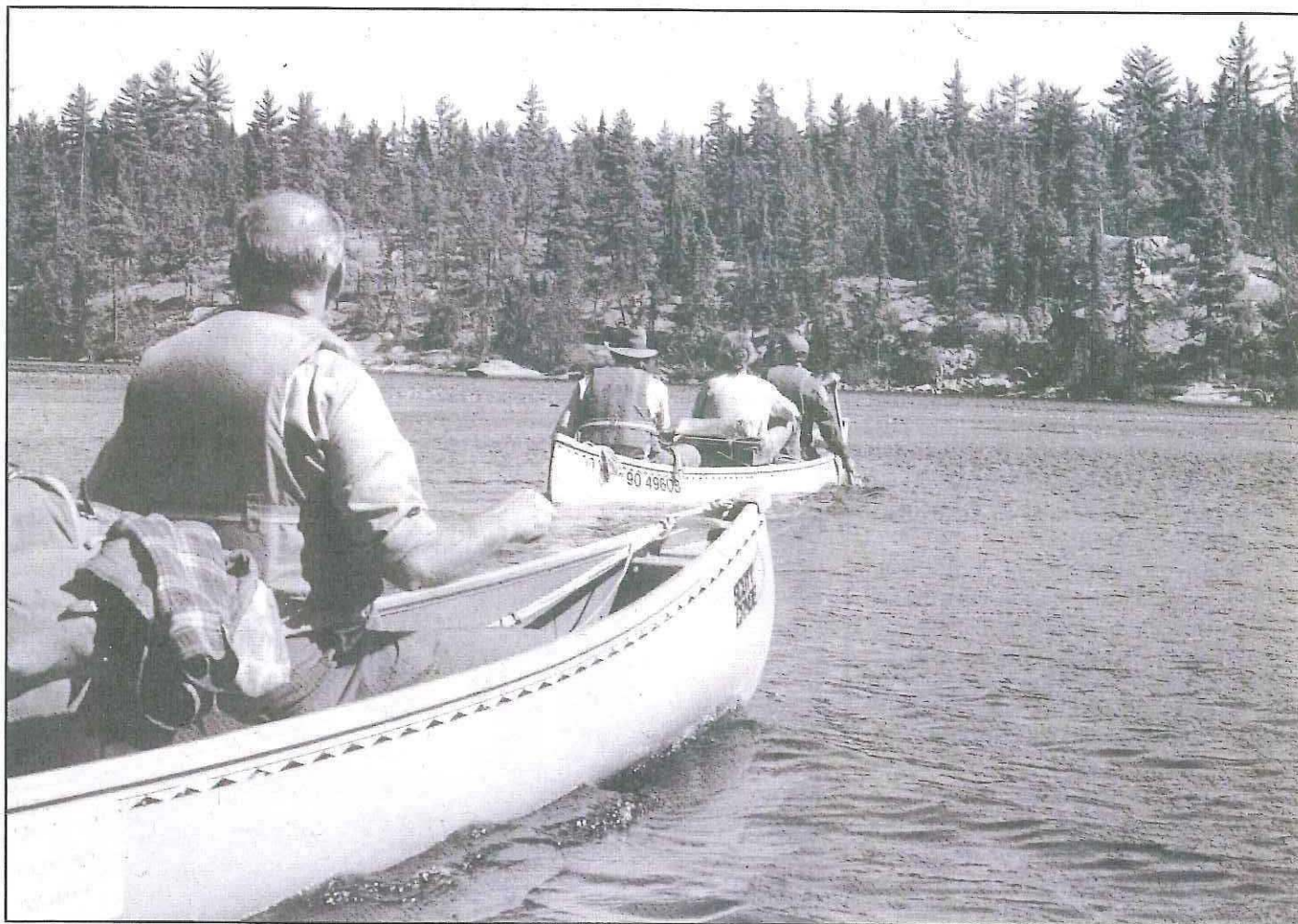
Three quarters of the way through the exercise, the Naicatchewenin Reserve had a change in leadership. This was significant because a portion of the road access proposal would definitely have an impact on one of the area reserves.

To get approval from the reserve, the committee needed a Band Council Resolution. Integrated Resource Management Supervisor Harry Jennings explains. "We started off with a mini open house on the Reserve talking to the band council and residents. We followed this up with approximately 25 house calls for further input. We were comfortable knowing the people of Naicatchewenin Reserve were informed and they appreciated our efforts to work with them."

By mid-March 1990 the Loonhaunt Road Committee presented its final road access plan, complete with land use management strategies at two open houses that were attended by approximately 100 people. Peter Wilkins recalls: "Committee members were very active during the open houses. When they recognized someone from their interest group they met them at the door and guided them through the open house explaining the issues and really listening to their concerns; they didn't want to read about the public's concerns later, they wanted to hear them first hand. Committee members had a proud sense of ownership."

In the end, the committee met its goal; a road access proposal that could be part of our Timber Management Plan, and one that was better than the one considered in the 1986-to-2006 plan. ■





## The canoe is still the way to go

*For centuries it was the only means of transportation. Today, the canoe is still holding its own in Temagami district — especially for MNR staff.*

by GEOFF LEE

**T**radition, choice, geography and politics are all factors which have allowed the canoe to withstand the test of time, and remain indispensable to resource management in Temagami.

The tradition goes back to 1901, when the provincial government designated 3.7 million acres of pine forest as the Temagami Forest Reserve, to be used mainly for sustained yield forestry. Without roads or aircraft, the forest

rangers hired to manage this huge area chose the logical means of transportation — the canoe.

The creation of a forest reserve in Temagami was in reaction to government and industry fears that forest fires, wasteful cutting, land clearing, and poor wood utilization were quickly depleting forested land.

To protect and control the timber resources in the reserve from fire and unauthorized use, the government

hired woodsmen, firefighters, canoeists, and navigators as seasonal forest rangers. In 1905, there were 59 summer forest rangers on staff, headquartered on Forestry Island on Lake Temagami. By 1912, the ranger force had mushroomed to 137, nearly half of the total provincial contingent. These rangers patrolled the reserve by canoe to clear and maintain portages for fire prevention, and for a growing number of recreation paddlers.



Today, many of the original fire suppression trails and portages are still in service for backwoods canoeists, and many park wardens, conservation officers and foresters still use canoes when carrying out work for the ministry.

"For my job, the canoe is indispensable," says Bob Groves, park warden and interior ranger. "The canoe is light enough to carry, yet strong enough to hold supplies for a 10-day trip."

In 1990, Bob and his fellow employees logged 80 days of paddling in Temagami's interior parks, clearing portages, cleaning campsites, and improving trails. Ontario Rangers stationed at the Briggs Camp on Lake Temagami participated in scheduled maintenance outings.

"With all the portages out there, there just isn't any way to get around without a canoe," says Bob. "It's the only way to view native pictographs, or hike scenic trails. What better way to view wildlife than in a canoe — a silent, non-consumptive vehicle."

Bob points to the opening of Camp Keewaydin in 1897 as the spark for an influx of recreational canoeing in the Temagami area. Other youth camps and lodges followed, all promoting canoes for fishing and hunting trips.

"The canoe is the ultimate form of native engineering," says Bob. "It hasn't changed its basic shape since native cultures invented it using birchbark."

The classic 19-foot Ojibwa canoe that once plied Temagami waters, could carry more than 12 passengers in relative comfort and safety. Examples of early and latter-day native canoes are among the exhibits of the Kanawa Canoe collection at the Pavilion in Temagami.

For conservation officer Dennis Read, a square-stern canoe teamed with a 4.5-hp outboard is an essential tool of his trade. "It leaves very few lakes inaccessible," he says. "I can do solo trips in a square-back. With the motor, I can travel alone, and not have to wait out strong headwinds. The canoe is quite safe in rough water, and it gets you into small or shallow lakes."

"Often, moose hunters will camp on

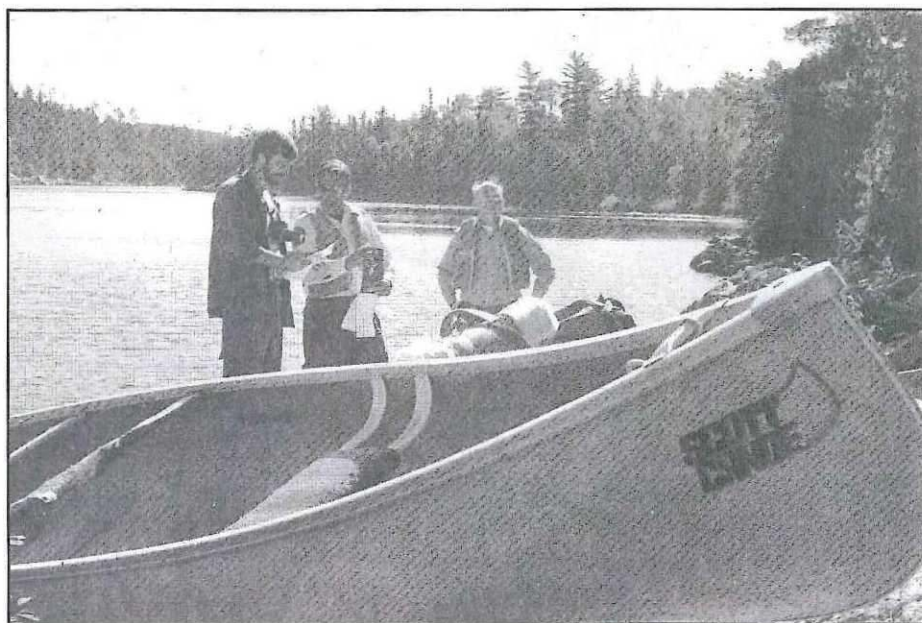
a lake, never expecting a visit from a conservation officer in a canoe. Last year, I seized an illegally hunted moose for evidence in a 15-foot canoe."

Dennis also uses a canoe when carrying out fish habitat improvement projects such as anchoring nets to collect eggs from spawning fish, and for search and rescue missions.

Increased attention on aesthetics and landscape forestry has upped the number of canoe outings for foresters like Joe Maure, who has several practical reasons for working out of a canoe.

"We are using canoes more now to assess the impact of proposed harvesting," he says. "Being in a canoe gives you the same perspective as a recreationist. In fact, a lot of our canoe work is done together with outdoor recreation staff who use a canoe to note areas of concern. Where possible, we try to maintain the visual value of a site, and, at the same time, manage for a viable harvest."

"The canoe is a means of getting us to remote areas to assess timber volumes and walk the course of potential logging roads to plan them better."



*Left to right are Sudbury Star photographer Mark Webster looking at a Temagami canoe routes map with Temagami interior park warden Bob Groves and Bob Beach from the Temagami Advisory Council.*

## See you there!

A 25-year class reunion is planned for the **1965 Graduating Class of the Ontario Forest Ranger School at Dorset**. It will be held at the Leslie M. Frost Natural Resources Centre, Dorset, Ontario August 9 to 11, 1991.

Notices with further details are being mailed out to known graduate addresses. If you or a fellow graduate did not receive one, please let us know.

For information, please contact:

**Douglas Baird**  
389 Brock Street  
London, Ontario  
N6K 2M3

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7 Westmoreland Court  
London, Ontario  
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# Tree markers see the forest and the trees

by KING WRIGHT and  
MARK STABB

**F**orestry/wildlife integration means managing forests in ways that are sensitive to wildlife needs. Easily said, but linking timber and wildlife management on paper is far simpler than practising it on the ground. Just ask the field staff!

Biologists, foresters and technicians in Algonquin Region are striving to make stronger connections between forestry and wildlife objectives. The process of developing connections involves detailed planning, taking inventories, and a healthy dose of education and information-sharing between forestry and wildlife staff.

With their feet firmly planted on the ground, silvicultural technicians make crucial decisions. They are the "top guns" who pull the triggers on the paint guns — the tree markers! Because they play a critical role in shaping the future of a forest, much effort is made to train and develop these technicians.

"The approach we have taken is to train tree markers as much as possible about species identification, wildlife habitat requirements, and how what we do affects habitat," says Dave Deugo, Unit Forester for Bracebridge District. Like many foresters, Dave realizes that all forest operations have a direct impact on one wildlife species or another by altering habitat. "We are trying to incorporate habitat concerns into management plans. But the fine tuning of habitat management is really done out of the barrel of a paint gun."

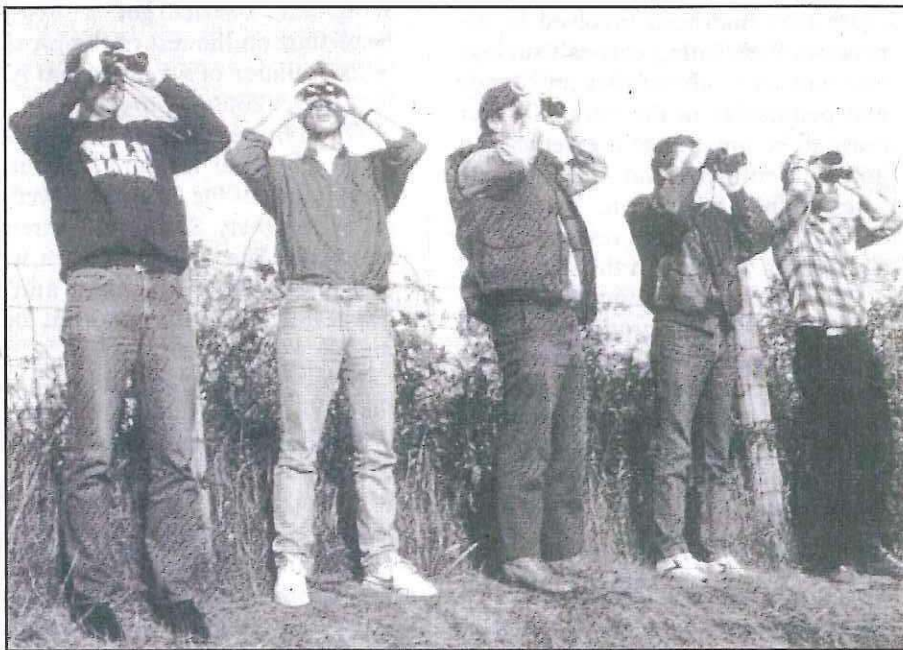
Tree markers traverse many hectares of mixed forest in the Great Lakes-St. Lawrence Forest Region assessing the quality, vigor, spacing, size and wildlife habitat potential of each

tree as they pass. The trees selected for removal may be diseased, crowding a tree of higher quality. However, a marker's trained eye sees more than the trees alone. The marker also evaluates wildlife habitat potential of the entire site including associated plants, soil, drainage and topography. All of these factors influence the marking decisions and, thus, the nature of the forest that will remain after timber harvesting is complete.

Al Corlett, regional silviculture specialist, is pleased with the progress made so far in integrating timber and wildlife management. "We are still learning about wildlife needs, but we are able to recognize specific values in the field and can act to conserve or en-

hance them. We are progressively training our tree markers to implement policies and guidelines developed in the timber management planning process."

Regional forestry/wildlife workshops have given staff from both disciplines an opportunity to exchange opinions and share success stories on subjects of mutual interest. The workshops cover deer habitat requirements, furbearer management, cavity nesting species, birds of prey (raptors) and a computer program called Integrated Timber and Wildlife Cruise (ITAWCRUZ) developed by the Central Ontario Forest Technical Development Unit in North Bay. The ITAWCRUZ is a means of gathering



*Bracebridge District tree markers recently returned from a visit to the Hawk Cliff area in Aylmer District where they viewed the spectacular fall hawk migration and observed several birds "in the hand". The purpose of the trip was to identify and learn more about hawks, building on the knowledge already acquired in other workshops and field trips.*



detailed wildlife information along with normal timber data collection.

Annual district tree marking courses across the region have come to include talks by forest ecologists, many internationally recognized. This past September, Richard DeGraaf, a principal research wildlife biologist with the US Forest Service, talked with Bracebridge tree markers about managing hardwood forests for breeding birds and managing cavity trees for wildlife.

Senior Operations Technician Steve Munro in Parry Sound District comments that "80 per cent of the district raptor stick-nest locations are reported by timber staff to our wildlife section."

Another forestry and wildlife project in Parry Sound District was the creation of strip cuts in hemlock stands two years ago. Creating browse in close proximity to cover enhances winter deer habitat. Conifers planted in strips will ensure that cover is maintained for future generations of deer.

A tree marking crew located an inland moose calving site and reported it to Regional Wildlife Biologist Mike Wilton. This was a rare find and an example of integration paying off. The tree markers recognized the site because they had been involved in Algonquin Park spring cow-calf surveys and had seen calving sites on islands and peninsulas in the park. "I never cease to be amazed at the dedication and commitment that tree markers bring to their profession," said Mike. "I think that integrated resource management is working in this region."

As we learn more about the intricacies of the forest, integrating forest and wildlife management is increasingly an important direction in which to head. "I wouldn't call it ecosystem management yet, but I would say that we're moving in that direction," says Dave Deugo.

*Copies of a report on the Algonquin Region's Forest/Wildlife Workshop from last spring are available from Fish and Wildlife, Algonquin Region.*

## Wetland owner Sheila Stiles is an inspiration for others

by RON SPURR

**O**n a 30-acre parcel of land not far from the Village of Harriston in the Township of Minto, Wellington County resides an energetic and creative former school teacher. Her name is Sheila Stiles and she has lived on this property for the past 14 years.

Her land section is just one of many that make up the Class 1, Clifford Harriston Wetland Complex. Not only is this area an extremely important wetland in its own right, it is also an earth science area of natural and scientific interest (ANSI) abounding with wildlife. As many other wetlands, it faces strong development pressures.

Sheila was contacted through the Wetland Landowner Contact Program a couple of years ago as part of Wingham District's Wetland Evaluation and Inventory Program. The Wingham District got a two-year head-start on the rest of the province in its initiation of a wetland and ANSI landowner contact program.

When first approached by the Ministry of Natural Resources about the importance of the 21 acres of wetland on her property, Sheila was extremely interested. She wanted to learn whatever she could to maintain and enhance not only the wetland, but the remainder of her land.

Through dialogue with staff from the Wingham office, Community Wildlife Improvement Program, Community Fisheries Improvement Program, the Conservation Land Tax Reduction Program, the Managed Forest Rebate Program, she built on her appreciation of the natural resource values of her property, and she became an excellent example of a landowner who has benefited from MNR programs.

Sheila has had over 4,000 trees, mainly white pine, white cedar and

poplar, planted on her property. She has a pond which is stocked with trout. She has erected blue bird boxes in the hope of enticing blue birds to nest nearby. Waterfowl nest and migrate through her wetland and Canada geese, mallards, and great blue herons find a home there. Former MNR employee Mark Cressman and Sheila have organized field trips through her property for the Saugeen Field Naturalists.

This is a good news partnership story about MNR and the efforts of a single landowner to contribute to and improve on Ontario's natural heritage. Sheila is an inspiration for other landowners who have the same opportunity to preserve, protect and improve on the resources their land offers — and she is more than willing to share her knowledge. ■



*Fish and Wildlife Technician Steve Rochetta (left) and Wetland Landowner Contact employee Ray Barnard (right) listen as landowner Sheila Stiles points out some of the significant features of her wetland.*



# One plus one equals one



*Martha Heidenheim and Mary Ellen Stoll have been sharing the planner's job in Hearst District since November 1989 — and they love it. It fits their lifestyle needs and the district finds it works too.*

by MARY ELLEN STOLL and MARTHA HEIDENHEIM

After my second child, Carolyn, was born in May 1989, I couldn't see myself going back to work full-time. I wanted to balance my time with my family and work. Martha, who also has two small children, was covering during my maternity leave and also preferred part-time hours. Job-sharing was the logical route to take.

So here's how it works. On the planner's office door in Hearst there is a calendar indicating which planner will be in that day. I work two days one week and three the next. Martha's days complete the schedule to give the district full coverage. Both positions are classified as regular part-time positions. There is no loss of job security and only minor changes to the benefits package.

One of the advantages for the district is that the planner can be two places at the same time if the need arises. Martha can be in Wawa dealing with a tourism-related issue, while I at-

tend a waterpower meeting.

We've divided the work into program areas of responsibility and our co-workers are familiar with who does what. All the staff have been very supportive. (There is now a new breed of planner jokes. "Is half a planner better than two?") We are grateful for the help and continued support from management and their district and regional co-workers.

We both feel that job-sharing is an option that should be available to all staff. It's a win-win for MNR and the employees involved. We're eager to let staff in other districts know that we offer free advice and information about job-sharing.

As for the future, we would like to keep the arrangement indefinitely. If one of us wants to move to another job or another location, then the door may be open for another part-time planner in Hearst. Right now, the ideal working arrangement we have makes staying in Hearst the best option.

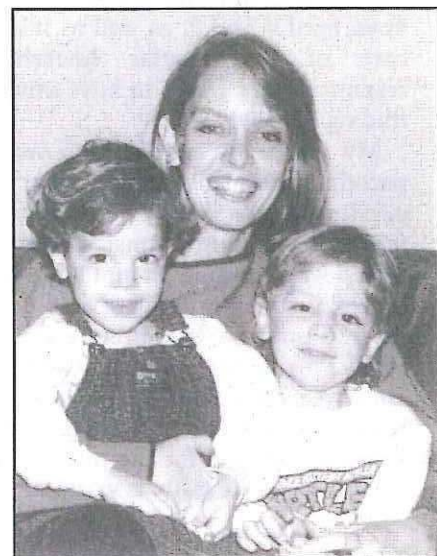
## Time management essential to part-time work

by PATTI SKRYPEK

You could say that not finding adequate time to write this story is a true testimony to the "pitfalls" of working part-time. Or you could say it's another exercise in effective time management. Either way, meeting the deadline was indicative of the challenge of fitting a regular work-week into just three days.

As anyone with kids knows, juggling home and career is no easy task. That's why I worked with my supervisors to create a three-day position and when the opportunity arose, I jumped at the chance.

But as perfect as part-time work seems, there are a few catches. For example, my position as communications planner, fisheries branch, didn't really exist before. It was actually part of the full-time planner's role that handled all of outdoor recreation's



*Jake (left) and Jeffrey Skrypek like having mom, Patti, home an extra two days a week.*



programs. But the full-time job had always been too much for one person to handle, so a part-time fisheries position was created. Now that I'm the part-time planner it seems the demands for my time are virtually endless. As the work load expands, I find I'm fitting enough work to fill a whole week into just three days.

As well, I know that the three-day week was a challenge not only for me, but for my co-workers. What happens when they need me on one of my days off? When I first began working part-time, there were a lot of unanswered phone calls on the days I wasn't there. The phone calls have diminished as people are now used to my not being in the office on Thursdays and Fridays.

I'm also fortunate that I have very flexible babysitting arrangements. Often, if I'm needed to attend an important meeting on a Thursday or Friday, my babysitter can adjust her days to allow me to attend. As well, I don't mind being called at home on my days off if I'm urgently needed.

Over the past year and a half, I've had to become an excellent time manager, filling each minute of my working day — which always seems to slide past 5 o'clock. (But don't get the violins out yet.) Although I rarely get lunch away from my desk, the sometimes unwieldy workload is worth it for two days off.

For those days, I have the good fortune of spending time with my two boys, aged 4 and 2, as well as taking care of the regular household responsibilities I used to have trouble finding time for.

My advice to anyone who wants part-time work is: Work with your supervisor to creatively develop a position which could be considered part-time. I was fortunate in that I had two excellent supervisors who were flexible and progressive, and were willing to take a risk for the benefit of their employee. As well, if you're considering part-time, be prepared to take on a heavier workload for the trade-off of extra days off. It really is worth it! ■

*Patti Skrypek is on secondment to the Ministry of Transportation working three days a week.*

## Lands and Waters course

by SARAH MINHAS

This year's Lands and Waters Certificate course was a new and exciting mix of hands-on experience for everyone who took part.

Forty participants from MNR offices across Ontario, gathered at the Geneva Park Conference Centre in Orillia to talk about resource management, problem resolution, and how staff from different branches of Lands and Waters work together. Also attending were several staff from the Ministry of Northern Development and Mines.

Training officer Kathy Kerr, and Allyson McBryde, acting manager, training and administration section, helped organize the two-week course. Allyson points out that the emphasis was on group interaction and exchanging of ideas, rather than strictly a lecture format.

One of the group exercises involved the issue of shoreline management. The exercise was pegged on a mock presentation of a resort development to a city council, with students taking on the roles of developers, ministry staff, and the local conservation authority.

For some of the sessions, senior management from main office were on hand for panel discussions, and answered a variety of questions about ministry policy and operations.

In the first week a field trip was arranged to visit the Surveys, Mapping and Remote Sensing branch in North York. In the second week, the group visited the Grand River Conservation Authority in Cambridge. They also toured the Cambridge district office to get a first-hand look at an ongoing pilot study of GIS applications.



*The Lands and Waters Certificate course, held at the Geneva Park Conference Centre in Orillia last September, brought together MNR staff from across the province. Clockwise from left, Don Borchuk (Huron), Craig Todd (Aylmer), Larry Bradt (Hearst), Bob David (Ignace), Denis Laroche (Surveys, Mapping and Remote Sensing), Duncan Armstrong (Conservation Authorities and Land Management), Lori Churchill (Sudbury), and Shawna Houser (Cambridge).*



## Conservation Officer Len Cote

# The dog-mushing CO from Marten River

by MIKE BUSS

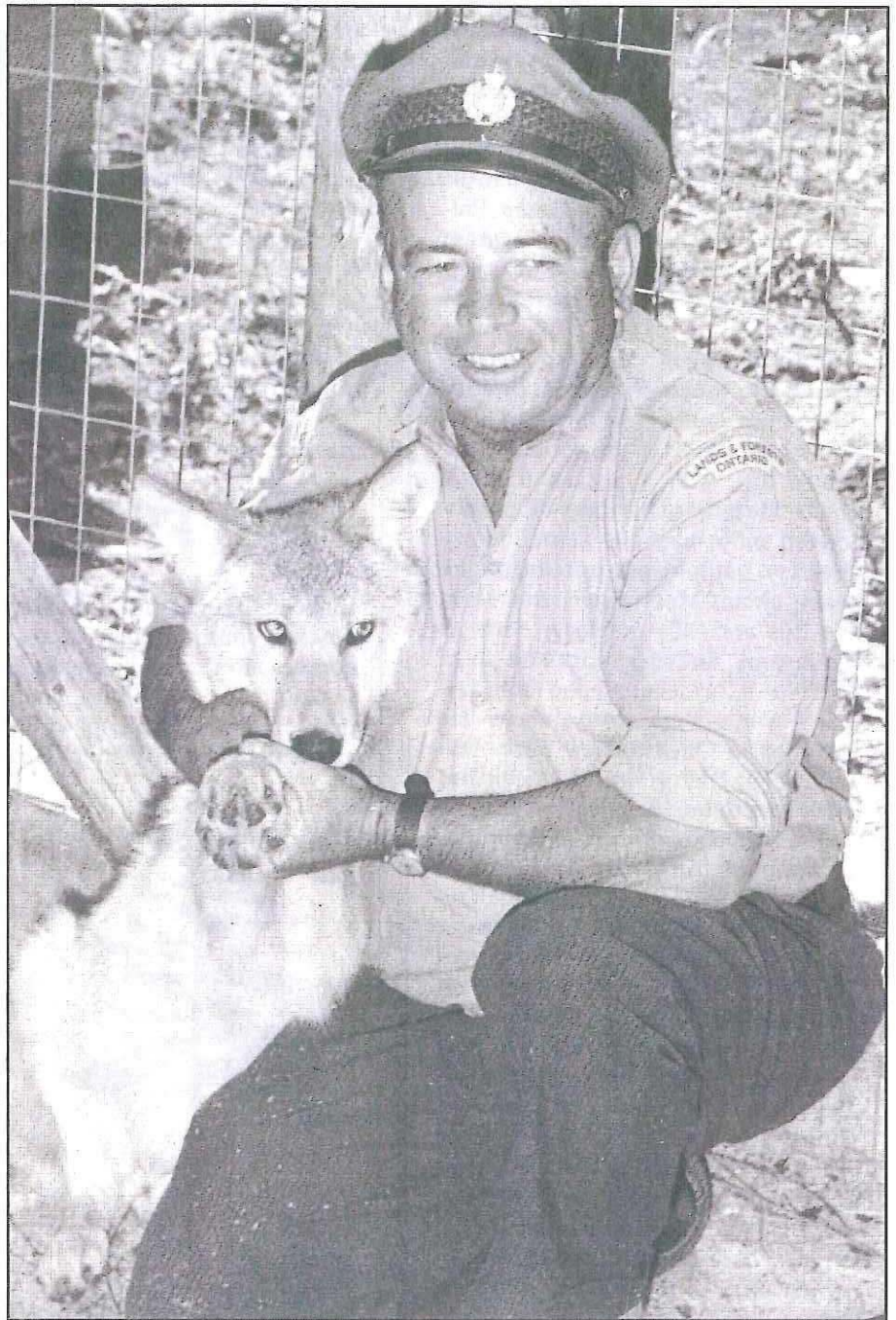
**A**fter a short illness, Len Cote passed away on October 11, 1989 in Sturgeon Falls.

When I started with the Department of Lands and Forests in 1967, Len had put in more than 25 years with the Ontario Forestry Branch, the Department of Game and Fish and Department of Lands and Forests. Those were years of bush work, wooden fire towers, fire ranging by canoe, game protecting, beaver poachers, travel by snowshoe, rail motor car and dog team. In fact, Len will be remembered by many as the "dog mushing conservation officer from Marten River".

Len loved, and spent the majority of his working career near, Marten River. Born on Manitoulin Island in 1910, he followed his father into logging camps where he began to develop his cooking skills as his father's "cookie". During his life, Len built a reputation on the quality of his cooking and baking.

Len secured a job as towerman and spent several summers at the Wickstead Lake Tower in the North Bay District in the 1930s, where, in addition to his towerman's duties, he maintained a garden and always had coffee and goodies for the flow of fishermen and campers who passed his cabin. He also acted as gateman, caretaker, warden and superintendent of the fledgling provincial park at Marten River. He was a one-man operation during the early years of the park.

Len joined the Canadian Navy in 1940 and told how, because of his cooking ability, he was behind a stove just a few hours after enlisting. When he was discharged at the end of the war, he was excused from parade ceremonies in Ottawa, because as he explained to the drill officer in charge, he had never had any basic training and didn't know how to march! But he



*Conservation Officer and outdoorsman Len Cote shares a playful moment with his much-loved timber wolf friend, Sandy.*



was a highly prized crewman on several Corvettes, small naval escort ships, where he proved his prowess in the galley. It was quite an accomplishment to cook a hot meal for 120 men in a four-foot by four-foot galley during a North Atlantic winter storm while seasick.

When Len retired from the service in 1945, he secured a job as game warden. Because he was single and loved to live in the bush he was posted at seasonal bases like McLaren's Bay on the Ottawa River, then only accessible by road from the Quebec side and by boat across the river to Ontario. Len also patrolled the French River and west end of Lake Nipissing. During the winter he made week-long patrols of the Nipissing Crown Game Preserve from his home base of Marten River. In those days beaver were worth \$100 and poaching was a lucrative avocation.

It was during this time that Len acquired five Siberian huskies. In deep fresh snow Len would break trail on snowshoes ahead of the team. On the return trip, with a packed trail, he could ride most of the time. When motorized snow machines started to appear Len put his working team on the racing circuit. Most winter carnivals in the '50s and '60s in places such as Temagami, Sudbury, Kirkland Lake and North Bay featured dog races and Len's teams were always there. He travelled to Quebec, New York, Vermont, New Hampshire, Michigan and elsewhere to race dogs and — judging by the number of ribbons and trophies he accumulated — was successful.

Len was required to attend the Ontario Forest Technical School (now the Leslie M. Frost Natural Resources Centre) and complete the Special Fish and Wildlife Course in 1955. This was a pretty awesome task for a man who admitted, "I only went to school two days in my life; they were the two days I took the place of my brother when he was sick!" "Knowledge College", as he referred to it, left a lasting impression on Len and he would expound at length about his experiences there — which were a nightmare. Len was schooled in the ways of the bush and I

often thought he would make a resourceful companion if one were trying to survive in the wilderness. But don't ask him to write about the experience! Art Holder, once Len's supervisor, commented that, though literate, Len could hardly be convinced to sign his time sheet.

Len developed a considerable knowledge of wolves, wolf trapping and predator control. He was a participant in the long research projects on wolves which took place in Algonquin Park in the '60s. Doug Pimlott, George Kolenosky, Jack Shannon and Ken Clark were his contemporaries. Len also facilitated the successful breeding of a timber wolf female to one of his Siberian huskies confirming the possibility of such breeding in the wild.

I recall checking wolf traps with Len one summer evening on a sandy bush road in a winter deer yard near Marten River. The wolves had visited his set and dug out the traps, some were sprung, others were still set but all four

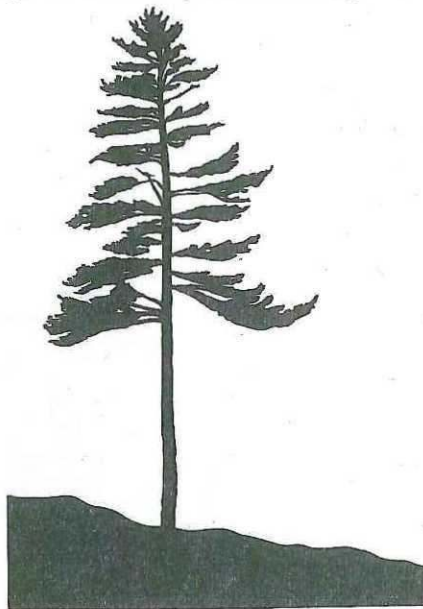
traps were revealed. I made a move to gather up the uncovered traps and Len cautioned me not to. He said, "These are young wolves and if I just keep setting new traps pretty soon they will lose count and get themselves caught."

Len was a keen observer of human nature. He could talk a tough line to his fellow officers about how he would handle a particular situation, but to the public he was a real gentleman. Confronted by a frustrated angler who asked him the same question he had heard a dozen times that day: "Where the hell are all the 'blankety blankety' fish in this lake?" Len replied in a droll manner, "...Well this time of year they tend to migrate; I just saw three half way across the portage!" The angler stared wide-eyed for a moment and then began to laugh, his complaint and frustration defused.

For his wit, for his humor, for his skill with pots and pans and for his love of the outdoors, Len Cote will be missed and remembered. ■

## Bill Foster commemorated

In recognition of the late **William T. Foster's** contributions toward the conservation of natural resources in Ontario, and for his leadership in developing the Greenspace Strategy for the Greater Toronto Region,



a conservation vision for the 21st Century; the commemorative William T. Foster Woods will be developed by the Metropolitan Toronto and Region Conservation Authority.

The William T. Foster Woods will encompass a 15 hectare site at the Boyd Conservation Area with a central commemorative cairn area as the focal point. The cairn area will include trees, shrubs, benches and pathways, with construction to commence in the spring of 1991.

To assist the Authority in establishing the central cairn area, a fund-raising campaign, with a target of \$50,000, has been initiated.

Contributions to the **William T. Foster Woods Fund** will be gratefully received and acknowledged by the Metropolitan Toronto and Region Conservation Authority, 5 Shoreham Drive, Downsview, Ontario M3N 1S4; telephone: (416) 661-6600.



## Scouter Wally's dilemma

# So much to do and so little time

by PETE STINNISSON

**T**he Dutch painter Vincent van Gogh and Wally East, a Wawa district conservation officer have two traits in common — a passion for life and a flair for painting. In Wally's case, however, painting is just one interest of many, but one for which he wishes he had more time. Wally, like Vincent, is intense. He *loves* things — the color green, walleye fishing, Project Wild, gardening and socializing to name but a few. And therein lies a dilemma — too many things to enjoy and too little time to do them in.

As rare as that commodity — time — is for Wally, he is most generous with it. After 15 years as a conservation officer who has worked from one end of the province to the other and completed assignments in-between, he loves his job. He always has those extra few minutes on his way home from a patrol to talk to tourists, trappers, hunters and fishermen — clients who have become friends in the 10 years he has worked in the Wawa area.

At home he is the unofficial mayor of the Birch Street subdivision where he splits his time between inspecting gardens, carpooling skaters, blowing snow out of driveways and sampling the contents of neighborhood coffee urns.

Of his remaining free time, most is given to the Boy Scouts of Canada. Wally credits Les Billings, a senior timber technician in Carleton Place as his motivator for joining the scouting movement in 1974. Since then, Scouts, Beavers and Rovers in a number of Ontario communities have benefited from Wally's enthusiasm for the outdoors.

His current position as a scout troop leader or scouter, taxes all his time management skills. There are weekly scout meetings and lesson plans to organize, and parades, expositions and special events such as Remembrance



photo by Carol Dersch

*Wally East, district conservation officer for Wawa is a natural scout leader. He likes to challenge himself, keep active and have fun — key attributes when planning programs for energetic boy scouts.*

Day to attend. Numerous fundraising events to finance trips and activities have resulted in Wally and his troop travelling to Canadian scout jamborees in Guelph (1985) and in Prince Edward Island (1989). Vacations are regularly used for outings and trips or for leader training. Wally completed his leader training, the Wood Badge III during a one-week vacation in 1988.

The scouting year often culminates at a special event such as a wilderness survival campout. Here success can be measured by displaying such skills as the one-match fire. One of the other highlights of the year is the father and son banquet where the hard work and efforts of scouters are recognized. It was at this year's father and son banquet that Scouter Wally was called to

the podium to receive the Medal of Good Service to Scouting. This medal was presented on behalf of the Chief Scout of Canada (then Governor General Jeanne Sauvé), the Provincial Council of Ontario and the Provincial Board of Honor.

For the future, Wally is setting his sights on a position with the local scout group committee, which operates the scouting program in the Wawa area. Although he'll still be active in the scouting movement, this new position will allow him more time to spend with his growing family and to pursue other interests. However, we don't expect that little bit of extra free time to sit in the bank too long — rumor has it that Wally just joined Ducks Unlimited! ■



# The Great Northern Timber Tour 1990

by JOHN DADDS

**T**he green van with MNR insignia pulls into another hotel. Unheralded, unnoticed and ... unpacked. Boxes, office machines, office supplies, everything a touring rock and roll band needs except guitars, bass and drums come tumbling out of the van. It's "The Great Northern Timber Tour," rolling into another northern town.

The Class EA hearing, which hit the two-year mark in May 1990, has been held primarily in Thunder Bay and Toronto, but there is a list of 14 towns and cities to be visited before it comes to an end — some of these visits planned for 1991. Previous community visits took the Board to Dryden in September 1989 and to Fort Frances in May 1990.

Environmental Assessment Board members Anne Koven and Elie Martel finished hearing evidence from MNR and the forest industry in mid-August of this year. The board then signaled the beginning of the "The Great Northern Timber Tour" and began its round of the northern communities of Sault Ste. Marie, Espanola, Timmins, Hearst and Geraldton. In total, it was a 3,000-kilometre trip of the North.

For the EA team, it was five more weeks of working wherever your briefcase and cardboard boxes happened to be. And if it was Tuesday, wrinkled clothes were dragged out of their bag for yet another open house or hearing session.

The MNR effort was co-ordinated by Iain Mettam, the integrated resource management supervisor in Kenora, who was seconded to the Timber EA project for six months. A core group including Audiovisual Coordinator Karen Simons and Tracy Tieman looked after logistics and support services for the trip. They mailed more than 8,000 public notices, arranged for media notices, designed

displays for information sessions, prepared a portable, instant office and handled dozens of briefing sessions. At each hearing location, a local MNR team provided support for our lawyer, Catharine Blastorah, to brief her as new witnesses appeared to give evidence.

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*For the EA team,  
it was five more  
weeks of working  
wherever your  
briefcase and boxes  
happened to be.*

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In August, the hearing reached the 225-day mark. More than 40,000 pages of transcript have been produced and 1,400 exhibits collected. Using a modem connected to the Timber EA office in Thunder Bay, a quick computer search of this vast amount of data can be completed in minutes. References and citations are available for the use of legal staff in the hearing room.

Exhibits have been used to tell the MNR story at the public information sessions which take place during the evening prior to community hearings.

District managers from the local office and surrounding districts were always at these sessions, along with some of their staff, so questions on local matters could be discussed.

Attendance at the hearings was excellent. Between 60 and 70 people came to the hearing in Sault Ste. Ma-

rie; a hundred or more spectators crowded into the basement meeting room in Espanola to hear presentations from 43 people. In Timmins, we saw more than 80 in the audience at most of the sessions. Numbers were only slightly lower in Hearst, and there were 50 at the first session in Geraldton.

At nearly every location, tourist outfitters, cottage owners or tree seedling growers would follow loggers and local mayors to the head table to be sworn in and give their evidence. The views expressed were varied, but there was a consistent message, too — the importance of the forest industry to northern communities. As Ontario's Environmental Assessment Act includes socio-economic and cultural conditions as part of its definition of environment, local community views — from loggers, truckers, restaurant and hotel owners — on the importance of forest and mill activities, put a personal slant on the sometimes dry and somewhat abstract statistical evidence presented in the more formal hearing.

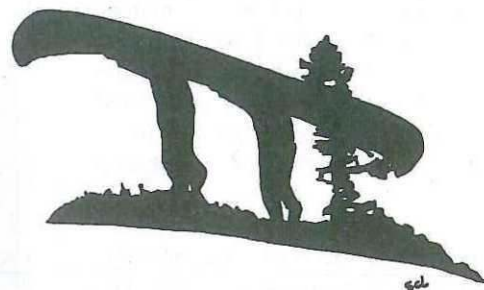
Full French-English interpretation facilities were available, with infra-red receivers so the public could tune in to the language with which they were most comfortable.

As the end of the road show approached, it was the end of an era. After two-and-a-half years in the Thunder Bay Hydro building, the Timber EA office has now returned to Toronto. It is split between two locations — one is on the sixth floor of the Whitney Block and the other at 151 Bloor Street West, the hearing room location when the evidence is being given in Toronto.

The mobile office and exhibit are packed away, but they will be dusted off next spring, all ready for another road show. For all those EA groupies: Yes, there will be a sequel, "The Great Northern Timber Tour 1991." ■



# field notes



## Kapuskasing District

SCATTERED ON THE ROCKS were the remains of sturgeon rotting in the heat of a hot mid-July evening. Mature sturgeon weighing up to 40 pounds lay motionless; the stench hung heavily in the air. This was the scene that awaited Conservation Officer Mark Russell of Kapuskasing District.

Mark was responding to a complaint received at the district office that numerous sturgeon were trapped in small pools below the Adams Creek Spillway north of Kapuskasing. The complainant also said the fish were being preyed upon by local residents using firearms and snagging devices.

Mark's investigation led him to a small pool 100 metres from the spillway. The site was full of live sturgeon and also littered with their remains. The following morning he reported his findings to the Fish and Wildlife Management Officer/Enforcement Co-ordinator Tom Mispel-Beyer. Based on the obvious vulnerability of the fish, an assessment and transfer plan began immediately.

On July 20, a team of MNR employees made up of Fish and Wildlife personnel, Forest Management employees and a unit fire crew were mobilized to the scene. Ontario Hydro, which operates the Adams Creek Spillway complex, co-operated in the efforts by making sure the spillway gates stayed closed during the rescue operations.

The pools below the spillway were surrounded by steep embankments and large jagged rocks that made walking almost impossible. Efforts were concentrated on a single pool ap-

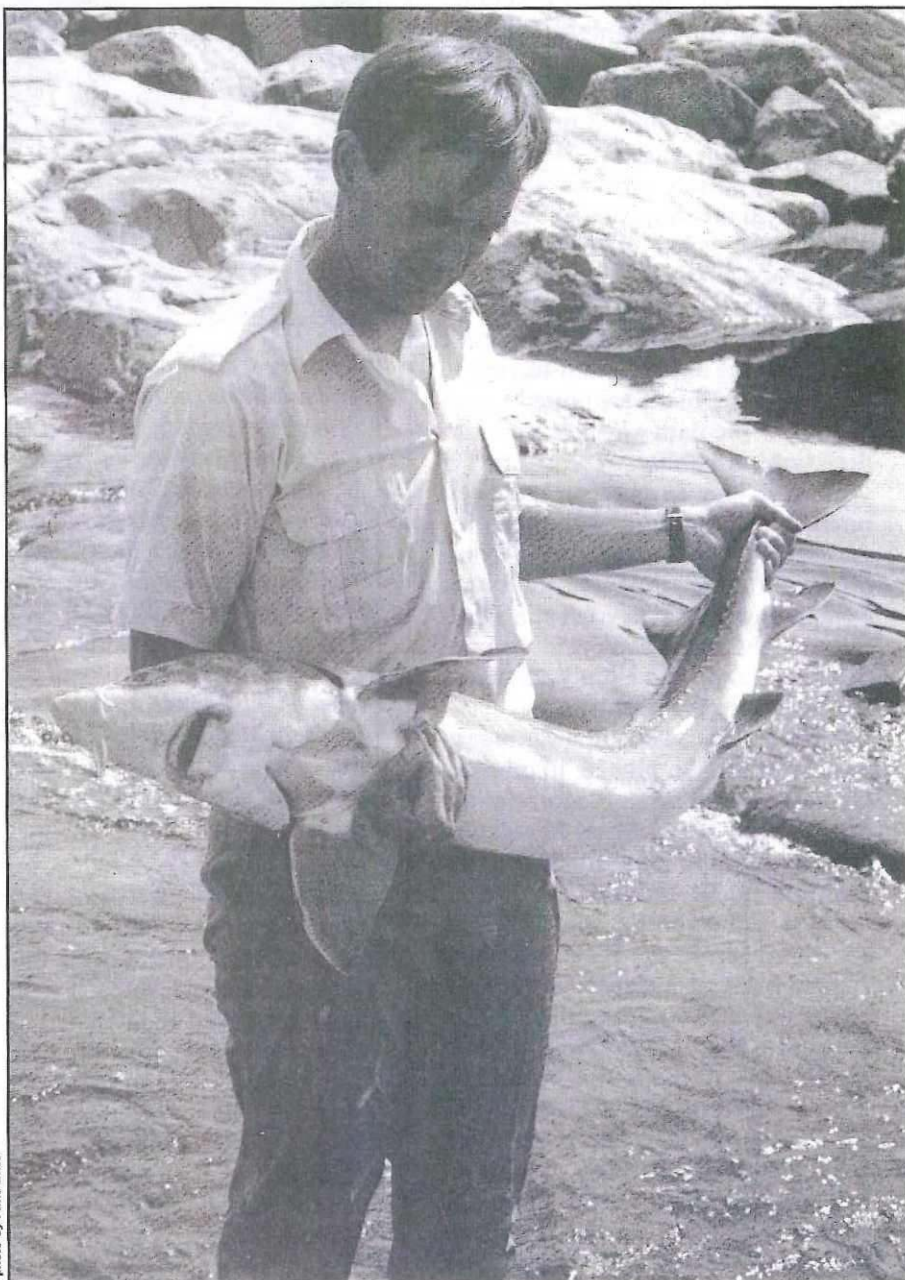


photo by Mike Bliss

*Fish and Wildlife Management Officer/Enforcement Co-ordinator Tom Mispel-Beyer carefully examines a 40-pound sturgeon before it is returned to safety.*



proximately 15 metres by 30 metres with an average depth of two metres. Since nobody on the team had ever been involved in a fish rescue, a variety of capture methods had to be tried and evaluated. Seining proved to be ineffective due to the pool's irregular bottom.

Some of the braver participants decided to enter the pool and catch the sturgeon with their bare hands. The wrestling matches with fish weighing up to 50 pounds were nothing short of amazing. After continued experimentation, however, gill nets proved to be effective and considerably safer for the rescuers.

The captured fish were placed in a shallow holding pond in preparation for their journey back to Head Pond above the spillway. Workers manually transported the sturgeon in a specially designed stretcher across the treacherous rocks. Once the 150-metre trek was completed the fish were loaded into a large, water-filled holding tank located on the back of a half-ton truck. The fish were then transported by vehicle over the dam and released into their natural habitat.

By day's end, 30 sturgeon had been rescued and released. All those involved felt a certain sense of accomplishment although it was somewhat overshadowed. As they left the site it was obvious by the activity in the pool that their labor had simply scratched the surface of the problem.

A second rescue attempt was organized by MNR. On July 26, 10 ministry employees were assembled under the direction of Tom Mispel-Beyer. Ontario Hydro supplied manpower and a Long Ranger Helicopter.

Since transporting the fish in stretchers across the rocks was time consuming and hazardous, the helicopter was used for fish transport from the pool to Head Pond. Equipped with a "Bambi Bucket" the helicopter moved an incredible 102 sturgeon in less than three and a half hours. Even more staggering was the number of fish still trapped in the original pool.

Between August 7 and 16, Hydro initiated a full-scale rescue effort which included the use of power pumps to

drain the pools and a medium-weight helicopter for fish transport. When all was said and done, no less than 985 sturgeon had been rescued representing an estimated 12 to 13 tons of fish.

We've all heard the old adage that some good always comes out of something bad. The sturgeon rescue was no exception. Since the start of the rescue effort Hydro has tagged 1000 fish, many with radio tags which will provide much-needed data.

Hydro's biologists and research scientists will be learning more about the life cycle and movement of this ex-

traordinary, pre-historic species. MNR has provided aircraft for the monitoring of transmitter signals and is benefiting from the computer data being collected. The end result should be a better understanding of the sturgeon and a stronger co-operative relationship between Hydro and MNR.

Hydro is ready for further rescue efforts should the need arise. In the meantime, research is under way to develop devices to deter sturgeon from coming near the vicinity of control structures.

Andre Joyal

## Main Office

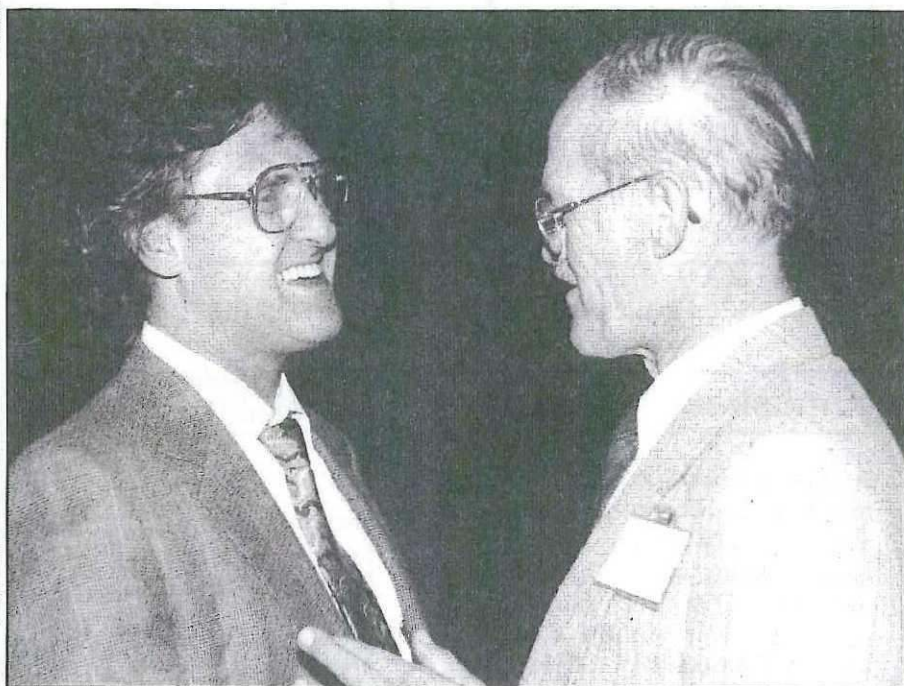


photo by Sherree Fildread

*It was a packed two days for Geographic Information Systems folks. The GIS seminar and exhibition held September 20 to 21 at the Metro Toronto Convention Centre welcomed participants, exhibitors and speakers from across the continent. Some of the topics covered at the conference were GIS applications for transmission planning, integrating municipal and county GIS, GIS applications in environmental planning and assessment and measuring the benefits of GIS.*

*The conference's final luncheon speaker was Canada's past ambassador to the United Nations Stephen Lewis. After a number of witty and entertaining anecdotes, Lewis vigorously addressed international issues of development and the environment. His view of the '90s as a pivotal decade for social, economic and environmental change offered a challenging and at times disturbing message: Make meaningful change now, or invite catastrophe later. He gave encouragement and praise to MNR's GIS initiatives, and saw MNR at the nerve centre of public policy for the coming decade. Above, Stephen Lewis and Dr. Barry Weller of the geography department at the University of Ottawa.*



## Central Region

Maple District Wildlife Technician Lionel Normand had his hands full throughout most of July and August with the peregrine falcon release program atop the roof of Maple District's four-storey Ontario Government building.

Ten young falcons, nine from the Canadian Wildlife Service in Wainright, Alberta and one from Quebec were delivered on two separate occasions as part of the ministry's plan to reintroduce the endangered species to Ontario.

The peregrine falcon is recognizable by its slim body, pointed wings and its aggressive hunting of prey in open spaces. It is the master of aerial pursuit, reaching speeds of up to 290 kilometres per hour when diving. Unfortunately, its numbers have been declining steadily since the 1940s, mainly because of the use of DDT for insect control after World War II. Though DDT now is banned in North America, many countries where falcons overwinter still use DDT and other chemicals. Combined with other forms of pollution, the accumulation of these chemicals results in critical thinning of egg-shells and alters the breeding behavior of parents.

The "Aurora Falcons" are being raised as part of a Canada-wide project to help peregrines regain the numbers needed to become stable natural populations and fill their ecological niche. The hacksite — a wooden box — in Aurora was chosen because the rooftop acted as a cliff and the site, the Oak Ridges Moraine, gave the birds plenty of space to hunt.

Hacking ensures that the falcons have no ties with their keepers and will not associate food with humans after their release. The hacksite was constructed on the very edge of the roof. Frozen quails were given to the falcons through a small opening until they had mastered their flight and hunting techniques. Tinted glass on the hackbox and a hidden, remote camera gave us excellent close-ups of the unsuspecting birds.

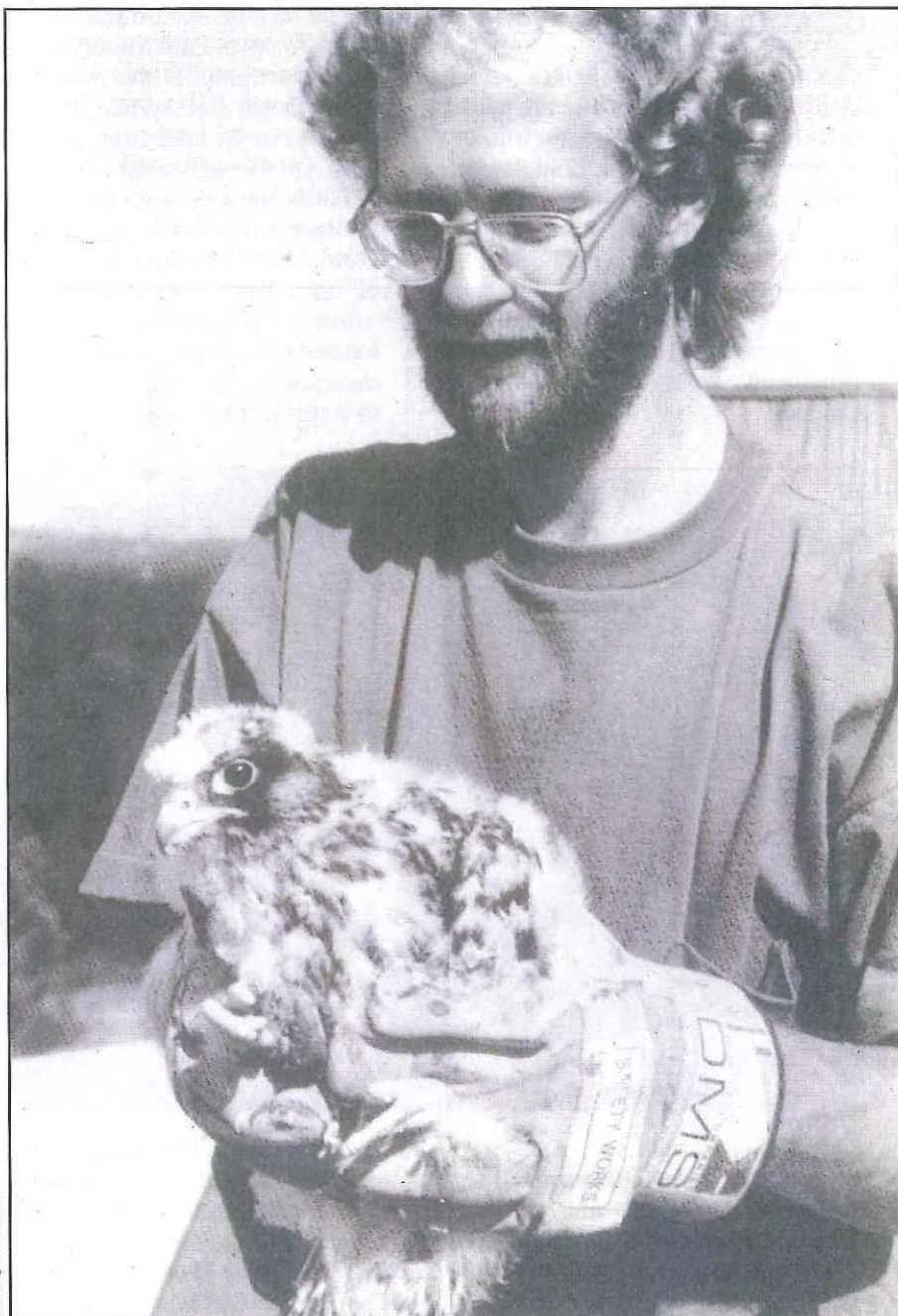


photo by Paul Savoie

*Wildlife Technician Lionel Normand ruffles the feathers of a young falcon being prepped for flight duty.*

Once able to leave the hacksite, ministry staff and members of the Aurora Friends of Nature, a local naturalist club, kept a close eye on the falcons. The transition is a critical period. Since their release, there have been many reports on their whereabouts and habits. As I write this story in early September, I notice a young falcon resting high atop a radio tower not far from my fourth-floor window — he'll

be wintering in warmer climes soon enough.

Lionel, and everyone who participated in the falcon-release program, hope the birds will return next spring to their original Aurora hacksite. Until then, all we can do is remember the amazing sights offered by these magnificent flyers and hope that their journey will be a safe one.

*Dan Boileau*



## Central Region

CENTRAL ONTARIO'S GEOLOGICAL gem, the Niagara Escarpment, has always been a source of awe for millions of tourists who visit its 725-kilometre stretch of unbroken beauty. On August 21, approximately 150 people assembled to witness the opening of the escarpment's two newest landmarks; a viewing platform and a 165-step staircase, located in the Forks of the Credit Provincial Park, in the town of Caledon.

The idea for the project came from Gord Weeden, Park Supervisor, about three years ago. "The trail here is part of the Bruce Trail system. I knew that the site would lend itself perfectly to such a platform because of the view of the falls, the old dam and the natural heritage surrounding the area," said Gord. "It's taken three years and a lot of hard work, but it certainly was worth it." The platform and staircase, located on a steep embankment of the escarpment, now provide safe access to a spectacular view. A bench on the



photo by the Ontario Heritage Foundation

Former Dufferin-Peel MPP Mavis Wilson and Ontario Heritage Foundation (OHF) Chairman Richard Alway cut the ribbon to officially open a series of viewing platforms in the Forks of the Credit Provincial Park on August 21. Hands-on assistants left to right are Niagara Escarpment Commission Chair Terk Bayly, Acting Mayor of Caledon Don Currie, MNR Parks Branch Director Norm Richards, District Parks Manager Gordon Weeden and Deputy Minister of Culture and Communications David Silcox.

Representatives from the ministries and agencies who made these landmarks possible gathered to officially cut the ribbon and get a first-hand look. The project was a shared undertaking of the Ministry of Natural Resources, the Niagara Escarpment Commission, and the Ontario Heritage Foundation. Actual work on the platform and the staircase was done by inmates of the Guelph Correctional Centre through the Ministry of Correctional Services.

platform invites visitors to sit and take it all in.

"The inmates who worked here have done an outstanding job on this site. These people worked in very difficult conditions. The 60-degree gravel slope meant that all the work had to be done by hand. At times the flies and mosquitoes were almost unbearable. Under such circumstances, they are to be congratulated," said Gord.

Dan Boileau

## Dryden District

SEARCHING FOR ALTERNATIVES to pesticides, MNR's tree nursery in Wabigoon is studying the use of geese to control weeds and grasses. Bud Carter, a research technician at the nursery, supervised the two-day experiment, using nine Chinese geese, otherwise known as poor man's swans, or weeder geese. "We're trying to evaluate the effect [the geese have] on seedlings," Bud said at the four-hectare (2.5 acre) experiment site. So far, they seem pretty good."

Provided by Phil Gammage of Rugby Township, the gaggle of one-year-olds were first placed in a field with bigger trees, then let loose on a field of recently sprouted jack and red pine seedlings.

Nursery Forester Terry Myland decided to try geese after reading a report from a west-coast United States nursery that had used the geese with a degree of success.

Mr. Gammage pointed out that weed-eater geese are not a new idea, and in recent years, geese have been used extensively to weed cotton, asparagus and strawberries, as well as other crops.

While all geese eat weeds and grasses, the Chinese breed is best suited to this type of project because of its relatively small size. This breed grows to between eight and 10 pounds, while other breeds grow to weights in excess of 20 pounds. The larger birds could damage plants, while the chance of that happening is reduced with the lighter breed.

The results of this two-day experiment will be analyzed and, if the results seem promising, Bud said the experiment will be repeated with goslings next year. He explained that goslings eat more and weigh less, increasing efficiency while further reducing the chance of damage to trees by birds trampling on them.

Local Express, Dryden

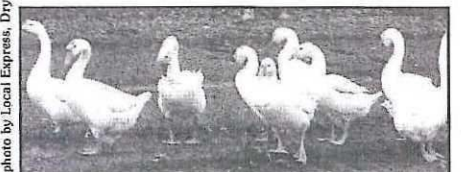


photo by Local Express, Dryden



## Forest Resources

### Group

DO CONIFEROUS TREES have flowers? This was one of the many questions posed to Wolf Cubs attending the Sault Ste. Marie Cuboree camping weekend held in late May. The Cuboree was designated the "Official Cuboree for Forestry Capital of Canada 1990."

FRG's Private Land Forester Brian Thompson sat on the Forestry Capital of Canada Planning Committee that came up with a "Treevia" quiz for the Cubs on the weekend's theme, "Fun in the Forest". Cubs were challenged with questions about forestry-related subjects such as: Roots of trees stop growing during the winter months. True or false.

Other activities — many with descriptions borrowed from Paul Bunyan — were organized by Forest Resources Group, the Voyageur Trail Association, and Forestry Canada Ontario Region.

The Cuboree site proved to be an excellent location for tree identification. Over 23 species were identified with the aid of forestry professionals. In addition, one stand of trees was designated a forest fire area. An initial-attack fire crew from the Sault Ste. Marie Fire Operations Area demonstrated how to extinguish the fire. The fire crew enlisted assistance from volunteers to save camp sites from the dangerous fire!

Campers participated in a dryland log-rolling competition, in which an inventive scout put a log on pivots with a speed control. The log was slowed for the more timid and allowed to free-wheel for the braver Cubs. Not quite the lumberjack challenge, but an event enjoyed by all.

The Blue Ox Pull offered an alternative to tug-of-war, with the Cubs competing in skidding logs just as Babe, the Blue Ox did in Paul Bunyan stories. The experience demonstrated that the mighty ox must have been as strong as eight excited Cubs.

Stories about lumberjacks tell of their using axes to shave, so our lumberjacks participated in a Paul

Bunyan Shave. Balloons were substituted for faces, special axes were provided and we watched, amused, as shaving cream flew everywhere.

Miniature forest fires were set in cans of paraffin for firefighting practice, and relays of boys, carrying water in a spoon worked to put out the fires.

They soon resorted to handfuls of water when the fire proved to be a tough one.

And for you trivia buffs ... Coniferous trees do have flowers and roots of trees do not grow in winter.

*Del Stephens  
Cub Leader, Pack 12*



photo by John Stephens

*OK. Concentrate, aim...bull's eye. Olympic archer Alec Denys is manager of the private land forestry section at FRG. He led one of the many activities for cubs at the Official Cuboree for Forestry Capital of Canada 1990.*

## Cornwall District

THE EMPHASIS THE Ministry of Natural Resources is putting on fish habitat protection and wetland recognition led Cornwall District to provide an informative shoreline boat tour to area federal and provincial politicians this summer.

District staff from Fish and Wildlife Planning and District Manager Ron Cleroux were on hand to act as tour guides and to provide resource information on the shoreline. It was a beautiful warm and calm summer day on the river.

The purpose of the tour was to explain ministry policies on fish habitat protection, shoreland work permits and wetlands, as well as to show shoreline projects currently under way. It is often said a picture is worth a thousand words and seeing the shoreline littoral zone from the water gives a much different and clearer perspective.

Specific sites included in the tour were: the eel ladder at the Moses Saunders power dam, a Class I wetland in Charlottenburgh Township, an erosion protection project being undertaken by the Coast Guard adjacent to the St. Lawrence Seaway and a unique heronry in Lake St. Francis. District staff also provided a running commentary on the ministry's involvement in the St. Lawrence River Remedial Action Plan, land use planning issues and development pressure on wetlands and many other related topics involving fish habitat, weed harvesting and the use of Crown land along the shoreline.

*Jim Cameron*



## Northern Region

WHEN THE ICE broke up on the Moose River last spring, it did some severe damage in and around Moosonee, but nothing could compare to the destruction at Tidewater Provincial Park. The small island park was battered by huge chunks of ice, some the size of trucks, weighing tons. Shoreline was carried away, nature trails and campsites were destroyed and buildings were knocked off their foundations by the tremendous forces.

"The park was a shambles," says Superintendent Chris Bell. "All I could really do was say to myself, 'It could be worse.'"

Chris had only been in the job as superintendent of both Tidewater and Polar Bear parks for a few months. Little did he know he'd be doing an enormous repair job in the spring.

When the break-up and melt was finally finished, Chris and his staff set to work to bring the park back to standard. Vault privies and maintenance buildings were repaired and put back on their foundations; campsites were leveled and landscaped; broken and fallen trees were cut and removed to the firewood yard; the park nature trail was cleared and the shoreline was stabilized and reinforced.

"It took a lot of time and effort but things gradually started to take shape," said Chris. "Between building repair and landscaping, we kept busy for quite a while."

The real surprise came for Chris and his staff in the late part of the summer. Every year, Northern Region holds its annual workmanship competition. The regional park operations specialist and several park superintendents tour all parks in the Region in a contest that judges maintenance quality and accomplishment. It is also used as a method of giving new superintendents some ideas for what can be done in their own parks. Two prizes are awarded, one for best park overall and one for most improved park.

The competition was started in 1984 by two forward-thinking Northern Region staff as a positive, constructive

photo by Keith Argent



*"It's been a credit to Chris (Bell) and his staff that they brought Tidewater back so quickly," said Northern Region Park Operations Specialist Keith Argent. On left, Chris accepts the Don Stewart award from Regional Director Dick Hunter.*



*Bob Plouffe's happy Nagagamisis staff display the Helge Mattson award for best park workmanship in Northern Region. Deputy Regional Director Ron Kervin (back row, far right) presented the award.*

method of improving the standard of maintenance quality in parks throughout Northern Region. These staff members were honored when the awards were recently re-named after

them.

Nagagamisis Park in Hearst District won the much-coveted Helge Mattson award for best workmanship in Northern Region. Tidewater, so



badly damaged by the spring ice and put back together with great effort and enthusiasm, won the Don Stewart Award for most improved park.

"It's a credit to Chris and his staff that they brought Tidewater back so quickly," said Northern Region Park Operations Specialist Keith Argent. "Although all of the parks did well, Tidewater really deserved the award."

Banquets were held to present the winning parks with their trophies. Regional Director Dick Hunter travelled to Moosonee District to make the presentation to the Tidewater group.

"It's been an incredible year," says Chris. "I'm very proud of my staff and their accomplishments. We still have more challenges ahead though."

*John Pineau*

...

IT WAS A chance for people to get to know each other beyond just a name on a flow-chart or a voice over the telephone. Northern Region's staff day on September 5, 1990 turned out to be even more than putting names to faces. Perfect weather, a great location and a variety of imaginative and interesting activities allowed for what many described as one of the best staff get-togethers ever. "Our people are scattered," said Regional Director Dick Hunter. "We have offices in both Cochrane and Timmins, and our Regional Service Centre is out at the airport in Timmins. With three separate locations and a total of five buildings, it becomes difficult for people to get to know many of their co-workers."

The first job for the organizers was to find a central location for the day. That was easy. Kettle Lakes Provincial Park was ideal as both a destination and for its excellent facilities. After some interesting presentations, one by Kapuskasing District Manager Jim Grayston on sexual harassment, and another by Deputy Regional Director Ted McHale on sustainable development, Dick introduced his co-ordinators and then called on each of them to follow suit with their own staff.

The afternoon was organized as a team-building exercise, with teams carefully selected so that a cross-sec-

tion of offices was represented and everyone had the opportunity to meet new people.

"Everyone seemed to enjoy working together with different people," says Dick. "The events proved to be a special learning experience and an opportunity for some hands-on team work."

Events for the afternoon included tree planting, timber cruising, log sawing, log throwing, log rolling, fish casting and fire backpack target shooting. Most of the teams won at least one event and everyone definitely had fun.

The evening was capped off with a barbecue and campfire singsong. Quite a few hardy souls stayed until after dark, although many people returned home after the busy day, as the new school year had just started for their children.

"I think we have the potential for at least an annual event," said Dick. "I'm already looking forward to next year and I know many others are as well. I just hope we get July weather in September again."

*John Pineau*

## Thunder Bay District

THAT'S RIGHT, it's that time again. Those skis should be well tuned by now and your muscles ready for action. You're invited to participate in the 14th Annual Sibley Ski Tour on Saturday, March 2, 1991 at Sleeping Giant Provincial Park, 40 kilometres by road east of Thunder Bay.

The Tour features a 50-km race, the 40-and 20-km tours as well as a 10-km family fun route. The variety of routes provide cross-country skiing opportunities for every skiing enthusiast. Last year's Tour attracted 680 participants!

To inspire you toward your best performance, individual and team awards are given. Age classes for men and women are established for the timed 50-km event in which you may capture a gold, silver or bronze medalion.



*Acting District Manager Al Willcocks skis the 1990 Sibley Ski Tour.*

Other awards include the oldest or youngest skier in the 20- 40- and 50-km events, the family distance awards, the family touring awards, the "woodymakeit" award, as well as school and team awards based on the most kilometres skied.

To complete the day's activities there will be a "Tour Awards Social" at the Valhalla Inn featuring a "beef on a bun" dinner and awards presentations.

Numerous MNR employees in the Thunder Bay area have participated in the Sibley Ski Tour throughout the years and have enjoyed it immensely. So mark March 2, 1991 on your calendar as your day to explore sleeping Giant Provincial Park's cross-country ski trails by participating in the 14th Annual Sibley Ski Tour.

For more information on the Sibley Ski Tour and entry fees write: Sibley Ski Tour, P.O. Box 421. Thunder Bay, Ontario P7C 3Y3.

*Barbara Rees*



## Terrace Bay District

A BIT OF LOCAL history is gone from the inland lakes north of Terrace Bay. In September the tugboat "Guy M.N. No. 1" was moved to Lake Superior to be refitted for work on the Great Lakes.

The tug had been owned by Kimberly Clark of Canada Ltd. and was used to move log booms down Long Lake. The water drive to the mill in Terrace Bay ended in 1988 making the tug surplus. Purvis Marine in Sault Ste. Marie bought the tug in 1989 and began the year-long preparations to move it.

The GUY M.N. had to be moved 69 kilometres down forest access roads to Terrace Bay. From Terrace Bay it was moved to one of the beaches on Lake Superior to be relaunched.



photo by Lynda Horman

*The Guy M.N. No. 1, a tugboat used for moving log booms down Long Lake, temporarily retired from service in 1988. On Labour Day Weekend, the long haul began to Jackfish Bay, 25 kilometres east of Terrace Bay where tug will get a new lease on life.*

The first choices for access to Lake Superior were two beaches in Terrace Bay. These didn't prove feasible because a highway overpass had to be crossed and a study was required to see if the overpass could support the 198-tonne weight of the tug.

Instead, Jackfish Bay about 25 kilometres east of Terrace Bay on Highway 17 was chosen. An old aggregate extraction road was reopened, the cobblestone pushed to the side and a landing built on the beach.

In the meantime, work on the tug was being carried out to prepare it for moving. The tug was welded to a special float that had over 100 tires to distribute the weight. The total length of the float and tractor was 51 metres. The wheelhouse followed on another float because it made the tug too high to be moved.

On Labour Day weekend the tug started its slow procession down the Kimberly Clark road. It took about six days to float the tug from Long Lake to Jackfish Bay moving at a walking pace.

At Jackfish Bay the tug was refitted with the wheelhouse and another tug was brought up from Sault Ste. Marie to pull the GUY M.N. into the lake.

After the successful launching the cobblestone was pushed back onto the beach to restore it to its original condition, and the GUY M.N. No. 1 moved on to new duties.

RAINBOW FALLS PROVINCIAL PARK won the second annual North Central Region Park Workmanship Competition. Assistant Superintendent Linda Trapp and the rest of the staff worked hard all summer to ensure that the facilities and grounds were always clean and that the quality of new work was first class. This effort was rewarded with the presentation of the award by Acting Regional Director Mike Millar at a dinner at the Rosspoint Inn. Last year's co-winner Neys Provincial Park was second in the competition and Kakabeka Falls Provincial Park (Thunder Bay District), won the most improved park award. Congratulations to all the park staff for a job well done!

Lynda Horman

## Carleton Place District

EVER THINK OF voluntarily giving up one of the nicest weekends of the summer to spend three days in the bush with someone else's kids? Well, 12 members of the Ontario Conservation Officers Association (OCA) did, and the beneficiaries were members of the Boys and Girls Club of Ottawa-Carleton. The officers spent August 24 to 26 at the Park Lake Junior Ranger Camp, located at the north end of Lanark County with 12 boys, aged 10 to 13.

"I've been to one of these before, and I knew what would happen," said Gary Martin, trip co-ordinator and a conservation officer from Carleton Place District. "At first, the officers were unsure about spending three days alone with boys they had never met. Now, all I hear is 'OK, that was great! Now next year...' I'm sure this year's trip will become known as the first annual."

"It's particularly significant that the COs gave up their weekend," Gary continued, "because they work most weekends already and the majority of the work at this time of year is in boats — so this was a true busman's holiday." Officers from the Brockville, Carleton Place, Napanee, Tweed and Kemptville offices attended.





*A dozen conservation officers and as many boys from the Boys and Girls Club in Ottawa Carleton spent three days in the bush, fishing, eating, and swimming. It was a hit for all involved.*

Martin said the trip was a co-operative effort between the OCOA and MNR; Camp Cook Evie Ferguson and Foreman Tom Ferguson, the Boys and Girls Club of Ottawa-Carleton; the many local bait and tackle shops who provided bait; and an assortment of lures to fill tackle boxes provided by the Woodstream Corporation. Each boy was given a new rod and reel as well as the tackle boxes to take home.

"We had a great weekend — we fished, swam, canoed, ate like kings, had a campfire and a fish fry, played

softball and, most importantly, had some real quality time with the boys. The look on their faces in the pictures and the fact that they all asked if they could be picked up again next year tells me it was an unqualified success," said Gary, the only casualty of the weekend. He ended up with a treble hook deeply imbedded in his finger and had to be taken to hospital to have it removed.

"We thank the Boys and Girls Club for giving us this opportunity."

*Gary Martin*

## Sault Ste. Marie

CHIEF DENNIS JONES of the Garden River First Nation has accepted a \$10,000 commitment from Sault District Manager Ron Lessard for upgrading Ojibway Park, which is owned and operated by the Band. The funding is one example of a number of initiatives between the Garden River Band and the Sault Ste. Marie District to foster goodwill and co-operation.

The training of 14 Band members as regular firefighters was completed this spring.

Two Band members are currently enrolled in a co-operative native resource technician program at Sault College under the Distance Education Network. Utilizing the talents of the native co-operative students, a review of the Band's Forest Management Plan has been largely completed, and a Fish and Wildlife Management Plan for reserve lands was started this fall.

Chief Jones says he expects these partnerships to continue to support wise resource management for the economic and recreational purposes of the Garden River First Nation.

Ron Lessard said he and his staff are likewise looking forward to continuing to build a strong and fruitful relationship with the native community.

## Cambridge District

DESPITE A MIXED BAG of weather, more than 10,000 visitors got a little closer to nature when they strolled through the MNR exhibits at this year's International Plowing Match. The event, hosted by Cambridge District, was held from September 18 through 22 on the fertile lands of Paris, Ontario.

This year's theme, "Look Around You," focused on the natural resources in the district. Using the district's Geographical Information System, visitors were able to zoom in on the area's various resources, while a variety of nearby displays, illustrated their importance and the ministry's role in conserving them.

Cambridge District staff put a real effort into making visually appealing exhibits with many new displays on hand. Included among these was a new provincial wetlands display and a display entitled "Where to See Wildlife in South Central Ontario". A display outlining the Ministry's role in protecting natural areas in the province was also produced for the event. The University of Guelph Arboretum donated a large variety of rare Carolinian trees and shrubs for display throughout the MNR tent.

Surveys, Mapping and Remote Sensing Branch and the district collaborated in producing the first display module for GIS. In addition, an interactive demonstration was prepared by the branch which permitted visitors to get their first look at computer mapping techniques and learn how it can assist in day-to-day resource management decisions.

Three days were set aside as special feature days. Wednesday was dedicated to private woodland owners. About 100 Woodland Improvement Agreement holders attended the day which included an award presentation ceremony. Three awards were given to landowners in recognition of their outstanding co-operation with MNR research, reforestation and management. The awards were presented by Jim Coats, executive vice-president of



the Ontario Forestry Association.

On Friday, a special program was organized for landowners in the Grand River Forest, a Carolinian Canada site. Invited speakers addressed topics including the natural features of the Grand River, Carolinian Canada, wildflower gardening, and private land stewardship. A nature walk to the Grand River forest was led by Donald Kirk, Natural Heritage and Information Officer of Cambridge District.

A special family day was held on Saturday with such attractions as face painting, Woody the Talking Tree and animated videos. The popularity of the face painting was measured by the long lineups. The wait was not too long, however, as the artist quickly and deftly created her imaginative animal renditions on young people.

In another section of the tent, speakers showed films and videos, further emphasizing the importance of our natural resources. This space was ideal for discussions, and many local landowners left with some helpful, environmentally friendly ideas for future work projects.

Probably the biggest attraction was the MNR Quiz Table. Here children and adults alike could test their natural resource knowledge by identifying various items including, furs, antlers, Carolinian trees and minerals. Prizes such as posters, pins and specially inscribed Plowing Match frisbees were given away to all participants.

A lot of hard work went into making this a successful event. Special mention should be given to the Plowing Match Committee in Cambridge District. They include Ted Harvey, Donald Kirk, Lee Hotchkiss, John Irwin, Carol Neumann, Claudette Lafond and Jim McNabb of Bronte Creek. Diana Sheff of Communications Services and John Bacon of Surveys, Mapping and Remote Sensing Branch provided valuable input into the display production and GIS demonstrations respectively.

*Donald Kirk*

## Napanee District



photo by Janine Papadopoulos

*Bruce Page's family: (left to right) daughter Pat, wife Kaye, daughter Donna and son Jerry unveil a plaque in memory of Bruce at Frontenac Provincial Park.*

ON JUNE 12, a small ceremony was held at Frontenac Provincial Park to unveil a plaque donated by the family of Bruce Page, the park's first superintendent.

Bruce died in 1986, following a few short years of retirement from the ministry. To commemorate Bruce's long-time association with the park, the family donated a bronze plaque displaying "A Visitor's Creed"; a code of ethics which canoeists, hikers and campers might consider when travelling the park's interior areas. Bruce's wife, children and grandchildren all attended the unveiling.

The Page family and Frontenac Provincial Park date back a long way, with ancestors having settled what is now part of the park before the turn of the century. Throughout three decades of public service, Bruce played a significant role in creating, planning and developing the park.

*Chuck Matheson*

## Algonquin Park District

NOW THAT WINTER is on the way, it is time to start making plans to attend the 8th Annual Algonquin Wilderness Marathon and Loppet. There will be something for everyone, novice and expert alike. This year's races will be spread over the weekend of February 9 and 10, 1991.

There is a five-kilometre "Jackrabbit" race for kids 12 and under and an 18-kilometre "Tour", a 25-kilometre "Loppet" and the 40-kilometre "Marathon" for adults.

Since 1989, there have been special trophies for "Loppet" participants who are MNR employees. Queen's Park has donated two beautiful trophies for the top male and female participants.

Awards are given to male and female entries for five categories in each event. In the past, we awarded tamarack geese from Moosonee and the Ministry of Northern Development and Mines (Dorset) has donated time and material to creating some unique awards which give the recipient a taste of Algonquin landscape.

*Richard Stankiewicz*



## Northwestern Region

THE FIRST NORTHWESTERN Regional Lands and Waters Conference was held at the Quetico Centre. Last April more than 50 Lands, Operations and Planning staff participated in a two-day conference designed to bring together field technicians, clerks and managers to see where the Lands and Waters Program was headed in the '90s.

Ron Vrancart kicked off the conference by providing an outline of the MNR's Strategic Direction for the 1990s. It was the first time participants had heard the basics of the Lands and Waters Strategic Direction "straight from the horse's mouth."

Included in conference presentations were: Managing in Change (Jennifer D'Angelo), From Vision to Action (Frank Shaw), Sustainable Development (Bob McGurrin), Geographic Information Systems (John Houweling and Tom Malone), Crown Land Development (Derek Renton) and Partnerships (Ray Bonenberg).

The opening night of the conference was set up to allow the districts to show off some of their best work. Exhibition Northwest highlighted such program themes as: the building stone industry in Kenora; a lake management strategy in Red Lake; an aggregate inventory in Sioux Lookout; a road planning exercise in Fort Frances; the control mapping process in Dryden and a co-management project in Ignace.

The guest speaker on day two was Bob Michels, a private consultant involved in economic development from Atikokan, Ontario. He talked about Crown land and economic development in the North. It's fair to say that Mr. Michels had some criticisms of the Crown Land Development Initiative but he recognized the hard work of ministry staff throughout the province.



*Northwestern Region's Lands and Waters Conference brought participants up to date on strategic directions.*

Don Lindstrom, Regional Operations/Services and Support Co-ordinator introduced the workshops on the second day by stating "the most important aspect of a regional strategic plan for the Lands and Waters Program, is the grassroots involvement of the staff delivering the goods."

Regional Director Don Johnston, Deputy Regional Director Ray Fortner and District Manager Ray Bonenberg took the hot seat at the conclusion of the conference to field questions on programs.

A series of seven videotapes covering the presentations and conference is available from the Lands and Waters Section.

*Eric Keast*

## North Bay District



*Al Osborne (right) receives a sweatshirt as an award for excellence in fire safety from Dave Cleaveley.*

FOLLOWING ANOTHER ACTIVE fire season, a safety awards presentation was held to highlight the safety record of Fire Management staff. At this meeting, the two preventable accidents which occurred in 1990 were discussed and emphasis was placed on proper back-up procedures and back care.

After general discussion, safety awards were handed out to all fire staff who had a safe working record. The following staff received a Smokey Bear coffee mug and a helicopter hat: Detached Fire Crew Leader Lynn Wissler, Detached Fire Crew Leader Mark Derry, Native Liaison Technician Jim Turner, Fire Crew Leader Al Osborne, Senior Crewmember Moe Demers, Crewmember Don Boyce, Fire Crew Leader Tom Driscoll, Senior Crewmember Ellis Barton, Crewmember Alex Commanda, Senior Crewmember Garry Radey, Crewmember Mike Paul.

A hand-painted sweatshirt of a CL-215 dropping water on the North Bay District was presented to Al Osborne. This award goes yearly to the employee who has a clear safety record and has displayed a safety-conscious attitude.

This was the second year of our safety incentive program and all staff agreed that the program was a success and should continue next year.

*Dave Cleaveley*



## Minden District

AT APPROXIMATELY 1 p.m. on May 23, a beaver dam above the village of Haliburton gave way, beginning a torrential eight-hour journey through Haliburton backyards and buildings on its way to Head Lake.

Rushing past Victoria Street Public School the torrent picked up part of a workshop, floating docks, building materials, dislodged trees and shrubs, continued along side Kennedy's Bait and Tackle, through Glebe Park and into Head Lake.

Lands Supervisor Mike Belcher and Administration Supervisor Reg Raby from the Minden District Office began fielding the dozens of phone calls and dispatching staff to the scene.

Witnesses reported that while there was no wall of water, levels rose very swiftly leaving little or no time to react. One resident hopped across the swelling creek in his backyard to retrieve some equipment, only to turn around and find his way back blocked by the flood waters.

In Haliburton, sightseers and local residents were powerless to stop the flood and aided the elderly and disabled by ferrying them to safety. The Haliburton Fire Centre is located on Head Lake almost straight across the lake from where the flood waters entered. Fire Operations Manager Tom Russell quickly recognized the environmental and boating hazard posed by the large raft of debris moving down the lake. Staff were dispatched in small boats to pick up and move the larger pieces to shore and try to contain the flotsam.

In Minden, Fish and Wildlife Clerk Dave Camelon contacted staff via radio and had boats and motors brought to the scene. Thinking swiftly, Tom Russell had the Fire Centre's sectional floating dock extended out into the lake to act as a boom to capture the debris and had chicken wire stretched across the outlet of the lake. This worked very well; the boom caught the largest portion of the sudsy goop floating across the lake. Sandy Giles, also at the Fire Centre, relayed

photos by David McLeish



*Staff from Minden District and the Haliburton Fire Centre all pitched in to remove flood debris from Head Lake after a beaver dam burst just above the Village of Haliburton.*

important information about supplies and personnel to Tom and field staff via radio.

Biologist Sandra Dosser, Fish and Wildlife Technician Marcel Demars, Fire Crew Leader Ron MacKenzie, Tony Woolhouse, Lee Thurston, Harland Doige and Peter Muzzi, and staff from all branches helped remove the scum from the water's edge. Chris Cowen and Trevor Powers used an outboard and a small boat to help concentrate the floating material on the lake. Local public works staff pitched in and provided a dump truck to cart the debris away.

Fortunately, there were no serious injuries associated with the flood and while property damage was severe, most buildings can be repaired. For the most part, the residents of Haliburton, who understandably had concerns of their own, were unaware of the admirable work done by MNR staff. The swift clean-up undoubtedly prevented more extensive environmental damage to lakes downstream, not to mention the boating hazards which would have been posed by partially submerged logs and building debris.

All in a day's work at MNR!

David McLeish

## Huronian District

THE POWER BEHIND southern Ontario's private land forestry program is people.

On September 22, Huronia District's Forest Management and the Huronia Woodlot Owners Association held a field day. The attendance was excellent with about 175 private landowners filling the Midhurst Nursery shipping barn for topical lectures and look at displays.

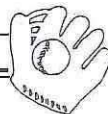
The focus of the day was plantation management. In the morning, speakers covered a wide range of topics including, establishment, tending and harvest regimes.

In the afternoon, the group visited three locations that demonstrated various facets of plantation management.

In southern Ontario, so much depends on the private landowner to assist in the development and implementation of a plan for the wise stewardship of their property. With increased environmental awareness many are considering the switch to tall and green.

Phil Gormaly





## Espanola District

photo by Heather Gorrell



*Unexpected in the beginning, but jubilant in the end, the Espanola Jays clinch the prized championship trophy of the Seventh Annual Northeastern Region Mixed Softball Tournament.*

NOW THAT THE DUST has finally settled...

On the weekend of August 11 and 12, North Bay District hosted the

Seventh Annual Northeastern Region Mixed Softball Tournament. Played at Restoule Provincial Park, the tournament attracted 15 teams,

the most ever, from centres between, and including, Sault Ste. Marie and Temagami.

The Espanola Jays (not to be confused with the Whiskey Jacks, a hockey legend in their own time), were made up of 13 players and two coaches who entered into the tournament for the first time. Despite a setback in their first game, the Jays surprised all other opponents and themselves by winning all remaining games. On the "Hill Dome" the Jays endured very stiff competition from a host North Bay team as well as the defending champions, Kirkwood, to capture first place honors and the prized championship trophy.

The Jays, who gathered once weekly during the summer for some fun and exercise, would like to thank OPSEU Local 267 for sponsoring the team. A healthy thanks is also extended to North Bay District staff, particularly Gary Preston, who worked so hard to put together a very well organized and fun event.

*Dan Glofcheskie*

## Algonquin Region

photo by Naomi Doran



*Pembroke Panthers stole their way to victory in the "A" Championship of the Algonquin Region Slo-pitch Tournament.*

ON AUGUST 18, Parry Sound played host to the 1990 Algonquin Region Slo-pitch Tourney.

Teams from Pembroke, Bancroft, Minden, Algonquin Park Region (2), Bracebridge (2), Parry Sound (2) battled it out in round robin play.

The teams took a break for supper and enjoyed barbecued hamburgers and corn at Trailside Park. Then the scores were tallied and it was back to the ballpark for the playoffs.

Pembroke and Algonquin Park went into overtime before Pembroke

edged the Park to win the "A" championship.

Bancroft slugged it out with Bracebridge, with Bancroft winning the "B" championship.

The teams then returned to Trailside Park to celebrate the day, renew old friendships, and nurse injuries. Everyone is looking forward to next year's tourney in Pembroke.

*Steve Munro*

P.S. We have a provincial hockey tournie why not a provincial slo-pitch tournie?

## Reminder

**Algonquin Park Wilderness  
Ski Marathon and Loppet**

**February 9 and 10  
needs MNR participants.**

*Call Jeff Leavey, (613) 637-2780.*





## Cambridge District

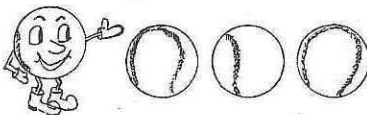
IT WAS A hot September 12, when a group of energetic baseball players from Cambridge District took to the diamond of Brian Best Park in Milton, to challenge teams from the Ontario Correctional Institute in their annual United Way baseball tournament. In the first game, MNR confronted a strong team of guards from the Maplehurst Detention Centre. Pre-game jitters soon vanished as line drives were caught, runners tagged out and double plays executed with amazing consistency. It appeared that the unique, natural talents each player possessed blended quickly to form a team to be reckoned with. Peter Finkbeiner's "cannonating" shot over the left field fence was an early indication of better things to come. Although the opposition appeared ready to break the game open at any minute, MNR played strong defence to come away with a comfortable lead and a victory.

In the second game, MNR faced the defending champions on a field that had just been sodded the day before and watered all night long. It took some fancy footwork, strong defence

and timely hitting by MNR to come away with its second victory of the day. Sandy McGill scored from second base on a home run. In the last inning, a sizzling line drive caught by Sandy McGill's sister, Evelyn and a key double play by Doug Schmidt sealed another victory for MNR. After this game, rumors started that MNR had entered a tournament team, full of ringers. Little did they know we had only practised together once before.

While relaxing after the tournament, enjoying a few cool beverages and savoring the victory, Manager Bill could be overheard discussing the day's achievements with one of the organizers. "I knew we had the potential to win but I think we surprised ourselves. We played smart ball all day long. The team's enthusiasm was overwhelming. I'm proud of my team and damn proud to have been their manager."

*Dave Hamlin*



## Huronia District



ON AUGUST 25, the Huronia District Annual Baseball Tournament was held. Wasaga Beach's New Sensations took the Second Place Trophy. With neon face paint and playing to the tunes of INXS, the Wasaga staff definitely won the Team Spirit Award. First place was won by the Township of Essa, third place went to Skid Rowe of Earl Rowe Provincial Park, Alliston.

*Kathy Dauphin*

...

WASAGA BEACH PATROL, the defending champions, placed in the top four at the Ontario Waterfront Lifeguard Championships, August 1 and 2 at Wasaga Beach Provincial Park.

In a field of 35, Wasaga's two teams placed 4th and 11th in a championship combining tests of physical, technical and lifesaving skills. Both teams performed particularly well in the physical half of the competition placing first in the Run/Swim/Run and Rescue Board Races, and making finals in almost every event.

Of particular note: Brian Kennedy, of Ottawa, and Brian Stittle, of Brampton, tied for first place in resuscitation skills; Jamie Bretzlaff, of Sudbury, took first place in the Run-Swim-Run; and Crystal Drummond, of Peterborough, came first for the second time in the Canadian Lifeguard Challenge, an Ironguard competition testing strength, agility, and lifeguarding skills.

*Rob Whitla*



photo by Dave Hamlin

*What a win! With canny coaching and endless enthusiasm, MNR's Cambridge District took on teams from the Ontario Correctional Institute at the annual United Way baseball tournee.*



# The Easy Chair

by BILL GOURLAY

By the time you read this column winter will be here. Many of you will be enjoying the "roarin' game" (curling), cross-country skiing or just trying to keep warm by the wood fire. Some of you will even now be heading south with the great flocks of honkers which are going over these days of early October. Anyhow, whatever of the above applies I trust that you have and will enjoy good health — the most important ingredient of retirement.

It seems a very short while since my last report from the Easy Chair. In it I commented on a few things going on at the farm here and around the Valley — fellow forester Phil Anslow always referred to the Valley as "God's country". It's true.

The foxes hung around until well into June, helping keep the groundhogs under control around the barns. They have gone from sight lately, but I would bet that the old vixen may return to hibernate under the corner of the log barn.

We fed innumerable birds all summer — the robins went further north in June and lately passed through on their way south. The swallows reared a nestful on the side veranda and went south the end of August. Our three lovable hummingbirds were avid feeders all summer with the two females leaving for Central America on September 13. Shortly thereafter, numerous blue jays returned and are still acting like gluttons. By the way, what happened to those other Blue Jays? They must have felt the urge to go south too!

This past two weeks, flocks of Canada geese have favored us with loud talk and their alert presence in two of our harvested barley fields. They love the young barley sprouts which have come up after combining. They also feed around here in the harvested cornfields in daytime and return to the nearby Ottawa and Carp Rivers at nightfall.

Doris and I have been busy completing the interior renovations to the farm home — it has taken us four and a half years! The summer has passed so quickly. A few of our other interests have been: joining the Fitzroy Historical Society, getting pieces of information on the family tree, working at the church booth at the Carp Fair (this was the 127th annual), keeping the grass cut, tending flowers and visiting with a few old friends (forestry and Air Force) in the Ottawa area. It has been busy-busy and now it's almost time to head to Florida for the winter. We left the end of October this year.

In the June issue of ASKI, a few names of retirees brought back memories of my contact with them. Those recent retirees that I had the pleasure of knowing and working beside are: Muriel Barton in main office, Bob Ellah, our very efficient and straightforward C.O. who retired in Owen Sound, Len Etmanski whom I used to see on my forestry trips to Pembroke and Steve Panting, Survey Services in Toronto.

I was saddened to read of the death of Don Billingham, the jovial and helpful supervisor at Central Warehouse in Toronto. Similarly, I had pleasant memories of Frederic Kreikmann, the former unit technician in the Thunder Bay District. I recall distinctly Fred's interesting story of a canoe trip he made down the Albany River, which we carried in our publication, "Your Forests" a goodly number of years ago.

However, as I scan the Comings and Goings in each issue of ASKI, the familiar names are becoming less and less. I wonder what that is telling us?

So, good health to all and have an enjoyable winter. If in Florida drop me a line for my report from Florida. My address and phone number was in the last issue of ASKI.

# The Mailbag

The Mailbag is somewhat skimpy this time, but that is understandable with retirees travelling and enjoying the outdoors over the summer months. I do have one letter — an entreaty for Lands and Forests, Forestry Branch uniform items and badges from Francis W. Smith of Box 124, Matachewan, Ontario P0K 1M0. In his September letter he writes:

*"First of all, thank you for publishing my letter and request for old flashes and badges in ASKI.*

*I must admit, I was most disappointed as I only heard from two people. They both sent flashes and a hat badge. These were certainly well appreciated. As I look through ASKI I see several names of those I worked with, or should I say for?*

*My project has expanded from Police Week shows, to shows at activity centres in provincial parks, to main office asking for the display for the 100th anniversary of Fish and Wildlife and Parks in 1992.*

*Would you be kind enough to ask the old gang in Florida if they have anything at all they can contribute to this project. Flashes as worn by Lands and Forests and Ontario Forestry Branch, old badges and old wallet badges, crests, buttons, or anything pertaining to MNR or its predecessors.*

*I know Deb Waldriff at one time had one or two old Ontario Game & Fish badges. Do you know his address? Or better still, if you see him, tell him of this project and ask him to get in touch.*

*After the centennial year in 1992, the material will be displayed at the Leslie M. Frost Natural Resources Centre.*

*A short plea in ASKI once again would be appreciated, begging them to send material hanging around looking for a good place to be remembered.*



*I thank you Bill, as well as the two people who already made contributions to the project.*

*Best Regards,*

*Francis W. Smith*

...

In August I had a telephone call from **Ralph A. Lockhart** of 73 Albert Street, South, Lindsay, Ontario K9V 3H3. Phone: (705) 324- 9248. Ralph served Lands and Forests and MNR as forest supervisor in the Geraldton and Lindsay districts over a period of many years. I was fortunate to have him as my first field supervisor in the late '50s.

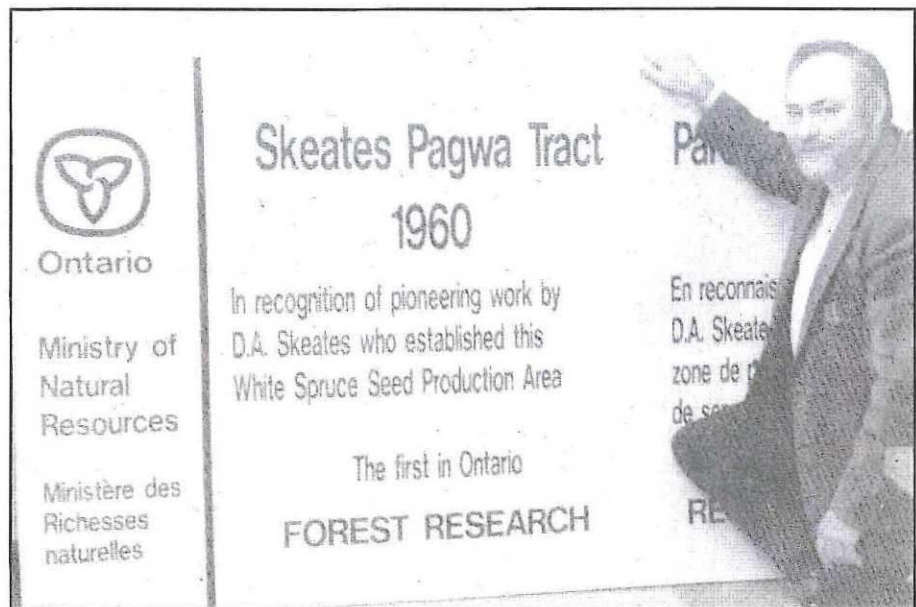
As a number of retirees know, Ralph had a serious aneurysm operation last fall from which he has gradually recovered. He missed his curling for awhile but had good news about this past summer's activities. Ralph was a golf competitor at the Senior Olympic Games held in London this August. He says that he missed the Retiree Picnic for this reason. Anyhow, Ralph has recuperated enough to win the gold medal on the "B" side of the golf event. Congratulations Ralph and keep it up.

When he called me, he and wife Stella were heading out for Sussex, New Brunswick to visit his sister who was ill from a bad fall. They were to visit us here on their return.

The Lockharts' plan to visit Florida this winter, so we look forward to seeing them at Panama City Beach or at North Port.

...

Last March I received a very interesting letter in Florida from retiree friend and forester, **Douglas A. Skeates**, 429 Kenneth Avenue, Willowdale, Ontario, M2N 4W2. Phone (416) 221-0466. What made it so interesting was that it was mailed from Hong Kong! Doug was returning home from the Phillipines where he had spent six weeks on a forestry mission. The contents of his letter brought memories flooding back of the time that Doug and I worked on forest management in



*"Retired" Forester Doug Skeates travels the world offering professional assistance to countries struggling to manage their natural resources.*

the Geraldton District in the late '50s. Since those days, our careers touched briefly in the Toronto area—these brief meetings were occasioned by Doug's comings and goings on forestry work around the world.

So, with the letter from Hong Kong at hand I thought it would be of interest to many foresters who knew Doug to recount a few highlights of his very interesting and well-travelled forestry career.

Doug Skeates launched his forestry career after graduating in 1953 from the University of Toronto. He started in research management in the reforestation branch in southern Ontario. After gaining field experience, he was posted to Geraldton District in 1956 as reforestation supervisor. During his stay, he was instrumental in initiating some of the early project regenerating work in the district. I recall one of Doug's first jack pine seeding trials on a snow covered area near Beardmore. It turned out rather well — a good catch that surprised some of us. He was also instrumental in setting up seed production areas (the Pagwa one is named in his honor) collecting spruce and pine cones and locating and selecting "plus" trees. These early efforts led in part to MNR's present day sophisticated tree improvement

program.

In May 1960, Doug moved to North Bay District, and worked on management plans and planning until 1964. At this juncture, he was drawn to a new field of forestry with the Canadian International Development Agency, and he accepted a posting to Kenya as a silvicultural adviser. As Doug had to sign on for two years, he took his wife Anne and family with him. From 1964 to 1967, Doug says he gained new insight into forestry. He realized he was people-oriented in his forestry work and enjoyed the challenge of working at the grass roots level.

Here is what Doug wrote:

*"Before I retired I took the ministry's retirement seminar. One thing it did for me was to clarify the difference between retirement and career change. I think I've opted for the latter. I have set up a consulting firm, but without too much company activity. I've also signed up as a Canadian Executive Services Organization (CESO) volunteer. Over here when they ask, 'What's that?' I remind them of the Peace Corps for young Americans, while CESO is for old Canadians. So far I've been on volunteer assignments in Costa Rica and now I'm enroute home from six weeks in the Phillipines.*

*In both cases, the assignments have related to social forestry. This latter project*



in the Philippines has been with the Negros Forests and Ecological Foundation Inc. The foundation started as a protest movement to Save our Negros Forests, until they, the directors/protesters decided they should take an active role in trying to protect and re-establish some of the famous Philippine Dipterocarp forests. The province of Negros Occidental, one of the islands in the Visagan Region—about the middle of the chain of islands—was once heavily forested. Now with severe over-exploitation followed by slash and burn to convert land to agriculture, the island is reduced to about three per cent forest cover. Despite a complete but unenforceable ban on logging in the province, the ecosystem is expected to be completely devastated within the next five years. Poverty is a tough opponent and when local people have to choose between survival and sound forestry practice, guess what they choose?

This little foundation is trying to show the way to change. Those illegally occupying forest land in the mountains cannot be moved out. For one thing, the mountain forests are the home of the NPA, the insurgents who manage to control both land and people despite military posts on the roads below. The forestry community (Department of Environment and Natural Resources) hasn't the manpower to protect the forests — in fact, it would need considerable firepower as well, since even the military can't provide control.

So, the foundation has taken on a contract to re-green 1,000 hectares of the Bacolod City Watershed. They have established a staff house in the forest area — about two hours mountainous climbing from the end of the road. I would call it a trail, but they drive jeeps over it! Here they are working with the local residents to establish agroforestry species in the occupied areas. They have three bush nurseries where they are digging up wildlings from over-regenerated cut-overs to reforest areas without natural regeneration. If they can provide short-term forest crops for the local people, it may be possible to convince them not to go higher, into the forests where they cut for survival.

I was afraid I might not even be allowed by the local staff to go up into the forest. Last Friday we all agreed I had to see the project. It was a fascinating trip. A steep gorge about 200 yards across had to

be traversed first. It took about two hours of switchbacks and narrow trails down and up. I'm out of shape and felt it. We got up into their assisted natural regeneration area where they are propagating and planting indigenous seedlings in cut-over areas.

It's a real education to see worst case scenarios. Yet there are a few people willing to back the system and work for change. I'm calling it the impossible dream, but miracles do happen."

• • •

When I called the Skeates household in early July, Anne informed me that Doug was just arriving back from Costa Rica that very day. He was returning from a three-week consulting trip under the auspices of CESO. A week later I telephoned and talked to Doug.

Doug's forestry career has come full circle. He has been and is involved in the Community Forest Project at Geraldton, Ontario. This community effort involving the Conservation Council of Ontario and the Town of Geraldton has the support of local labor groups and industry. The plan is to establish and manage a seven-township forest area within the Kimberly-Clark licenced area around Geraldton. The model and much of the planning has been based on Ontario's Agreement Forest Program.

Doug's continuing philosophy is that sound forestry must be firmly based at the grassroots level, with local participation. He has had a role for a number of years with two committees sponsored by the United Church Outreach program.

I wonder how Doug and Anne had time to raise their five children (one born in Kenya) with all the travel involved. They have succeeded well and their next move is to a new home in Tottenham. ■

**Don't forget to write!**

**Bill Gourlay**

**R.R. #2**

**3581 John Shaw Road**

**Kinburn, Ontario**

**K0A 2H0**

## Fifth Annual Retirees' Picnic

by BILL HUESTON

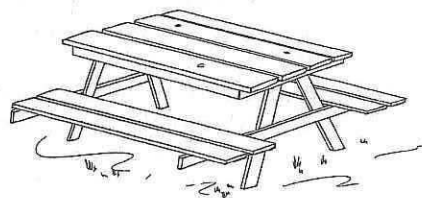
Springwater Provincial park proved, once again, to be the ideal location for the MNR Retirees' Picnic. The combination of good weather, very pleasant sylvan surroundings, plus the excellent facilities provided in the park all contributed to a great picnic. Of course, when you add to this the naturally happy disposition of MNR retirees, it makes a great day of fun, fellowship and reminiscing about "the good ol' days".

"Honest Bob" Staley proved his skill as auctioneer for the occasion and managed to dispose of numerous articles contributed by those who attended. You have to be good to auction off two frozen rabbits! Various other items of handicrafts, jellies, paintings and wines were available for the draw.

Your picnic committee was really pleased to see a few first-timers this year and missed those of you who were unable to make it.

We look forward to an even larger attendance in 1991, so mark the day on your calendar: Wednesday, August 14 at Springwater Provincial Park. That's the second Wednesday in August. Those of you on the retirees mailing list will receive their usual notice.

By the way, someone left a large "Food Saver" plastic container for muffins. Mrs. Kirk tells me she has it, and will return it to the owner if she is contacted, or you may contact the ASKI office and one of the staff will call Mrs. Kirk.





# Comings & Goings

*The following information is supplied by Human Resources Branch*

## Transfers and Promotions

### JUNE 1990

**Pierre Chartrand**, Resource Technician, Cornwall District, ER, to Senior Forest Extension Officer, same location.

**Andrew Heershap**, Fish and Wildlife Supervisor, Hearst District, NR, to Fish and Wildlife Supervisor, Pembroke District, AR.

**Susan Jorgensen**, Program Group Systems Coordinator, Systems Services Branch, Finance and Administration Group, MO, to Planning Analyst, same location.

**David New**, Timber Technician, Red Lake District, NWR, to Senior Timber Technician, same location.

**Angela Richardson**, Secretary, Land Management Branch, Lands and Waters Group, MO, to Administrative Assistant, same location.

**Brian Saar**, Nursery Operations Technician, Thunder Bay District, NCR, to Nursery Operations Technician, Dryden District, NWR.

### JULY 1990

**Martin Colman**, Supervisor, Thematic Mapping, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group to Manager, Thematic Mapping, same location.

**Philippe Couture**, Fire Crew Leader, Kapuskasing District, NR, to Conservation Officer, Nipigon District, NCR.

**Alan Dextrase**, Fisheries Biologist, Ignace District, NWR, to Fish and Wildlife Supervisor, Sioux Lookout District, NWR.

**Ross Knudson**, Timber Technician, Thunder Bay District, NCR, to Senior Unit Technician, same location.

**Gerry Leroux**, Operations/Fire Crew Leader, Sioux Lookout District, NWR, to Lands Management/Fire Crew Leader, same location.

**John Monck**, Extension Services Technician, Chatham District, SWR, to District Planner, Owen Sound District, SWR.

**Michael Paquette**, Fire Duty Officer, Timmins Sub-Region, NR, to Fire Operations Co-Ordinator, same location.

**Randy Thorvaldson**, Timber Technician, Thunder Bay District, NCR, to Senior Unit Technician, same location.

### AUGUST 1990

**Margaret Forbes**, Director's Secretary, Corporate Policy and Planning Secretariat, MO, to Committee Clerk, same location.

**Mary Helliher**, Budget Allocation Supervisor, Financial Resources Branch, Finance and Administration Group, MO, to Senior Financial Methods and Training Officer, same location.

**Jean Ann Michalchuk**, Facilities Clerk, Administrative Management Branch, Finance and Administration Group, MO, to Administrative Supervisor, same location.

**Lynn Pratt**, Senior Forest Extension Officer, Carleton Place District, ER, to Forest Management Technician, same location.

**Michael Rose**, Breeding/Tree Improvement Technician, Kirkland Lake District, NR, to Irrigation Technician, St. Williams Nursery, SWR.

**David Slater**, District Administration Supervisor, Geraldton District, NCR, to Pay and Benefit Supervisor, ER.

## New Hires

### JUNE 1990

**Colin Brethour**, Geographic Information Services Officer, Timmins District, NR.

**Lisa Brifoglio**, Programmer Analyst, Systems Services Branch, Finance and Administration Group, MO.

**Laurie Calder**, Rabies Technician/Western Ontario, Wildlife Research, Outdoor Recreation Group, Maple.

**Margaret Courville**, Expenditure Clerk, NR.

**Alan Crook**, Fisheries Education Specialist, Fisheries Branch, Outdoor Recreation Group, MO.

**Lins Difelice**, Programmer Analyst, Systems Services Branch, Finance and Administration Group, MO.

**Murray Draves**, Forest Ecosystem Technician, Penbroke District, AR.

**Michael Dwyer**, Forests/Fire Crew Leader, Dryden District, NWR.

**David Edmonds**, Fire Crew Leader, NWR.

**Kim Harrison**, District Mechanic, Ignace District, NWR.

**David Hayhurst**, Regional Forest Management Analyst, Timmins Sub-Region, NR.

**Farida Khan**, Secretary, Human Resources Branch, Administration Division, MO.

**John Kolanowski**, Camera Operator, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Michael Pedde**, Rabies Technician/Eastern Ontario, Fish and Wildlife Research Station, Outdoor Recreation Group, Maple.

**Lina Pozzebon**, Outdoor Recreation Clerk, Kapuskasing District, NR.

**Thomas Rickard**, VMS Specialist, Systems Services Branch, Finance and



Administration Group, MO.

**Anthony Scarr**, Lands Technician, Hearst District, NR.

**Marie Shorrock**, Administrative Secretary, Geraldton District, NCR.

**Blair Sullivan**, Unit Forester/Designated Crown Representative, Cochrane District, NR.

**Susan Tong**, Photographic Technician, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Richard Visser**, Lands Technician, AR.

**Kevin Weaver**, Extension/Development Forester, Kirkland Lake District, NR.

**Doreen Whatley**, Secretary, NCR.

**Patrick White**, Control Survey Drafting Technician, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Peter Wilkins**, Administrative Assistant, Fort Frances District, NWR.

**Anica Zarac**, Payroll Control Clerk, Financial Resources Branch, Finance and Administration Group, MO.

## JULY 1990

**Edward Barkauskas**, Operations/Fire Technician, Sioux Lookout District, NWR.

**Anne-Marie Bechard**, Administration Clerk, Chatham District, SWR.

**Elaine Bennett**, Secretary, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Andre Carriere**, Warehouseperson, Gogama District, NR.

**Leigh Colpitts**, Unit Forester, Hearst District, NR.

**Gayl Creutzberg**, Parks and Recreational Areas Technician, Provincial Parks and Recreational Areas Branch, Outdoor Recreation Group, MO.

**Christine Durrant**, Personnel Assistant, Human Resources Branch, Administration Division, MO.

**Wolfgang Haider**, Tourism Scientist, Fish and Wildlife Research Station, Outdoor Recreation Group, Thunder Bay.

**Heather Layfield**, Finance/Administration Clerk, Napanee District, ER.

**Douglas MacMillan**, Assistant Nursery

Superintendent, Kirkland Lake District, NR.

**Ghislaine Malo**, Assistant Coordinator, French Language Services, Administration Division, MO.

**Bill Mather**, Senior Systems Analyst, Systems Services Branch, Finance and Administration Group, MO.

**Domenic Molinaro**, Records Management and Office Automation Coordinator, Administrative Management Branch, Finance and Administration Group, MO.

**Raffaella Mooney**, Senior Lands Technician, Huronia District, CR.

**Ronald Schell**, Assistant Park Superintendent, Maintenance and Operations, Owen Sound District, SWR.

**James Smith**, Wood Control Officer/Geraldton, NCR.

**Robert Taylor**, Regional Planner, ER.

**Kathryn Woeller**, Plan Review Officer, Lindsay District, CR.

## AUGUST 1990

**Roy Alkema**, District Planning Technician, Huronia District, CR.

**Linda Beaulieu**, Clerk Typist Forest Management, Geraldton District, NCR.

**Katherine Blair**, Budget and Conservation Authority Clerk, ER.

**Nora Borgs**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

**June Chan**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

**Elizabeth Dehler**, Bilingual Public Information Centre Clerk, Communications Services Branch, Administration Division, MO.

**Suzanne D'Eon**, Lands Planner, Pembroke District, AR.

**Diana Dharmai**, Clerk Typist/Scientific Document Processing, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Don Drew**, Purchasing Officer, Administrative Management Branch, Finance and Administration Group, MO.

**Mark Fleming**, Timber Management Planning Specialist, Timmins Sub-Region, NR.

**Shelley Fleming**, Administrative Clerk, SWR.

**Michele Fournier**, Staffing Clerk/Stenographer, Human Resources Branch, Administration Division, MO.

**Mark Gadawski**, Conservation Officer, Nipigon District, NCR.

**Peter Glaser**, Inquiries Clerk, Communications Services Branch, Administration Division.

**Suzanne Guertin**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

**Azmina Hassam**, Corporate Control and Filing Clerk, Human Resources Branch, Administration Division, MO.

**Brian Hindley**, Watershed Management Planning Coordinator, Conservation Authorities and Water Management Branch, Lands and Waters Group, MO.

**Michael Kim**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

**Melita Kosek**, Automated Mapping Technician Junior, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Victor Martelock**, Aggregate Resources Program Officer, Cornwall District, ER.

**Valerie McEachern**, Warehouse/Maintenance Officer, Leslie M. Frost Natural Resources Centre Dorset, AR.

**Lisa McGhie**, Automated Mapping Technician Junior, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Carol Mercer**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

**Mark Muschett**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

**Mbamu Nzeyedio**, Bilingual Public Information Centre Clerk, Communications Services Branch, Administration Division, MO.

**Roger Roberge**, Conservation Officer, Geraldton District, NCR.

**Gerald Romme**, Automated Mapping Technician Junior, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

**Lucie Schlif-Henson**, Timber Techni-



cian, Chapleau District, NR.  
**Alison Schwab**, Inquiries Clerk, Communications Services Branch, Administration Division, MO.

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## Transfers-In

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### JUNE 1990

**Cheryl Athaide**, Secretary, Finance and Office Services Branch, Ministry of Government Services, to Clerical Stenographer, Provincial Parks and Recreational Areas Branch, Outdoor Recreation Group, MO.

### AUGUST 1990

**Hazel Cureton**, Supervisor Payroll and Attendance, Financial Services Branch, Corporate Services Division, Ministry of Northern Development and Mines, to Financial Analyst, Internal Audit Services Branch, Finance and Administration Group.

**Randy Rennick**, Supervisor Fast Tracks Cartography, Ontario Geological Survey, Mines and Minerals Division, Ministry of Northern Development and Mines, to Automated Mapping Technician, Junior, Surveys, Mapping and Remote Sensing Branch, Lands and Waters Group.

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## Transfers-Out

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### JULY 1990

**Frank Shaw**, Director, Land Management Branch, Lands and Waters Group, MO, to General Manager, St. Lawrence Parks Commission, Ministry of Tourism and Recreation, Morrisburg.

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## Resignations

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### JUNE 1990

**Archibald Caron**, Office Clerk, Office of Assistant Deputy Minister, Administration, MO.

**Peter Crosby**, Pilot, NER.

**Nancy Francis**, Administration Clerk, Temagami District, NER.

**Joan Gildart**, Secretary, Administrative Management Branch, Finance and Administration Group, MO.

**Joanne Rafuse**, Bilingual Secretary, Office of Assistant Deputy Minister, Administration, MO.

### JULY 1990

**Elaine Allen**, Workers' Compensation Board Administrative Assistant, Human Resources Branch, Administration Division, MO.

**David Fay**, Great Lakes Water Quantity Management Co-ordinator, Conservation Authorities and Water Management Branch, Lands and Waters Group, MO.

**Alexander Harrington**, Head Models Development, Conservation Authorities and Water Management Branch, Lands and Waters Group, MO.

**Joan Rudzki**, Revenue Receiving Clerk, Wawa District, NER.

**James Tye**, Senior Fire Control Technician/Carleton Place, AR.

### AUGUST 1990

**Patrick Gallagher**, Fire Operations Manager/Tweed, AR.

**Amalia Jimenez**, Editor/Writer Bilingual, Minister's Liaison Office, Administration Division, MO.

**Barbara Kostic**, Manager, Financial Operations, SWR.

**Suzanne Roy**, Receptionist, Pembroke District, AR.

**Anita Roy-King** Receptionist, Chatham District, SWR.

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## Retirements

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### MARCH 1990

**Murray Irwin**, Forestry Technician, Huronia District, CR.

### JUNE 1990

**William Christie**, Coordinator/Great Lakes Research, Fisheries Research Glenora, Outdoor Recreation Group.  
**Raymond Coulombe**, Lands and Waters Management Supervisor, North Bay District, NER.

**Raymond Soucie**, Office Manager, G. Howard Ferguson Forest Station, ER.  
**Blanche Sutherland**, Regional Director's Secretary, NCR.

### JULY 1990

**Arthur Martin**, Fish and Wildlife Supervisor, Sioux Lookout District, NWR.

**Hubert Morrison**, Operations/Park Supervisor, Sioux Lookout District, NWR.

### AUGUST 1990

**Charles Brandon**, Nursery Technician, St. Williams Nursery, SWR.

**Stanley Sobkowich**, Hatchery Technician, Nipigon District, NCR.

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## Deaths

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### JUNE 1990

**Percy Berry**, Security Officer, Cornwall District, ER retired March, 1988, died June 12, 1990

**W.E. Bunker**, Maple District, CR retired June, 1985, Died June 29, 1990.

### AUGUST 1990

**Edward Bragg**, NER retired October, 1968, died August 30, 1990.

**Marie Frawley**, Secretary, Sudbury District, retired 1973, died August 24, 1990.



## briefly

MNR's Hunter Education programme is the winner of the National Rifle Association of America award for excellence in hunter education.

William (Bill) McKittrick, Coordinator of the Hunter Education programme attributes the outstanding success of the programme to the MNR instructors. He says they are the ones who have contributed most to the high quality of the programme. The Hunter Education Programme celebrates its 30th birthday this year.

• • •

Ontario was successful in its bid to host the 1992 North American Wildlife Enforcement Officers' Association Convention. This is to recognize the 100th Anniversary of Conservation Officers in Ontario. The conference will be held mid-July 1992.

• • •

Three members of MNR's Rabies Advisory Committee involved with the province's rabies program, were honored with special plaques at a recent World Health Organization Seminar on Wildlife Rabies Control.

David Johnston of MNR's Rabies Unit was honored as a pioneer in the field of bait development and of aerial distribution of baits. The certificate reads: "The World Health Organization expresses its gratitude to Dr. D.H. Johnston for significant contributions to the control of rabies in wildlife."

Dr. Kenneth Lawson of Connaught Laboratories was cited for his extensive work on vaccines for use in baits and Dr. Alex Wandeler of Agriculture Canada for his pioneering work in rabies control.

## Compressed work week on the way

by SARAH MINHAS

Some MNR employees are enjoying long weekends every three weeks. That's because in Maple District, many employees are already on the compressed work week schedule.

The compressed work week allows an employee to work an extra 31 minutes a day during a 14-day cycle, and then take the fifteenth day or ADO (additional day off) off. The ADO can be a Friday or a Monday. The system operates on a 24-week cycle at the end of which employees are given the opportunity to reconsider their participation. Either the employer or worker may cancel the agreement with written notice of three weeks.

The program is open to all classified staff with branch directors having the responsibility of determining eligibility. At least 10 per cent of the employees who work in high demand areas may not be eligible to participate.

The compressed work week has been operating in several government ministries for at least three years. The Ontario Public Service Employees Union, through Locals 507, 510, 548 and 312 recently approved the program for Whitney Block, Surveys Mapping and Remote Sensing, Central Supply and fisheries and wildlife workers in Maple.

Jeanette Desi, president of Local 507, estimates the program will be in place January or February 1991.

## The last word

Dear Editor:

I couldn't resist writing you a brief note of congratulations for producing a most excellent issue of ASKI (Vol. 16 No. 1).

Both my wife and I thoroughly enjoyed the articles by Steve Gray on our underground resources in southwestern Ontario which added to my own knowledge. A most enjoyable and informative two articles indeed.

I was equally pleased to note the work of our various district offices and their close ties with local communities. If medals are ever considered, Graham Coe, Assistant Park Superintendent at Rainbow Falls Provincial Park should rank at the top among the finest PR efforts by any ministry employee. His letter... was a classic in itself and he should be commended for his understanding of... children and the warmth of his response.

*Warmest regards to all,  
Grant Mulholland  
(MNR retiree)*

Dear Editor,

I would like to acknowledge the outstanding efforts of the management and staff of your ministry's Geraldton District Office, who together with staff from other districts, fought several forest fires in northwestern Ontario this summer.

Their hard work and dedication to safeguard the lives and property of residents of the communities of Summer Beaver and Webequie ensured no injury or loss of life as well as no loss of property.

My sincere thanks goes to all who were involved in this extraordinary effort.

*Yours sincerely,  
Shirley Martin  
Minister of State  
Indian Affairs and  
Northern Development*



*Best wishes  
for a  
HAPPY  
NEW YEAR!*

*the staff at ASKI*